

Northwest TN Workforce Board

Executive Committee

March 8, 2019 – 10:00 a.m.

708 E Court St., Dyersburg, TN 38024

Conference Call – 1-877-216-1555, Passcode #845157

Committee members present: Ted Piazza, Gary Reasons, Jimmy Williamson

Committee Members via Conference Call: Rita Alexander, Brad Hurley, Ben Marks

Staff Present: Jennifer Bane, Lana Burchfiel, LeAnn Lundberg, Gina Johnson, Laura Speer

Welcome: Ted Piazza welcomed everyone and confirmed that a quorum was present.

Review and Approval: Minutes for January 30, 2019 Executive Committee Meeting were reviewed.

- **MOTION: Gary Reasons moved to approve the January 30, 2019 Executive Committee minutes as presented. Jimmy Williamson seconded the motion. All were in favor and the motion carried.**

Work-Based Training Policy Update: Jennifer Bane explained that all students in the Registered Electrical Apprenticeship Preparation (REAP) program with Amteck last year were in Lake County, and therefore they were all income eligible for Youth Work Experience (YWE) due to being in a designated high poverty area. Because the program is being expanded to other counties this year, we may encounter individuals who are interested in the program but are not low income and therefore may not be eligible for YWE. To address this, we added a sentence under the “Apprenticeship Program” section of the Work-Based Training Policy allowing us to fund Work Experience for Adults, Dislocated Workers, and Youth participating in pre-apprenticeship programs. This will allow students who may be eligible as Adults to receive pay for the two-week pre-apprenticeship program with Amteck in July.

- **MOTION: Gary Reasons moved to approve the Work-Based Training Policy Update. Jimmy Williamson seconded the motion. All were in favor and the motion carried.**

Approval of Local Plan Revisions: Jennifer Bane told the committee that we have made all required revisions as requested by the TN Department of Labor and Workforce Development state staff but haven’t heard back yet regarding potential additional policy changes. The revisions requested included possible policy changes to address potential barriers they create for individuals, but we haven’t received guidance to know exactly what those issues are to be able to address them. In our response we requested that the state provide additional guidance if changes are needed. One such policy is the Individual Training Account (ITA) policy which prohibits individuals with certain criminal convictions and / or driving violations from receiving funding for licensed occupations, i.e. healthcare and truck driving. The policy is based on industry requirements and is in place to ensure individuals can successfully become employed in those occupations. If someone has a felony but has a hire letter, they may still receive funding for truck driving. After doing a quick search of truck driving jobs, not as many excluded hire of someone with prior felonies as have in the past, but some still did, so we are awaiting additional guidance from the state staff. The vast majority of the remaining request revisions indicated more detail was needed but did not identify specifics, so our responses included more detail on all items requested along with several attachments that were requested, including the Memorandum of Understanding (MOU). Jennifer also included the discussion in the board meeting regarding the possible changes with childcare since we were specifically requested to address childcare. Another item we were asked to re-evaluate was the waiver regarding the 50/50 In-School Youth (ISY) and Out-of-School Youth (OSY) expenditures. We were asked us to provide data to support our decision to stay with 25/75 expenditure ratio. Since we don’t have a large population to fit the ISY eligibility criteria of being low income and having a barrier, such as being an offender, pregnant / parenting, in or aged out of foster care, limited English proficiency, etc., it would be difficult for us to spend 50% of our Youth program funds on ISY. Data from the TN Department of Education indicated approximately 40% of all students in

districts with a high school in our area are economically disadvantaged and therefore may qualify as low income, but even if they all did, they still would have to have another barrier. We were all in favor of the 50/50, when it was supposed to be *up to* 50%. Margaret Prater said this would have been a nice cushion to do things with ISY without being concerned that our OSY would get out of compliance. It's VERY difficult to get exactly 50/50.

- **MOTION: Jimmy Williamson moved to approve the Local Plan Revisions as presented. Gary Reasons seconded the motion. All were in favor and the motion carried.**

Approval of Regional Plan Revisions: The requested revisions indicated that all required questions were answered but more detail was needed. We did use the original allotted amount of space, 25 pages, in our original submission. The state's technical assistance call indicated they are particularly interested in more detail regarding regional alignment, addressing contrasts in services to both employers and jobseekers, and what are we doing to prepare for the megasite. They also requested on the call that we add more detail about growing occupations that don't require a Bachelor's degree. They had also originally commented on the fact that data from 2015 was used, but it was from the Economic Analysis of West TN they funded and included projections to 2024. To provide more detail, we focused on adding detailed occupational data for the top found industry sectors, and ran data across all industries. We also added more information about those not in the labor force, like jail inmates and individuals with disabilities, including service implications for special populations. We added more detail regarding the visions, goals, implementation strategies. While Jennifer focused on adding the detail to the labor market information, the other requested revisions were divided among the areas / partners with the Southwest area answering a couple questions, Margaret answering a couple of business services questions, and the Dept. of Labor Regional Directors answering a question and adding more details. In providing more detail, we took the approach of identifying best practices that we may adopt throughout the region. The only problem we might run into is we haven't heard about the required revisions to the Greater Memphis area's local plan since their plan was still posted for public comment at the time of the State Workforce Board meeting. All local plans must be approved for the regional plan to be approved.

- **MOTION: Gary Reasons moved to approve the Regional Plan Revisions as presented. Jimmy Williamson seconded the motion. All were in favor and the motion carried.**

Proposed Future Executive Committee Meeting Dates: The group reviewed the below future meeting dates and decided to remain with the current schedule.

- Wednesday, May 1, 2019
- Wednesday, July 31, 2019
- Wednesday, October 30, 2019 (Gary Reasons may have an issue with this date).

Other

- **Line of Credit Update:** The Board of Directors meeting met and decided to request a \$325,000 line of credit. The approved amount of the line will help determine the rate, so we don't yet have an interest rate. We came up with that requested amount by looking at average expenditure over the past year and a half. The peak was 600K but that was closing out all the grants for the end of the fiscal year and again in September due to realignment. Therefore, this is just above the monthly average.

There was no further discussion and the meeting adjourned.

Respectfully submitted,

Lana Burchfiel, Public Information Specialist

Northwest TN Workforce Board
Executive Committee
March 8, 2019 – 10:00 a.m.
Conference Call – 1-877-216-1555, Passcode #845157

Agenda

Welcome and Call to Order	Ted Piazza, Chair
Review and Approval of Minutes of 1-30-19 Meeting	
Work-Based Training Policy Update	Jennifer Bane
Approval of Local Plan Revisions (Vote Required)	Jennifer Bane
Approval of Regional Plan Revisions (Vote Required)	Jennifer Bane
Future Executive Committee Meeting Dates	
• Wednesday, May 1, 2019 • Wednesday, July 31, 2019 • Wednesday, October 30, 2019	
Other	
• Line of Credit Update	

Northwest TN Workforce Board

Executive Committee

January 30, 2019 – 10:00 a.m.

Conference Call – 1-877-216-1555, Passcode #845157

Committee members present: Ted Piazza

Committee Members via Conference Call: Gary Reasons, Rita Alexander, Brad Hurley, Ben Marks

Staff Present: Jennifer Bane, Lana Burchfiel, LeAnn Lundberg, Gina Johnson

Staff via conference call: Margaret Prater, Laura Speer

Welcome: Ted Piazza welcomed everyone and confirmed that a quorum was present.

Review and Approval: Minutes for December 18, 2018 Executive Committee Meeting were reviewed.

- **MOTION: Gary Reasons moved to approve the December 18, 2018 Executive Committee minutes as presented. Brad Hurley seconded the motion. All were in favor and the motion carried.**

Facilities and Technology Update: LeAnn Lundberg presented building and maintenance log which she receives from One-Stop Operator, Erica Nance, who tracks issues with facilities and reports them to the Board staff. Most of the things on the logs have been resolved, with the exception of Lake County's heating. A part has been ordered to fix the issue, but as a result, our electricity there is on the high side, and we are trying to get that resolved ASAP. LeAnn has done inventory at all locations up to date and sent to the state for the upcoming PAR visit.

Local and Regional Plan Approval: Jennifer Bane stated both plans were submitted to the state on time. We are supposed to hear back by Friday, 2/1, whether there any deficiencies in our plan or if any changes are needed. Plan presentations to the state workforce board are scheduled for Friday, 2/8. There was only one comment received from a partner staff person during the public comment period asking for clarification on our projected service levels. The amounts listed were monthly averages, not annual amounts.

- **MOTION: Gary Reasons moved to approve the Local and Regional Plan as presented. Rita Alexander seconded the motion. All were in favor and the motion carried.**

Program Oversight

- **LWDA Monitoring Report:** Laura Speer reviewed the Northwest Monitoring Status Report. Dana Sealing had no findings. Site Visits have been completed for Develey, Hexpol, Christian Professional Services, and JD Distributors. Once the Fiscal report is complete it will be noted on the report. In regards to our One-Stop Operator (OSO) and Career Service Providers, they are monitored on a monthly basis and if there are issues they are addressed at that time.
- **Quarterly Complaint Logs Update:** We are required to submit Complaint Logs to the State quarterly for each AJC, regardless of if a complaint is filed. Staff in the AJCS maintain a complaint form and report any complaints to the OSO who adds them to the log and reports them to Laura. The logs are submitted quarterly by the OSO to Laura who then submits them to the State. They are due by the 10th of the month following the end of a quarter. Laura submitted ours on January 9, 2019 at 12:43PM with no complaints listed. The next report is due April 10th for Jan-March 2019.
- **PAR Update:** PAR will be here February 11. They only required two questionnaires ahead of time this year, which is quite a bit less than in prior years. Even though they won't be onsite until February 11, we have already been supplying them with information they have requested. The state has also hired a third party who will come review the local area at the end of April for two-weeks. Margaret Prater said she understood this review to be a result of the realignment to check qualifications of staff, capacity of leadership, etc. The focus is to see if all local areas can operate efficiently. Margaret said we shouldn't have any issues since our staff has been here for a while and is well-trained.

- **Supportive Services Policy Update:** About a year ago when the State required a review of all board policies, there was a change made to the ITA policy to remove the stipulation that only Adults and Dislocated Workers, but not Youth, could have up to half of their courses be in remedial or development classes and still receive funding. The same stipulation was included in the Supportive Services policy but was not removed. Staff recommended that the stipulation be removed from the Supportive Services policy as shown below so it would match the ITA policy:

To be eligible for this stipend, one must be in good standing and making satisfactory progress, be a fulltime student with no more than 1/2 of the credit hours being for remedial / developmental classes ~~(Adults and Dislocated Workers ONLY – does not apply to Youth)~~, must not drop or be removed from a course without notifying and providing needed information to the WIOA staff member regarding this action, etc.

- **MOTION: Gary Reasons moved to approve the policy update as presented. Rita Alexander seconded the motion. All were in favor and the motion carried.**

Performance Update: Laura Speer reviewed the PY18 Q1 Scorecard which details performance results for July – Sept 2018. Tennessee as a whole passed. Page Two shows Northwest also passed. Laura pointed out under the median earnings for Dislocated Worker the actual is in red which means it's below our target. However, because it's more than 90% of the target, it is still considered as passing. This is just for the first quarter and is expected to increase. Jennifer clarified the state offered all areas to accept the state requirements as their targets, which most areas did. We requested to negotiate and submitted documentations showing why our targets, particularly wages, should be less due to the loss of Lauderdale and Tipton counties where we had several employers with higher wages. The state lowered the earnings targets in exchange for increased employment and retention rates.

Budget & Administration Update: Gina Johnson explained we received reallocated money last month from the grants closed out due to realignment. Adult and DLW went down, but Youth went up. All reallocated funds have to be spent by June 30, 2019. Gina also reviewed the Financial Status Report ending December 31, 2018. Of the total funds expended, 45% was spent on participants. Of the total funds expended and obligated, 51% is for participant funds. \$1,061,963.12 of the \$1,271,732.97 deobligated funds was reissued back as part of the realignment. Of the \$209,769.85 not reissued, \$131,161.04 was lost in formula funding as a result of the realignment. The remaining funds were RESEA, REAP, and transitional funding. The prior RESEA grant ended in June, but the new grant was issued with an April start date and was more funding than we could spend by the 9/30 end date. The REAP money wasn't all spent since we didn't have as many continue to the Work Experience (WE) component as we would have liked. The state allowed us to use it for other WEs, but with the extra transitional funding for Lauderdale and Tipton participants along with special Summer Youth funds, we had about \$13,000 that didn't get spent. The budget looks high because of those reissued contracts but the deobligated funds column shows the funds given back. We are also going to look to see if we need to transfer DW to Adult since we aren't seeing a lot of DWs at this time.

Proposed Future Executive Committee Meeting Dates: Jennifer proposed future meeting dates for the rest of the year, and the group agreed to tentatively scheduled them for: May 1; July 31; and October 30.

Other: Ted requested an update on the line of credit. Staff are reviewing how much of a line of credit may be needed and plan to know before the next board meeting. The bank requires the minutes to show that the line of credit has been approved by the Board of Directors.

As there was no other business, the meeting was adjourned.

Respectfully submitted,

Lana Burchfiel, Public Information Specialist

Work-Based Training

Effective Date: ~~February 26, 2019~~ March 8, 2019

Duration: Indefinite

Purpose: To establish policy and guidance for the offering of work-based learning activities with WIOA funding.

Policy: The Northwest TN Workforce Board offers various opportunities for Work-Based Learning, including On-the-Job Training, Work Experience, Transitional Jobs, Apprenticeships and Incumbent Worker Training. Appropriate support services, as described in the Supportive Services policy, may be used in combination with work-based training as prescribed below and in accordance with the needs of participants. The NWTNWB strives to utilize approximately 10% of funding allocated to local area through formula program funds and / or specialized funding such as Consolidated Business Grants (CBGs) to provide work-based learning opportunities. Work-based training expenditures are tracked accordingly in the accounting system of record and reported monthly on internal documents as well required State reports. Expenditures and obligations are monitored monthly to ensure compliance with appropriate expenditure and obligation requirements, such as 80% of CBG funds being allocated within the first 180 days of the grant.

At an estimated cost of \$2,500 per individual, approximately 100 participants would be expected to be served through work-based learning opportunities, contingent upon funding availability and employer hiring needs, with a focus on serving individuals with barriers to employment. In order to maximize services to populations with barriers, agencies serving these populations are targeted for outreach efforts such as distribution of marketing materials, participation in events, and invitations to participate in AJC events and strategy meetings. The AJC displays marketing materials for core and community partners, and provides materials to be displayed at the partners' sites. Social media accounts are also used to connect with customers and other agencies and inform them of the services available through the AJC. The Business Services Team conducts rapid response meetings in order to serve workers dislocated through closures or layoffs. Outreach to unemployment claimants regarding AJC services is also conducted when contact information is available. Specialized programs such as RESEA, serving unemployment claimants, and SNAP Employment & Training, serving SNAP (i.e. food stamp recipients) are also incorporated into services at the AJC. The Outreach and Opportunities committee of the local workforce board provides guidance for reaching and serving such populations.

The Regional Planning Council, which includes members of the core partners as well as other partners, identifies regional and local in-demand and emerging sectors using available labor market data, strategy meetings, and other data gathering methods. Workforce efforts, including Work-Based Learning, are then focused on identified sectors through services available in the AJC. For instance, manufacturing and healthcare are two of the most prominent sectors in the area, therefore On-the-Job Training (OJT) and Incumbent Worker Training (IWT) grants are heavily concentrated in these areas. The NWTNWB strives to continually increase employer penetrations rates and will serve as many employers as possible based on employer hiring needs and availability of funding.

Contracts and Agreements

Work-based opportunities will include an agreement (contract) with the employer and a training plan for the employee. The contract must include the requirements of WIOA rules and regulations, the type of occupation and skills, the competencies to be learned, and the length of training that will be provided. All contracts/agreements for work-based learning will be in an approved format in accordance with Northwest TN Workforce Board guidance and include the following:

- Basic Program description
- Cost Per Participant (varies by activity; subject to Northwest TN Workforce Board policy)
- Appropriate goals for the participant and/or employer.
- The contract awarded will be cost reimbursement. No expenses are reimbursable until a contract has been fully executed (signed by all parties) and, all participant data has been submitted and deemed eligible.

Additionally, work-based learning activities will comply with the following:

- All necessary information about a work-based participant and employer must be properly recorded in the Jobs4TN (VOS) system. Work-based training expenses must be reported by Service Providers on a timely basis to ensure the Northwest TN Workforce Board can properly report the expenditures in the Grants4TN system.
- Contracts for Work-based training must be monitored at least once by the Service Provider as the contracting authority. Monitoring will be based on the contract agreement and may be performed by the contract manager or another position. If the Work-based training is for reimbursement of wages, the employer must submit the following for review:
 - Invoice form;
 - Payroll records showing the gross wages paid to the trainee;
 - Time records showing actual hours worked;

Onsite monitoring visits should be conducted by the Service Provider shortly after the trainee begins work, and include additional visits at appropriate intervals (determined by the length of the training plan). Effective monitoring also includes desk review of correspondence from the employer, including payment invoices and required documentation to support those invoices. The Service Provider must regularly review each trainee's progress in meeting program and service strategy objectives. Such strategies should include the trainee's acquisition of basic/occupational skills and the adequacy of supportive services provided as related to work-based training. Any deviation from the work-based training contract should be dealt with and documented promptly.

Monitoring at the Northwest TN Workforce Board, State, and Federal level will include a review of the Service Provider's monitoring and oversight of participant training and corresponding employer payroll records, as well, as a review of how work-based activities align with and are facilitating the progress of career pathway strategies outlined in the local plan.

Business Eligibility Criteria

Businesses classified as a Tennessee (TEGL 25-15) for-profit business or, not-for-profit business with a presence in accordance with Federal, State and Local law, and in business for at least 120 days. Further, the employer must meet the following requirements:

- Be registered with Internal Revenue Service (IRS), have an account with Unemployment Insurance, and carry workers' compensation insurance (Federal Register Vol. 81, No. 161, Page 56117) and be current on all local, state and federal tax obligations.
- Be financially solvent and have an adequate payroll recordkeeping system that tracks hours worked, gross pay, deductions, and net pay.
- Must not appear on any federal suspension or debarment list.
- Agreements will not displace any currently employed worker (WIOA Section 181[b][2][A]).

- Agreements will not be made with an employer who has terminated any regular employee, or otherwise reduced the workforce, in order to hire an OJT employee.
- No contract may be written with a company that has relocated (for the first 120 days after beginning operations) if the move has resulted in any employee job losses at the original location (WIOA Section 181[d][2]).
- To verify that the relocation has not resulted in a loss of employment, WIOA program staff and the OJT employer must complete a Standardized Pre-Award Review.
- The employer must not currently be involved in a labor dispute or have workers currently in a layoff status. (20 CFR 680.840)
- Employees may not work on construction, maintenance, or operation of any facility that is used for sectarian activities. (WIOA Section 188[a][3])
- The prospective employers must not meet the existing “pattern of failing to provide OJT participants with continued long-term employment as regular employees with wages and employment benefits”. (20 CFR 680.700[b])
- The Employer must not illegally discriminate in training or hiring practices because of race, color, sex, national origin, religion, disability, political beliefs or affiliation, or age
- Training for employees must be in an in-demand industry as determined by the Northwest Tennessee Workforce Board and/or its’ Service Provider
- Training will benefit employees by increasing opportunity for learning new skills, gaining experience, retention, advancement, credentials or wages.
- Training will benefit the employer by providing assistance with training employees, which may result in saving jobs or preventing layoffs, enhance process improvement, or improve the overall competitiveness of the employer.

