



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

Quarterly Board Meeting
February 9, 2022
11:30 a.m. to 1:00 p.m.
Clarksville AJC
523 Madison Street, Clarksville
[Click here for Zoom link](#)
Tel: +1 312 626 6799
Meeting ID: 891 2010 2259
Passcode: 146140

AGENDA

Call Meeting to Order-Declaration of Quorum

John Zobl

Approval of Minutes

John Zobl

Recognition of New Board Members & Mayors

Marla Rye

Serving Justice Involved Individuals

Dr. William Arnold

CSP Performance Review

Marla Rye

CSP Presentations

EDSI

Danielle Ellis

MAC

Tanya Evrenson

Strategic Priorities:

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

Ginger Fussell

➡ ***Connect People with Career Opportunities:***
One-Stop-Operator Report

George Phillips

➡ ***Train Workforce to Fill Employer Needs:***
Employer Services Report

Freda Herndon

➡ ***Improve Efficiency & Effectiveness of Training Programs***
WIOA Performance Measures

Andrea Dillard

Wrap Up

John Zobl

Adjourn

John Zobl

Zoom Link: <https://us02web.zoom.us/j/89120102259?pwd=TDZ6cE45TEdLdkhJZ0ZsaThMYXVPdz09>

Upcoming Meetings-Mark Your Calendars

May 11, 2022 | August 10, 2022 | November 9, 2022 | February 8, 2023

**Northern Middle Tennessee Workforce Board
Full Board
Meeting Minutes
November 10, 2021, In-Person & via Zoom 11:30 a.m.**

Members Attending	Members Absent	Staff & Guest Attending
Dan Caldwell	Jennifer Hobbs	Marla Rye
James Harper	Keith Carnahan	Andrea Dillard
Mark Peed	Anne Fugate	Freda Herndon
Tony Adams	David Rutledge	Ginger Fussell
Kristi Spurgeon		Sherry Maynard
Charles Story		Richard Nelson
Seth Thurman		Phillip Wallace
Chris West		John Watz
John Zobl		Beth Duffield
Dan Ryan		Rob Dancer
Richie Brandon		Patty Stansfield Carter
Bo Callis		Mayor Kerry McCarver
Greg Jones		James Starnes
Carol Puryear		Christel Brown
Lynn Seifert		Molly Hewitt
GC Hixson		Joseph Johnson
John Alexander		Jennifer Eppley
Tylesha McCray		Meagan Dobbins
Paul Webb		Jimmy Johnston
		George Phillips
		Liz McLaughlin
		Renea Rosson
		Rubin Cockrell
		Danielle Ellis
		Glen Dahill
		Stacy Books
		Tanya Evrenson
		Rochelle G
		Darla Tea
		James Starnes
		Ellen Gomez
		Ashley Crisp Randall

The Northern Middle Tennessee Workforce Development Board met in person at the Tennessee College of Applied Technology in Dickson and with a virtual option on Wednesday, November 10, 2021, 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. GC Hixson made the motion to approve. John Alexander seconded, and the minutes were unanimously approved. Marla Rye recognized mayors in attendance and welcomed our new board member, Greg Jones. Marla then recognized members and mayors who participated in activities to benefit the community and spoke of upcoming grants over the last quarter. She then reported that the Northern Middle Region has the lowest unemployment rate of all workforce areas in the state.

Federal Reserve Bank of Atlanta-Benefits Cliff

Alex Ruder from the Federal Reserve Bank of Atlanta presented a brief introduction about how the benefits cliff issue intersects with workforce development. As the family earns more, there are times that their disposable income ends up being less when their benefits are reduced. When helping the client choose a career path, their earnings need to be mapped to show how each choice will affect them over time. By becoming aware of the issues, we can develop solutions to mitigate the barriers for the worker and increase the talent supply for businesses. The board plans to learn more about this tool and speak with states who are already using it.

CAREER SERVICE PROVIDER (CSP) Performance Review

Marla gave a brief overview of goals given to the providers and their performance to date. The CSPs were asked to attend the meeting today and update the board on their progress on the corrective action plans and how they are moving forward with their programs.

EDSI

Danielle Ellis reported that they had achieved over 80% of their Adult, Dislocated Worker, and Youth goals. They have also been maintaining their MPCR since June. Danielle feels that staff turnover impacted their ability to make achieve 100% of their goal, but she feels they are moving in a positive direction. EDSI has hit its recruitment goal for October and is on track to hit the goal in November. A new Program Manager for the Adult and Dislocated Worker programs has joined their team, and an additional role of Career Services Manager has been added as well. She reported that they plan to train their staff to be ready to serve any and all populations in their career centers or within the communities. Danielle mentioned a couple of challenges they are working to improve. One is strengthening the communications with employers so that OJT invoices will be retrieved in a timely manner. The other is working on the intake process, and the way orientation is delivered.

Next, Liz McLaughlin shared about the youth program. Liz reported that they had established relationships with a few high schools in the workforce area. They work with the faculty and counselors to get referrals. Staff is available to answer questions and help youth. They are also holding interview workshops in the high schools. They are partnering with over ten companies to create paid work experience opportunities. They are also conducting community outreach with many schools and departments within the area. Liz then told the story of Emily, one of their participants, and how she was hired by a local radio station where she participated in a paid work experience. She also spoke of

challenges they have faced and found solutions to overcome them. Finally, Liz updated the board members about some of their programs and partnerships that are best practices.

Danielle answered questions by Charles Story regarding how things were going in Davidson County. She reported that things were going well in Davidson County, and she felt that traffic in the AJCs was about the same as it had been. She also felt that staffing levels are good right now.

