



**Northern Middle Tennessee
Workforce Board Inc.**

Special Populations

Committee

February 3, 2022

11:00 A.M.

[Click here for Zoom link](#)

Meeting ID: 875 1746 3618

Passcode: 634744

Telephone Number: +1 312 626 6799

Agenda

Welcome

Call the Meeting to Order

Approval of Minutes

Business Reports:

1. Career Service Provider-Performance Review
 - a. EDSI
 - b. MAC
2. Federal Performance Standards
3. Youth Spotlight
4. Programs and Grants
 - a. Transitioning Soldiers
 - b. Justice Involved
 - c. Apprenticeships
 - d. Layoff Aversion

Adjourn

Members:

Carol Puryear (Chair)

GC Hixson

Christopher West

Lynn Seifert

George "Bo" Callis

James Harper

Jennifer Hobbs

Complete zoom link: <https://us02web.zoom.us/j/87517463618?pwd=eHF0dnNlek9JNWZ1a2xeXVydUUVQT09>



**Northern Middle Tennessee Workforce Board
Special Populations Committee
Meeting Minutes
November 2, 2021, via Zoom 1:00 p.m.**

Members Attending	Members Absent	Staff & Guests Attending
Carol Puryear	Jennifer Hobbs	Freda Herndon
GC Hixson		Andrea Dillard
Christopher West		Marla Rye
Lynn Seifert		Ginger Fussell
George “Bo” Callis		John Watz
James Harper		Sherry Maynard
John Alexander		Ellen Gomez

The Northern Middle Tennessee Workforce Special Populations Committee met on November 2, 2021, at 1 p.m. virtually via Zoom.

Carol Puryear called the meeting to order. Marla called roll, and a quorum was declared. Carol requested a motion for approval of the minutes. Chris West made the motion to approve the minutes. Bo Callis seconded the motion, and with no discussion, the minutes were approved.

Contract Service Provider Performance Review

Marla reported that EDSI is trending in the right direction. Their cumulative goals are met or very close to being met. They do still struggle with their Youth Positive Placement Rate, Youth Work Experience, and In-School Youth.

Marla went on to say that MAC had a good second quarter, but their progress slowed during the third quarter. An area of concern is the number of exits. They are enrolling clients but not exiting them as they should. This grows their caseloads. The placement rate for those exiting needs improvement as well. While they met their MPCR for the third quarter, the cumulative MPCR needs improvement. Budget expenditures should be at 50% since we are halfway through their contract, but they are at 24%. Paid Work Experience and In-School Youth needs improvement as well. The board requested Marla speak with Dr. Croom about MAC’s performance. She carried this out, explained MAC’s current standing, and stated that while she can’t speak for the board, she felt that their contract could be terminated for lack of performance if the numbers weren’t on track by the end of December.

Marla was asked if the Summer Youth Program affected MAC's number. She reported that it did not as they didn't participate in that program since they were struggling. Marla was also asked what would happen to the school programs MAC has set up if their contract was terminated in December. Marla explained that they were asked to get letters of support from the schools along with firm dates of expected enrollments. Marla also explained that enrollments are needed now, and the promise of future enrollments might not be that helpful to the current situation. Andrea added that MAC has staffing issues, but Tanya has worked on filling the positions and should be fully staffed by November 15 and ready for training. Meagan Dobbins also monitored the files and found many of them did not have the proper documentation, so they have also been working on correcting that.

Youth Policy Consideration

Andrea Dillard presented two policy changes to the committee for approval. The first request is to change when you are awarded retention incentives. The change would align the incentive benchmarks to coincide with follow-up quarters. The second request is to add six additional barriers, hopefully allowing more young people to be identified and provided with services. Carol Puryear asked for a motion to accept these changes. GC Hixson made a motion. James Harper seconded the motion. With no further discussion, the committee voted unanimously to accept the changes.

Youth Spotlight

Andrea told the story of John Nicholas Seay, who was enrolled in the Out of School Youth Program and attended TCAT in Clarksville for industrial maintenance. While he was in high school, he struggled with grades but was a very respectful and kind young man. He was proud to tell his career coach that while he didn't do well in high school, he was graduating with honors from TCAT and maintained a 4.0. He attained employment with Bridgestone and was to start about a week after he graduated. Tragically, just days before he was to graduate, he was killed in a recreational vehicle accident.