General Participant Eligibility

Work-based training opportunities must be identified as an appropriate activity for program participants on the Individual Employment Plan (IEP) or Individual Service Strategy (ISS). IEPs or ISSs, and/or case notes, will specify goals of the work-based training activity by identifying the purpose of the activity and expected outcomes. The Local Workforce Development Area 12 Priority of Service Policy will be adhered to in determining participants eligible to participate in work-based training. In addition, the participant must be:

- A U.S. citizen or individual legally entitled to work in the U.S.
- Age 18 or older* (exception may be made for Eligible WIOA Youth)
- Registered for the Selective Service unless an exception is justified (Selective Service requires registration of all males who are 18 or older and born on or after January 1, 1960)

Incumbent Worker Training

According to the WIOA, “the local board may reserve and use not more than 20 percent of the funds allocated to the local area involved under section 133(b) to pay for the Federal share of the cost of providing training through a training program for incumbent workers.” The term “incumbent worker training” (IWT) means training that is — 1. Designed to meet the specific requirements of an employer (including a group of employers); and 2. Conducted with a commitment by the employer to continue to employ an individual upon successful completion of training. IWT may be used to help avert potential layoffs, or to increase the skill levels of employees so they can be promoted within the company and create backfill opportunities for the employers. Under WIOA Section 134(d)(4)(A)(i) of WIOA, LWDBs can use up to twenty percent (20%) of their adult and dislocated worker formula funds to provide for the Federal share of the cost of providing incumbent worker training. To be eligible a participant must be employed the employer receiving the grant. The Employer is

required to match requested training costs. Percentage of match is based on the size of the company, in accordance with Tennessee Department of Labor and Workforce Development policy.

On-the-Job Training

On-the-job Training (OJT) is a form of work-based training provided to an eligible WIOA participant upon entry into employment and while engaged in paid work. OJTs address specific gaps in the trainee's knowledge or skills that are inhibiting their ability to perform assigned duties fully and adequately and provides reimbursement to the employer of up to 50 percent of the wage rate of the participant for the extraordinary costs of providing the training and additional supervision related to the training. In order to participate in OJT, a participant must be a new hire in the employer position.

The Employer will be reimbursed up to 50% of participant wages upon completion of a designated training period not to exceed the Specific Vocational Preparation (SVP) level, taking in to account the prior education, training, work experience and the service strategy of the participant, as appropriate. Further, the Employer must not have exhibited a "pattern of failing to provide OJT participants with continued long-term employment as regular employees with wages and employment benefits."

In order to promote and strategize the availability of OJTs, understanding and meeting the needs of employers is given the utmost importance and is achieved through a collaboration of partners serving on the Business Services Team, such as Labor Exchange, Veterans Programs, Trade Act, Re-Employment Services, Unemployment Insurance, Economic Development, Temporary Assistance for Needy Families, Vocational Rehabilitation, and staff to the LWDB. The Business Services Team is responsible for connecting with companies in the targeted industry sectors and occupations, and other employers that have hiring needs, in order to understand and meet their needs through a variety of employer-driven initiatives and services, such as OJT.

In order to understand and meet the needs of employers, Business Services Team members connect with area employers by participating in regional economic development groups comprised of training providers, Chambers of Commerce, plant managers, and economic developers to determine high-growth jobs and industries that are adding substantial jobs to the local economy. Local employers also serve on the local board and a standing committee of the board. Labor market information (LMI) is also utilized to identify and meet employers' needs. LMI is available through Jobs4TN and Economic Modeling Systems, Inc. (EMSI) and can be used to help employers identify average wages for jobs in an area, which occupations are predicted to have the most future job openings, as well as unemployment rates in an area.

The Executive Director of the Northwest TN Workforce Board and/or his/her designee, also supports and promotes workbased learning with existing and prospective industry, when appropriate. Interested employers are referred to a Business Services Team member for specific details and services.

Registered Apprenticeships

A Registered Apprenticeship (RA) is an "earn and learn" training model that combines structured learning with on-the-job training from an assigned mentor. The goal is to provide workers with advanced sets of skills that meet the specific needs of employers. Upon completion of a RA program, participants receive an industry issued, postsecondary credential that certifies occupational proficiency. This credential is also portable (see WIOA Section 122[a][2][A]). Local areas may also include support services, in coordination with career and or training services, to participants in an RA program in accordance with supportive services consistent with WIOA Section 134(d)(2), TEGL 19-16, and local policies. To be eligible a participant must be selected by the employer to participate in a Registered Apprenticeship program (included on the WIOA Eligible Training Provider List), which may include participation in a pre-apprenticeship program.

- A Pre-apprenticeship is a program or set of strategies designed to prepare individuals to enter, and succeed in, registered apprenticeship programs. These programs have a documented partnership with at least one registered apprenticeship program sponsor. Pre-apprenticeship programs expand the participant's career pathway opportunities by combining industry-based training and classroom instruction. **Adult, Dislocated Workers, or Youth participating in pre-apprenticeship may receive funding through paid work experience positions, and associated support services, in accordance with the guidelines listed in the Work Experience section of this policy.**

Transitional Jobs

The local area may use up to 10% of their combined total of Adult and Dislocated Worker allotments for transitional jobs as described in WIOA Sec. 134(d)(5). A transitional job is one that provides a time-limited work experience, that is subsidized in the public, private, or non-profit sectors for those individuals with barriers to employment who are chronically unemployed or have an inconsistent work history. Transitional jobs must be combined with comprehensive career and support services and are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to entry into and retention in unsubsidized employment. Unlike an On-the-Job Training (OJT) contract, there is no expectation that the individual will continue his or her hire with the employer after the work experience is complete; however, employers are encouraged to consider establishing an OJT contract and ultimately employment for individuals participating in transitional jobs as part of a *Ready, Set, Hire* approach to hiring job seekers to fulfill their human resource needs.

The *Ready, Set, Hire* approach allows a job seeker and employer to mutually benefit from the combined offerings of:

- **Ready - Transitional Job** Up to 320 hours of subsidized employment through a transitional job based on the job seeker's needs as documented on the Individual Service Strategy (ISS). The job seeker's employment is subsidized through the WIOA Adult or Dislocated Worker program at no cost to the employer. The job seeker will be paid through the program at the higher of 80% of the starting rate of the position being performed or a minimum of \$8.00 per hour. For instance, a participant working in a Production position which pays \$10 per hour would be paid \$8.00 per hour for the duration of the transitional job ($\$10.00 \times 0.8 = \8.00 per hour). (Examples: Starting wage = \$9; $\$9 \times 0.8 = \7.20 ; pay = \$8.00; or starting wage = \$11; $\$11 \times 0.8 = \8.80 ; pay = \$8.80).

Note: The Director may approve work experience through a transitional job beyond 320 hours on a case-by-case basis as needed based on the job seeker's need as documented on the ISS.

- **Set - OJT Position** Up to 320 hours of employment through an OJT grant, based on the job seeker's needs as documented on the ISS and the training needs of the position as demonstrated by the Specific Vocational Preparation (SVP) level of the position. Employers may be reimbursed up to 50% of an eligible OJT participant's wages for the completion of the specified training period in accordance with the guidelines set forth in the Business Services Manual, OJT Assurances, and OJT Needs Assessment.
- **Hire!** Employers are encouraged to consider hiring participants who successfully complete a Transitional Job, with or without an OJT contract. Participants on an OJT contract are employees of the business and are expected to be retained upon the successful completion of the training period. Employers may qualify for a Work Opportunity Tax Credit ranging from \$1,200 to \$9,600 for hiring individuals with barriers who are considered a member of a qualified targeted group.

Eligibility Criteria - In order to be eligible for a transitional job, applicants must:

- Be determined eligible as an Adult or Dislocated Worker in accordance with the guidelines set forth in the Eligibility Manual.
- Have a barrier(s) to employment as documented by being a member of 1 or more of the following populations in accordance with the guidelines set forth in the Eligibility Manual:
 - Displaced homemakers.
 - Low-income individuals.
 - Indians, Alaska Natives, and Native Hawaiians, as such terms are defined in section 166.
 - Individuals with disabilities, including youth who are individuals with disabilities.
 - Older individuals.
 - Ex-offenders.
 - Homeless individuals (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e–2(6))), or homeless children and youths (as H. R. 803—10 defined in section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2))).
 - Youth who are in or have aged out of the foster care system.
 - Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers.
 - Eligible migrant and seasonal farmworkers, as defined in section 167(i).
 - Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.).
 - Single parents (including single pregnant women).
 - Long-term unemployed individuals (i.e. individuals who have been unemployed 27 weeks or longer).
 - Such other groups as the Governor involved determines to have barriers to employment.
- Be chronically unemployed or have an inconsistent work history, as defined by the LWDB in accordance with § 680.190, and documented in the work history section of the Application and Eligibility Form. Taking into consideration an individual's labor market history, unemployment status, durations of unemployment, and long-term unemployment status, the Northwest TN Workforce Board has determined individuals to be chronically unemployed or to have an inconsistent work history if they meet one or more of the following items:
 - Currently unemployed and have been unemployed for 27 weeks or longer (long-term unemployed).
 - Currently unemployed for less than 27 weeks but have had at least one period of unemployment for 27 weeks or longer within the last 5 years.
 - Two or more significant (13 weeks or longer) gaps in employment within the last five years.
 - Five or more position changes within the last three years.
 - Three or more gaps in employment within the last three years.
 - Have been incarcerated within the last 10 years.
- Receive appropriate Basic and / or Individualized Career Services to prepare for a successful entry into and retention in a transitional job and ultimately unsubsidized employment as documented on the ISS.
- Receive support services in order to be able to participate in a transitional job and ultimately unsubsidized employment. Support services for transitional jobs include:
 - A one-time only payment, up to \$300.00, for work-related items such as appropriate work attire, uniforms, tools, medical physicals, back ground checks, drug screens, industry certifications if not covered by an ITA, driver's license, etc. The items will be purchased by a program staff person on behalf of the participant in accordance with applicable purchasing policies.
 - Transportation assistance to the worksite for the first 30 days of employment. The transportation assistance will be paid as a one-time only payment based on the participant's work schedule and

mileage from home to the worksite, just as a Youth in Work Experience in accordance with the guidelines set forth in the Youth Services Contracting Manual.

Work Experience

WIOA and 20 CFR § 681.590(a) require that a minimum of 20 percent of local area funds for the Title I Youth program be spent on work experience. As explained in 20 CFR § 681.590(b), local area administrative costs are not subject to the 20 percent minimum work experience expenditure requirement. Work experience is defined as paid (subsidized) or unpaid work experience that is a planned, structured learning experience in a workplace for a limited period of time. This experience provides participants with opportunities for career exploration and skill development. Work experience must include academic and occupational education (20 CFR 681.600[a-b]). Paid Work Experiences will be paid through the program at the higher of 80% of the starting rate of the position being performed or a minimum of \$8.00 per hour wage. For instance, a participant working in a Production position which pays \$10 per hour would be paid \$8.00 per hour for the duration of the work experience ($\$10.00 \times 0.8 = \8.00 per hour). (Examples: Starting wage = \$9; $\$9 \times 0.8 = \7.20 ; pay = \$8.00; or starting wage = \$11; $\$11 \times 0.8 = \8.80 ; pay = \$8.80).

WIOA identifies four categories of work experience: (1) summer employment opportunities and other employment opportunities available throughout the school year; (2) pre-apprenticeship programs; (3) internships and job shadowing; and (4) on-the-job training (OJT) opportunities as defined in WIOA Section 3(44) and in 20 CFR § 680.700. Eligible WIOA youth program participants may participate in more than one work experience program (i.e. summer employment, job shadowing, pre-apprenticeship) over the duration of their program participation (20 CFR 681.600[c]).

- Job shadowing is a work experience option where youth learn about a job by “walking through the work day as a shadow” to become competent workers. The job shadowing work experience is temporary, unpaid exposure to the workplace in an occupational area of interest to the youth.

Work experience expenditures are recorded in the NWTNWB accounting system of record and tracked monthly, both on internal documents and required State reports.

Reference: 20 CFR 680.700(b); 20 CFR 680.840; Federal Register Vol. 81, No. 161, Page 56117; TEGL 03-15 (specifically “Training Contracts” on pages 9-10); WIOA Section 181(b)(2)(A); WIOA Section (d)(2); WIOA Section 188(a)(3)

Related TDLWD Policy: Incumbent Worker Training (IWT) Grants Policy; Work-Based Training Guidance (pages 3 and 10)

Vetted and Approved by the Northwest Tennessee Workforce Board: ~~February 26, 2019~~ March 8, 2019

Margaret Prater, Executive Director
Northwest Tennessee Workforce Board



STATE OF TENNESSEE
DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
DIVISION OF WORKFORCE SERVICES
220 French Landing Drive Nashville, TN 37243-1002
(615) 741-1031

To: The Honorable Gary Reasons

Date: February 11, 2019

Re: Northwest Local Workforce Development Area Plan Results

The Tennessee Department of Labor and Workforce Development (TDLWD) has noted a number of deficiencies regarding the Local Plan submission by the **Northwest** Local Workforce Development Area (LWDA). This notice is provided to identify the following areas of concern as determined by the State Workforce Development Board (SWDB) meeting on February 8th 2019. The SWDB determination is as follows:

- I. The Local Plan submitted by the **Northwest** LWDB has been **Approved with Conditions**. The recommendations for corrections have been detailed within the Attachment A. The State Workforce Development Board (SWDB) requires the Local Plan to be amended to address these deficiencies no later than close of business on March 13, 2019. There is no requirement for public comment period for corrections.

The **Northwest** Local Workforce Development Board must address the Local Plan deficiencies by March 13, 2019. The Executive Committee of the SWDB will convene after March 13, 2019 to review corrections made within the resubmitted Local Plans. Should the conditions of this notice not be met, the local area will be subject to remedies and sanctions as outlined in 2 CFR 200.338.

For any questions related to this notice, please contact Robert Manning - Director of Compliance, Policy, and Evaluation at Robert.T.Manning@tn.gov.



Deniece Thomas, Assistant Commissioner - Workforce Services Division



LOCAL PLAN REVIEW RESULTS

Northwest

BACKGROUND

To provide an in-depth review of Tennessee's local workforce development boards and regional planning councils using criteria established by the State Workforce Development Board (SWDB) for evaluating and approving PY 2018- 2020 plans under the Workforce Innovation and Opportunity Act (WIOA).

RECOMMENDATIONS DEFINITION

TYPE	DESCRIPTION
Fully Approved	The local area has satisfied the minimal criteria standards as established by the SWDB.
Approved with Conditions	The plan has satisfied the minimal criteria standards, however, lacks sufficient detail as established by the SWDB. To ensure compliance with the criteria standards, the local board or regional planning council will submit a corrective action plan addressing the deficiencies within the plan.
Denial	The plan has <u>not</u> taken the necessary steps for compliance to WIOA regulations, federal/state policy, and standards set by the State Workforce Development Board. The local area or region must submit a revised plan detailing corrective action steps taken for approval consideration within 30 days.
Inconclusive	Recommendations cannot be made to the SWDB based on the information provided within the plan.

All revised plans must be resubmitted to workforce.board@tn.gov no later than March 13, 2019 for consideration.



LOCAL PLAN REVIEW RESULTS

Northwest

Results:

Following is a table detailing the conclusions from the 2018-2020 local plan review along with recommendations to address these issues.

Northwest Overall Recommendation	
Plan Status	Approval with Conditions
Northwest met all required deadlines including the public comment period, included all attachments and provided a response to all plan components. Local plan was well written and very organized with minor deficiencies. The State Workforce Development Board is confident the area can address those and met the requirements of the SWDB.	
Comments	
ITA policy has barriers within that conflict with the strategy and partnership for the State of TN and Governor's objectives. ITA policy also creates barriers for justice involved individuals. In response to the TDLWD guidance issued during the 2/14/19 technical assistance call, to address the conflict with the strategy and partnership for the State of TN and Governor's objectives, the local board revised its ITA policy to allow for individuals who are attending at least half-time according to the postsecondary institutions standards to be able to receive ITA funding. The revised policy was approved at the 2/26/19 board meeting and is included as an attachment at the end of this document. As discussed during the technical assistance call, the <i>Funding Criteria for Licensed Occupations</i> section of the ITA policy was implemented to ensure that participants can be successful in their chosen career path. The Northwest area encountered several instances in which individuals enrolled in healthcare programs, such as Certified Nurse Aides or Licensed Practical Nursing, were unable to complete the clinical portion of their training program due to being unable to pass a background check. Likewise, those seeking employment as truck drivers must be able to meet training provider and industry requirements. The Northwest area conducted research to evaluate such requirements when developing the policy. For instance, TCAT Newbern requires that applicants to their truck driver training program must not have more than two moving violations in the last, no DUI or DWI in the last three years, a clear drug screen within 30 days prior to the first day of class, and continued clear screenings on random testing. Additionally, the Tennessee Department of Safety and Homeland Security Driver Service Centers may not issue a hazardous materials endorsement (HME) until the applicant has first submitted to a fingerprint-based background check. The Transportation Security Administration must determine that the applicant does not pose a security threat before the HME can be issued. This endorsement is listed as a requirement on a current CDL-A job posting for one local employer. A brief review of current job postings revealed that several companies still listed "no felony convictions within the past ten years" as a job requirement, however, many did not. The Northwest area appreciates that TDLWD will reach out to partners (TDOC for clarification on providing CDL licensing for justice involved individuals & job limitation in your area) as mentioned in the 2/19/19 follow-up email to the	

LOCAL PLAN REVIEW RESULTS

Northwest

technical assistance call, and will adjust the ITA policy as needed upon receiving further guidance. For the time being, the Northwest area will also conduct additional research into employer requirements. Additionally, while individuals not meeting the requirements listed in the *Funding Criteria for Licensed Occupations* section of the ITA policy may not be approved for funding for training in licensed occupations, staff will continue to assist customers in identifying other career options that may be suitable, and may be available for ITA funding.

- **Northwest referenced their MOU throughout the plan but failed to attach as a reference for clarity.**

A copy of the MOU is attached at the end of this document as a reference for clarity.

- **Priority of services conflicts with the target populations.**

The local area's Priority of Service policy follows the guidelines set in the WIOA, TEGL 19-16, and TDLWD's Workforce Services Guidance – WIOA Memorandum of Understanding (MOU) / One-Stop Service Delivery and Infrastructure Funding Agreement (IFA) to the five priority groups listed in the local plan as:

1. Priority Group # 1 - Veterans and eligible spouses who are also recipients of public assistance, low income, or basic skill deficient.
2. Priority Group # 2 - Non-Veterans who are recipients of public assistance, low income, or basic skill deficient.
3. Priority Group # 3 - Veterans and eligible spouses who are **not** also recipients of public assistance, low income, or basic skill deficient.
4. Priority Group # 4 – Priority groups established by the Governor and/or Local Board. Per TN Department of Labor and Workforce Development (TDLWD) Workforce Services Guidance – WIOA Memorandum of Understanding (MOU) / One-Stop Service Delivery and Infrastructure Funding Agreement (IFA), the demographics experiencing barriers to employment are specifically targeted for services and must be provided priority for training activities as Priority Group # 4.
5. Priority Group # 5 - Non-covered persons outside the groups given priority under WIOA or TDLWD policy.