MAC

Tanya Evrenson reported that MAC is caught up and has met the goal of 74 enrollments. She said they have ten in-school youth and 7 out-of-school youth to enroll by the end of December. They accomplished this by heavily recruiting people for the past three months. They have developed partnerships with Metro Nashville Public Schools, Davidson County Headstart parents, community colleges, TCATs, juvenile court, community-based organizations, AJC partners, Envision Center, and the McGruder Center. Young adults are identified and recruited for a paid work experience which includes an academic component of soft skills employers seek. MAC has 18 employers they have partnered with to provide paid work experiences. Tanya then explained some of the challenges they experienced while trying to hire candidates to fill their open positions and the challenges of filling out the paperwork for the young adults applying for the paid work experience. She stated that MPCR would increase with the additional enrollments and expects to be fully staffed by November 15. Although they were short-staffed, she reported that clients were called, followed up with, employments verified, and case notes made.

Tanya then shared the success story of Ashley Williams. Ashley worked hard during her training to become a phlebotomist. She was hired at Ascension St. Thomas in Rutherford County, and it was reported that her pay was approximately \$27 per hour.

Strategic Priorities

Manage Board funds to Support Career Pathways

Ginger provided the board with a fiscal update. An additional \$550K from an emergency dislocated worker grant was awarded to assist with the Humphreys County flood. She then updated the board about the Campbell Strong closeout.

Next, Ginger reviewed the CSP contracts. As of September, time progression of the contract period is 50%. EDSI has spent 40% of their contract budget, and MAC has spent 24% of their budget. Currently, the CSPs are about \$300,000 shy of what the spending was in quarter 1 of our fiscal year. Ginger challenged them to keep pushing towards meeting their goals. Each month the contractors are reminded of how many months are left in their contract, shown where they need to be, and how to best balance by funding stream. MAC's expenditures for October have improved. EDSI has maintained a strong MPCR for four months consecutively. Eligibility has been a key concern and has been a key focus for monitoring efforts. Both contractors find their challenges to be in the area of work experience and in-school youth. Mid-Cumberland's billing has been right on track with their One-Stop-Operator budget.

Ginger announced that the PAR monitoring visit is complete, and there were no findings again this year. Financial auditors will arrive next week; the comptroller's office is doing single audit monitoring and the routine monitoring of the grants and budgets division.

The following actions were presented to the finance committee and approved. Acceptance of the quarter one financial report, acceptance of the revised budget increasing by approximately \$2.1 million, \$500,000 contract modification to EDSI for adult and dislocated worker services. Marla added that an additional \$500,000 was made available and needed to be distributed. The Executive Committee approved an increase of \$500,000 in funding to EDSI to plan a large Summer Youth Project for the summer of 2022.

John Zobl asked for a motion to approve the financial report including the action items. Seth Thurman made the motion. John Alexander seconded. With no discussion, the board voted unanimously to approve the financial report.

Connect People with Career Opportunities

George Phillips gave his One-Stop Operator report. He mentioned that AJC traffic is down significantly and praised the workers from Humphrey's county AJC. Even though the office had to be closed due to flooding, the staff worked the entire time. George then updated the board about MPCR being 54.06% and informed them of the enrollment numbers. The Northern Middle area has the lowest unemployment area in the state. Houston County has the highest unemployment rate in our area, but it also had the most significant drop from the previous quarter. Some of our KPI targets have been met, and there are other KPI targets where improvement needs to be made. The current AJC traffic count does not include the virtual AJC, but they will be included moving forward.

Train Workforce to Fill Employer Needs

Freda Herndon presented the ETPL and informed them that the list was presented to the committee and recommended the changes outlined on the pages in the board materials packet regarding approval for new programs and price increases. Some programs were extended one year due to performance, and some were extended two years if they met all of the performances. Freda then informed the board that they are on track with the spending of their grants and should finish up by June 30. They have also received notice that they will be receiving an additional \$160,000 for a statewide apprenticeship. A different strategy is being utilized, and they want to partner with labor unions to provide some financial relief to people who are in their apprenticeship program.

Improve Efficiency & Effectiveness of Programs

Andrea Dillard presented two policy changes to the board for approval. Both were presented to the Innovations and Special Populations Committees and were recommended for approval. The first request is to add six additional barriers, which would hopefully allow more young people to be identified and provided with services. The second request is to change when you are awarded retention incentives. The change would be to align the incentive benchmarks to coincide with follow-up quarters.

G.C. Hixson made a motion to approve both policy changes. Tony seconded the motion. The board voted unanimously to approve the changes.

Finally, Andrea presented the WIOA Federal Reporting Score Card. It shows that the Northern Middle Workforce Area has passed all of its goals for quarter 4 and the program year. She then added that the Northern Middle area ranks in the top three of each performance measure. However, she stated that she was concerned that performance is trending downward.

Marla updated the board about grant opportunities and what grants had been applied for.

Adjourn

Marla reminded the board that the next meeting would be on February 3, 2022. John Zobl adjourned the meeting.



Department of
**Labor & Workforce
Development**

Office of Reentry

William E. Arnold, Jr., Ed. D., Director

Key terms: Recidivism

The act of continuing to commit crimes even after having been punished.

What is Reentry?

The transition from incarceration—life in prison, jail or juvenile justice facilities—to life in the community.

Office of Reentry GOALS

-Data Tracking of Incarcerated Individuals

- JOBS4TN modifications
- Partnership with TDOC to increase JOBS4TN data
- Partnership with TCI to increase JOBS4TN data

-Increase Staff Capacity

- Baseline Training of Reentry Staff
- New OOR Staff in WFD Central Office
- Repurposing staff in American Job Centers

-Improve Awareness

- ReentryTN Brand
- Webpage of Resources
- Media Campaign

Funding Announcement

- **\$20,000.00 available for each Labor Board**
- **February 1, 2022– June 30, 2022**
- **Reentry efforts as prescribed in the Funding Announcement**
- **State Funds**
- **Sophia Young at Sophia.young@tn.gov**

QUESTIONS??



