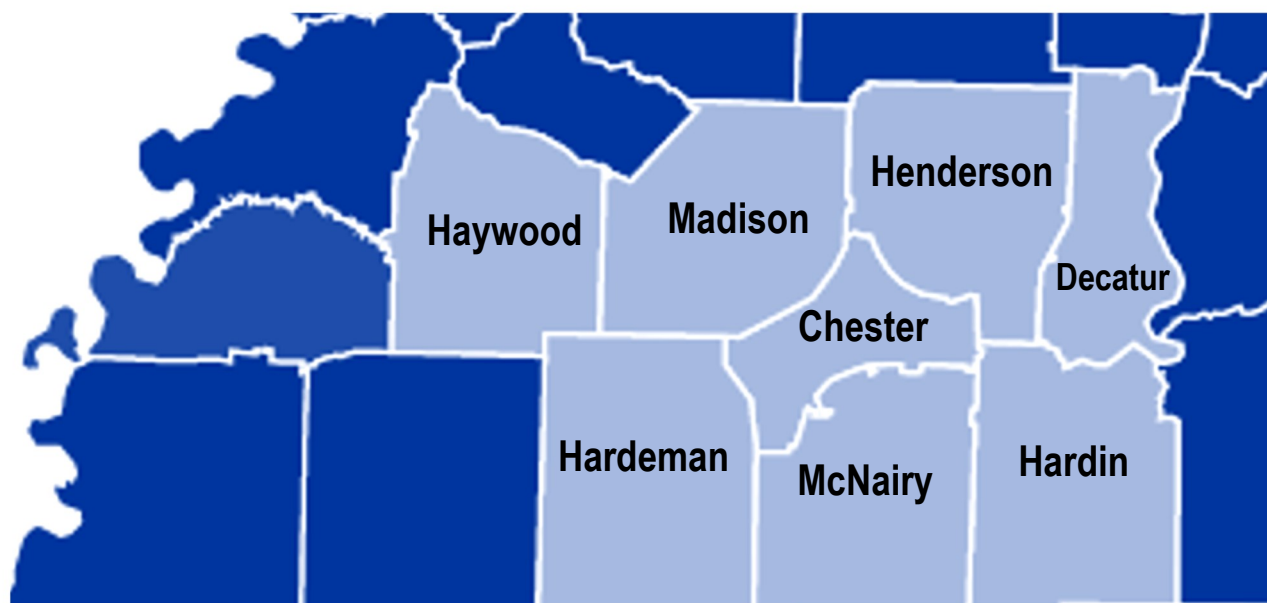


# SOUTHWEST TN WORKFORCE BOARD

# ANNUAL REPORT

2022-2023



## OUR MISSION

The mission of the Southwest Tennessee Workforce Board is to develop a quality workforce system to meet the needs of area employers and job seekers.