While the above groups are always given priority for services, the NWTNWB has also identified essentially a priority group # 6, only to be used in the event that funds allocated to the local area for Adult employment and training activities are limited. In the event that funds are limited, beyond prioritizing services for groups 1 through 5, Individualized Career Services and Training Services will be limited to priority group # 6 to include recipients of public assistance and other low income individuals and other specific groups defined as:

1. Adults who are unemployed or employed with an income below the NWTNWB Self-Sufficiency Standard that are identified to need training to obtain the job, will be eligible for Individualized Career Services and placement in an on-the-job training position.
2. Adults who are unemployed or employed with an income below the NWTNWB Self-Sufficiency Standard who are currently attending classroom occupational skills training and making satisfactory progress and are identified by the training provider to have a financial unmet need that could result in discontinuing training, will be eligible for Individualized Career Services and training services such as assistance with fees, books and transportation.
3. Adults who are unemployed or employed with an income below the NWTNWB Self-Sufficiency Standard who have a barrier to employment listed in WIOA sec. 3(24).
4. Adults who are unemployed or employed with an income below the NWTNWB Self-Sufficiency Standard who are in need of training to secure employment.

LOCAL PLAN REVIEW RESULTS

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Basic Career Services will continue to be available to all Adults. The Northwest area requests additional guidance regarding how the above mentioned policy conflicts with target populations, and will adjust the policy as needed upon receiving further guidance.

- **Plan some addresses physical accommodations, but lacks details on programmatic accessibility (universal access).**

Additional detail regarding programmatic accessibility (universal access) has been provided in the Technical Requirements and Assurances section below as requested.

- **The plan is written through a Title I (WIOA, Adult, & DW) perspective and not a holistic plan to include all partners outlined in the One-Stop Design Policy.**

Additional detail on the local area's strategy and partnerships has been provided throughout this document as requested from a holistic point of view to include all partners outlined in the One-Stop Design policy.

- **The Plan states accommodations are not readily available at all certified American Job Centers; available through referral.**

As stated on the 2/14/19 technical assistance call and the 2/21/19 follow-up email, accommodations are available at all American Job Centers in the Northwest area, all of which are certified. If this statement was included in the local plan, it would have been in error, but the Northwest area has been unable to locate it.

- **Northwest provided specific responses to the required questions but responded with direct language from regulations and policies. The plan does not clearly articulate the local area's strategy and partnerships. The policies and regulations are intended to support the local strategy.**

Additional detail and specific examples of the local area's strategies and partnerships has been provided throughout this document as requested.

Required Action Steps

Northwest to address the deficient plan components below for full approval recommendation. TDLWD along with partner agencies can provide technical assistance.

- **Northwest review their local policies (ITA, Supportive Service, ETPL, and Priority of Service) and strategies to ensure they do not create barriers for individuals. State Workforce Agency can provide technical assistance if necessary.**

The referenced local policies were reviewed and adjusted as described above and in the following section. The Northwest area requests additional guidance on the specific changes needed to the policies as referenced above and in the following section.



LOCAL PLAN REVIEW RESULTS

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RESULTS

I. Operating Systems and Policies	
Status	Approval with Conditions
Northwest referenced MOU within the local plan as a strategy in various elements such as: • methods to describe one-stop operator's roles and coordinating services between partners; and As stated in the MOU, all services provided by the One-Stop Operator (OSO) will conform to the Coordinate, Observe, Report, Evaluate services model. The role of the Operator is further defined through guidance provided in TDLWD policy as: 1) Oversee management of One-Stop Centers and service delivery 2) Evaluate performance and implement required actions to meet performance standards 3) Evaluate various customer experiences 4) Ensure coordination of partner programs 5) Act as liaison with the LWDB and One-Stop Center 6) Define and provide means to meet common operational needs 7) Oversee full implementation and usage of all State systems by the local area 8) Design the integration of systems and coordination of services for the site and partners 9) Manage fiscal responsibility for the system or site 10) Plan and report responsibilities 11) Write and maintain a business plan 12) Market One-Stop Center services 13) Facilitate the sharing and maintenance of data; primarily the site, with emphasis on the state system 14) Integration of available services and coordination of programs for the site with all partners The OSO acts in a functional supervisor's role assuring communication, collaboration, and cross-training among the core, and other, partners including: • WIOA Title I – Adult, Dislocated Workers, and Youth Services • WIOA Title II – Adult Education and Literacy • WIOA Title III – Wagner-Peyser (Job Service, Veterans, SNAP and Trade Adjustment Assistance TAA) • WIOA Title IV – Vocational Rehabilitation (VR) • WIOA Title V – Older Americans Act / Senior Community Service Employment (SCSEP) • Carl D. Perkins Act • Temporary Assistance for Needy Families (TANF) • Migrant and Seasonal Farmworkers Programs (TOPS) To promote coordination of services among partners, the OSO participates in quarterly meetings of partner management staff, hosts monthly AJC partner meetings / conference calls, and host monthly Business Services Team (BST) meetings / conference calls. These meetings allow staff across the area to communicate regarding service needs, upcoming events such as workshops and job fairs, and outreach efforts. Additionally, the OSO hosts short morning meetings on-site at each of the AJCs when visiting each center, providing an opportunity to discuss any specific	

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topics related to that AJC. Another example is the sharing of job orders with internal and external partners as soon as they are available for public viewing. By immediately sharing job orders, the OSO not only ensures that all AJC staff and partners are knowledgeable of employment opportunities in the area, but also that Business Services Team (BST) members are aware of employer's hiring needs. This enables BST staff to reach out to employers to discuss any other needs they may have and the AJC services that are available to meet those needs. For example, BST staff can assist in showing employers how to search for resumes of qualified applicants, provide information about On-the-Job Training and Incumbent Worker Training grants, and explain how hiring an individual with certain barriers through On-the-Job Training can also qualify for a tax credit through the Work Opportunity Tax Credit program, saving even small employers thousands of dollars.

Furthermore, methods of referrals strive towards a coordinated and integrated approach to common intake procedures, career services, business services, and data sharing among partners. Referrals are made by all partners based on the initial evaluation of each individual's service needs using methods such as written, electronic, or phone referrals. The OSO periodically selects a sample of Evaluation of Service Need forms to ensure customers are referred to the appropriate partner / program based on their individual need. For instance, if a customer indicated he lacked a high school diploma on the form, the OSO would check to see that the customer was referred to Adult Education for HiSet preparation classes. A referral form is also utilized to track referrals from and to AJC staff and the OSO has designated a staff person in each AJC to be responsible for tracking and reporting all of the referrals made and received. While staff offering referrals make every effort to connect with the partner program while the customer is in the AJC, in the event that a connection isn't made, AJC staff use referral forms as a means of tracking and following-up on referrals to ensure customers are eligible for and receiving services. Referrals and follow-up on referrals are documented in the case management system, Jobs4TN.gov, if it is available to the partner staff person.

- **to describe specific arrangements to assure individuals with barriers especially disabilities can access service;**

As described on page 6 in the local plan, "To ensure that individuals with barriers to employment, including individuals with disabilities, can access available services the required partners will, as established in the MOU:

- 1) Ensure compliance with ADA requirements when locating to a new building or when repairs are needed;
- 2) Maintain the above named accommodations, or ones similar, and others on an as-needed basis;
- 3) Offer referrals to provide customers with a comprehensive set of services, including accommodations;
- 4) Maintain an Equal Opportunity Officer for the LWDA to ensure compliance with all appropriate legislation and regulation; and
- 5) Provide training to staff on a routine basis."

In addition to the physical accommodations listed on page 20 of the local plan, to ensure programmatic accessibility as well, for all individuals with barriers and especially those with disabilities, AJC staff administer programs in the most integrated setting appropriate, communicate with persons with disabilities as effectively as with others, and provide appropriate auxiliary aids or services (29 CFR 38.7-38.9). For instance, AJC staff are knowledgeable of how to greet and serve individuals in a wheel chair, including offering a clipboard if needed. AJC

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staff are also aware of how to contact and schedule a sign language interpreter and of contacting Vocational Rehabilitation staff for assistance with obtaining documents in Braille. Large print documents in font size 18 – 22 are also available and closed captioning is utilized for informational DVDs played on the televisions in the resource areas. To ensure communication with, and the administration of services to, persons with disabilities is as effective as with others, the Equal Opportunity Officer for the local area maintains training materials for AJC staff including “The Ten Commandments of Communicating with People with Disabilities” and “Serving People with Disabilities.” The OSO ensures all AJC staff have access to the materials as well as a list of available assistive technology.

AJC staff communicate to individuals with disabilities that they are entitled to universal access to programs and services of the AJC and that accommodations are available, but are not required to take advantage of all of the separate or different services for which they may be eligible. AJC staff do not automatically refer job seekers with disabilities to State vocational rehabilitation programs, but rather makes referrals based on whether the individual would benefit from such services in addition to the other programs and services available in the AJC. The AJC also administers programs so that individuals with disabilities have access to the full range of services available to all customers. AJC staff ensure that individuals with disabilities, including individuals with significant disabilities, are provided services that lead to competitive, integrated employment, and also identify other resources that may help an individual with a disability achieve an employment outcome in the most integrated setting appropriate.

Finally, outreach efforts are targeted towards individuals with barriers to employment, such as low income individuals, individuals with disabilities, older individuals, ex-offenders, youth aging out of foster care, single parents, and long-term unemployed individuals. For instance, AJC staff recently participated in a “Transition Academy” event hosted by a local school district. The event allowed high school students with disabilities, as well as their parents, teachers, and service providers, to find answers to their questions, make connections, and receive tools that will help ensure the students are prepared to live, work, and participate fully in their community upon exiting high school. Information provided included college and training options, decision making, employment, and independent living. As a result of participation in the event, Title I and Vocational Rehabilitation staff are seeking to coordinate services to allow high school students with disabilities currently participating in unpaid work opportunities to be co-enrolled into paid Youth Work Experience opportunities. This partnership would provide the students with the opportunity to not only begin earning a wage while still in school, but to also continue their work experience opportunity after graduation, providing them additional skills and experience to assist them in transitioning to employment. Individuals interested in pursuing postsecondary training may also be co-enrolled to receive training and supportive services.

- **The plan provided no description or assessment of adult and dislocated worker training activities;**

Training services are available to eligible adults and dislocated workers who, after an interview, evaluation, or assessment, and career planning, have been determined by a one-stop operator or one-stop partner, as appropriate, to:

1) be unlikely or unable to obtain or retain employment, that leads to economic

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self-sufficiency or wages comparable to or higher than wages from previous employment, through career services;

2) be in need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment; and

3) have the skills and qualifications to successfully participate in the selected program of training services.

Programs of training services must be linked to in-demand employment opportunities in the local area or planning region or in a geographic area in which the Adult or Dislocated Worker is willing to commute or relocate. The selection of training services is conducted in a manner that maximizes customer choice, is linked to in-demand occupations, informed by the performance of relevant training providers, and coordinated to the extent possible with other sources of assistance (see WIOA sec. 134(c)(3)). Training services, when determined appropriate, are provided either through an Individual Training Account (ITA) or through a training contract as discussed in Section 10 of TEGL 3-15.

Adult and dislocated worker training services currently available in the Northwest area include:

1) Occupational skills training, including training for nontraditional employment;

2) On-the-Job Training;

3) Incumbent Worker Training; and

4) Transitional jobs.

Additional training services that may be offered as needed may include:

1) Programs that combine workplace training with related instruction, which may include cooperative education programs;

2) Training programs operated by the private sector;

3) Skill upgrading and retraining;

4) Entrepreneurial training;

5) Job readiness training (provided in combination with certain training services);

6) adult education and literacy activities, including activities of English language acquisition and integrated education and training programs (provided concurrently or in combination with certain services); and

7) customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

Training services are focused on the area's top industry sectors. The local board reviews labor market information (LMI) prior to approving new programs or renewing existing programs for the Eligible Training Provider List (ETPL) to ensure the programs are aligned with local and / or regional labor market needs. Furthermore, prior to issuing Individual Training Accounts (ITAs) for postsecondary training at approved providers as listed on the ETPL, Title I Career Advisors ensure that participants' career goals align with in-demand industries and occupations.

According to Economic Modeling Systems, Inc. (EMSI), current labor market data indicates the top five industries expected to add the most jobs between 2018 and 2028 are:

LOCAL PLAN REVIEW RESULTS

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Description	2018 Jobs	2028 Jobs	2018 - 2028 Change	2018 - 2028 % Change	2028 Location Quotient	Avg. Earnings Per Job	2018 GRP
Manufacturing	15,690	17,484	1,794	11%	2.48	\$59,150	\$1,640,638,992
Government	18,527	20,065	1,538	8%	1.41	\$49,044	\$1,032,527,648
Health Care and Social Assistance	9,503	10,340	837	9%	0.76	\$42,140	\$514,806,415
Retail Trade	11,027	11,623	596	5%	1.21	\$31,560	\$673,440,254
Transportation and Warehousing	3,279	3,847	568	17%	1.06	\$51,806	\$274,817,759

During Program Year (PY) 2017, 1,114 Adults and 127 Dislocated Workers were served, with over \$651,000 awarded through ITAs to 385 participants attending 23 different postsecondary institutions. Over \$122,400 was also awarded via gas cards to over 300 participants who were participating in training. Aligning with the local area's target industry sectors, the top four industry sectors of participants funded in occupational skills training were healthcare (55.3%), manufacturing (17.5%), Transportation & Logistics (12.2%), and Business & Other Professional Services (7.2%). Furthermore, of the nearly \$335,600 expended on 145 On-the-Job Training participants, 93% were trained in the Manufacturing industry, 6% in Healthcare, and 1% in Business & Other Professional Services. Over \$115,000 was expended on Incumbent Worker Training for 392 participants, predominantly in the Manufacturing industry.

- no process in which local area will provide all 14 program elements or successful models**

WIOA outlines a vision for supporting youth and young adults through an integrated service delivery system. This vision includes high quality services for In-School Youth (ISY) and Out-of-School Youth (OSY beginning with career exploration and guidance, continued support for educational attainment, opportunities for skills training, and culminating with a good job along a career pathway or enrollment in postsecondary education. The 14 Youth program elements are provided either directly by a Core Partner, such as Adult Education or the Title I Career Service Provider, or by referral to other partner programs, to both ISY and OSY:

Tutoring, study skills training, instruction and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities): Such services focus on providing academic support, helping a youth identify areas of academic concern, assisting with overcoming learning obstacles, and providing tools and resources to develop learning strategies. This can be provided in a one-on-one setting, in a group setting, through resources, and in workshops. Secondary school dropout prevention strategies include services and activities that keep a young person in-school and engaged in formal learning and/or training setting. Strategies include, but not limited to tutoring, literacy development, active learning experiences, after-school opportunities, and individualized instruction. Adult Education as a core partner for WIOA will provide these services. Additionally, local high schools provide such services to their students.

Alternative secondary school services, or drop-out recovery services, as appropriate: alternative secondary school services, such as basic education skills training, individualized academic instruction, and English as a Second Language training, are services that assist youth who have struggled in traditional secondary education. Dropout recovery services, such as credit recovery, counseling, and educational plan development, are those that assist youth who have dropped out of school. The goal is to help youth re-engage and persist in education that leads to the completion of a recognized high school equivalent. Local Education Agencies provide alternative

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school education.

Paid and Unpaid Work Experiences, including a Successful Model: work experiences have academic and occupational education as a component, and may include the follow types of work experiences:

- (i) Summer employment opportunities or other employment available throughout the school year;
- (ii) Pre-apprenticeship programs - designed to prepare individuals to enter and succeed in apprenticeship program registered under the National Apprenticeship Act;
- (iii) Internships and job shadowing a work experience option where youth learn about a job by walking through the work day as a shadow to a competent worker; and
- (iv) On-the-job training (OJT) opportunities;

In addition to funding OJT opportunities for eligible Youth and coordinating with TN Pathways and TN Economic and Community Development to apply for a grant to expand Youth apprenticeship opportunities in Lake County, and other distressed counties, through the Registered Electrical Apprenticeship Preparation (REAP) initiative, in partnership with Amteck, the AJCs, an electrical contracting and engineering pathway was established at Lake County High School. The successful initiative is being expanded, and this year up to 30 graduating seniors from across Northwest TN high schools will have an opportunity to participate in the program. Amteck will schedule ½ day “showcase” visits to provide career related information to graduating seniors. During the “showcase,” students will be provided more detailed information about careers in the electrical trade, expected wages, and the expectations of employers. Amteck will bring a mobile unit to provide a hands-on experience. Seniors with an interest in a career as an electrician will have an opportunity to apply for Amteck University’s two-week REAP program. Upon successful completion of the 2 weeks pre-apprenticeship program, graduates will be eligible for hire by Amteck and with supervisor recommendation, accepted into the Registered Apprenticeship program, which includes classroom and on-the-job training while being paid. Upon completion apprentices are prepared to take the exam to become a Journeyman/Licensed Electrician earning an estimated \$70,000 annually.

Furthermore, through the Work Opportunities for Rural Kids (WORK) program, a year-round paid Youth Work Experience (YWE) program, participants may work up to 37.5 hours per week for up to six months. In addition to gaining valuable hands-on experience and learning general work skills (i.e. soft-skills), such as attendance, punctuality, professional communication, teamwork, etc., participants earn the higher of \$8.00 per hour or 80% of the typically wage paid for the position. For instance, if a position typically pays \$15 per hour, a YWE participant would earn 80% of \$15.00, or \$12.00 per hour. Ideally, participants are placed in worksites that fit their unique career interests, and are able to learn occupational skills required of that position. The Northwest area is also currently working with our local high schools to promote work experience opportunities this summer for students transitioning out of high schools, particularly for those who do not plan to go on to postsecondary or may not necessarily have a plan for after graduation. Title I staff are coordinating with the TN Pathways Regional Coordinator to promote the program to high schools in the area. AJC staff are also marketing YWE opportunities for current students at TCATs, Dyersburg State Community College, and the University of TN at

LOCAL PLAN REVIEW RESULTS

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Martin.

Title I and Vocational Rehabilitation staff are also seeking to coordinate services to allow high school students with disabilities currently participating in unpaid work opportunities to be co-enrolled into paid YWE opportunities. This partnership would provide the students with the opportunity to not only begin earning a wage while still in school, but to also continue their work experience opportunity after graduation, providing them additional skills and experience to assist them in transitioning to employment. The Northwest area also coordinates to co-enroll Temporary Assistance for Needy Families (TANF) participants whenever possible. By providing a YWE this summer, the Northwest area hopes to place participants in worksites that may potentially lead to employment, but also plans to work with participants to explore postsecondary opportunities and career pathways. Students leaving high school intending to continue into postsecondary training will also have the opportunity to participate in the program. With the intention of placing such students in worksites that match their intended programs of study, students will have the opportunity to participate in hands-on career exploration, gain skills, and earn a wage.

The Northwest area has identified the Manufacturing Careers Internship Program (MCIP), as described in the National Skills Coalition's *Promising Practices in Work-Based Learning for Youth* publication, to be a successful model to be potentially replicated in the local area. Similar to the Northwest area's already existing Youth Work Experience Program, the MCIP is a paid manufacturing internship program for youth between 18 and 24 run. The program is run by Business and Career Services, Inc. (BCS) in Northeast Illinois and funded by WIOA with private foundation support. Based on demand from local business for a sustainable pipeline of young talent, the program prioritizes youth — including at-risk young adults — as a valuable resource in expanding the pipeline of future workers. MCIP youth participate in a four-week, boot camp session during which the participants receive a \$10 a day stipend and soft-skill and job preparation training, tour between twelve and fourteen manufacturing employers' worksites, receive OSHA-10 and forklift credentials and are exposed to shop math. After the four-week boot camp, each participant enters an eight-week paid internship. The program provides support to participants for worksite attire (including boots and other materials), safety equipment, transportation vouchers to get to the worksite, and support for child care costs. The program provides stipends to students during their boot camp before they start earning wages, and has supported other needs as participants have experienced them such as funding for eye glasses, housing assistance, and even car repairs.