Thank you!

EDSI Incentive Quarterly Benchmarks																
Matrix:		Quarter Ending:														
		March 31			June 30			Sept. 30			Dec. 31			Cumulative December 31		
		Goal	Actual*	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%	Goal	Actual	%
Enrollments	A/DW	200	152	76%	255	303	119%	299	249	83.3%	259	245	94.6%	1013	949	93.7%
	Youth	50	31	62%	62	88	142%	81	66	81.5%	71	70	98.6%	264	255	96.6%
Exits (50% of new enrollments)	A/DW	100	204	204%	128	99	78%	150	127	84.9%	130	88	68.0%	507	518	102.3%
	Youth	25	86	344%	31	44	142%	41	32	79.0%	36	64	180%	132	226	171.2%
		Positive	Total	Percent	Positive	Total	Percent	Positive	Total	Percent	Positive	Total	Total	Positive	Total	Percent
Positive Placement Rate Target 85%	A/DW	166	204	81.4%	91	99	91.9%	126	127	99%	74	88	84.1%	457	518	88.2%
	Youth	51	86	59.3%	43	44	97.7%	28	32	88%	64	64	100.0%	186	226	82.3%
Placement Wage	A/DW	\$ 15.00	\$ 20.83	139%	\$ 15.00	\$ 20.59	137%	\$ 15.00	\$ 22.24	148%	\$ 15.00	\$ 24.17	161.1%	\$ 15.00	21.33	142%
	Youth	\$ 10.00	\$ 14.53	145%	\$ 10.00	\$ 13.56	136%	\$ 10.00	\$ 13.89	139%	\$ 10.00	\$ 19.97	199.7%	\$ 10.00	14.04	140%
MPCR:	A/DW	50%	16.6%	33%	50%	45%	90%	50%	59.9%	120%	50%	49%	98%	50%	47%	94%
	Youth	50%	14%	28%	50%	45.5%	91%	50%	64.5%	129%	50%	44%	88%	50%	48%	96%
Work Experience	Youth	25%	0%	0%	25%	4%	16%	25%	17%	68%	25%	20%	80%	25%	13%	52%
In-School Youth Ratio	Youth	40%	1%	3%	40%	3%	8%	40%	7%	18%	40%	8%	32%	40%	5%	13%

MAC Quarterly Benchmarks																				
Matrix:		Quarter Ending:																		
		March 31				June 30				Sept. 30				Dec. 31				Cumulative Dec. 31		
		Goal	Actual*	%		Goal	Actual	%		Goal	Actual	%		Goal	Actual	%		Goal	Actual	%
Enrollments	ISY	15	1	7%		50	24	48%		10	2	20.0%		10	58	580.0%		85	85	100.0%
	OSY	20	3	15%		30	85	283%		35	12	34.3%		25	10	40.0%		110	110	100.0%
	Total	35	4	11%		80	109	136%		45	14	31.1%		35	68	194.3%		195	195	100.0%
# of Exits (Target-50% of Enrollments)	Total	18	10	57%		40	16	40%		23	1	4.4%		18	11	63%		98	38	39.0%
Placement Rate (Target 85%)	Total	Positive	Total	Percent		Positive	Total	Percent		Positive	Total	Percent		Positive	Total	Percent		Positive	Total	Percent
		9	10	90%		10	16	63%		-	1	0%		11	11	100%		30	38	78.9%
Placement Wage	Total	\$ 10.00	\$ 12.20	122%		\$ 10.00	\$ 14.77	148%		\$ 10.00	\$ -	0%		\$ 10.00	19.97	199.7%		\$ 10.00	13.56	136%
MPCR:	Youth	50%	17%	34%		50%	35%	70%		50%	50%	100%		50%	44%	88.0%		50%	41%	82%
Work Experience	Youth	25%	9%	36%		25%	6%	24%		25%	22%	88%		25%	20%	80.0%		25%	16%	64%
In-School Youth Ratio	Youth	40%	4%	10%		40%	11%	28%		40%	21%	53%		40%	41%	164.0%		40%	26%	65%

NORTHERN MIDDLE TN WORKFORCE BOARD

DECEMBER 2021 FISCAL UPDATE

NORTHERN MIDDLE BUDGET/SPEND PROGRESSION

Northern Middle LWDA	(in 000's)				
	2021 QTR 1	2021 QTR 2	Expenses YTD	Revised FY 21-22 12 Mo. Budget	% Spent
Adult (\$100,000 re-purposed for Admin)	873	383	1,256	3,121	40.2%
Dislocated Worker (\$750,000 for Adult *)	563	1,095	1,658	5,174	32.0%
Youth	516	620	1,137	3,025	37.6%
RESEA	58	67	125	309	40.5%
Campbell Strong (closed 9/30)	198	0	198	278	71.1%
National Dislocated Worker (COVID)	147	80	226	1,316	17.2%
National Dislocated Worker (Flood)		58	58	550	10.5%
Summer Youth Initiative (closed 8/31)	95		95	95	100.2%
Rural Development	39		39	52	74.5%
IFA		194	194	1,000	19.4%
September Total FY 21-22 Expense vs Budget	2,489	2,496	4,985	14,919	33.4%
Additional Dislocated Worker (F21 & P22)			0	754	0.0%
Apprenticeship			0	168	0.0%
Expired Funding Rural Development			0	-13	0.0%
Expired Funding Campbell Strong			0	-80	0.0%
December Total FY 21-22 Expense vs Budget	2,489	2,496	4,985	15,747	31.7%
December 21-22 Funding Increase - Budget Action Item				828	

- * Board approved re-purpose up to \$1,500,000 of Dislocated Worker program budget to Adult
- * State approved re-purpose of \$750,000 of Dislocated Worker program budget to Adult
- * Northern Middle has requested to re-purpose the remaining \$750,000 effective January