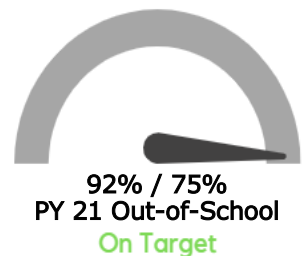
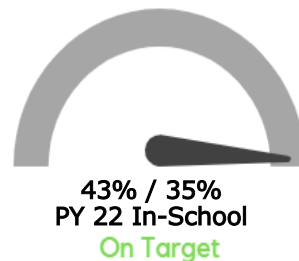
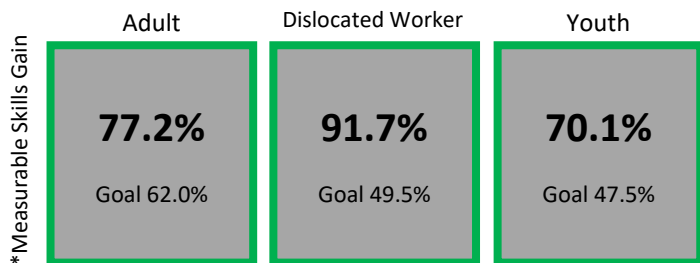
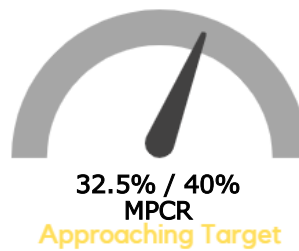
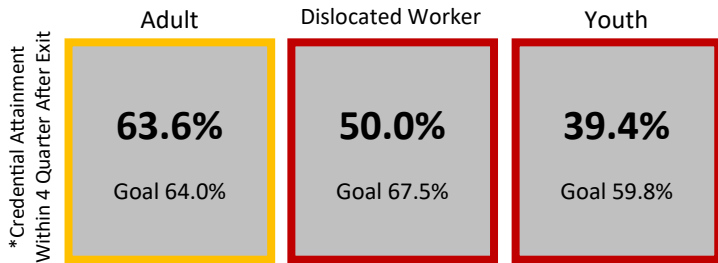
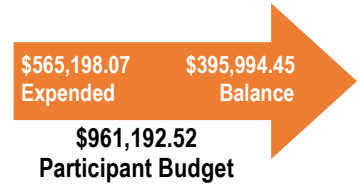
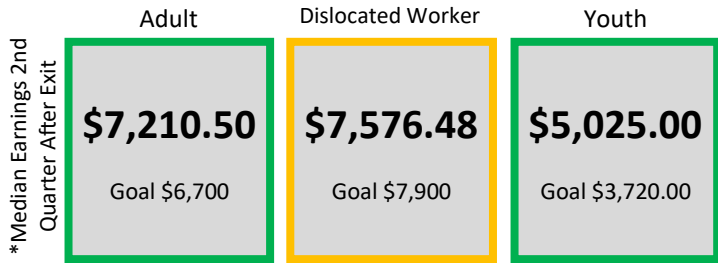
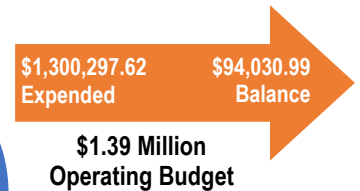
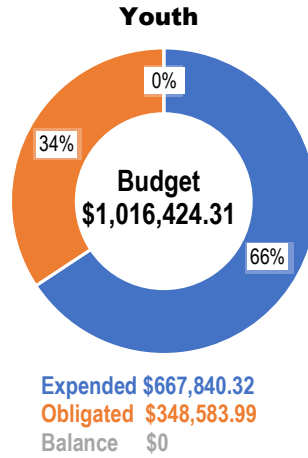
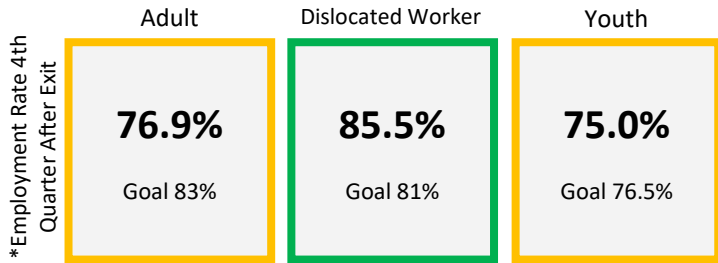
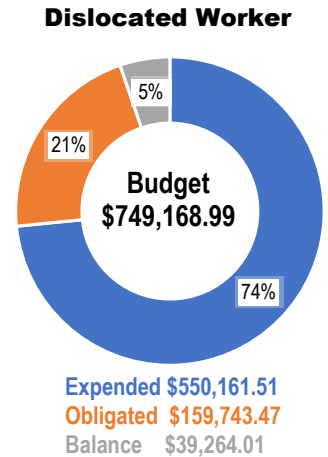
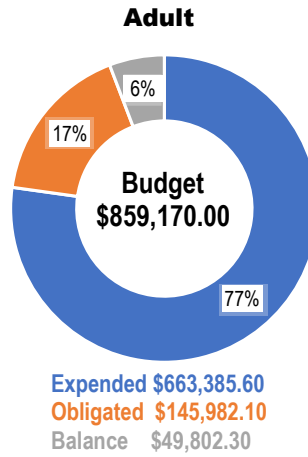
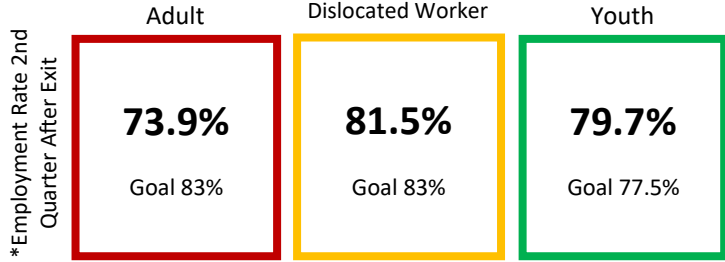
## OUR VISION

Southwest Tennessee is an area where business and industry thrive based on the availability of a skilled workforce and a robust talent pipeline, and where increasing wealth fuels prosperous communities and a high quality of life.