To enhance the existing YWE program and provide soft-skills training similar to the MCIP program, the local board, through their Career Service Provider, is in the process of contracting with the Tennessee College of Applied Technology (TCAT) at Jackson to offer the Way to Win at Work curriculum to individuals participating in programs such as Youth Work Experience, Transitional Jobs, Registered Electrical Apprenticeship Preparation (REAP), and Re-Entry Advanced Manufacturing Program (RAMP), and any others who lack the soft-skills needed to be successful in the workplace. During the 36-hour online class, students learn what employers expect from employees and how exceeding those expectations is the way to win at work. Important topics covered include time and stress management, applications, cover letters, resumes, job

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interviews, workplace culture, ethics, etiquette, power in the workplace, and teamwork. Students complete activities and participate in online discussion to reinforce the concepts introduced in course content (selected readings, videos, and lecture presentations).

Occupational Skills Training: priority consideration is given for training programs that lead to recognized postsecondary credentials that align with in-demand industry sectors or occupations in the local area, if the Local Board determines that the programs meet the quality criteria described in WIOA sec. 123. Institutions providing occupational skills training in Northwest TN include TCATs Paris, McKenzie, and Newbern, Dyersburg State Community College, the University of TN at Martin, Bethel University, and Roadrunner Driving School. Early Postsecondary Opportunities (EPSOs) and TN SAILS are also available through secondary schools in coordination with training providers. Funding for training is available through Individual Training Accounts (ITAs) for unmet need after other Federal and State financial aid such as TN Promise, TN Reconnect, Lottery, Pell, TSAC, etc. According to 20 CFR§ 681.550 “in order to enhance individual participant choice in education and training plans and provide flexibility to service providers, the Department allows WIOA Individual Training Accounts (ITAs) for OSY, ages 16 to 24, using WIOA youth funds when appropriate.” The TN Department of Labor and Workforce Development requested and received a waiver to also allow ISY to also receive an ITA for training services.

Comprehensive Guidance and Counseling: This program element provides individualized counseling to participants, and may include referrals to other partner programs for services such as substance and alcohol abuse counseling or mental health counseling. Staff members are responsible for assisting participants in collecting and analyzing information to determine the best mix of services necessary to obtain employment. Information areas may include a participant’s needs, strengths, support systems, education, job skills, interests, and career goals. Information may be gathered informally, via interviews or observations, or formally via assessment tools such as aptitude tests, computer assisted programs, and interest inventories. Based on the results of the assessment process, staff connect participants to services available through the AJC and will make referrals to other programs a necessary if their needs are outside of the scope of life skills (time management, developing a support system to be successful in school, finding transportation to and from school, developing good study habits, etc.).

Leadership Development Opportunities: 20 CFR § 681.520 defines this program element as opportunities that encourage responsibility, confidence, employability, self-determination, and other positive social behaviors such as: (a) exposure to postsecondary educational possibilities; (b) community and service learning projects; (c) peer-centered activities, including peer mentoring and tutoring; (d) organizational and team work training, including team leadership training; (e) training in decision-making, including determining priorities and problem-solving; (f) citizenship training, including life skills training such as parenting and work behavior training; (g) civic engagement activities that place youth in a leadership role such as serving on youth leadership committees, such as a standing Youth committee. To encourage responsibility, confidence, employability, and exposure to postsecondary opportunities, Youth can attend workshops in the AJCs such as Financial Literacy or Starting a Small Business, complete assignments in Allison or Career Ready 101, receive an adult mentor through work experience,

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receive career counseling from a career advisor, and / or be referred to TN Promise and TN Reconnect mentors and counselors. Additional work behavior training is soon to be available at the AJCs through TCAT Jackson's the Way to Win at Work program.

Support Services: 20 CFR § 681.570 describes supportive services for youth as defined in WIOA Sec. 3(59), as services that enable an individual to participate in WIOA activities. These services include, but not limited to, the following: (a) linkages to community services; (b) assistance with transportation; (c) assistance with childcare and dependent care; (d) assistance with housing; (e) needs-related payments; (f) assistance with educational testing; (g) accommodations for youth with disabilities; (h) legal aid services; (i) referrals to healthcare; (j) assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear; (k) assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes; (l) payments and fees for employment and training-related applications, tests and certifications. Through the Title I program, Youth are eligible to receive transportation assistance for those who are attending postsecondary training or during the first 30 days of a work experience. Transportation assistance is also available through Vocational Rehabilitation (VR) and Temporary Assistance for Needy Families (TANF). For individuals without transportation, the Northwest TN Human Resource Agency provides public transportation through a scheduled van service. Youth in a work experience may also receive a one-time only payment up to \$300 for uniforms, drug screens, background checks, supplies, etc. needed to be successful in the work experience. Youth participating in occupational skills training may also receive funding for related books, supplies, uniforms, etc. as required by their program of study. VR may also provide needed support services to Youth with disabilities, such as assistive technology and services, while TANF may provide childcare and cash assistance. Individuals in need of housing are referred to Housing Authorities and other community and faith-based organizations, such as TN Homeless Solutions and United Works, as described under the last bullet item within this section. Housing related services such as Home Energy & Weatherization Assistance are also available through the Northwest TN Economic Development Council.

Adult Mentoring: As listed in 20 CFR § 681.490, adult mentoring is offered for a duration of at least 12 months, and may occur both during the program and following exit from the program. Adult mentoring is a formal relationship between a youth participant and an adult mentor that includes structured activities where mentor offers guidance, support and encouragement to develop the competence and character of the mentee. This may include workplace mentoring where the program matches a youth participant with an employer or employee of a company. While the Department of Labor strongly prefers that case managers not serve as adult mentors, the final rule allows case manager to serve as mentors in areas where adult mentors are sparse, such as in rural areas like Northwest TN. However, the desired method of providing leadership development includes connecting youth with a community mentor, which can usually be found through a work experience, postsecondary institution, or by referral to other community resources.

Follow-Up Services: services are provided for not less than 12 months from the exit date. 20 CFR § 681.580 describes follow up services as "critical services provided following a youth's exit

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from the program to help ensure the youth is successful in employment and/or postsecondary education and training.” Follow up services may include regular contact with the youth participant’s employer, including assistance in addressing work-related problems that arise, and may include the following program elements: (1) supportive services; (2) adult mentoring; (3) financial literacy education; (4) services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, or career exploration services; (5) activities that help youth prepare for and transition to postsecondary education and training. Follow up services include more than only a contact attempted or made for securing documentation in order to report a performance outcome. Title I staff provide follow-up services to identify any barriers participants may be having, which might impede their progress, in order to provide the necessary services to assist in overcoming the barriers.

Financial Literacy Education: The AJCs are in partnership with local financial institutions to offer workshops on Financial Literacy on-site at the AJCs. The class covers banking services, tracking your money, credit, loans, and the basics of home ownership. There are also many resources on Job4TN’s online learning resources called “Allison” and Career Ready 101 also has financial literacy as a learning component.

Entrepreneurial Skills Training: 20 CFR § 681.560 states this program element provides the basics on starting and operating a small business. Such training must develop the skills associated with entrepreneurship, such as the ability to take initiative, creatively seek out and identify business opportunities, develop budgets and forecast resource needs, understand various options for acquiring capital and the trade-offs associated with each option, and communicate effectively and market oneself and one’s ideas. Rather than choosing to enroll in a formal training program to attain an entrepreneurship-training certificate, many jobseekers are interested in self-employment, and thus explore independent routes. Small Business Development Centers (SBDCs), Small Business Associations (SBAs), and Chambers of Commerce identify resources to assist these individuals. SBAs help entrepreneurs and existing owners to start, build, or grow their businesses offering services such as information on financing, loan applications, and regulations and licensing. The AJCs are in partnership with a community-based organization, Operation Hope, and the Small Business Development Centers (SBDC) through the University of TN at Martin (UTM) and Dyersburg State Community College to hold workshops in the AJCs. The SBDCs also provide one-on-one assistance through a referral to provide expert business advice to all types of businesses including, but not limited to counseling, business planning, marketing assistance, training, and cash flow analysis to start-up entrepreneurs and existing business owners. Recently, the SBDC through UTM partnered with a Business Services Team member to host an information session about the grants available through the AJCs, such as On-the-Job Training and Incumbent Worker Training, that can assist small business owners offset the cost of training new and existing employees.

Services that provide labor market and employment information: this element includes services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services. Interest inventories and other career planning tools are available through

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websites such as mynextmove.org and careeronestop.org/getmyfuture. The AJCs also utilize Jobs4TN.gov and Economic Modeling Systems, Inc. (EMSI) to provide labor market and employment information. You Science Career Awareness and Aptitude assessment is also available.

Activities that help youth prepare for and transition to postsecondary education and training: secondary schools offer an assortment of services including exploring postsecondary education options including technical training schools, community colleges, 4-year colleges and universities, and registered apprenticeships, assisting the youth in preparation for the ACT/SAT testing, assisting with the college admission applications, searching and applying for scholarships and grants, filling out the proper Financial Aid applications and adhering to changing guidelines, and connecting youth to postsecondary education programs. Additionally, Youth served through the AJCs may receive assistance in using Jobs4TN.gov, such as Career Coach, and other resources to identify postsecondary training opportunities, and related employment information. Career Coach was purchased through a Delta Healthcare Services Grant in partnership with Dyersburg State Community College to provide students with a connection between education / training programs and quality career outcomes. The portal is “institution neutral” with all training providers in the Northwest area provided an opportunity to list their programs. With Career Coach, students can quickly find a career that's right for them based on relevant job market information and enroll in a program at institutions that best fit their goals. Students can take a Career Assessment to learn about themselves and Career Coach will give career suggestions based on their interests, build a resume, browse careers and view relevant data on wages, employment, and the training needed, and browse available programs that lead to the career they want. Career Coach allows also veterans to find civilian careers related to their military occupation. AJC staff can also assist Youth in receiving ITAs and other federal and state financial aid.

Education offered concurrently with, and in the same context as, workforce preparation activities and training for a specific occupation or occupational cluster: this program element reflects the integrated education and training model and describes how workforce preparation activities, basic academic skills, and hands-on occupational skills training are to be taught within the same time frame and connected to training in a specific occupation, occupational cluster or career pathway. While programs developing basic academic skills, which are included in as part of alternative secondary school services and dropout recovery services, workforce preparation activities that occur as part of a work experience, and occupational skills training can all occur separately and at different times (and thus are counted under separate program elements), this program element refers to the concurrent delivery of these services which make up an integrated education and training model. Several postsecondary training programs, such as healthcare and manufacturing, provide academic and hands on learning through cooperatives or internship opportunities. For instance, all nursing programs include clinical experience in various healthcare employment settings such as hospitals, nursing homes, and clinics. Dyersburg State and Jackson State Community College both provide cooperative “Earn and Learn” programs in advanced manufacturing. TCATs include an internship opportunity for students near the end of training. At the secondary level, work-based learning opportunities are incorporated as part of career pathways and the TN Pathways Certification.

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- **no description of how the area will offer ITAs to at-risk youth (area chose to opt out of 50/50 waiver)**

Although the Northwest area opted out of the 50/50 waiver (as further explained under the second bullet item under the below Required Action Steps section), up to 25% of local formula youth funds are still available to serve the at-risk In-School Youth (ISY) population, including issuing ITAs. Like Adults and Dislocated Workers, ISY, and Out-of-School Youth (OSY), may receive up to \$8,000 in ITA funding (up to \$4,000 per year for up to two years). Youth receiving ITAs are also eligible to receive associated supportive services such as transportation stipends and funding for books and supplies. ITAs are issued as last-dollar funds after other federal and state financial aid, and given the many funding options available for postsecondary training, such as TN Promise, Pell, the HOPE scholarship, and Tennessee Student Assistance Award, many students require much less than the maximum ITA allowed. At an estimated average cost of approximately \$2,000 per ITA, if 25%, or about \$195,000, of the nearly \$780,000 in Youth formula program funds currently available to the local area was utilized on ISY ITAs, close to 100 ISY participants would receive services. As with Adults and Dislocated Workers, ITAs for Youth are focused on in-demand occupations.

The Northwest area has strong partnerships with the training providers in the local area and AJC staff frequently visit with training providers to ensure marketing materials are available to their students through financial aid offices, students services, etc. AJC staff also frequently meet with students to promote services through new student orientations, transfer student orientations, financial aid events such as FAFSA Fever, college and career nights, etc. Training providers regularly refer students to the AJCs for eligibility determination and coordinate with Title I Career Advisors to identify unmet need for students who are to receive an ITA. AJC staff will also continue to work towards building similar relationships with secondary school representatives to ensure students transitioning to postsecondary are aware of ITAs and associated supportive services. Furthermore, since ISY must be low income and also possess a barrier – basic skills deficient; an English language learner; an offender; a homeless individual; pregnant or parenting; an individual with a disability; or an individual who requires additional assistance to complete an educational program or to secure or hold employment (not to exceed 5%), the Northwest area focuses recruitment efforts on agencies serving such populations. Outreach efforts have been / will be targeted on Adult Education classes, juvenile justice offices, TN Homeless Solutions, the TN Department of Children's Services and foster care agencies such as Youth Villages, Vocational Rehabilitation, and alternative schools. Youth-aged inmates are also encouraged to participate in Certified Production Technician (CPT) training through the Re-Entry and Advanced Manufacturing Program (RAMP) currently offered at three local jails.

Furthermore, the local board also ensures there are sufficient numbers and types of providers of training services serving the local area and providing the services and meeting local labor market needs. For instance, it would be most appropriate to award a contract to an institution of higher education or other eligible provider of training services in order to facilitate the training of multiple individuals in in-demand industry sectors or occupations, so long as such a contract does not limit customer choice. Given the expected growth in the

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Transportation & Logistics industry, and the large number of anticipated replacement jobs for Heavy and Tractor-Trailer Truck Drivers (18,749 by 2028 across West TN), the Northwest area is currently discussing a potential partnership with the Tennessee College of Applied Technology at Newbern to offer an additional truck driving class specifically for Youth participants.

- **the plan lacks a description of the partnerships between core partners such as AE, VR, and TANF for basic skills deficient population and individuals with disabilities to include Youth and the Pre-Employment Transitional Services (Pre-ETs) for youth with disabilities.**

The Evaluation of Service Need form utilized as part of the Welcome Function in each of the American Job Centers (AJCs) provides staff with information needed to assess the customers' needs and ensure they are referred for the appropriate services. For instance, a customer who is identified as basic skills deficient or who lacks a high school diploma will be referred to Adult Education for further assessment and potential services. Customers with disabilities may also be referred to Vocational Rehabilitation for additional training funding and / or support services, such as technological aids and devices. Individuals choosing to participate in such programs may also be referred to the Department of Human Services / TANF for temporary cash assistance, transportation, child care assistance, educational supports, job training, employment activities, and other support services if needed.

Similar to the Pre-Employment Transitional Services (Pre-ETs) for youth with disabilities offered through the TN Rehabilitation Center at Smyrna, Vocational Rehabilitation's Transition School to Work (TSW) program focuses on the provision of vocational rehabilitation (VR) services to eligible and potentially eligible high school students with disabilities who are interested in employment after leaving high school. The goal is a smooth, seamless transition from high school to post-high school career development and/or employment. VR counselors work with appropriate school personnel to determine how they plan to disseminate VR information to students and their families. The dissemination could take place at school sponsored events (fairs, career nights, college nights, etc.) or through individual meetings at the school. VR materials will be provided to school personnel so that they can share with parents or guardians. All VR eligible students receive counseling and guidance from a vocational rehabilitation counselor. Examples of other transition services that lead to employment might include vocational assessment, assistive technology evaluation, postsecondary training, and/or job placement. Postsecondary training might include on-the-job training, training at the Tennessee Rehabilitation Center (Smyrna, TN), or training at the vocational/technical or college/university levels.

As mentioned above, Title I and VR staff are seeking to coordinate services to allow high school students with disabilities currently participating in unpaid work opportunities to be co-enrolled into paid Youth Work Experience opportunities. This partnership would provide the students with the opportunity to not only begin earning a wage while still in school, but to also continue their work experience opportunity after graduation, providing them additional skills and experience to assist them in transitioning to employment. VR may also provide "People First Language" training to employers who serve as worksites or hire individuals with disabilities. The presentation includes detailed information on creating an inclusive work environment and how

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and why to use people first language. Additionally, individuals interested in pursuing postsecondary training may also be co-enrolled to receive training and supportive services.

- **the plan lacks detail on how the local board will ensure informed customer choice in training programs or strategies to support registered apprenticeships as described in TEGL 41-14.**

As stated in the local plan, "Information on local training providers and programs is included on Jobs4TN.gov. Eligible training providers are listed on the Eligible Training Provider List (ETPL)." To remain on the ETPL, Eligible Training Providers must provide the information necessary to determine program performance and to meet other requirements of the WIOA. The Eligible Training Provider must agree to make available verifiable data to validate any information submitted (WIOA Section 122(d)(1)). Eligible Training Providers on the ETPL are required to submit quarterly performance reports to the State. The report must contain individual level data for all participants in programs offered by the Eligible Training Provider that have serviced at least one student with the assistance of WIOA funding. Performance reporting is required for credential attainment, employment rates during 2nd and 4th quarters after exit, and median earnings during 2nd quarter after exit for all students as well as for WIOA participants.

As described in TEGL 41-14, WIOA requires that the Governor or State agency disseminate the State list of eligible training providers and accompanying performance and cost information to Local Boards in the State and to members of the public online including through websites and searchable databases and through whatever means the State uses to disseminate information to consumers, including the one-stop delivery system and its program partners throughout the State. The Employment and Training Administration will also continue to maintain lists of Eligible Training Providers on CareerOneStop.Org. To disseminate training provider performance information, the State will utilize Jobs4TN.gov. Additionally, the Tennessee Higher Education Commission's Division of Postsecondary State Authorization (DPSA) authorizes, oversees, and monitors private proprietary, for-profit, and not-for-profit schools offering training or education leading to a vocation, college credit or issuance of an educational credential. DPSA also tracks and disseminates performance data for authorized institutions including withdrawals, completion rate, and placement summary. The information is made available online <https://www.tn.gov/thec/bureaus/student-aid-and-compliance/postsecondary-state-authorization/authorized-institutions-and-data.html>.

Additionally, many providers include program performance information on their websites. The One-Stop Operator (OSO) is responsible for ensuring that all AJC staff members have access to the ETPL and performance websites and are knowledgeable about utilizing the sites. The OSO also ensures local access to the ETPL for customers within the American Job Centers (WIOA Section 122(d)(1)). Each of the AJCs in the Northwest area maintain resource computers that customers may use to access any of the above referenced websites. The Career Service Provider is also responsible for ensuring that they do not issue any ITAs for WIOA participants to enroll in programs

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that do not appear on the ETPL.