NORTHERN MIDDLE TN WORKFORCE BOARD

DECEMBER 2021 FISCAL UPDATE

MPCR

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

MPCR = 48.16%

	MAC Youth	EDSI Youth and Summer Youth	EDSI Adult & Dislocated Worker	Other (NM, & IFA)	Total
Qualifying Expenses	\$ 108,349	\$ 393,520	\$ 1,199,873	\$ 84,733	\$ 1,786,475
Total Program	\$ 234,052	\$ 718,259	\$ 2,207,727	\$ 549,045	\$ 3,709,082
MPCR	46.29%	54.79%	54.35%	15.43%	48.16%

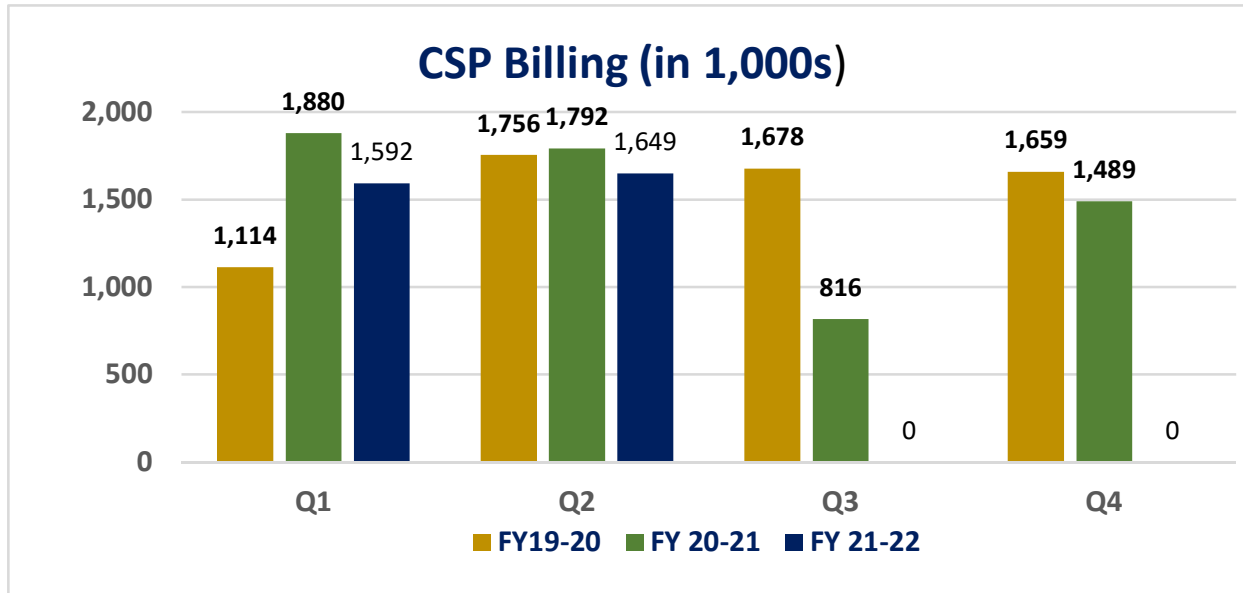
Northern Middle met 40% Requirement in preliminary calculations.

***** PRIOR QUARTER MPCR = 54.1% state calculation*****

NORTHERN MIDDLE TN WORKFORCE BOARD

DECEMBER 2021 FISCAL UPDATE

CAREER SERVICE PROVIDER - BILLING TREND



Q2 contractor billing was down \$143k compared to Q2 of the prior year, but increased \$57k from the previous quarter of the current year.

Career Service Provider Billing	Q1	Q2	Q3	Q4	Total
CSP Billing FYE 6/30/20	1,114	1,756	1,678	1,659	6,207
CSP Billing FYE 6/30/21	1,880	1,792	816	1,489	5,977
CSP Billing FYE 6/30/22	1,592	1,649	0	0	3,241
Net Decrease CY to PY by Quarter	-288	-143			

NORTHERN MIDDLE TN WORKFORCE BOARD
DECEMBER 2021 FISCAL UPDATE
CONTRACTOR - BILLING PROGRESS

	In \$000's				
Career Service Provider Billing	Cumulative through Sept	Total Spent Qtr Ended Dec 2021	Budget Spent Contract To Date	Total 18 Month Budget	% Spent - 66% time elapsed
EDSI - Base Contract	\$ 3,357	\$ 1,457	\$ 4,814	\$ 8,370	58%
EDSI - Modifications	\$ 144	\$ 42	\$ 186	\$ 1,314	14%
MAC - Base Contract	\$ 193	\$ 150	\$ 343	\$ 800	43%
Contract-to-Date through Q2 2021-22	\$ 3,694	\$ 1,649	\$ 5,343		

	In \$000's				
One-Stop Operator Billing	Cumulative through Sept	Total Spent Qtr Ended Dec 2021	Budget Spent Contract To Date	Total 18 Month Budget	% Spent - 66% time elapsed
MCHRA - Base Contract	\$ 193	\$ 67	\$ 260	\$ 447	58%

NORTHERN MIDDLE TN WORKFORCE BOARD

DECEMBER 2021 FISCAL UPDATE

EDSI - MPCR TREND

	MPCR - Goal 50%			MPCR Adult/DW - Goal 50%		
EDSI	Youth			A/DW Combined		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	48%	Direct \$ '000	Total \$ '000	47%

	MPCR - Goal 50%			MPCR Adult/DW - Goal 50%		
EDSI	Youth			A/DW Combined		
QTR Ended 9/30/21	246	381	64%	652	1,089	60%
QTR Ended 12/31/21	148	338	44%	547	1,119	49%
FYE 6/30/22	394	718	55%	1,200	2,208	54%