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2	Performance & Fiscal
3	American Job Centers
4-5	Training Services
6-7	Business Services
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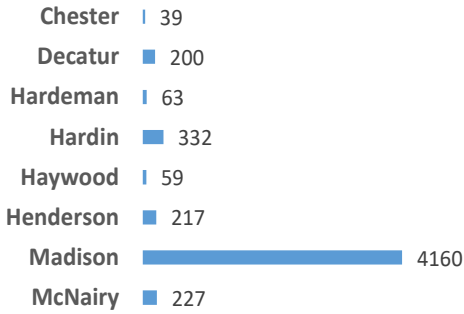
# Performance & Fiscal



\*Estimated measures

# American Job Center Services

## Customer Visits



**5,297**

Visitors to Date PY22

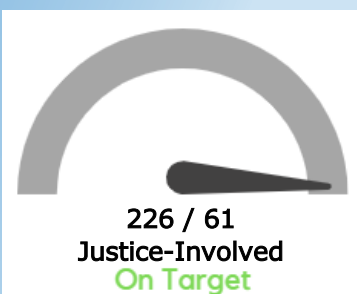
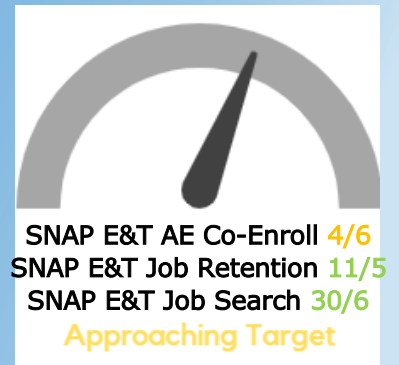
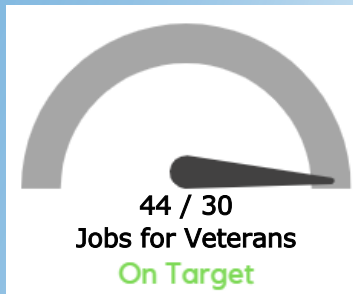
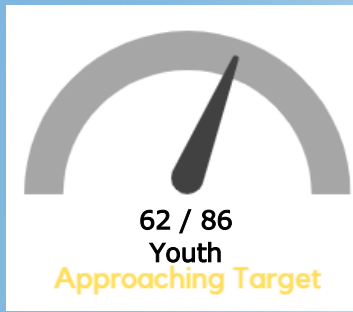
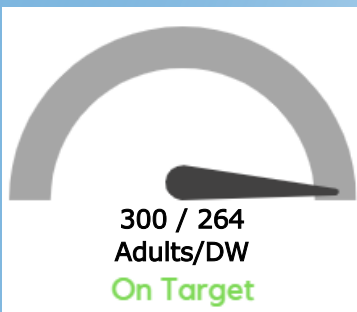


## TOP 5 REASONS FOR VISIT

1. Job Search/Computer Room
2. Events/Job Fairs
3. Title I Career Coaching
4. Jobs4TN/Job Search Assistance
5. Adult Education / Hi-Set