Finally, Registered Apprenticeship programs are not subject to the same application and performance information requirements or to a period of initial eligibility or initial eligibility procedures as other providers because such programs have gone through a detailed application and vetting procedure to become a Registered Apprenticeship programs sponsored by the United States Department of Labor. In collaboration with the State Director of Apprenticeship, the State has contacted all current program sponsors to elicit their interest in being part of the ETPL. The local board also reviewed the Bureau of Apprenticeships' list of apprenticeship programs for the area and contacted them to advise them of the opportunity to be included on the ETPL. Those interested were assisted in submitting their programs to assist in the state's goal of placing as many Registered Apprenticeship programs on the ETPL as possible.

Required Action Steps

Northwest must address the deficient plan components above for approval recommendation to include additional requirements set by the SWDB below.

- **Northwest review their local policies (ITA, Supportive Service, ETPL, and Priority of Service) and strategies to ensure they do not create barriers for individuals.**

The local ITA and Priority of Services policies were reviewed as listed in the Overall Recommendations section above. The Supportive Services policy has also been reviewed as described in the last bullet item within this section. The local area has also requested clarification on the desired changes to the ETPL policy. Upon receiving guidance from the TDLWD staff, the local area will review and make policy changes as needed.

- **Northwest to include an analysis that supports service strategy of serving out-of-school youth and opting out of the 50/50 waiver; strategy must include clear referral and partnerships with in-school youth community based organizations (CBOs) or faith based organizations (FBOs) that support career pathways and address barriers.**

As listed in the WIOA, an In-School Youth (ISY) means an individual who is:

- i) attending school (as defined by State law);
- (ii) not younger than age 14 or (unless an individual with a disability who is attending school under State law) older than age 21;
- (iii) a low-income individual; **and**
- (iv) one or more of the following:
 - (I) Basic skills deficient.
 - (II) An English language learner.
 - (III) An offender.
 - (IV) A homeless individual.
 - (V) Pregnant or parenting.
 - (VI) A youth who is an individual with a disability.
 - (VII) An individual who requires additional assistance to complete an educational program or to secure or hold employment (*limited to 5% of the ISY assisted*).

Low Income: According to the attached Economic Modeling System, Inc. (EMSI)'s Community

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Indicators report, which details American Community Survey data, 29.4% of children under the age of 18 are living in poverty in the Northwest area, while 15.3% of the entire population are living in poverty. According to the TN Department of Education's 2018 district profiles as found at <https://www.tn.gov/content/tn/education/data/data-downloads.html> and included as an attachment, 42% of students in the 19 districts in the local area which have a high school, are considered economically disadvantaged. Since individuals must be considered low income to qualify as ISY, the data indicates that 42%, or 14,745 students, may potentially meet this criterion. However, since the data accounts for students in all grades, not just those falling within the ISY age range of 14-21, this figure is ultimately less. While the percentages of individuals living in poverty, of children under 18 living in poverty, and of economically disadvantaged students indicate a potential significant low income population to be served, given the restrictive barrier eligibility requirements, the potential number of individuals to be served through the ISY program is drastically limited:

Basic Skills Deficient: According to the State Collaborative on Reforming Education (SCORE)'s 2018-19 State of Education in Tennessee report, by 2020, the state is on track to meet the Drive to 55 goal of 55 percent of adults with postsecondary credentials. Tennessee's average composite score for 2018 was 20.2, the highest ever. However, only one in six students were college ready in all four ACT subjects. More Tennessee high school students take college-level academic and career and technical education courses: 43 percent of the public school graduating class of 2017 took at least one such course. The average graduation rate at Tennessee two- and four-year public postsecondary institutions is below 45 percent. For the first Tennessee Promise cohort, 52.2 percent of students had graduated from community college or were still enrolled in college after five semesters, about 3 points higher than students not enrolled in the program. Adults holding postsecondary credentials or degrees reached 41 percent in 2018, up 10 points in 10 years. To reach the 55 percent level by 2025, credential and degree attainment must grow 2 points annually.

TN Ready is a part of the Tennessee Comprehensive Assessment Program (TCAP) and is designed to assess true student understanding, not just basic memorization and test-taking skills. It is a way to assess what our students know and what we can do to help them succeed in the future. The Ready Graduate criteria include the following four measures for graduates from the class of 2018. To be considered ready graduates, students must meet at least one of the following:

- Score of 21 or higher on ACT (or 1060 or higher on the SAT); or
- Complete 4 early postsecondary opportunities (EPSOs); or
- Complete 2 EPSOs and earn an industry certification; or
- Complete 2 EPSOs and earn a score of military readiness on ASVAB AFQT.

2018 was the first year Tennessee schools and districts reported results on the Ready Graduate indicator, a measure of student readiness for college and career that projects students' future beyond high school graduation. Among 2018 graduates, 43.2 percent of students achieved a 21 or higher composite score on the ACT, reaching one of the Ready Graduate indicators. According to the Department of Education's State Report Cards, in

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2017, an average of 36.6% of graduates in the 19 districts in the local area which have a high school, were Ready Graduates. The average composite ACT scores among these districts was 19.7, with three districts exceeding the 21 or higher Ready Graduate indicator.

English Language Learners: According to the attached EMSI report, only 1.8% of the entire Northwest area's population consists of foreign-born individuals. The attached district profiles data indicates that only 0.95%, or 391 students across all grade levels, are considered limited English proficient.

Tennessee is committed to ensuring that all students, including English learners, have the opportunity for success in rigorous coursework, access to early postsecondary opportunities, and access to highly effective teachers. The English as a Second Language (ESL) Program Policy is designed to set minimum standards for Tennessee school districts in providing services to non-English language background (NELB) students who are also English learners (ELs). States, local education agencies (LEAs), and schools are required to provide specialized programs for limited English proficient (LEP) students to comply with Title VI of the Civil Rights Act of 1964 and the obligations found in the Department of Education's guidance document, Legal Obligations and Best Practices Pertaining to English Learners.

Offender: According to the Kids Count Data Center, in 2015, there were 660 persons under age 21 detained, incarcerated, or placed in residential facilities in TN; a rate of 97 per 100,000. According to the TN Department of Correction (TDOC)'s February 2019 Juvenile Report, as of 2/8/19, there were 14 juveniles under the age of 18 under TDOC jurisdiction. While all 14 were at the Northwest Correctional Complex in Lake County, none of the 14 were convicted in the local area. According to the 2014 Tennessee Juvenile Court Statistical Data Annual Report, of the 76,939 children referred to juvenile court, 5.01%, or 3,858 of children referred were from the Northwest area. Of the total referred, 12.33% had a secure detention hearing. Of those, 1.43% were placed in a Juvenile Detention Facility afterwards, 0.09% were placed in Foster Family Home, 0.08% in a Shelter / Group Home, 0.07% in Other, 0.04% in Jail, and 0.01% in a Psychiatric Hospital.

As described in the local and regional plans, the Northwest area and West TN area have selected the Workforce Corrections partnership as the new planning element. Through this expanded partnership, the Northwest area intends to also enhance partnerships with the juvenile justice courts and DCS Juvenile Justice Family Service Workers (JJ FSWs) who are responsible for supervising youth who have been placed on state probation to serve ISY and OSY Youth offenders. Additionally, Youth-aged inmates are also encouraged to participate in Certified Production Technician (CPT) training through the Re-Entry and Advanced Manufacturing Program (RAMP) currently offered at three local jails.

Homeless Individuals: According to the National Alliance to End Homelessness' website, the Jackson / West TN, excluding Shelby County, has 1,103 homeless individuals on a given night, or 16.5 homeless per 10,000 people in the general population, accounting for about 13% of the entire state's 8,309 homeless on a given night. The United States Interagency

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Council on Homelessness' website further clarifies that of the 8,309 homeless as of January 2017, 655 were family households and 457 were unaccompanied young adults between the ages of 18-24. Public school data reported to the U.S. Department of Education during the 2016-2017 school year shows that the state of Tennessee had an estimated youth and children homeless population of 15,404 with 278 students still unsheltered. Of students who had a nighttime residence, 1,370 were in shelters, 1,739 were in hotels/motels, and 11,154 were doubled up, or living with friends or relatives.

The Homeless Education Program is designed to facilitate the enrollment, attendance and success of homeless children and youth in Tennessee schools. All school districts in Tennessee are required to provide needed services to homeless children. The department receives funding for the program through the federal McKinney-Vento Homeless Education Grant Program. The department distributes grants competitively to local education agencies (LEAs) that have developed programs that document effective collaboration among school districts and service providers to ensure that homeless children in that district receive needed services.

Pregnant or parenting: According to U.S. Department of Health & Human Services' Office of Adolescent Health website, <https://www.hhs.gov/ash/oah/facts-and-stats/national-and-state-data-sheets/adolescent-reproductive-health/tennessee/index.html#footnote-3>, Tennessee was ranked 9 out of 51 (50 states + the District of Columbia) on final 2015 teen births rates among females aged 15-19. In TN in 2015, there were 6,334 births to females under 20 years of age in 2015, with 17% being repeat births. This equated to 30.5 births per 1,000 females between the ages of 15 and 19. Between 2014 and 2015, the birth rate in females aged 15-19 in TN fell 7%. Between 1991 and 2015 it fell 59%.

The Tennessee Department of Health is committed to educating communities about adolescent pregnancy prevention. The Department has a number of services that work with communities and families to prevent adolescent pregnancy including Abstinence Education, Community Prevention Initiative programs, and Early Periodic Screening Diagnosis and Treatment.

A youth who is an individual with a disability: According to the attached EMSI report, 21% or 48,694 individuals, of the entire Northwest area's population consists of individuals who are disabled. The attached district profiles data indicates that only 15.75%, or 5,404 students across all grade levels, have a disability.

The TN Department of Education promotes educational services and programs for all Tennessee's students with special education needs. The department is committed to systematic planning along with plan implementation, tracking, and accountability as a vehicle for providing the leadership necessary for fulfilling this purpose. Several years ago, the department developed the first Special Education Framework. The purpose of the framework is to provide information about special education and to support educators in writing instructionally appropriate IEPs. Similar to the Pre-Employment Transitional Services (Pre-ETs)

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for youth with disabilities offered through the TN Rehabilitation Center at Smyrna, Vocational Rehabilitation's Transition School to Work (TSW) program focuses on the provision of vocational rehabilitation (VR) services to eligible and potentially eligible high school students with disabilities who are interested in employment after leaving high school. The goal is a smooth, seamless transition from high school to post-high school career development and/or employment. VR counselors work with appropriate school personnel to determine how they plan to disseminate VR information to students and their families. The dissemination could take place at school sponsored events (fairs, career nights, college nights, etc.) or through individual meetings at the school. VR materials will be provided to school personnel so that they can share with parents or guardians. All VR eligible students receive counseling and guidance from a vocational rehabilitation counselor. Examples of other transition services that lead to employment might include vocational assessment, assistive technology evaluation, postsecondary training, and/or job placement. Postsecondary training might include on-the-job training, training at the Tennessee Rehabilitation Center (Smyrna, TN), or training at the vocational/technical or college/university levels.

An individual who requires additional assistance to complete an educational program or to secure or hold employment (limited to 5% of the ISY assisted): the TDLWD defines an ISY needing additional assistance as one who has:

- a. poor attendance patterns in an educational program during the last 12 months; or
- b. been expelled from school within the last 12 calendar months; or
- c. been suspended from school at least within the last 12 calendar months; or
- d. below average grades; or
- e. been previously placed in out-of-home care (foster care, group home or kinship care) for more than 6 months between the ages of 14-21; or
- f. currently incarcerated parent(s) guardian.

While the Northwest area recognizes that the potential number of individuals to serve who meet one of these criteria is likely greater than many of the other groups, the 5% limitation only allows for 1 in 20 ISY served to be eligible as part of this group. When initially responding to the intended waivers, the Northwest area requested that an additional waiver request be submitted to remove the 5% limitation for the 'requires additional assistance barrier' for ISY. Under the WIOA's predecessor, the Workforce Investment Act, there was no limit to the use of this barrier.

Service Strategy: While the Northwest area recognizes the need to serve at-risk, a thorough review of the above data regarding the potential population to be served led the local board to elect to not adopt the 50 / 50 waiver but rather to continue to expend up to 25% of youth formula funds on In-School Youth (ISY). As described above and in previous questions regarding the 14 elements and ITAs for ISY, while continuing under the requirement that local areas expend at least 75% of local formula youth funds on Out-of-School (OSY), the Northwest area will continue to serve the at-risk ISY population through the AJCs, as well as through a network of community resources and community partners. Additional information on support service coordination is listed below. Detailed information regarding supporting career

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pathways is also listed in the Vision, Goals, and Implementation section below.

- Northwest will address how they will provide childcare assistance and other supportive services to include housing for priority population either by clearly outlining how the area leverages resources with partners, CBOs, and FBOs.

Great effort is taken by the Northwest area to leverage resources and avoid duplication of services in order to maximize funds and opportunities for customers. In addition to the supportive services offered by Title I, referrals are currently made to the following agencies and programs for childcare assistance, housing, and other supportive services:

	Childcare / Dependent Care	Transportation	Housing/ Related Assistance	Other
TN Dept. of Human Services (DHS)	Childcare Adult Day Care			SNAP
TN DHS – Vocational Rehabilitation		X	Independent Living Services	Assistive Devices / Services
Northwest TN Economic Development Council	Head Start Early Head Start		Home Energy & Weatherization Assistance	Temporary Emergency Food
Northwest TN Human Resource Agency		Public Transportation		Homemaker & Nutrition Services
Trade Adjustment Assistance		X	Relocation Assistance	
Housing Authorities			X	
TN Homeless Solutions			X	
United Works			X	
West TN Legal Services			Legal Services regarding housing	Legal Services
Veteran Medical Center Homeless Dept.			X	
Habitat for Humanity			X	
Damascus Road, Inc.			X	

* Additional resources are listed in the attached West TN Resource Directory.

As described in the first bullet item above regarding methods used by the One-Stop Operator (OSO) to coordinate services between partners, a referral form is utilized to track referrals from and to AJC staff. The OSO has designated a responsible staff person in each AJC to track the referrals made and received. Additionally, staff offering referrals make every effort to connect with the partner program while the customer is in the AJC. In the event that a connection isn't made, AJC staff use referral forms as a means of tracking and following-up on referrals to ensure customers are eligible for and receiving services. Referrals and follow-up on referrals are documented in the case management system, Jobs4TN.gov, if it is available to the partner staff person.

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In addition to continuing referrals for the above referenced supportive services, and others, the local board voted at its 2/26/19 meeting and approved staff to research and develop recommendations to expand the current supportive services policy to address childcare, housing, and other potential needs. Steps to be taken by staff include:

1. Gather information from other local areas regarding childcare assistance and other support services, including utilization of such services (Southwest's policy has already been reviewed by the American Job Center sub-committee).
2. Evaluate the potential need for childcare services by reviewing current participant caseloads as well as surveying potential customers and / or those not enrolled.
3. Identify methods for ensuring any additional services approved by the board are utilized only as last-dollar funding.
4. Evaluate potential impact of additional costs (based on information gathered by staff and presented to the board, childcare averages \$100 per week).
5. Consider a potential supportive services 'emergency fund' to include services beyond childcare, such as vehicle repair, housing, medical services, etc. Consideration will be given to internal controls to ensure funds issued directly to participants will be used accordingly and not on any unallowable costs,

Consideration will also be given to regional alignment.



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II. Vision, Goals, and Implementation

Status

Approval with Conditions

Northwest lacked to provide sufficient detail in the following:

- **plan did not describe how the local board is working with entities to carry out core programs, will expand access to employment, training, education and supportive services for eligible individuals with barriers to employment;**

In the Northwest area, the five core partner programs, administered by the specified agencies, provide an assortment of services, including individuals with barriers to employment:

Title I Adult, Dislocated Worker, and Youth: Dyersburg State Community College

Title I provides a variety of educational and training activities to eligible individuals based on the needs of the individual and in coordination with partner programs to prepare participants for employment in in-demand occupations. Services are available on-site at all AJCs in the LWDA, and are accessible to off-site partners through various methods. For instance, off-site partners may call or e-mail Title I staff to make referrals and may utilize the referral form developed by Title I staff. Title I staff also maintain a spreadsheet for use by all partners containing relevant contact information for making referrals. Marketing materials are made available at all AJCs.

Title II Adult Education: Henderson County Schools

Adult Education provides HiSet preparation and testing services. Henderson County Schools manages adult education programs in District 7 through direct linkage with the AJCs in Northwest TN with co-locating of staff, when feasible, at the comprehensive centers in Dyersburg and Huntingdon, and classes being offered in Humboldt when possible. An electronic presence of off-site staff for referrals will be available within the counties of Benton, Crockett, Henry, Lake, Obion, and Weakley County AJCs. Marketing materials are made available at all AJCs.

Title III Wagner Peyser: Tennessee Department of Labor and Workforce Development

Title III offers outreach and labor exchange activities for individuals and employers. Job seekers register at the front desk Kiosk / Jobs4TN.gov to begin the process of job search activities such as entering a resume and their skills into Jobs4TN so they may be identified by companies who are hiring. Staff are available on-site at the AJCs in Dyersburg and Huntingdon. Services are available at the affiliate sites through direct linkage using phone, email, or Jobs4TN.gov. Partner staff on-site in the affiliate centers are cross-trained to provide both job seekers and employers assistance in accessing and utilizing the features of Jobs4TN. Employers may submit job orders to staff in any of the AJCs for posting to Jobs4TN. Marketing materials are made available at all AJCs.

Title IV Vocational Rehabilitation: TN Dept. of Human Services-Dept. of Rehabilitation Services

The Vocational Rehabilitation Program provides a variety of services to eligible individuals with disabilities based on the rehabilitation needs of the individual in accordance with their aptitudes, abilities, capabilities and interests and as identified on an Individualized Plan for Employment to prepare for or advance in competitive integrated employment. VR collaborates with AJC partners, community rehab service providers, educational institutions and employers.

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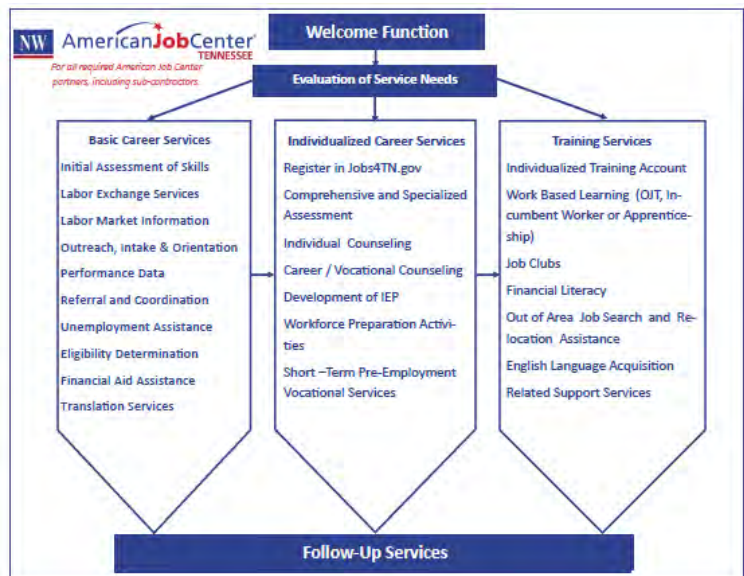
VR services are directly accessible through co-location at AJCs and from local VR offices.

Temporary Assistance for Needy Families (TANF): Workforce Essentials, Inc.