Youth Standing Committee

Marla reported to the committee that a Youth Standing Committee was created out of the concern that there is difficulty with both contractors in identifying eligible youth and meeting the required eligible enrollment numbers. This committee will bring together different community agencies and youth representatives so that a better connection can be made for our youth providers. This will also be a committee that will help the contractors be better prepared for challenges and have another outlet to run ideas by that are youth related. Ellen Gomez helped set up this committee. Ellen reported that some folks who couldn't join in October would be joining in November. They will be identifying the five program areas that would be the most impactful for them to support, and they will meet again in December to hammer out more concrete proposals for funding.

TANF Opportunity Planning Grant

Marla updated the board about the TANF Opportunity Planning Grant. This is a grant that will assist in providing support to individuals and help transition them out of poverty. A guest

speaker from the Atlanta Federal Reserve has been asked to attend the Board meeting on November 10.

Adjourn

Carol Puryear adjourned the committee meeting.

Meeting ID	Topic	Start Time	End Time	User Email	Duration (Minutes)	Participants
83638299894	NM Special Populations Committee Meeting	11/2/2021 12:55	11/2/2021 13:41	mrye@workforceessentials.	46	10
Name (Original Name)	User Email	Join Time	Leave Time	Duration (Minutes)	Guest	
Chris West - NHC		11/2/2021 12:55	11/2/2021 13:41	46	Yes	
Marla Rye	mrye@workforceessentials.com	11/2/2021 12:55	11/2/2021 13:40	46	No	
Bo Callis		11/2/2021 12:56	11/2/2021 13:41	45	Yes	
John Alexander# TDLWD		11/2/2021 12:57	11/2/2021 13:40	44	Yes	
Lseifert		11/2/2021 12:57	11/2/2021 13:40	44	Yes	
Freda Herndon	fherndon@workforceessentials.com	11/2/2021 12:58	11/2/2021 13:41	43	No	
Carol Puryear# TCAT Murfreesboro/TBR CFWD		11/2/2021 13:00	11/2/2021 13:41	41	Yes	
James Harper		11/2/2021 13:00	11/2/2021 13:40	41	Yes	
Ellen Gomez		11/2/2021 13:00	11/2/2021 13:40	41	Yes	
GC Hixson	gchixson@doingbiz.org	11/2/2021 13:03	11/2/2021 13:41	38	Yes	

EDSI Incentive Quarterly Benchmarks																
Matrix:		Quarter Ending:														
		March 31			June 30			Sept. 30			Dec. 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%	25%	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%		25%	41%	164.0%		40%	26%	65%

WIOA Federal Reporting Score Card

PY21 Q1 WIOA Core Performance Measures	Tennessee						
Adult Measures	Pass/Fail		Pass	Dislocated Worker	Pass/Fail		Pass
	Negotiated	Actual	% of Goal		Negotiated	Actual	% of Goal
Exiters		22504		Exiters		2433	
Participants Served		18669		Participants Served		1184	
EER 2nd Qtr after exit	82.50%	81.70%	99%	EER 2nd Qtr after exit	82.50%	80.90%	98%
EER 4th Qtr after exit	82.50%	81.30%	99%	EER 4th Qtr after exit	82.50%	80.20%	97%
Med. Earnings	\$ 6,680	\$ 6,835	102%	Med. Earnings	\$ 7,650	\$ 8,021	105%
Cred. Attainment	63.50%	75.80%	119%	Cred. Attainment	67.00%	72.30%	108%
MSG	53.00%	64.40%	122%	MSG	49.00%	66.00%	135%
Youth	Pass/Fail		Fail	Wagner-Peyser	Pass/Fail		Fail
	Negotiated	Actual	% of Goal		Negotiated	Actual	% of Goal
Exiters		1599		Exiters		18669	
Participants Served		3715		Participants Served		22504	
EER 2nd Qtr after exit	77.00%	77.20%	100%	EER 2nd Qtr after exit	70%	59.80%	86%
EER 4th Qtr after exit	76.00%	77.00%	101%	EER 4th Qtr after exit	67%	64.10%	96%
Med. Earnings	\$ 3,400	\$ 3,878	114%	Med. Earnings	\$ 4,800	\$ 5,467	114%
Cred. Attainment	70.00%	58.70%	84%				
MSG	47.00%	56.00%	119%				