**6,431** Services Provided

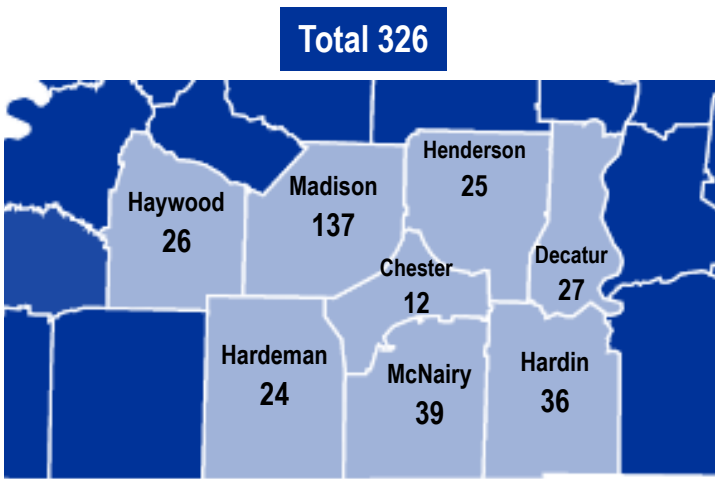
## Key Performance Indicator Results\*



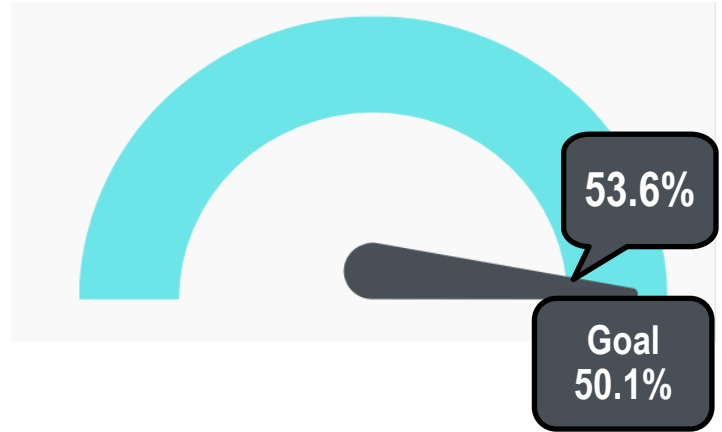
\*Estimated measures

# Training Services

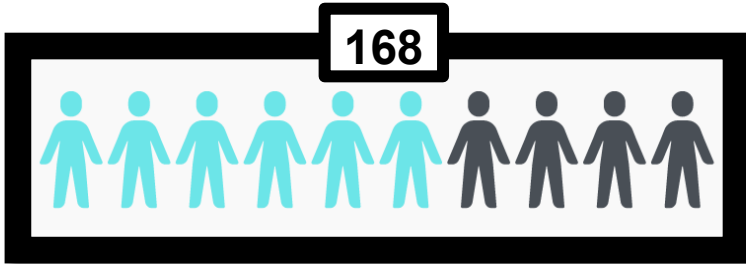
## Total Enrollments by County



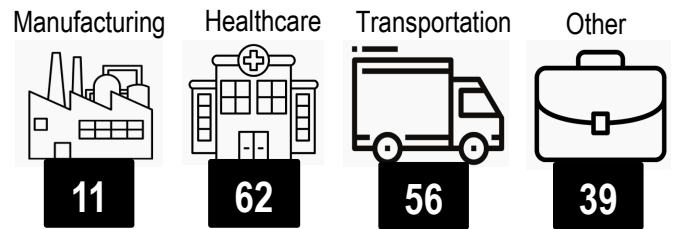
## Priority Percentage of New Adult Enrollments