NORTHERN MIDDLE TN WORKFORCE BOARD
DECEMBER 2021 FISCAL UPDATE
MAC YOUTH - MPCR TREND

	MPCR - Goal 50%		
MAC	Youth		
CTD CUMULATIVE	Direct \$ '000	Total \$ '000	41%

	MPCR - Goal 50%		
MAC	Youth		
QTR Ended 9/30/21	42	85	50%
QTR Ended 12/31/21	66	150	44%
FYE 6/30/22	108	234	46%

NORTHERN MIDDLE TN WORKFORCE BOARD
DECEMBER 2021 FISCAL UPDATE
EDSI YOUTH - WORK EXPERIENCE/IN-SCHOOL

	Work Experience - Goal 25%		
EDSI	Youth		
CTD CUMULATIVE	Wk Exp \$ '000	Total \$ '000	13%

ISY/Youth - Goal 40%		
Youth		
ISY \$ '000	Total \$ '000	5%

	Work Experience - Goal 25%		
EDSI	Youth		
QTR Ended 9/30/21	48	293	17%
QTR Ended 12/31/21	69	338	20%
FYE 6/30/22	117	630	19%

ISY/Youth - Goal 40%		
Youth		
20	293	7%
27	338	8%
47	630	7%

NORTHERN MIDDLE TN WORKFORCE BOARD
DECEMBER 2021 FISCAL UPDATE
MAC YOUTH - WORK EXPERIENCE/IN SCHOOL

	Work Experience - Goal 25%		
MAC	Youth		
CTD CUMULATIVE	Wk Exp \$ '000	Total \$ '000	16%

ISY/Youth - Goal 40%		
Youth		
ISY \$ '000	Total \$ '000	26%

	Work Experience - Goal 25%		
MAC	Youth		
QTR Ended 9/30/21	19	85	22%
QTR Ended 12/31/21	29	150	20%
FYE 6/30/22	48	234	20%

ISY/Youth - Goal 40%		
Youth		
18	85	21%
62	150	41%
79	234	34%

NORTHERN MIDDLE TN WORKFORCE BOARD

DECEMBER 2021 FISCAL UPDATE

MONITORING UPDATE

EDSI and MAC - Career Service Providers

- * Monthly desk review of invoices is performed analyzing contract progress and performance.
- * Biweekly contractor meetings continue.
- * Eligibility and documentation has been a key area of concern and monitoring focus.
- * CSP staffing and Youth challenges (work experience and ISY requirements) continue to be key focus areas.

Mid-Cumberland HRA - One-Stop Operator

- * Northern Middle has challenged the One-Stop Operator to provide enhanced oversight of our partner co-enrollments that support KPI's.

Northern Middle TN LWDB's external audit for FY 20-21 completed by Thurman Campbell Group, PLC:

- * Unmodified opinions
- * No audit findings
- * Low risk auditee qualification

NORTHERN MIDDLE TN WORKFORCE BOARD

DECEMBER 2021 FISCAL UPDATE

ACTION

- * 2021-22 Q2 Financial Report**
- * 2021-22 Revised Budget Approval of \$15.7M (+ \$828k)**
- * + \$500k contract modification to EDSI for special populations**
 - \$400k Transitioning Soldiers**
 - \$100k Offenders**
- * + \$500k Youth - Current CSP or new RFP**
- * Flexibility to re-purpose \$500k additional DW funds for Adult, if needed**

Northern Middle Tennessee Workforce Development Board AJC Report

For October 1 to December 31, 2021

Report Date: February 9, 2022

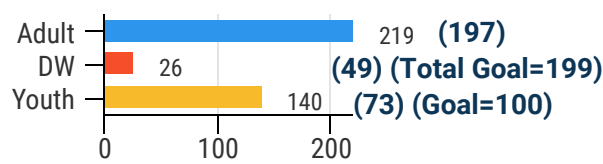
Local Area Updates

Our Northern Middle American Job Centers increased our number of job fairs dramatically. Due to the current labor situation, attendance has been smaller than normal, but we saw an increase in job fair traffic in the quarter ended on Dec 31.



Partner Program Updates

Title I Total Enrollments



Adult Education

For the quarter ending Dec 30;
2081 received student services. A total of
222 students received their HiSETs, while
208 students received a level gain.