DHS is committed to addressing poverty and creating cycles of success. The Two-Generation Approach requires intentional focus on the success of the children and adults in their lives simultaneously and places the family on a better path towards economic security when the needs of the family are addressed holistically. This approach includes an emphasis on education, economic supports, health and well-being, and social capital. This goal shall be achieved in the context of assisting individuals and families eligible for TANF ("Clients") in meeting program participation requirements. Workforce Essentials, Inc. shall provide Employment and Case Management Services with a focus on empowering families eligible for TANF on a course to achieve economic stability based on the four (4) core component activities of the Two-Generation Approach, which focuses on the holistic success of the children and adults: (1) education, (2) economic supports, (3) health and well-being, and (4) social capital. TANF services are available on-site at the AJCs in Dyer, Gibson, Obion, and Weakley counties and through direct linkage in the other offices.

In addition to the outreach methods and use of technology described in the local plan, the local board works with core partners to expand access to employment, training, education and supportive services for eligible individuals with barriers to employment by:

- 1) Maintaining a MOU which details the agencies responsible for administering each program, the services provided, and the methods for providing such services;
- 2) Organizing regular core partner meetings to address service needs;
- 3) Including representatives from core and other partner programs on the local board and / or its committees when feasible;
- 4) Maintaining a website detailing AJC services and featuring a contact form that customers may use to contact a staff person for more information;
- 5) Maintaining a Facebook page to promote AJC services and events and communicate with customers;
- 6) Facilitating co-enrollment through endorsing a referral system and single customer flow model based on customer need, not program requirements;
- 7) Delivering services in a seamless manner ensuring that the customer is not aware which program partner services are provided; and
- 8) Developing and implementing specialized programs such as RAMP and REAP to meet the needs of unique target populations with barriers to employment.



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- **plan lacked details on how the local board will facilitate the development of career pathways and co- enrollment, as appropriate in core programs to improve post- secondary credential, or industry recognized credential.**

To facilitate the development of career pathways, the Northwest area partners with the TN Pathways Regional Coordinator to build connections between secondary, postsecondary, and employers. In addition to serving on a subcommittee of the local board, the TN Pathways Regional Coordinator, along with his counterparts in the Southwest and Greater Memphis areas, serves as a member of the Regional Planning Council (RPC). Additionally, a career and technical education (CTE) representative also serves on the RPC. The Northwest area also supports the TN Pathways Certification initiative, and represents from multiple partners attended one of the two meetings held on February 6th and 8th of 2019, where attendees participated in group exercises to work through the process of developing career pathways. The TN Pathways Certification recognizes high schools that have developed clear and guided pathways for their students that are built upon partnerships among K-12, postsecondary education, and employers. The goal is that all Tennessee students graduate high school with the knowledge and experiences needed to move seamlessly into higher education and the workforce. The certification is a school-level distinction that recognizes high school pathways that have a defined labor market need, a progression of high school coursework that includes early postsecondary opportunities, and a series of work-based learning experiences with at least one employer partner. High-quality pathways accelerate progress toward a postsecondary credential thus increasing student postsecondary success and easing the transition from K-12 into higher education and the workforce. The Tennessee Pathways Certification is also designed to help schools boost the number of Ready Graduates and will ensure that students are prepared for life after graduation. For each certified pathway, the Tennessee Pathways team will work with the high school to develop tailored marketing materials outlining coursework, partnerships, and career opportunities.

At the secondary level of career pathways, Tennessee's CTE programs of study are meant to provide a relevant framework of industry-aligned, rigorous courses that progress a student in knowledge and skills year after year. They provide invaluable opportunities for students to experience a subject that they are passionate about and explore interests that lead to postsecondary learning and future career paths. Through participation in the many programs available, students are also offered the opportunity to participate in Dual Enrollment or Statewide Dual Credit Courses and earn postsecondary credit while still in high school. Thanks to the Dual Enrollment Grant program, funded from net proceeds of the state lottery, many students participating in Dual Enrollment courses are able to do so with little to no costs. Dual Enrollment grant funds may be applied to up to eight courses at community colleges, four year universities, and Tennessee Colleges of Applied Technology. Similarly, Statewide dual credit classes are college-level courses taught at the high-school level by trained high-school teachers. Course learning objectives are developed by Tennessee high school and college faculty in order to ensure alignment with postsecondary standards. All students enrolled in a statewide dual credit course take the online challenge exam, which is used to assess mastery of the postsecondary-level learning objectives. Students which meet or exceed the exam 'cut score' receive college credit that can be applied to any Tennessee public postsecondary institution.

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At the postsecondary level of career pathways, in addition to developing initiatives such as REAP and RAMP, the Northwest area assists in the development of career pathways by serving on advisory councils for postsecondary institutions to provide guidance on how programs can meet employers' workforce needs, maintaining the Eligible Training Provider List (ETPL) to ensure programs are aligned with labor market needs and performing satisfactorily, and continuously monitoring labor market data to identify current and future needs. According to Economic Modeling Systems, Inc. (EMSI), current labor market data indicates the top five industries expected to add the most jobs between 2018 and 2028 are:

Description	2018 Jobs	2028 Jobs	2018 - 2028 Change	2018 - 2028 % Change	2028 Location Quotient	Avg. Earnings Per Job	2018 GRP
Manufacturing	15,690	17,484	1,794	11%	2.48	\$59,150	\$1,640,638,992
Government	18,527	20,065	1,538	8%	1.41	\$49,044	\$1,032,527,648
Health Care and Social Assistance	9,503	10,340	837	9%	0.76	\$42,140	\$514,806,415
Retail Trade	11,027	11,623	596	5%	1.21	\$31,560	\$673,440,254
Transportation and Warehousing	3,279	3,847	568	17%	1.06	\$51,806	\$274,817,759

In addition to ensuring providers have completed the required application through Jobs4TN.gov and provided all requested performance, cost, credentialing, articulation documentation, or other information, the local board also reviews labor market information (LMI) to ensure the program(s) are aligned with local and / or regional labor market needs. Programs not leading to in-demand occupations according to the labor market data are typically denied placement on the ETPL. Programs that are added to the list are approved for an initial eligibility period of up to one year before the local board must review the program again. At such time, LMI is again reviewed to ensure continued alignment with local and / or regional workforce needs. After the initial eligibility period, programs approved to remain on the list may do so for up to two years before another review is conducted, at which point the LMI is reviewed again.

Furthermore, prior to issuing Individual Training Accounts (ITAs) for postsecondary training at approved providers as listed on the ETPL, Title I Career Advisors ensure that participants' career goals align with in-demand industries and occupations. During Program Year (PY) 2017, over \$651,000 in ITAs was awarded to 385 participants attending 23 different postsecondary institutions. Over \$122,400 was also awarded via gas cards to over 300 participants who were participating in training. Aligning with the local area's target industry sectors, the top four industry sectors of participants funded in occupational skills training were healthcare (55.3%), manufacturing (17.5%), Transportation & Logistics (12.2%), and Business & Other Professional Services (7.2%).

In order to improve postsecondary or industry-recognized credential attainment, the Northwest area strives to facilitate co-enrollment as appropriate in core programs. The Evaluation of Service Need form utilized as part of the Welcome Function in each of the American Job Centers (AJCs) provides staff with information needed to assess the customers' needs and ensure they are referred for the appropriate services. For instance, individuals who indicate on the form that they are interested in postsecondary education, are typically referred to the Title I Career Advisor for additional information, eligibility determination, and further assessment. The Need for Training Form and Jobs4TN Objective Assessment Summary are tools that Career Advisors may use for a more in-depth review of potential barriers and service needs. The Career Advisor then makes referrals for appropriate services. For instance, a customer who is identified as

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basic skills deficient or who lacks a high school diploma will be referred to Adult Education. Participants with disabilities may also be referred to Vocational Rehabilitation for additional training funding and / or support services, such as technological aids and devices. By facilitating co-enrollment through these methods, as well as authorizing the sharing of customer data when appropriate, the Northwest area improves credential attainment by ensuring customers' needs are met so they can focus on, and be successful in, their training.

With an emphasis on work-based learning as part of career pathways and the ultimate goal of meaningful employment, the Business Services Team coordinates with employers and provides support in developing career pathways by offering paid work-based training opportunities for qualified individuals through Youth Work Experience (YWE), Transitional Jobs, On-the-Job Training, and Incumbent Worker Training. Through a year-round paid YWE program, available to both In-School and Out-of-School Youth, participants may work up to 37.5 hours per week for up to six months. In addition to gaining valuable hands-on experience and learning general work skills (i.e. soft-skills), such as attendance, punctuality, professional communication, teamwork, etc., participants earn the higher of \$8.00 per hour or 80% of the typically wage paid for the position. For instance, if a position typically pays \$15 per hour, a YWE participant would earn 80% of \$15.00, or \$12.00 per hour. Ideally, participants are placed in worksites that fit their unique career interests, and are able to learn occupational skills required of that position. The Northwest area is also currently working with our local high schools to promote work experience opportunities this summer for students transitioning out of high schools, particularly for those who do not plan to go on to postsecondary or may not necessarily have a plan for after graduation. By providing a YWE this summer, the Northwest area hopes to place participants in worksites that may potentially lead to employment, but also plans to work with participants to explore postsecondary opportunities and career pathways. Students leaving high school intending to continue into postsecondary training will also have the opportunity to participate in the program. With the intention of placing such students in worksites that match their intended programs of study, students will have the opportunity to participate in hands-on career exploration, gain skills, and earn a wage. The Northwest area also coordinates to co-enroll Temporary Assistance for Needy Families (TANF) participants whenever possible. Similar opportunities are available to Adults and Dislocated Workers through the Transitional Jobs program. Individuals with disabilities may also qualify for Vocational Rehabilitation's Transition School to Work or Support Employment programs.

To further enhance career pathways development and facilitate co-enrollment, the following potential future action steps have also been identified:

1. Develop focus groups and / or industry councils within key sectors to understand industry needs and the role career pathways can play in meeting them.
2. Develop workforce committees (within counties that do not already have a group in place) in order to organize key stakeholders such as K-12 and postsecondary representatives, Chambers of Commerce, Economic Development partners, workforce / AJC staff, private industry, and others to have working groups in place to identify and meet local needs.
3. Develop means of promoting and distributing current labor market information to ensure efforts continue to align with local needs.

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Required Action Steps

Northwest to address the deficient plan components above for full approval recommendation to include additional requirements set by the SWDB.

- **Northwest will detail the partnership with Adult Education (AE) partners;**

As a core partner, Adult Education (AE) maintains an onsite presence at the two comprehensive centers in the area – the Dyersburg AJC and Huntingdon AJC. Additionally, AE has also utilized space at affiliate centers to provide night classes for HiSet preparation. The Evaluation of Service Need form utilized in the Welcome Function of each of the AJCs includes a question asking customers if they have a high school diploma. Customers who indicate that they do not have a diploma are referred to AE via a warm hand-off if AE staff are in the AJC, or by an electronic connection from the affiliate centers, and AJC staff utilize a Referral form to track referrals. The Evaluation of Service Need form also asks customers about other barriers that may prevent them from performing work-related tasks. If a customer identifies a barrier which could signify a basic skills deficiency, the customer may also be referred to AE, even if they do have a high school diploma. Furthermore, as discussed in the Workforce Corrections Partnership section, inmates participating in the Re-Entry Advanced Manufacturing Program (RAMP) who lack a high school diploma are encouraged, and required by some local jails, to also participate in AE classes offered at the jail. AE also offers HiSet testing at the Northwest Correctional Complex located in Lake County.

As a provider of services to one of the groups considered as individuals with barriers to employment under the WIOA – Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers – and potential customer pool of almost 20,000 people, AE is also considered a source of potential customers for other WIOA programs, as all are charged with increasing opportunities for the employment, education, training, and support services needed for individuals, particularly those with barriers to employment, to succeed in the labor market. For example, the One-Stop Operator intends to focus outreach efforts on AE classes, particularly for those interested in continuing into postsecondary credential, or who need work-based training opportunities, such as Youth Work Experience, Transitional Jobs, or On-the-Job Training, to be able to successfully enter the workforce. AE is also considered an important member of the Business Services Team. Recently, AE developed a partnership with two employers in the Southwest area that the Northwest area considers to be a best practice to be replicated in the area if needed. The employers were having difficulty filling openings in part because the positions required a high school diploma. Through their partnership with AE, the employers chose to hire applicants who did not meet this criterion but required that they participate in AE's HiSet preparation classes.

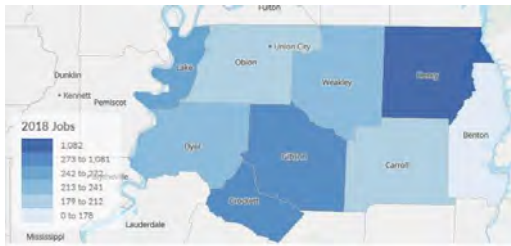
- **Strategy on how the area will begin to partner with agricultural industry in the area to implement a potential career pathway for students and adults.**

According to Economic Modeling Systems, Inc. (EMSI), there were 121 payrolled business locations and 2,724 jobs, including 1,440 self-employed jobs, in the Agriculture, Forestry, Fishing and Hunting industry in the Northwest area in 2018, which is 154% above the national average number of jobs in the industry. Average earnings per job are \$31,304, which is below the national average of \$38,411. Of the number of unemployed in the area in October 2018, only 96 were unemployed in the Agriculture industry. The area is expected to see a 9.9% increase, or 269 new jobs, by 2023, above the expected 1.8% growth across the state of

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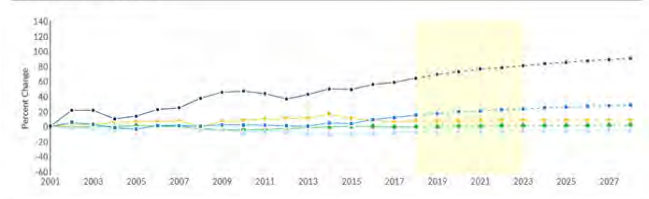
Tennessee, 1.6% across the nation, and 0.6% across all counties. Within the local area, Henry County has the highest concentration of jobs at 1,082, followed by Gibson County with 297 jobs, Crockett County with 273 jobs, Lake County with 242 jobs, Dyer County with 226 jobs, Weakley County with 213 jobs, Carroll County with 180 jobs, Obion County with 179 jobs, and Benton County with 31 jobs. Of the ten occupations comprising the largest percentages of occupations in the industry, the median hourly wage is \$12.29, with Heavy and Tractor-Trailer Truck Drivers (1.5% of jobs in the industry) earning the highest at



\$16.68 per hour and Graders and Sorters, Agricultural Products (also 1.5% of jobs) earning the lowest at \$8.17 per hour. Heavy and Tractor-Trailer Truck Drivers are also the only occupation in the top ten with a typical entry-level education requiring any postsecondary training. Five of the remaining occupations typically require a high school diploma or equivalent with the final four occupations

typically requiring no formal educational credential. Only two of the positions typically require any work experience at entry. Two of the positions typically require no on-the-job training to attain competency in the occupation.

Regional Trends



Region	2018 Jobs	2023 Jobs	Change	% Change
Region	2,724	2,993	269	9.9%
West TN	6,015	6,449	434	7.2%
State	21,831	22,219	388	1.8%
Nation	1,914,215	1,944,563	30,348	1.6%
All Counties	14,068	14,159	91	0.6%

Description	Employed in Industry (2018)	Employed in Industry (2023)	Change (2018 - 2023)	% Change (2018 - 2023)	% of Total Jobs in Industry (2018)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
Farmers, Ranchers, and Other Agricultural Managers	1,156	1,250	94	8%	42.4%	\$10.46	High school diploma or equivalent	5 years or more	None
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	689	775	86	12%	25.3%	\$9.42	No formal educational credential	None	Short-term on-the-job training
Agricultural Equipment Operators	79	93	14	18%	2.9%	\$12.38	No formal educational credential	None	Moderate-term on-the-job training
Farmworkers, Farm, Ranch, and Aquacultural Animals	65	76	11	17%	2.4%	\$10.57	No formal educational credential	None	Short-term on-the-job training
Logging Equipment Operators	59	47	(12)	(20%)	2.2%	\$13.91	High school diploma or equivalent	None	Moderate-term on-the-job training
First-Line Supervisors of Farming, Fishing, and Forestry Workers	48	52	4	8%	1.8%	\$19.80	High school diploma or equivalent	Less than 5 years	None
Heavy and Tractor-Trailer Truck Drivers	41	42	1	2%	1.5%	\$16.68	Postsecondary nondegree award	None	Short-term on-the-job training
Graders and Sorters, Agricultural Products	41	46	5	12%	1.5%	\$8.17	No formal educational credential	None	Short-term on-the-job training
Animal Trainers	40	48	8	20%	1.5%	\$10.85	High school diploma or equivalent	None	Moderate-term on-the-job training
Nonfarm Animal Caretakers	39	48	9	23%	1.4%	\$10.67	High school diploma or equivalent	None	Short-term on-the-job training

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As described above, the Northwest area facilitates the development of career pathways by partnering with the TN Pathways Regional Coordinator to build connections between secondary, postsecondary, and employers. Currently, 17 of the 20 districts with high schools in the area offer an assortment of CTE programs under the Agriculture, Food, and Natural Resources Career Cluster including Veterinary and Animal Science, Agricultural Engineering and Applied Technologies, Agribusiness, Food Science, Horticulture Science, and Environmental and Natural Resource Management. Many of the courses within these programs are Dual Enrollment or Statewide Dual Credit courses, and students also have the opportunity to earn industry-recognized certifications such as OSHA 10, OSHA 30 General Industry, Precisions Measurement Instruments Certification, Briggs & Stratton Master Service Technician, and Commercial Pesticide Certification- Core (03).

For students who plan to study in the Agriculture field at the postsecondary level, Dyersburg State Community College (DSCC) offers an Agriculture Applications Certificate, as well as two Tennessee Transfer Pathways programs for students who plan to continue their studies at a four-year institution; Agricultural Business and Agriculture Plant and Social Science. For those who do not intend to transfer to a four-year institution, the Agriculture Applications Certificate, which can be completed in one year, is a hands-on certificate designed for individuals seeking entry-level positions in agribusiness, farming or bio-fuels. It combines general education courses with agriculture courses and allows students to attain a general understanding of life sciences while focusing on agriculture. The Agricultural Business emphasis is designed for students seeking education concerning the business aspects of how food and fiber get from farm to table while the Agriculture Plant and Social Science emphasis is designed for students seeking education in the production aspects of the food and fiber industry. Students choosing to transfer to, or begin their postsecondary studies at, a four-year university, have multiple options available at the University of Tennessee at Martin (UTM) including a Bachelor of Science in Agriculture or Agricultural Business. Students choosing to pursue a Bachelor of Science degree in Agriculture may choose from four concentrations including Agricultural Engineering Technology, Agricultural Science, Animal Science, and Plant & Social Science. Students choosing to pursue a Bachelor of Science degree in Agricultural Business may choose from concentrations in Farm and Ranch, Agribusiness, or Veterinary Technology and Management. UTM also offers an online Master of Science in Agriculture and Natural Resource. In addition to federal financial aid programs such as Pell grants, students pursuing postsecondary education at either a two-year or four-year institution have an abundance of state financial aid resources available to them including the HOPE scholarship, Tennessee Student Assistance Award, TN Promise, and TN Reconnect. Qualified individuals with an unmet need may also receive a Needs-Based scholarship from an American Job Center, along with supportive services to fund books, fees, supplies, and transportation stipends. To date, four individuals have been approved this program year for an ITA for agriculture-related training.