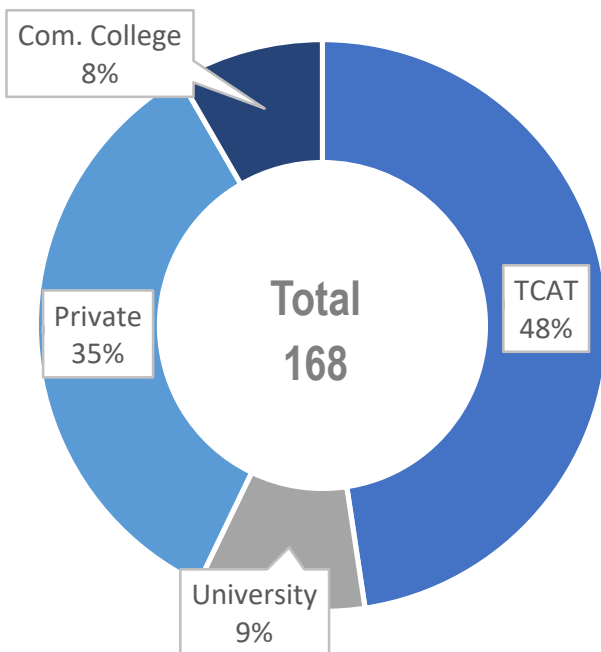
## ITA Enrollments



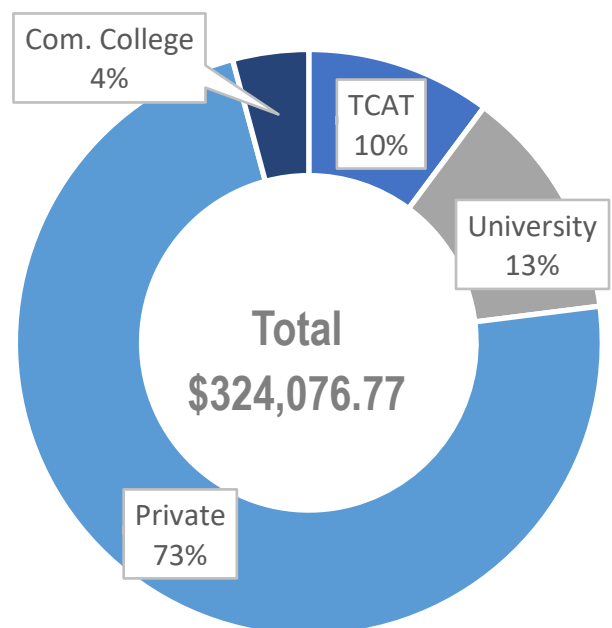
## ITAs By Sector



## New ITAs By Provider



## Total ITA Investment by Provider



# Training Services

## 2023 Hardin County High School Graduate on the Road to Success

Nineteen-year-old **Roger Hughes** is one step closer to realizing his dream of becoming a truck driver. In May, Roger and his mother, Teresa, visited the Decatur County American Job Center office to inquire about the CDL training program at TCAT Parsons. It was then he set a goal to start the CDL class in September.

"He's going to make it," said Lead Career Navigator Judy Seay, who works in the Decatur County AJC. "I try to encourage him as much as I can."

As a student with Dyslexia, Roger has already overcome barriers of navigating school with a learning disability. Roger graduated from Hardin County High School in May. Since the death of his dad in December 2022, Roger and his mother have had additional financial challenges. His dad bought him a new vehicle before he died and Roger had been struggling to pay for it.

In addition to sharing information about the CDL training program, Seay also verified that Roger met the program requirements for the new Summer Youth Employment Program and Work Experience (WEX) Program. "That's when Roger wanted to hug my neck," Seay said. Roger will start earning a paycheck in the Summer Youth Employment Program at the Roach Sawmill and Lumber Company, Inc. in Savannah. He will also receive an opportunity to gain more work experience through WEX before he prepares for his CDL class in September.



Sixteen-year-old **Lexie Zamora** gained valuable work experience at the Jackson American Job Center this summer. As part of the Youth Work Experience (WEX) program, Lexie answered phones, helped customers at the front desk, and trained to assist with the job fair check-in process.

Lexie says in addition to strengthening her customer service skills, "I learned a lot about jobs and what options are out there." Lexie says she wants to be a labor and delivery nurse or an ultrasound tech. As a junior at Chester County High School, Lexie has the opportunity to continue to gain more work experience in the fall in the Chester County American Job Center office through WEX.

Lexie encourages other eligible youth to apply for the program. "It's a really good program. It gives you a lot of experience. It will help you with future jobs," she said. Plus, "having customer service experience will help you with any job."

The program is designed to give eligible participants ages 16-24 on-the-job training and work experience that will help them in their future career paths .



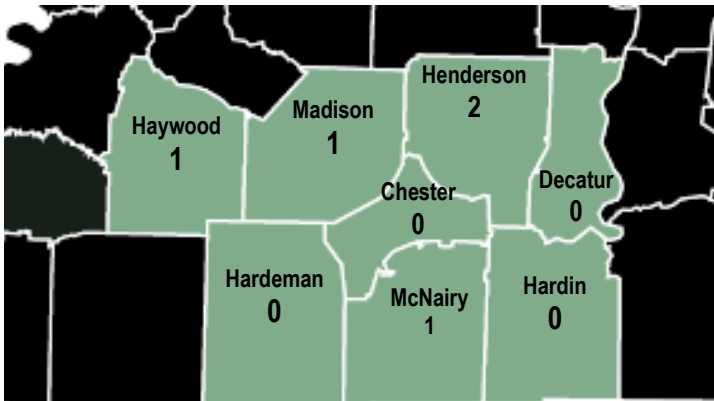
The Southwest Tennessee Workforce Development Board held several ribbon cuttings celebrating new locations this year. Locations can be found at [www.swtnccareers.org](http://www.swtnccareers.org).