WIOA Federal Reporting Score Card

PY21 Q1 WIOA Core Performance Measures	West Tennessee Region								
	47130 Greater Memphis			47145 Northwest Tennessee			47160 Southwest Tennessee		
Adult Measures	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		931			201			270	
Participants Served		1255			550			526	
EER 2nd Qtr after exit	82.50%	81.30%	99%	82.50%	86.30%	105%	82.50%	82.50%	100%
EER 4th Qtr after exit	82.50%	81.30%	99%	82.50%	81.60%	99%	82.50%	83.20%	101%
Med. Earnings	\$ 6,680	\$ 6,353.00	95%	\$ 6,680.00	\$ 6,821.00	102%	\$ 6,680.00	\$ 6,592.00	99%
Cred. Attainment	63.50%	67.40%	106%	63.50%	85.20%	134%	63.50%	65.00%	102%
MSG	53.00%	65.30%	123%	53.00%	62.60%	118%	53.00%	51.90%	98%
Dislocated Worker	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		178			31			51	
Participants Served		432			86			104	
EER 2nd Qtr after exit	82.50%	81.90%	99%	82.50%	93.20%	113%	82.50%	76.10%	92%
EER 4th Qtr after exit	82.50%	82.40%	100%	82.50%	89.70%	109%	82.50%	87.20%	106%
Med. Earnings	\$ 7,650	\$ 7,406	97%	\$ 6,680	\$ 6,626	99%	\$ 6,680	\$ 4,965	74%
Cred. Attainment	67.00%	76.10%	114%	63.50%	76.20%	120%	63.50%	70.60%	111%
MSG	49.00%	65.20%	133%	53.00%	72.90%	138%	53.00%	56.90%	107%
Youth	Pass/Fail		Fail	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		230			30			158	
Participants Served		447			149			219	
EER 2nd Qtr after exit	77.00%	79.50%	103%	77.00%	82.60%	107%	77.00%	82.50%	107%
EER 4th Qtr after exit	76.00%	73.30%	96%	76.00%	81.70%	108%	76.00%	84.40%	111%
Med. Earnings	\$ 3,400	\$ 3,104	91%	\$ 3,400	\$ 4,001	118%	\$ 3,400	\$ 3,605	106%
Cred. Attainment	70.00%	32.30%	46%	70.00%	73.30%	105%	70.00%	51.50%	74%
MSG	47.00%	39.00%	83%	47.00%	60.20%	128%	47.00%	45.40%	97%

WIOA Federal Reporting Score Card

PY21 Q1 WIOA Core Performance Measures	Middle Tennessee Region								
	47140 Northern Middle			47155 Southern Middle			47165 Upper Cumberland		
Adult Measures	Pass/Fail		Fail	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		450			247			307	
Participants Served		1313			359			483	
EER 2nd Qtr after exit	82.50%	75.30%	91.27%	82.50%	81.90%	99%	82.50%	78.20%	95%
EER 4th Qtr after exit	82.50%	72.80%	88.24%	82.50%	85.20%	103%	82.50%	81.20%	98%
Med. Earnings	\$ 6,680	\$ 7,391	111%	\$ 6,680	\$ 7,862	118%	\$ 6,680	\$ 6,457	97%
Cred. Attainment	63.50%	70.50%	111%	63.50%	77.40%	122%	63.50%	78.40%	123%
MSG	53.00%	62.50%	118%	53.00%	61.10%	115%	53.00%	59.10%	112%
Dislocated Worker	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		334			109			68	
Participants Served		806			194			125	
EER 2nd Qtr after exit	82.50%	81.90%	99%	82.50%	90.90%	110%	82.50%	70.70%	86%
EER 4th Qtr after exit	82.50%	77.50%	94%	82.50%	84.10%	102%	82.50%	78.30%	95%
Med. Earnings	\$ 7,650	\$ 9,440	123%	\$ 7,650	\$ 8,411	110%	\$ 7,650	\$ 6,177	81%
Cred. Attainment	65.00%	66.80%	103%	67.00%	67.60%	101%	67.00%	73.70%	110%
MSG	49.00%	62.80%	128%	49.00%	69.40%	142%	49.00%	60.50%	123%
Youth	Pass/Fail		Fail	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		327			146			139	
Participants Served		845			326			265	
EER 2nd Qtr after exit	77.00%	71.50%	93%	77.00%	76.60%	99%	77.00%	69.40%	90%
EER 4th Qtr after exit	76.00%	74.70%	98%	76.00%	73.10%	96%	76.00%	71.50%	94%
Med. Earnings	\$ 3,400	\$ 3,798	112%	\$ 3,400	\$ 3,900	115%	\$ 3,400	\$ 4,163	122%
Cred. Attainment	70.00%	59.90%	86%	70.00%	68.20%	97%	70.00%	44.90%	64%
MSG	47.00%	57.70%	123%	47.00%	73.60%	157%	47.00%	42.20%	89.8%