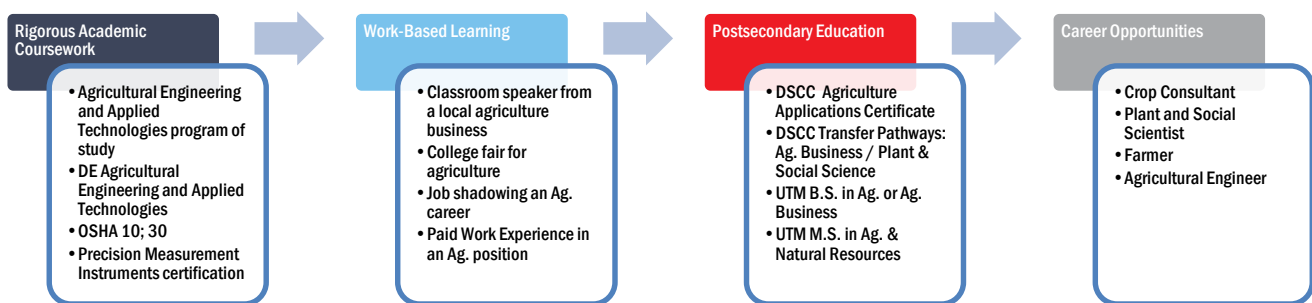
As described in the second bullet item under the *Vision, Goals, and Implementation* section, with an emphasis on work-based learning at the secondary and postsecondary levels, the Northwest area also coordinates with employers and provides support by offering paid work-based training opportunities for qualified individuals through Youth Work Experience, Transitional Jobs, On-the-Job Training, and Incumbent Worker Training. Furthermore, many

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organizations, including Northwest Tennessee Economic Development Organizations & Chambers of Commerce, Site Consultants, Existing Industry, UTM, UT Extension, Tennessee Colleges of Applied Technology, the Northwest Tennessee Workforce Board, TVA, USDA/DRA, the Northwest Tennessee Entrepreneur Center, and the West Tennessee Industrial Association are partnering together to organize a Northwest Tennessee Food Processing & Agribusiness Conference this October at the University of Tennessee at Martin, in conjunction with their annual Ag Career Fair. The objective of the event is to promote Northwest TN as the prime location for agribusiness and food processing businesses. Topics and agenda items include grant writing, sustainability, food processing power and safety, manufacturing engineering, and young talent.

With the opportunities available in the Northwest area to students and adults, below is a potential existing career pathway in the agriculture industry:



To enhance partnerships with employers and ensure continued success of agriculture pathways in the area, additional future next steps for consideration have also been identified:

1. Approach top 10 agricultural employers in the area to form a focus group and / or industry council around agribusiness opportunities and strategic goals for the area. Stakeholders such as agriculture educators at the secondary and postsecondary levels and FFA representatives would also be encouraged to participate.
2. Asset map/track agricultural graduates in the Northwest region and see where their education is taking them.
3. Survey students in the agricultural education K-12 pipeline or at the postsecondary level on career plans and exploration they have received that encouraged them to enter this industry.



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III. Performance	
Status	Approval
Northwest addressed the required elements within the performance component but lacked sufficient detail in the following: - the plan did not provide information regarding local level performance that measures eligible providers and the one-stop delivery system to include partners. As discussed with the TDLWD staff on the 2/14/19 technical assistance call, while the plan included information regarding performance of eligible providers and the one-stop delivery system, more information was needed regarding the performance measures for AJC partners besides the Title I partner, as well as the performance measures for employer services. <u>Effectiveness in Serving Employers</u> According to TEGL 10-16, WIOA sec. 116(b)(2)(A)(i)(VI) requires the Departments to establish a primary indicator of performance for effectiveness in serving employers. The Departments have determined that this indicator will be measured as a shared outcome across all six core programs within each State to ensure a holistic approach to serving employers. The Departments have developed three approaches for measuring effectiveness in serving employers. States must select two of these three approaches to report on this indicator. The TDLWD has selected the two following measures: Repeat Business Customers (Percentage of repeat employers using services within the previous three years): This approach tracks the percentage of employers who receive services that use core program services more than once. This approach is useful in determining whether employers who receive services from the core programs are satisfied with those services and become repeat customers. This approach also assesses the workforce system's ability to develop and maintain strong relationships with employers over extended periods of time. Employer Penetration Rate (Percentage of employers using services out of all employers in the State): This approach tracks the percentage of employers who are using the core program services out of all employers represented in an area or State served by the public workforce system (i.e., employers served). This approach is useful in determining whether the core programs are serving a large portion of employers in an area and are adequately meeting the workforce needs of the area. As the primary customer of the workforce system, services to employers are considered to be of the utmost importance. The Northwest area takes a holistic approach to providing valuable services to its employers by: - Incorporating representatives from the core partners, as well as other partners, on the Business Services Team (BST). - Charging the OSO with conducting monthly BST meetings among all members of the team. - Utilizing a comprehensive Business Solutions brochure to detail services available to employers through the AJCs, across all partners, such as OJT and IWT grants from	

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Title I, HiSet preparation from Title II Adult Education, job order assistance and applicant screening from Title III Wagner Peyser, ADA assistance from Title IV Vocational Rehabilitation, Unemployment Insurance / Rapid Response and Work Opportunity Tax Credit assistance, and Mobile AJC services. Partners responsible for each service are not referenced in the brochure, but rather presented as AJC services.

- 4) Ensuring a representative from the NW BST attends the BST meetings of other areas in the region whenever possible. Additionally, the West TN region has identified implementing sub-committees for the Regional Planning Council as an action item, one of which will oversee Business Services.
- 5) Optimizing availability of funds by utilizing Consolidated Business Grant (CBG) funds.

The NW area utilizes the Employer Services report in VOS monthly to track the number of employers receiving services, the services provided, and the number of times each service has been provided, among partners utilizing VOS as their case management system. Additionally, an employer satisfaction survey is conducted to ensure services are meeting the needs of employers. The Employer Services Report and survey results are shared monthly with the core partners and with the NWTNWB AJC Committee at its quarterly meeting by the OSO.

Core Partner Performance Measures

The NWTNWB staff requested performance measure details from the core partners on 2/14/19 and received the below information to be added to the plan:

<i>Federal Performance Indicator</i>	Title II: AE		Title III: WP	
	2018	2019	2018	2019
Employment Rate, 2nd Quarter After Exit	Baseline		85.0%	86.0%
Employment Rate, 4th Quarter After Exit			84.0%	85.0%
Median Earnings, 2nd Quarter After Exit			\$6,483	\$6,500
Credential Attainment, w/i 4 Quarters After Exit			n/a	n/a
Measurable Skill Gains	38%	38%	n/a	

Vocational Rehabilitation (VR) has also set a goal of 1,580 successful closures across the state, ideally with average earnings of at least \$10.00 per hour and working at least 27 hours per week. VR, in conjunction with other divisions of the Department of Human Services, is also striving to serve 1,135 individuals in postsecondary training and 9,992 in job readiness training.

Page 15 of the local plan also states that the NWTNWB will partner with the Northwest TN Pathways Regional Coordinator to certify pathways in at least 10 high schools and work to have a majority of graduates earn a postsecondary credential. Additionally, as mentioned in the West TN Regional plan, the RPC supports the TN Department of ECD's goal of improving the economy in all rural communities thereby eliminating distressed counties and reducing the number of at-risk counties in TN.

Recommended Action Steps

Northwest to address the deficient plan components above for full approval recommendation.
Please see above.

Attachment A



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IV. Technical Requirements and Assurances	
Status	Approval
Northwest addressed the required elements within the planning component but lacked sufficient detail in the following: the plan failed to describe how entities within the one-stop system would comply with the Americans with Disabilities Act of 1990 from a physical and programmatic perspective According to TEGL 16-16, Programmatic accessibility refers to the extent to which the full range of services is available to all one-stop customers regardless of disability or cultural background. The implementing regulations of section 188 of WIOA require that AJCs provide programmatic accessibility. As such, AJCs must provide reasonable accommodations for individuals with disabilities, administer programs in the most integrated setting appropriate, communicate with persons with disabilities as effectively as with others, and provide appropriate auxiliary aids or services (29 CFR 38.7-38.9). In addition to ensuring compliance with WIOA and the ADA, accessible AJCs maximize usage by, and benefit, all customers. The use of universal design and human-centered design often benefit all customers accessing services. For instance, reception desks include lower sections when possible and information is posted informing individuals with disabilities to ask for assistance. AJC staff are knowledgeable of how to greet and serve individuals in a wheel chair, including offering a clipboard if needed. AJC staff are also aware of how to contact and schedule a sign language interpreter and of contacting Vocational Rehabilitation staff for assistance with obtaining documents in Braille. Large print documents in font size 18 – 22 are also available and closed captioning is utilized for informational DVDs played on the televisions in the resource areas. To ensure communication with, and the administration of services to, persons with disabilities is as effective as with others, the Equal Opportunity Officer for the local area maintains training materials for AJC staff including “The Ten Commandments of Communicating with People with Disabilities” and “Serving People with Disabilities.” The OSO ensures all AJC staff have access to the materials as well as a list of available assistive technology. As described in the local plan, the AJCs offer numerous auxiliary aids or services and numerous accommodations as needed in order to ensure that AJC services are both physically and programmatically accessible, that all individuals receive equal benefits from the program or activity, and that each will be able to compete fairly in educational work settings, and in general, to have an equal opportunity. To achieve programmatic accessibility, AJC programs and activities are administered in the most integrated setting appropriate. AJC staff communicate to individuals with disabilities that they are entitled to universal access to programs and services of the AJC and that accommodations are available, but are not required to take advantage of all of the separate or different services for which they may be eligible. AJC staff do not automatically refer job seekers with disabilities to State vocational rehabilitation programs, but rather makes referrals based on whether the individual would benefit	

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from such services in addition to the other programs and services available in the AJC. The AJC also administers programs so that individuals with disabilities have access to the full range of services available to all customers. AJC staff ensure that individuals with disabilities, including individuals with significant disabilities, are provided services that lead to competitive, integrated employment, and also identify other resources that may help an individual with a disability achieve an employment outcome in the most integrated setting appropriate.

- **plan lacked to describe the local planned or existing methods of funds transfer between the adult and dislocated worker funding streams.**

During Program Year (PY) 2017, the local area requested and was awarded a transfer of funds from the dislocated worker to the adult funding stream. On February 15, 2019, the local area submitted another request to transfer funds from the dislocated worker to the adult funding stream in order to meet the needs of the local area. In addition to low unemployment rates, the Northwest area has only had one recent closure announcement, Heckethorn, affecting 180 employees, and only two recent closures, Futurist affecting 148 employees and Caterpillar affecting 85 employees. Heckethorn has applied for Trade Assistance while, both Futurist and Caterpillar were approved, indicating there will be less of a need for dislocated worker funds to assist affected employees. Additionally, the indicator of low unemployment rates is that companies are hiring. When companies are hiring, dislocated workers are normally hired before adults with barriers to employment, resulting in fewer dislocated workers in need of Title I assistance. For the first half of PY 2018, as of December 31, 2018, there have been a total of 758 individuals served through the Title I program. Of those, 551 or 73% were Adults, 69 or 9% were Dislocated Workers, and 138 or 18% were Youth. Dislocated Worker certification for eligibility is attempted on all Adults prior to enrollment. Also during this time, only 19 participants were served through TAA, with only four being new enrollments and 15 carryover participants from the prior program year. Of the 711 active enrollments in December 2018, only 23 individuals identified as eligible claimants while nine identified as an Exhaustee. By utilizing the ability to transfer funds from the dislocated worker to adult funding stream, the Northwest area is better equipped to provide services to the population in need.

If approved, transfers of funding may be used to serve the population in need by funding any new or existing strategies or services under the appropriate program (Adult or Dislocated Worker). Such strategies and services may include Individual Training Accounts of up to \$4,000 per year for up to two years of training, transportation stipends paid at a rate of \$0.15 per mile, work-related support payments for items such as uniforms or other appropriate work attire and work-related tools, transitional jobs paid at a rate of 80% of the position wage, or a minimum of \$8.00 per hour for up to 320 hours, On-the-Job Training (OJT), Incumbent Worker Training (IWT), and other services. Through a Consolidated Business Grant (CBG), the Northwest area has been able to provide funding for employer services such as OJT and IWT, freeing up Adult, Dislocated Worker, and Youth formula funding to be spent on other direct participant costs as listed above. During PY 2017, CBG funding allowed local employers to receive over \$335,500 in OJT grants for training new



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hires, and over \$115,400 in IWT grants to upgrade skills of existing employees. This savings to formula funding allowed over \$651,000 in scholarships to 385 participants attending 23 different postsecondary institutions. Over \$122,400 was also awarded via gas cards to over 300 participants who were participating in training. Aligning with the local area’s target industry sectors, the top four industry sectors of participants funded in occupational skills training were healthcare (55.3%), manufacturing (17.5%), Transportation and Logistics (12.2%), and Business and Other Professional Services (7.2%).

Recommended Action Steps

Northwest to address the deficient plan components above for full approval recommendation.
Please see above.



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Workforce Correction Partnership

Plan Recommendation

Approval

Northwest addressed the required elements within the new planning component but lacked sufficient detail in the following:

- **plan lacked detail on how the local board will partner with TN Department of Correction specially, and State Parole and County Probation Departments to integrate effective services to formerly incarcerated and other justice involved individuals**

As stated in the local plan, the Northwest area contacted Ms. Tamika Holman, Probation and Parole Manager for the NW area, to schedule a meeting to determine how each of our agencies can work together better to support the efforts of serving justice involved individuals. The referenced meeting took place on January 7, 2019 and included Mr. Mark Hollis, Offender Workforce Development Director. AJC partners were also invited by the One-Stop Operator to participate in the meeting. In addition to the One-Stop Operator, representatives from the Dyer County Sherriff's office, the NWTNWB, the Title I Career Service Provider, Title III Wagner Peyser, Title IV Vocational Rehabilitation, and Tennessee Homeless Solutions were in attendance at the meeting. During the meeting each agency provided an overview on the services they provide and there was much discussion about additional partnership opportunities. As a result of that meeting, several action items were identified including:

- 1) Enhance the Evaluation of Service Need form (used at each AJC as part of the Welcome Function) to better identify justice-involved individuals, ensuring they are referred to the appropriate partner, based on need, to receive additional services and address barriers often faced by individuals within this population.*
- 2) Develop an AJC information sheet to assist justice involved individuals in accessing AJC services.*
- 3) Ensure all partners have current information regarding Federal Bonding.*
- 4) Identify individuals on probation and parole who may be referred for Youth Work Experience or Adult / Dislocated Worker Transitional Job opportunities.
- 5) Explore how Probation and Parole clients may be referred to AJC workshops in place of the Job Readiness Class offered by Probation and Parole to streamline services.
- 6) Seek opportunities to bridge the gap between when individuals are released from local jails or state prisons and placed with Probation and Parole to ensure a plan is in place for the individual and that he / she is aware of not only the services available to him / her, but also who they can connect with for assistance. The Mobile AJC and staff from local AJCs will seek to schedule regular visits at the local jails, as the Mobile AJC already does at the Northwest Correctional Complex in Lake County, to provide basic career services, such as Jobs4TN registrations, resume assistance, interviewing skills, and referrals to partners, to individuals soon to be released.

**These action items have already been completed.*

- **plan failed to address how the area will facilitate information sharing to evaluate need;**
As stated on pages 25-26 of the local plan, the One-Stop Operator provides a mechanism for communication between all program partners. The One-Stop Operator was responsible for identifying and inviting the appropriate partners to the meeting referenced above. During that

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meeting, the NW AJC partners determined that in order to best serve justice-involved individuals, it is necessary to take a proactive approach in identifying those individuals, rather than being reactive and waiting for the individuals to present themselves for services. As mentioned under the first bullet item above, The Mobile AJC and staff from local AJCs will seek to schedule regular visits at the local jails, as the Mobile AJC already does at the Northwest Correctional Complex in Lake County, to provide basic career services, such as Jobs4TN registrations, resume assistance, interviewing skills, and referrals to partners, to individuals soon to be released. By making these connections and offering these services prior to release, the NW area hopes to assist individuals in being better prepared to re-enter the workforce, before they are released.

As also mentioned above, the Evaluation of Service Need form used at each AJC was enhanced to better identify justice-involved individuals. Creating the opportunity for individuals to self-identify as justice-involved ensures that staff serving in the Welcome Function are able to properly assess the potential needs of each client and make referrals to the appropriate services. Since justice-involved individuals face several barriers as result of their criminal conviction, such as exclusion from certain career opportunities, limited or poor work history, lack of support outside of the correction facility, and lack of resources to care for themselves or their families, staff in the AJCs strive to encourage these individuals to take advantage of the services and assistance available to them. An AJC information sheet to assist justice-involved individuals in accessing AJC services was also created as the result of the meeting on 1/7/19 to highlight specific services that may of the most benefit to this population, such as Federal Bonding, which provides certain insurance coverage to an employer at no cost, and the Work Opportunity Tax Credit, which provides a tax incentive to employers who hire individuals from certain groups, such as those with criminal records. AJC staff help justice-involved individuals understand how these programs may assist them in promoting themselves to potential employers. A justice-involved individual who is knowledgeable of these programs can convey their benefits to a potential employer, thereby mitigating some of the risk employers may feel they are taking when hiring those with a criminal record.

Individuals may also be referred to Tennessee Homeless Solutions (THS), formed by the West Tennessee Continuum of Care (CoC) to act as the Collaborative/ Unified Funding Agency for West Tennessee, which operates the Dyer County Day Shelter. Through the Day Shelter individuals may receive, free of charge, essential life skills programs and trainings to break the cycle of poverty and homelessness. All clients will have a needs assessment completed and obtain connections to the appropriate services for the individual. Similarly, THS also operates the Benton County Community Resource Center which provides clients with resources to meet their immediate needs. One-on-one need assessment interviews are conducted with each household that comes to the CRC for resources and referrals are made for services of food, legal services, disability services, prescription assistance, and employment. THS, in partnership with West Tennessee Legal Services, also operates the Supportive Services for Veteran Families (SSVF) program. A supportive services outreach program, SSVF is a community-based program which provides a range of supportive services to very low income Veteran families, in or transitioning to, permanent housing to promote housing stability. The primary goals are to assist families transitioning from homelessness to permanent housing and prevent at-risk families from becoming homeless. Other services that may be provided include case management, referral to community services and resources such as crisis intervention,

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mental health services, and substance abuse and recovery services, and life skills training on issues such as parenting, budgeting, healthcare, and home maintenance. Finally, THS also operates a Rapid Rehousing program in Dyer County, and other counties in the Southwest and Greater Memphis areas, which seeks out and approaches homeless individuals across the service area with the option of providing emergency shelter. The program also helps to identify target populations for other programs operated by THS and partners. THS's ESG Program is designed to identify sheltered and unsheltered homeless persons, as well as those at risk of homelessness. The outreach worker assists in connecting those persons with the appropriate resources that they need. Additionally, United Works in Gibson County will also be renovating a building this spring to house up to 100 justice-involved individuals to provide up to 12 months of transitional programming. United Works, coordinating with a local church, will provide for basic needs (food, shelter, spiritual, etc.) and coordinate services with AJC partners for education, training and job search assistance. United Works will provide transportation to and from an employer and assist the individuals with managing their earnings.