# Business Services

## OJT Employers by County

**Total 5**



## On-the-Job Training Participants

Completed 28

Did Not Complete 0

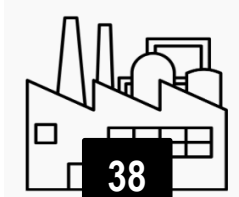
Still in Training 22

Total Enrolled  
**50**

Avg Cost / Participant  
**\$2,506.40**

## Trained by Sector

Manufacturing



Healthcare



Transportation



Other



## Virtually Speaking Webinars



- Betting on Talent: Maximizing Impact of Employee Engagement
- Substance Abuse Awareness: Changing the Narrative of Addiction in the Workplace
- Building Your Workforce through Partnerships in Work-Based Learning
- Addressing the Childcare Challenge: Solutions to Benefit Your Workforce

All webinars are recorded, and may be found by scanning the QR code, or on our website at <https://nwtjobs.org/employers/virtually-speaking>.



**71 Reports Produced**



Economy Overviews



Industry Reports



Education Reports



Occupation Reports

## INCUMBENT WORKER TRAINING PROGRAM

**13**  
Total Contracts Awarded

**130 / 166**  
Proposed to Train

**\$190,000 / \$190,000**  
Amount of Funding

# Business Services



In November 2022, the Southwest Tennessee Workforce Development Board held the **Red, White, & You Hiring Event & Resource Fair** featuring local employers and resource agencies.

This multi-location hiring event was geared toward transitioning service members, military spouses, National Guard, Reserve, veterans, their families, and the general public.



## Specialized American Job Center Staff Assist Veterans with Employment Connections



Gabriel Givens, a former medic and food inspector in the U.S. Army, was originally contacted by Disabled Veterans' Outreach Program Specialist, John Beare to share the job lead with him. John diligently followed up with Gabriel about the opportunity and "The next day, they had me a job," said Gabriel, who previously worked at a temporary job without benefits. "I thank the Lord that it worked out that fast."

Gabriel also thanks everyone involved at the AJC for their help. AJC Career Specialist, Cody Wyatt helped Gabriel update his resume. Customer Service Representative, Brandi Maness greeted Gabriel when he came to the AJC and promptly arranged for him to meet with Local Veterans Employment Representative, Mason McPeak. Then, Mason advised Gabriel to go directly to Conagra Brands for an interview that same day.

Since Gabriel has previous forklift experience, he may also have an opportunity to eventually transfer to a forklift position at his company. When asked what he likes most about his new job, he said, "I like the people, the benefits, and the money."



The Jackson AJC hosted a very successful 2-day job fair for Conagra Brands on Jan. 26th and 27th. Conagra Brands made 41 job offers as a result of the job fair! Here is what Associate Human Resources Generalist Thomas Hale had to say about the experience:

"I was very pleased with the turnout we had at our job fair hosted by the American Job Center in Jackson. The advertising and marketing that the AJC did on our behalf to raise awareness for the job fair was outstanding. All of their staff were very friendly and extremely helpful in setting up for the job fair, as well as directing people once they arrived. The facility was very clean and spacious, and offered plenty of computers for applicants to submit their online applications. I truly appreciate the staff at the AJC in Jackson and will absolutely partner with them for job fairs in the future."

# Talent Pipelines

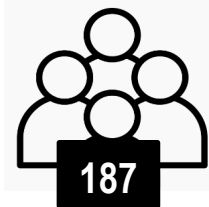
## Manufacturing Day



High Schools  
Participating

Students  
Participating

Employers  
Participating



## TRANSFR Virtual Reality Headsets

12  
High Schools  
Participating

602  
Students  
Participating (Goal 500)

289  
Simulations Completed



## Youth Work Experience



40  
New Enrollments

23  
Worksites

12  
Incentive Enrollments

The American Job Center-Jackson held a Reentry Simulation in April 2023 with the goal for participants to gain an understanding of the significant obstacles faced by men and women attempting to navigate the system upon their release from incarceration and returning home to their communities. To walk in the shoes of one who is returning home gives invaluable insight for professionals who are tasked with helping those individuals achieve a successful reentry.