WIOA Federal Reporting Score Card

PY21 Q1 WIOA Core Performance Measures	East Tennessee Region								
	47125 East Tennessee			47135 Northeast Tennessee			47150 Southeast Tennessee		
Adult Measures	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		807			166			374	
Participants Served		1449			363			771	
EER 2nd Qtr after exit	82.50%	85.90%	104%	82.50%	89.80%	109%	82.50%	82.40%	100%
EER 4th Qtr after exit	82.50%	84.80%	103%	82.50%	88.10%	107%	82.50%	81.90%	99%
Med. Earnings	\$ 6,680	\$ 7,372	110%	\$ 6,680	\$ 7,545	113%	\$ 6,680	\$ 6,604	99%
Cred. Attainment	63.50%	81.00%	128%	63.50%	83.10%	131%	63.50%	69.20%	109%
MSG	53.00%	69.40%	131%	53.00%	62.60%	118%	53.00%	70.40%	133%
Dislocated Worker	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		269			26			118	
Participants Served		382			108			195	
EER 2nd Qtr after exit	82.50%	81.80%	99%	82.50%	81.80%	99%	82.50%	77.50%	94%
EER 4th Qtr after exit	82.50%	81.90%	99%	82.50%	87.10%	106%	82.50%	79.80%	97%
Med. Earnings	\$ 7,650	\$ 7,484	98%	\$ 7,650	\$ 8,702	114%	\$ 7,650	\$ 7,658	100%
Cred. Attainment	67.00%	77.00%	115%	67.00%	84.00%	125%	67.00%	76.10%	114%
MSG	49.00%	68.40%	140%	49.00%	63.80%	130%	49.00%	76.00%	155%
Youth	Pass/Fail		Pass	Pass/Fail		Pass	Pass/Fail		Pass
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		315			72			191	
Participants Served		809			207			439	
EER 2nd Qtr after exit	77.00%	79.80%	104%	77.00%	79.40%	103%	77.00%	77.80%	101%
EER 4th Qtr after exit	76.00%	81.80%	108%	76.00%	74.00%	97%	76.00%	78.30%	103%
Med. Earnings	\$ 3,400	\$ 4,812	142%	\$ 3,400	\$ 4,067	120%	\$ 3,400	\$ 4,530	133%
Cred. Attainment	70.00%	71.30%	102%	70.00%	65.50%	94%	70.00%	66.40%	95%
MSG	47.00%	66.00%	140%	47.00%	51.60%	110%	47.00%	45.10%	96%

Youth Spotlight



While employed at St. Thomas Hospital in the housekeeping department, Kimberly was searching for a more rewarding career. After speaking with one of the phlebotomists at St. Thomas, she became interested in pursuing phlebotomy as a career. She enrolled with Metro Action Commission, met with a Youth Employment Specialist, and began her phlebotomy training. Kimberly graduated in late 2021 and is studying to take the exam to receive her license. Once she gets her license, she plans to pursue a position as a phlebotomist and wants to continue her education to become an LPN. She is thankful to her career coach for the support and motivation. Congrats Kimberly!

Innovative Program Opportunities

Transitioning Soldiers & Spouses: (Action)

Fort Campbell Soldier for Life and Spouse Center	\$400,000
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Justice Involved Individuals: (Action)

Local Jails-Coordinated training with adult education	\$100,000
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Apprenticeship Training:

	\$160,000
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Union Apprenticeship Programs	
New Tennessee Teacher Apprenticeship Program	

Layoff Aversion:

	\$57,455
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Incumbent Worker Training	
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Innovative Grant Opportunities

EDA Good Jobs Challenge

TANF Opportunity Grant

TANF Community Grant

Youth Build Grant