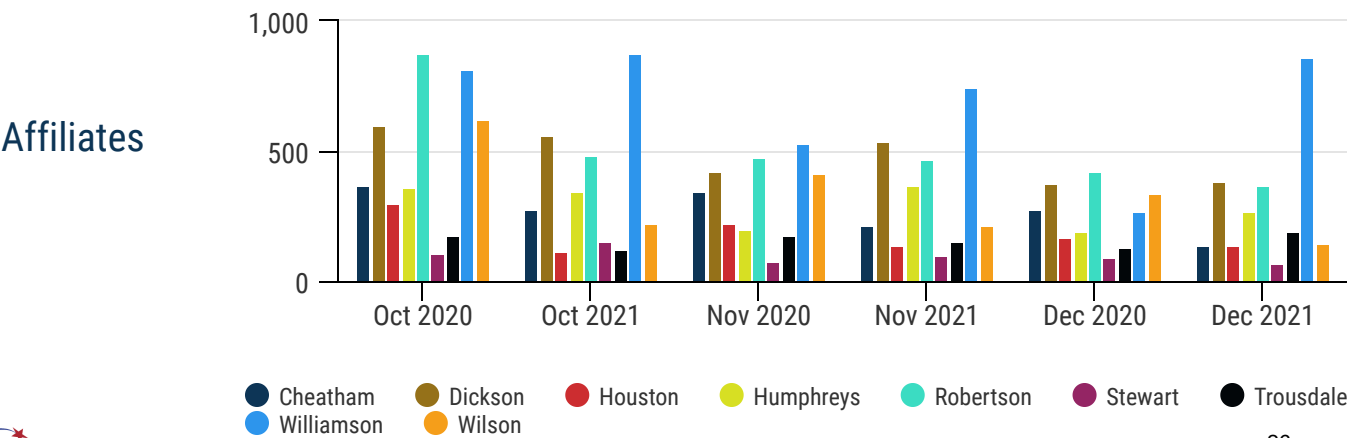
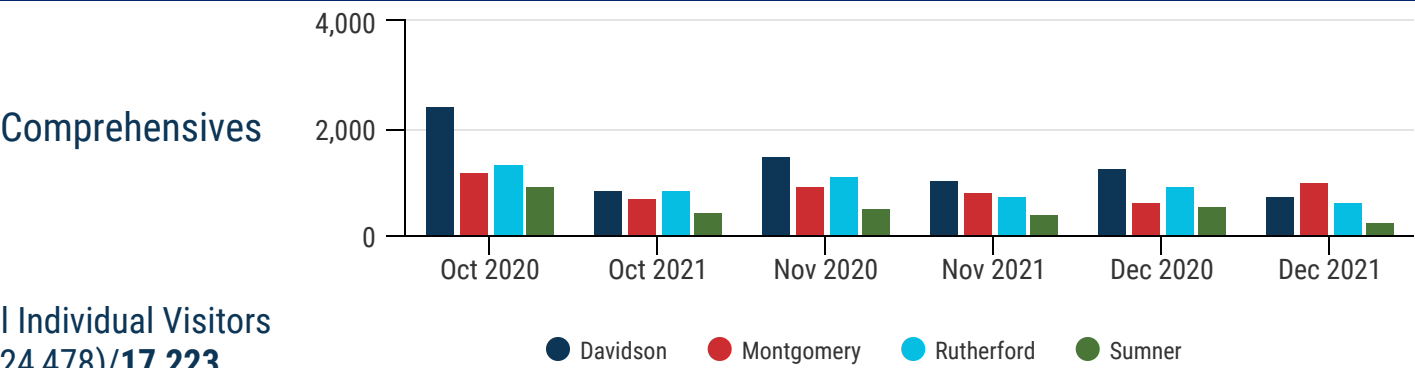
Wagner Peyser

2,543	New employers registered
11,430	New Job Orders in Jobs4TN
264	Wagner Peyser Participants

Vocational Rehabilitation

1,466	Active Cases
240	Applications
79	Currently Working
95	Successful Closures

AJC Total Traffic Counts



Northern Middle AJC Report

December 31, 2021

By County as of Dec 31, 2021; NM = 2.7% TN = 3.3%

Challenges Going Forward

County	Unemployment Rate (Dec 31)	Unemployment Rate (Sep 30)	Quarterly Change
Cheatham	2.5%	2.4%	0.1
Davidson	2.8%	3.1%	-0.3
Dickson	2.7%	3.2%	-0.5
Houston	4.3%	4.5%	-0.2
Humphreys	3.3%	3.8%	-0.5
Montgomery	3.5%	3.8%	-0.3
Robertson	2.7%	2.8%	-0.1
Rutherford	2.6%	2.9%	-0.3
Stewart	3.7%	3.7%	--
Sumner	2.6%	2.7%	-0.1
Trousdale	2.9%	3.0%	-0.1
Williamson	2.1%	2.3%	-0.2
Wilson	2.5%	2.5%	--

Moving into 2022, there are two primary challenges facing the NM American Job Centers (AJCs). First, RESEA Co-Enrollments are a critical part of our KPIs and NM is lagging far behind where we need to be. Some of the problem is as simple as improper coding within our system. However, there is poor communication and even a lack of understanding among a few staff members within our AJC partners. That will be a key focus going forward.

Another challenge is proper daily staffing in some of our AJCs. We are required to have a Title I staff member in each AJC at all times. Between a staffing model of minimal staff in some of our smaller AJCs, COVID exposures and normal expected absences, it has become extremely difficult to meet that requirement. More Title I staff needs to be hired or made available to each AJC in 2022.

KPIs

Below are most of the Northern Middle Key Performance Indicators (KPIs) for the first and second quarters of our program year.

	Jul-21	Aug-21	Sep-21	Q1	Oct-21	Nov-21	Dec-21	Q2
Adult, Dislocated Worker and National Dislocated Worker - New Enrollment								
TARGET	99	99	100	298	66	66	67	199
Adult	73	69	55	197	80	69	70	219
Dislocated Worker	18	20	11	49	12	5	9	26
National Dislocated Worker	1	0	1	2	3	0	1	4
COVID-19 NDWG	1	0	0	1	0	0	0	0
Total	93	89	67	249	95	74	80	249
Percent of Goal	93.94%	89.90%	67.00%	83.56%	143.94%	112.12%	119.40%	125.13%
Youth								
New Enrollment								
Enrollment	20	30	23	73	62	35	43	140
Target				121				100
Pct.	16.52%	24.79%	19.01%	60.32%	62.00%	35.00%	43.00%	140.00%
Wagner-Peyser								
New Enrollment								
Enrollments	288	280	279	847	327	253	223	803
Target				787				855
Pct.	36.59%	35.57%	35.45%	107.61%	38.24%	29.89%	26.80%	93.90%
Re-Employment Services								
Co-Enrollment								
Co-Enrollment with Title I	1	0	5	6	0	3	2	5
Referred to Title I	41	45	26	112	16	24	15	55
Attended RESEA Orientation	156	130	74	360	66	76	62	204
Selected for Re-Employment Services	129	125	126	380	107	96	55	258
Co-Enrollment Target	10	11	7	28	4	6	4	19
Pct.	10.00%	0.00%	71.40%	21.42%	0.00%	50.00%	50.00%	26.30%
SNAP Employment and Training								
New Enrollment	93	100	81	274	103	51	49	203
Target				158				157
Pct.	58.80%	63.29%	51.26	173.41%	64.96%	32.48%	31.20%	129.20%
Trade Adjustment Assistance								
Co-Enrollment with Dislocated Worker								
Trade Co-Enrollment with DW	1	1	0	2	0	0	0	0
9/1/2020 or later Trade Participants								
Trade Participants	1	1	0	2	0	0	0	0
Target						0		
* TAA's KPI applies only to Trade Participants with an entry date on or after 9/1/2020								