## Justice Involved Individuals



48 / 38  
Individuals Served



100% of \$99,000  
Expended

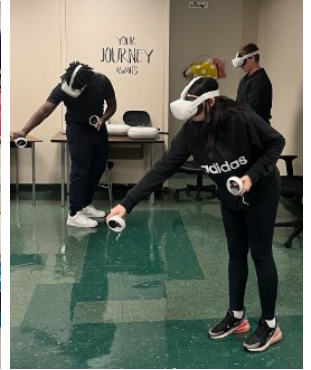
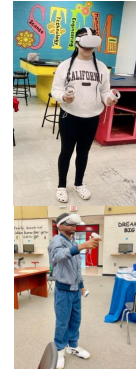
The Southwest Tennessee Workforce Board partnered with local Sheriff's Departments and the University of Tennessee Center for Industrial Services (UTCIS) to offer Manufacturing Skills Bootcamps and OSHA 10 General Industry courses to inmates at Hardin and Madison County jails. Sponsored by the Tennessee Department of Labor's Office of Reentry, the training allowed students to gain marketable skills in the Manufacturing space and graduate the program with a Certificate of Completion and an OSHA 10 General Industry Card. The goal of the program is to help justice-involved Tennesseans secure jobs that pay livable wages to sustain their families.



# Talent Pipelines



It's always a great day when the Southwest TN Workforce Development Board gets the chance to share our TRANSFR VR headsets! Simulations are designed to create an immersive learning experience for individuals to gain awareness of a variety of career fields and test out their skills, as well as learn about the various services offered through the American Job Center.



If your school or organization is interested in utilizing the headsets, please reach out to Holly Wood at [hollywood@wfiinc.org](mailto:hollywood@wfiinc.org) or Ariel McGahey at [amcgahey@wfiinc.org](mailto:amcgahey@wfiinc.org) to learn more!

## Manufacturing Day 2023



Manufacturing Day allows high school students to tour local facilities in order to give them a better understanding of the millions of manufacturing jobs coming online in the next decade. Students also hear about the importance of safety in a manufacturing facility, and are able to learn about the products each company produces.

*Thanks to all of our partners, schools, and employers for your help coordinating these Manufacturing Day visits!*



# Special Grants & Projects

## National Dislocated Worker Grant



## Reemployment Services and Eligibility Assessments (RESEA)



Approaching Target

220  
New  
Orientations

176  
Subsequent  
Visits

## Apprenticeship USA Grant



On Target



On Target

## Senior Community Service Employment Program (SCSEP) Grant

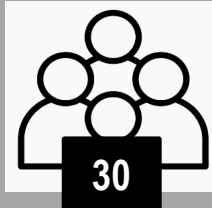
New Enrollments 2 / 4

Exit to Employment 0 / 1

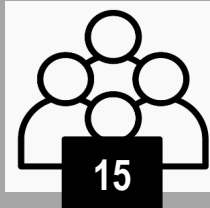
Expenditures \$132,938.91 / \$151,246.83

## Delta Regional Rural Health Workforce Training Network

### Year 1 Goals



Medical Coding  
Students



WIOA  
Enrollments

Members of the Network include Jackson State Community College, Jackson-Madison County General Hospital District, the Rural Health Association of Tennessee, the Southwest Tennessee Workforce Board, and the Northwest Tennessee Workforce Board.

## Upcoming Projects!

OPPORTUNITY NOW!  
EDA Good Jobs Challenge



4.3% ▲  
Unemployment Rate  
(June 2023)

# Special Grants & Projects

## Chemring and TCAT Form Partnership for Apprenticeship Program

Tennessee College of Applied Technology - Jackson at Whiteville and Chemring Countermeasures USA signed 22 new Registered Apprentices on March 17, 2023. These Registered Apprentices will complete three years of on-the-job learning and classroom training to become Industrial Maintenance Mechanics. They will design and manufacture infrared countermeasures designed to protect air and naval platforms from missile threats. Apprenticeship TN is proud to help Tennesseans build careers through education and employer partnerships.



## Delta Electrical Establishes Electrical Pre-Apprenticeship Program with Apprenticeship TN



Delta Electrical registered their Electrician Apprenticeship with the US Department of Labor and their newly established Electrician Pre-Apprenticeship Program with the Apprenticeship TN Office in late Spring 2023. Their first Pre-Apprenticeship class began in June with five students attending a 2-week classroom training coupled with approximately 10 weeks of on-the-job learning. Pre-Apprentices studied a wide variety of topics during the Pre-Apprenticeship classroom portion ranging from safety to tools to math and construction drawings. Pre-Apprentices were exposed to the electrical

construction basic concepts before heading out to jobsites for shadowing and work experience. Pre-Apprentices were provided with required work attire such as steel-toe boots and high visibility shirts and graduates earned their starter toolkit.

## New Pilot Program Seeks to Serve Low-Income Parents

The Growing Relational and Occupational Wealth in West Tennessee Households (GROWWTH) program is an innovative workforce initiative designed to empower individuals across West TN by eliminating key barriers and moving their families to self-sufficiency and economic mobility. The program begins with the GROWWTH Academy, an accelerated workforce readiness program designed in direct response to the needs of local businesses and the target population. The innovative curriculum of the Academy addresses gaps to readiness for stable employment and employer readiness for offering sustainable career pathways. Businesses throughout the region have committed to hiring Academy graduates. GROWWTH is serving PARENTS through the University of Memphis and American Job Centers in the following West Tennessee counties: Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, and Weakley. The GROWWTH program's goal is to serve 2,500 low-income households in West TN during the three-year funding period. The resulting outcome will yield a net benefit of an estimated \$850 million over the next 10 years, including a boost to the gross domestic product and a savings of \$330 million from reduced social safety net spending.

GROWWTH is a part of a study funded by the Tennessee Department of Human Services which is being conducted to determine how these pilot programs help people improve their economic well-being. During this study, all new eligible participants will be randomly selected into one of two groups that receive a different mix of program services.

For more information visit: [memphis.edu/growwth/contact](http://memphis.edu/growwth/contact).



# THE SOUTHWEST TN WORKFORCE BOARD



208 N. Mill Avenue  
Dyersburg, TN 38024  
(731) 286-3585

The Southwest Tennessee Local Workforce Development Board is comprised of members from across eight counties in Southwest TN, including Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy Counties. Board members are appointed by local county mayors and confirmed by the Governor.

## LOCAL ELECTED OFFICIALS

**Mayor Mike Creasy - Chair, Decatur**

Mayor Kevin Davis, Hardin

**Mayor AJ Massey - Vice-Chair, Madison**

Mayor David Livingston, Haywood

Mayor Barry Hutcherson, Chester

Mayor Robbie McCreedy, Henderson

Mayor Todd Pulse, Hardeman

Mayor Larry Smith, McNairy

## SOUTHWEST TENNESSEE WORKFORCE BOARD MEMBERS

### Board Chair

**Ben P. Ferguson** (Madison)  
Personnel Placements Holdings, LLC

### Linda Beaulieu (Hardin)

Design Team Sign Company LLC

### Ricky D. King (Madison)

Communication Workers of America

### Vice-Chair

**Gemtraius Bell** (Haywood)  
Teknor Apex

### Christina Rhea (McNairy)

Monogram Refrigeration

### Stewart Stanfill (Henderson)

Henderson Co. School District

### Secretary

**Mandy White** (Madison)  
Greater Jackson Chamber

### Joe E. Stephens (Haywood)

Backyard BBQ

### Heath McMillian (Madison)

TCAT Jackson

### Dawn Bramblett (Chester)

Bramblett Group

### Keena Clark (Hardeman)

TK Elevator

**Kayce Beam** (Regional)  
TN Department of Labor and Workforce  
Development

### David Williamson (Hardeman)

Chemring Countermeasures

### Clint Reed (Decatur)

Kolpak- A Welbilt Brand

### Donna Criswell (Regional)

TN Department of Human Services

### Tim Ferguson (Madison)

Tim Ferguson Plumbing, Air & Electric

### Roger Adren Crawford (Madison)

Jackson Central Labor Council

### George Pimentel (Regional)

Jackson State Community College

### David K. Johnson (Madison)

Jackson Central Labor Council

## SOUTHWEST TENNESSEE WORKFORCE BOARD STAFF

### Jennifer Bane

Executive Director

### LeAnn Lundberg

Director of Facilities & Computer Services

### Terry Williams

Assistant Director  
of Finance

### Lana Burchfiel

Public Information Specialist

### Ginger Powell

Deputy Director

### Ariel McGahey

Business Services Representative  
(Chester, Hardeman, Hardin, & McNairy County)

### Kena Hamm

Director of Program Services

### Margaret Prater

Workforce Consultant

### Gina Johnson

Director of Finance &  
Administrative Services

### Laura Speer

Director of Performance & Compliance/EEO

### Holly Wood

Business Services Representative  
(Decatur, Haywood, Henderson, & Madison County)

### Lucy Locke

Compliance Officer

### Asia Tatum

Finance Clerk



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