Northern Middle Program Year July 1, 2021 to June 30, 2022

Incumbent Worker Training (IWT) Grants

County Location	Employer	Employees Trained	Contract Start Date	Contract End Date	Contract Amount	Amount Expended through 12/31/2021
Davidson	Include Me Advocacy	10	3/26/2021	9/30/2021	\$ 10,964.00	\$ 4,551.00
Rutherford	Jagemann Precision Plastics	6	4/16/2021	9/30/2021	\$ 25,000.00	\$ 25,000.00
Montgomery	OEM Tube	15	7/30/2021	9/30/2021	\$ 6,800.00	\$ -
Davidson	Primeritus	35	8/30/2021	6/1/2022	\$ 25,000.00	\$ -
Williamson	Senior Solutions	10	12/1/2021	6/30/2022	\$ 23,939.00	\$ -
Davidson	Military Systems	15	1/1/2022	6/30/2022	\$ 25,000.00	\$ -
Dickson	ALP Lighting	10	12/15/2021	6/30/2022	\$ 17,995.00	\$ -
Pending						
Multiple	Rogers Group	5			\$ 10,935.00	
Total		101			\$ 134,698.00	\$ 29,551.00

Apprenticeship Training Grants

County Location	Employer	Employees Trained	Contract Start Date	Contract End Date	Contract Amount	Amount Expended through 12/31/2021
Williamson	Arrington Vineyards	2	1/18/2021	12/31/2021	\$ 6,367.00	\$ 3,105.34
Davidson	Asurion - Group 2	9	9/27/2021	6/30/2022	\$ 54,000.00	\$ -
Davidson	North American Stamping	8	1/1/2022	6/30/2022	\$ 17,368.00	\$ -
Pending						
Davidson	Asurion - Group 3	3			\$ 6,000.00	
Montgomery	CMCSS	64			\$ 98,000.00	
Total		86			\$ 181,735.00	\$ 3,105.34

New and Expanding Business Support

County Location	Employer	Potential Employees	Open Date	Support Type
Robertson	Puritan	625	Winter 2022	AJC introduction, interview space, social media support, drug test
Robertson	Advanex	100	Fall 2021	AJC introduction, interview space, social media support, drug test
Robertson	Electrolux		Expansion	Job Profiles, Applicant Screening, Applicant Testing, Job Fairs
Middle TN	Whataburger	100	Ongoing	Launch Events followed by Job Fairs
Statewide	United Health Care	100	Ongoing	Assistance requested to fill direct support personnel (aide) positions
Houston	BradenHealth		11/1/2021	Hospital purchase. Services to be determined.
Stewart/Houston	ECD new business prospect	100	Spring 2021	Labor Market Information, Tours, AJC Resources, Community Intro
Statewide	TennCare Mngd Care Networks	8000	2022	Workshop Series to educate employers about workforce programs
Total		9025		

Rapid Response

WARN Email	Company Name	Number of Employees	Layoff or Closure Date	Employee Meetings	Company Contact	Notes and Follow-up
9/21/2021 TDLWD	John W McDougall Co 3731 Amy Lynn Drive Nashville, TN 37218	51	11/16/2021	No	Jeff Aycock, President 615.321.3900	Union. Permanent Layoff. Facility & union to handle the layoff.
9/21/2021 TDLWD	Ervin Express 1000 Richard Petty Way Lebanon, TN 37090	32	9/30/2021	No	Lawrence Ervin, Owner 615.808.8989	Receptionist reported all were placed in new positions.
12/15/2021 TDLWD	Central Freight Lines 7250 Eastgate Blvd. Mt. Juliet, TN 37122	66	12/13/2021	No	Local contact: Shawn Florian 615.453.8700	Employees found new job placements.
1/11/2022 TDLWD	ZF Friedrichshafen AG, 1103 Baddour Parkway Lebanon, TN 37087	237	February-April 2022	Yes	James Crowder 615.443.6475	Multiple planning calls. Will finalize dates on 1.21.22.
Total		386				

Inquires for Incumbent Worker Training Grant, OJT Grant, Apprenticeship Grant

County Location	Employer	Employees Trained	OJT, IWT or APP	Notes	Status
Davidson	Henosis	5	OJT	Specialty mushroom farm	Referred to EDSI
Wilson	Wilson County Motors	10	OJT	Auto dealership	Referred to EDSI
Davidson	Primeriturs Financial Services	10	IWT	Property Repossession	Funded
Davidson	111 Hair Lab	1	IWT/App	Hair Salon	Referred to EDSI
Montgomery	Ryle Glass	2	OJT	Window and Door Sales	Referred to EDSI
Montgomery	Delicate Jones Comm Cleaning	20	All	Sanitation	Referred to EDSI
Davidson	Nashville Sheet Metal	20	All	HVAC and Fabrication	Referred to EDSI
Rutherford	County Assessor of Property	3	All	county government	Government not allowed.
Wilson	Solarem Risk Management	5	IWT	armed security	Initial contact made.
Davidson	Pokeworks	25	All	casual restaurant	Referred to EDSI
Montgomery	Progressive Directions	8	iWT	assist people with disabilities	Initial contact made.
Montgomery	Compassion Care Clinic	1	IWT	clinic	Initial contact made.
Davidson	Interfaith Dental	2	APP	clinic	Initial contact made.
Multiple	Roscoe Brown	2	APP	HVAC	Initial contact made.
Davidson	Asurion Grpoup 2	9	APP	Software Developer	Funded
Davidson	Rescue Electric	2	APP	Electrical and HVAC	Provided assistance.
Davidson	ABEC Eletric	2	APP	Electrical	Initial contact made.
Davidson	Asurion Group 3	3	APP	IT	Pending
Rutherford	Legendary Motors	5	APP	Auto haulers	Application assistance
Multiple	Rogers Group	5	IWT	CDL	Pending
Montgomery	CMCSS	64	APP	Teacher Apprenticeship	Pending
Multiple	Plumbers & Pipefitters		APP		Meeting 1/24/22
Multiple	Carpenters		APP		Meeting 1/24/22
Multiple	Laborers		APP		Meeting 1/24/22
Total		204			

Northern Middle Tennessee Workforce Board Innovations Committee
ETPL Action Report 1.31.2022

The NM Board Innovations Committee voted to approve the following programs for addition to the ETPL:

New Programs Requiring Board Approval for addition to the ETPL

Provider Name	Address	Program ID	Program Name	CIP Code	Total Cost	Job Outlook	Credential Earned	Program Length	Sector Strategy
Lab Four	Nashville	1009602	Certified IT Project Management Expert: Blockchain Analyst	110103	\$4,000.00	Bright Outlook Nationally & Locally	Certificate	72 hours	Information Technology
Lab Four	Nashville	1009603	Cisco Certified Expert: Cisco Certified CyberOPS Progressional	110103	\$7,750.00	Bright Outlook Nationally & Locally	Certificate	144 hours	Information Technology
Lab Four	Nashville	1009604	Microsoft Certified Expert: Microsoft Certified Azure Security Engineer Associate	110103	\$4,000.00	Bright Outlook Nationally & Locally	Certificate	72 hours	Information Technology
VOLUNTEER STATE COMMUNITY COLLEGE	Gallatin	1009609	Business: Logistics & Supply Chain Management Concentration	520201	\$12,400.00	Bright Outlook Nationally & Locally	AAS	5 semesters	Multiple Sectors

Existing Programs Requiring Board Approval for Cost Increase and Program Extension

Provider Name	Address	Program ID	Program Name	CIP Code	Total Cost	Job Outlook	Credential Earned	Program Length	Sector Strategy	Cost Increase
NASHVILLE STATE COMMUNITY COLLEGE	Nashville	98933	NURSING	513801	\$10,000.00	Bright Outlook Nationally & Locally	AAS Degree	4 semesters	Healthcare	25% increase \$8,000 to \$10,000. Met 2/3 performance standards.

The NM Board Innovations Committee voted and did not approve the following programs for addition to the ETPL:

Provider Name	Address	Program ID	Program Name	CIP Code	Total Cost	Job Outlook	Credential Earned	Program Length	Sector Strategy	Decision Reason:
TCAT MURFREESBORO	Murfreesboro	1009615	Forklift Training	490299	\$100.00	Bright Outlook Nationally & Locally	Certificate	1 week	Advanced Manufacturing	Reason: No credential. Post for support services only.
TCAT MURFREESBORO	Murfreesboro	1009614	OSHA-10 Certification	150701	\$75.00	Bright Outlook Locally	Certificate	5 weeks	Advanced Manufacturing	Reason: No credential. Post for support services only.
Nashville State Communtiy College	Nashville	101015	ADMINISTRATIVE ASSISTANT	520401	\$5,480.00	Bright Outlook Nationally & Locally	Certifcate	3 semesters	Multiple Sectors	Reason: No enrollments. Price increase 28% noted.
NASHVILLE STATE COMMUNITY COLLEGE	Nashville	97733	MEDICAL CODING	510707	\$5,480.00	Bright Outlook Nationally & Locally	Technical Certificate	3 semesters	Healthcare	Reason: Failed performance. Price increase 28% noted.

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

PY21 WIOA Core Performance Measures	Targets	Northern Middle			
		Q1	Q2 Est.	Q3	Q4
Adult Measures		FAIL	FAIL		
Exiters		450	402		
Participants Served		1313	1402		
Employment Rate 2nd Quarter after exit	82.5%	75.3%	73.9%		
Employment Rate 4th Quarter after exit	82.5%	72.8%	70.0%		
Median Earnings 2 nd Quarter after exit	6,680	\$ 7,391	7,563		
Credential Attainment w/in 4 Quarters after exit	63.5%	70.5%	74.0%		
Measurable Skills Gains	53.0%	62.5%	64.3%		
Dislocated Worker		PASS	PASS		
Exiters		334	335		
Participants Served		806	736		
Employment Rate 2nd Quarter after exit	82.5%	81.9%	81.3%		
Employment Rate 4th Quarter after exit	82.5%	77.5%	78.3%		
Median Earnings 2 nd Quarter after exit	7,650	\$ 9,440	\$ 9,799		
Credential Attainment w/in 4 Quarters after exit	65.0%	66.8%	64.4%		
Measurable Skills Gains	49.0%	62.8%	66.0%		
Youth		Fail	Pass		
Exiters		327	296		
Participants Served		845	916		
Employment Rate 2nd Quarter after exit	77.0%	71.5%	76.6%		
Employment Rate 4th Quarter after exit	76.0%	74.7%	73%		
Median Earnings 2 nd Quarter after exit	3,400	\$ 3,798	\$ 4,328		
Credential Attainment w/in 4 Quarters after exit	70.0%	59.9%	63.1%		
Measurable Skills Gains	47.0%	57.7%	52.6%		

GREEN-Passing at 100% of Goal

YELLOW-Passing at 90% of goal

Red-Falling at less than 90% of goal