Furthermore, as part of the Re-Entry Advanced Manufacturing Program (RAMP), Sheriff's offices have provided documentation for eligibility for inmates who often do not have a current driver's license, etc. In addition to establishing WIOA Title I program eligibility, Title I staff also meet with potential RAMP participants to assess the appropriateness of the training for the individual, such as their interest in working in the manufacturing field and potential barriers that may need to be addressed in order for the individual to be successful in both the training and later in the workplace. For instance, individuals who do not have a high school diploma are encouraged, and sometimes required by the local Sheriff, to participate in Adult Education classes at the jail in order to work towards earning their HiSet while participating in RAMP. Title I staff maintain close contact with the instructors and training providers responsible for the program in order to ensure not only that the appropriate candidates are selected for the classes, but also that they are progressing well in their training, and are preparing for release when the time comes. RAMP participants also meet with AJC staff near their release date to focus on resume development, interviewing skills, and job search tactics in order to successfully secure employment upon, if not before, release. Fortunately, two of the three jails participating in RAMP offer a work release program to their male inmates, with the third jail expecting to become a workhouse as early as March 2019. This opportunity allows inmates to become gainfully employed while still incarcerated and provides them with a means of paying off any debts, court costs, or child support prior to being released. Often times inmates are also able to build up savings to support themselves upon their release. When appropriate, Youth Work Experience or Adult / Dislocated Worker Transitional Jobs and / or On-the-Job training contracts may also be utilized to provide employment opportunities to RAMP participants.

- **plan lacked to identify existing and potential opportunities to collaborate with parole and probation representatives and link those being released to workforce services.**

As stated above under the first bullet item, the NW area identified many potential opportunities to collaborate with probation and parole representatives and to link those being released to workforce services. In addition to the potential opportunities listed above, some of the existing partnerships already in place with the Northwest Correctional Complex (NWCC) in Lake County are described below.

Comments

Attachment A

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- This board's outreach to sheriffs in the area of service is commendable. There is little mention of the Northwest Correctional Complex in Obion County or the Lake County Annex. Only one Community Supervision office is mentioned when there are offices in Dyersburg, Union City, and Lexington.

Note: To our knowledge, there is no Northwest Correctional Complex (NWCC) in Obion County. The NWCC is located in Tiptonville, TN in Lake County. At this time, Tamika Holman is the only Probation and Parole Manager in the Northwest Area according to the list sent by TDLWD. Ms. Holman covers all 9 counties in the northwest region. Lexington is not in our area. See below:

Tamika Holman
(Acting)
Tamika.Holman@tn.gov Dyersburg
Field Office 1979
St. John Avenue
Dyersburg, TN
38024
731-288-7924

Tamika
Holman
Tamika.Holman@tn.gov 731-
288-7924

Nancy
Richardson
Nancy.G.Richardson@tn.gov 731-
364-3147

Benton, Carroll, Crockett,
Decatur, Dyer, Gibson,
Henderson, Henry, Lake,
Lauderdale, Obion &
Weakley

The NWCC, which had the second largest average daily inmate population in the state for FY 2018 at 2,331, and AJC partners have collaborated for several years to link both current inmates and individuals being released to AJC services. According to the institution's [website](#), the NWCC is the primary educational prison for the TDOC. The educational program includes special education services, Adult Basic Education, preparation for HiSet testing, HiSet testing administered by Adult Education, and postsecondary and career technical education (CTE) programs. Due to the lack of industry in Lake County, focus has been placed on education and community service. Over 100,000 hours of community service work are provided to state and local government and non-profit agencies each year by this complex. Additionally, during the past year, 1,373 (59%) participated in Adult Education classes, 1,156 (50%) were enrolled in full-time vocational training, and 58 (2.5%) were enrolled in college. Dyersburg State Community College (DSCC) currently has two cohorts underway for inmates to work toward an Associate of Science in Business Administration. DSCC has a contract with the TN Higher Education Initiative, a non-profit that raises funds to pay for the education of the inmates, to pay for the training. The Tennessee Department of Corrections' (TDOC) school district also provides the following CTE programs:

- Automotive Mechanic Technology
- Barbering
- Career Management for Success
- Carpentry Core I & II
- Electrical Core I & II
- Landscaping/Horticultural/Groundskeeping
- Leisure Craft/Small Engine Technology
- Masonry Core I & II

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- Plumbing Core I & II
- Welding

Additionally, the Mobile AJC staff are meeting at least once per quarter with individuals soon to be released (within 30 days) and may meet monthly, if the need warrants. The Mobile AJC staff provide workshops on topics such as resumes and interviewing, and complete partial Jobs4TN.gov paper registrations for each individual soon to be released. The Mobile AJC staff also work directly with the prison coordinator throughout the exit process to ensure each one is registered. Individuals are instructed to bring the full registration form with them to their first appointment at the American Job Center when they meet with a Career Specialist. Having this ground work done in advance makes for a better outcome on their first visit for both the participant and the staff and allows staff more time to build the relationship with the participant who is re-entering the workforce. The Mobile AJC also partners with Probation and Parole, and other partners in the region, to host events on-site to serve their clients with the full AJC Menu of Services.

Recommended Action Steps

Northwest to address the deficient plan components above for full approval recommendation.

Please see above.

Northwest contact Mark Hollis from TN Dept. of Correction to assist in establishing a partnership with the District Director to facilitate a relationship with the justice involved individuals under state supervision in the Northwest area.

As stated above, the NW area met with Mark Hollis on January 7, 2019. An additional meeting will be scheduled with Mr. Hollis and Ms. Holman once the new probation and parole staff person is hired for the NW region, as discussed in the meeting held on 1/7/19. Additionally, our corrections partners have been invited to attend the West TN Regional Planning Council meeting scheduled for April 23, 2019.



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Attachments

- 1) ITA Policy
- 2) Memorandum of Understanding
- 3) West TN Resource Directory
- 4) EMSI Community Indicator Report
- 5) TN Department of Education District Profiles Data

Individual Training Account

Effective Date: February 26, 2019

Duration: Indefinite

Purpose: To establish a policy for use of Individual Training Accounts (ITAs) for in-demand occupations.

Policy: An Individual Training Account (ITA) voucher may be available to provide funding for WIOA eligible adults, dislocated workers and out of school youth, observing Priority of Service policies, who have completed an assessment and been determined to need in-demand occupational skills training to become gainfully employed. An ITA may be provided if the State Workforce Agency (SWA) or one-stop center staff determine, after an interview, evaluation or assessment, and career planning, that the eligible individual is:

- Unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment through Career Services alone;
- In need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment, through Career Services alone; and
- In possession of the skills and qualifications to successfully participate in the selected program of training services.

Training services must be linked to in-demand employment opportunities in the local area or planning region or in a geographic area in which the individual is willing to commute or relocate.

The selection of training services should be conducted in a manner that maximizes customer choice, is linked to in-demand occupations, informed by the performance of relevant training providers, and coordinated to the extent possible with other sources of assistance.

The Northwest Tennessee Workforce Board limits ITAs to programs on the WIOA Eligible Training Provider List that lead to a credential in a period of 2 years or less, including Challenge/CLEP tests, when appropriate. ITA funding is for unmet need for cost of training not covered by other federal or State financial aid, such as Pell, Lottery, TN Promise, and TN Reconnect. WIOA funds are considered “last dollar.” ITA funding is authorized per training term (quarter, semester, trimester, etc.), with subsequent terms authorized after successful completion of the previous term. The ITA is limited to \$4,000 per year, for two years, with total cost limited to \$8,000 during participation in the WIOA program (approved effective 11/27/18; previously limited to \$3,000/year, \$6,000 maximum as of 11-13-12).

The One-Stop Operator may file an appeal with the NWTNWB Executive Director for additional time/funding for the participant for extenuating circumstances that prohibit successful completion.

A Needs Assessment/Financial Aid Worksheet, identifying costs and financial aid information, and staff authorizing the ITA, must be completed prior to authorizing funding. The AJC staff should provide career guidance; however, the participant’s choice for a training provider must be observed.

Funding Criteria for ITAs

The process a participant goes through to select a program of study and the process the Career Advisor follows to establish whether or not the participant is eligible for training assistance goes well beyond the process of determining if a person meets the minimum general qualifications to be determined financially eligible for WIOA.

In order to make a career decision, the participant will go through a series of assessments and career exploration exercises in order to establish the appropriateness of training. Career decision making should rely heavily on the Local Labor Market Information, focusing on future job growth. If there is no local demand, then the participant must be able to establish a viable plan for relocation to an area where the occupation is in demand before training can be approved. This plan must be documented within the case narrative section and on the Individual Service Strategy (ISS).

In order for and ITA to be used to pay for training, a number of questions have to be addressed.

1. Is the program of study selected on the Eligible Training Provider List (ETPL)? Has the program been approved by the local board? Anyone seeking training Out-of-State must document that the Out-of-State provider and program is listed on the eligible training provider list of the state in which it is located.
2. Does the program lead to a certificate as defined in TEGl 17-05 issued on February 17, 2006? It is the policy of our Local Board to not use local WIOA training funds for refresher courses or other training which does not lead to a certificate as defined in TEGl 17-05 issued on February 17, 2006. Although some of these types of training may be listed on the ETPL, our Local Board has elected to not use WIOA Title I training funds for these types of programs. We are not to use training funds to re-train a person in a program for which they already possess the certificate.

Example: A person who currently holds a Class A CDL will not be eligible to receive NWTNWB training funds to attend a commercial truck driving training program. A person who has an active LPN license will not be eligible to receive training funds to attend a LPN training program. In both instances, the training would be considered re-training for the occupation for which they already hold the certificate and therefore, not eligible for local training funds.
3. Is the program of study going to lead to a job in a documented demand occupation in the local or regional area to which the individual is willing to relocate or commute?
4. Is the program of study selected appropriate for the individual? Appropriateness of training should be based on assessment results. If it appears to be incongruent with the assessment results, the ISS must address and explain on what basis the career decision was made
5. Is the program a Pell eligible program? If so, has the applicant/participant applied for Pell and other State Grant Awards (SEOG & TSAC)? Is the applicant/ participant potentially eligible for other sources of funding such as TN Promise, TN Reconnect, etc.?

Note: A participant may enroll in WIOA-funded training while his/her application for a Pell grant is pending. This enrollment is permitted as long as the Career Service Provider (CSP) has made arrangements with the training provider and the WIOA participant regarding allocation of the Pell grant if it is subsequently awarded. In that case, the training provider must reimburse the CSP all WIOA funds used to underwrite the training for the amount that the Pell grant covers (WIOA Section 134(c)(3)(B(ii))). Reimbursement is not required from the portion of Pell grant assistance disbursed to the participant for education-related expenses.

6. After Pell, SEOG and TSAC are applied to the cost of the training, is there any unmet need remaining? If not, there is nothing the NWTNWB will pay unless the participant is eligible for supportive services which may be available, such as transportation, child care, etc.

7. If Pell, SEOG, TSAC and WIOA do not cover all the costs of training, does the participant have a plan to pay for the difference? The plan to pay for all uncovered costs must be documented in the case narrative. Supporting documentation should be obtained as appropriate.

In addition to the above items, the following criteria must also be met in order for participants to be approved for, and continue to receive, funding for occupational skills training and associated supportive services:

For New Participants Only

1. Potential participants must be residents of, or dislocated from an employer located in, a county located within the local service area.
2. Potential participants must register in Jobs4TN or update an existing account.
3. Potential participants must complete all steps of the assessment and enrollment.
4. Potential participants must be currently enrolled, or accepted into, an institution and training program that is listed on the Eligible Training Provider List. The Career Advisor will use the eligible training provider list for the state in which the institution is located.
5. The training program must be linked to an in-demand occupation as determined by the Career Advisor through the use of the EMSI system or other documentation as appropriate.
6. For training programs leading to a career in an occupation requiring licensure, participants must meet the criteria outlined in the Licensed Occupations Eligibility Policy.
7. Potential participants must be able to complete the training program within two years. For those attending four-year institutions, they must have earned approximately 60 credit hours and / or reached junior status in order to be eligible for funding.

Note: Participants with less than 60 earned credit hours who anticipate completing training within two years must demonstrate and provide detailed documentation as to how they will complete training within the two-year period.

Exception: In-School Youth who transition to Out-of-School Youth may receive travel stipends for the entire four-years at a four-year institution.

For New and Current Participants

1. Participants must meet at least half-time enrollment criteria according to the institution and program. Up to half of participants' credit hours may be for developmental / remedial classes.

Note: For institutions / programs that do not require coursework for the summer term, a participant may still choose to take courses during this time. Participants who choose to take classes during the summer term can take any number of credit hours as long as they are still following their plan of action to graduate, and as long as they still have ITA money available.

2. Participants must be in good academic standing and maintain satisfactory progress according to the institution's policy. If the participant falls below good standing, they must return to school without funding until they get back in good standing. Once they return to good standing status, the career advisor may apply funding again.

3. Participants may only receive funding once. If participants fail, or drop out of a class that has been paid for by, they must retake the class on their own, without funding, including travel.
4. Participants who drop a class, without approval from their Career Advisor, must successfully complete the next term on their own, including travel, before they can receive funding again.
5. Participants attending Pell-eligible training institutions must complete the FAFSA and CANNOT be in default on any federal financial aid (i.e. Pell grants).

Funding Criteria for Licensed Occupations

Clients being considered for licensed professional occupational training should have good prospects for finding and keeping employment in the field. Based on research of area employers, the following conditions must be met for a client to be considered for financial assistance for any unmet need for occupations that require licensure prior to employment in the field.

All Licensure Occupations:

1. No felony convictions for any crime in the past ten (10) years. The ten (10) years is calculated from the date they were convicted of the crime. To check for felony convictions AJC Staff must check the Tennessee Bureau of Investigation Felony Offender Search website - <https://apps.tn.gov/foil/search.jsp>.
2. No DUI convictions in the past ten (10) years.
3. No sex offender registration within the last ten (10) years. To check for sex offender registry status WIOA Staff must check the National Sex Offender Search website - <https://www.nsopw.gov/en-US>.

If the conviction did not occur in the most recent 10 years, an appeal must be filed with the Career Service Provider for consideration for funding.

Truck Driving Specific Requirements

1. The applicant must supply a Medical Examiner's Certificate of a DOT Physical, and proof of drug screen, both performed no more than thirty (30) days prior to date of WIOA eligibility.
2. The applicant must supply a copy of a Motor Vehicle Report (MVR) that is no more than ten (10) days prior to the date of WIOA eligibility.
3. Driver's license must not have been suspended or revoked in the last three (3) years.
4. No reckless or careless driving violation within the last three (3) years.
5. No more than three (3) moving violations in the last three (3) years.
6. No more than one (1) "at fault" accidents in the last three (3) years.

Certified Nurse Assistant/ Patient Care Technician

All applicants who want to attend Certified Nurse Assistant Training or the Patient Care Technician program will have completed 8 hours of job shadowing and orientation scheduled by the training provider to make sure he/she has a clear understanding of the responsibilities of employment and will be successful in the position.

Appeal Process

If the applicant chooses to appeal a condition of eligibility, an appeal must be completed by the applicant and submitted to Executive Director of the Career Service Provider. Appeals denied by the Career Service Provider,

may be appealed to the One-Stop Operator. In the case where an applicant can provide a pre-hire letter, this is to be included with the Appeal.

When to File an Appeal

1. If an individual is denied funding for training because a staff person determines that an individual is not in need of training due to the individual being marketable, able to work in the field, and the expected wages per EMSI are enough for the person and his / her family to be self-sufficient, then the individual may choose to file an appeal.
2. If the customer has a felony over 10 years old and intends to attend a training program for an occupation which requires a license, such as a truck driver, nurse, or teacher, the customer must file an appeal.

Payment of ITAs & Refund Policy

Invoices are due no later than 30 days past the Term Begin Date. Prior to the submission of invoices, the institution's Financial Aid Representative will review the information provided in Needs Assessment/Financial Aid Worksheet:

1. If changes have occurred that would reduce Unmet Need (additional aid was received, student dropped hours, etc.), corrections should be made to the form and initialed by the Financial Aid Representative prior to signing. Any over payment of Unmet Need could result in audit finding for the program and the Training Provider.
2. If changes have occurred that would increase Unmet Need (book price increase, test fee left off, tuition increase after authorized, etc.), no changes will be made for this term.

If the form is accurate, it should be signed, dated and forwarded to the Account Billing Representative for the Training Provider.

NOTE: If the Financial Aid Representative fails to accurately report financial aid that the student receives, the payment to the Training Provider will be reduced by the amount not reported. It will be the responsibility of the Training Provider to collect any over payment made to the student.

The Account Billing Representative will review the information provided for accuracy and verify at least one day attendance of registered classes prior to dispersing funds to the student and prior to billing for the ITA.

The Needs-Based Scholarship Amount Authorized should be applied to Tuition/Fees first. Remaining funds may be dispersed to the student for other costs after confirming that the student has attended all classes at least once for the number of registered hours listed in the Student Needs Assessment and Financial Aid Worksheet.

If the student drops below the agreed upon registered hours prior to attending first day of class for registered hours and funds have not been dispersed, the Training Provider has an obligation to place a hold on funds and notify AJC Staff member that the Unmet Need must be recalculated/reduced.

If the student drops below the agreed upon registered hours after attending the first day of class for registered hours and funds have been dispersed, the Training Provider should return any applicable refund to WIOA, but will not be held accountable for funds dispersed to the student. The student will be penalized by WIOA the upcoming semester.

Exceptions to the Use of ITAs

In accordance with TDLWD's American Job Center Individual Training Account Use guidance, Tennessee

recognizes limited exceptions to the use of ITAs. Contracts for services may be used instead of an ITA only when one or more of these exceptions apply (WIOA Section 134(c)(3)(G)(ii)):

- 1) The services provided are OJT, customized training, incumbent worker training, or transitional jobs;
- 2) The LWBD determines that there are an insufficient number of Eligible Training Providers in the local area to accomplish the purpose of a system of ITAs;
- 3) The LWDB determines that in the area there is a training-services program of demonstrated effectiveness offered by a community-based organization or other private organization to serve individuals with barriers to employment;
- 4) The LWDA determines that the most appropriate training could be provided by an institution of higher education to train multiple individuals for jobs in sector-demanded occupations, provided this does not limit customer choice; or
- 5) The LWDA is considering entering into a pay-for-performance contract and the LWDA ensures that the contract is consistent with 20 CFR 683.510.

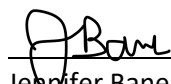
In order to determine the effectiveness demonstrated by a community-based organization or other private organization, particularly as it applies to the special participant population to be served, the NWTNWB will evaluate the following:

- A) Financial stability of the organization;
- B) Demonstrated performance in measures appropriate to the program; and
- C) The relevance of the specific program to LWDA needs identified in the local area

Reference: 20 CRF 680.320(a)(3); 20 CFR 680.340(f); WIOA Section 122(d)

Related TDLWD Policy: AJC Individual Training Account Use Guidance (pages 1 and 2-3)

Vetted and Approved by the Northwest Tennessee Workforce Board: February 26, 2019



Jennifer Bane, Executive Director
Northwest Tennessee Workforce Board

**MEMORANDUM OF UNDERSTANDING
BETWEEN**

AND

Individual designated by the Local Workforce Board Chair to lead MOU negotiations

Email address

Impartial individual designated by the Local Workforce Board Chair to lead annual budget negotiations

Email address

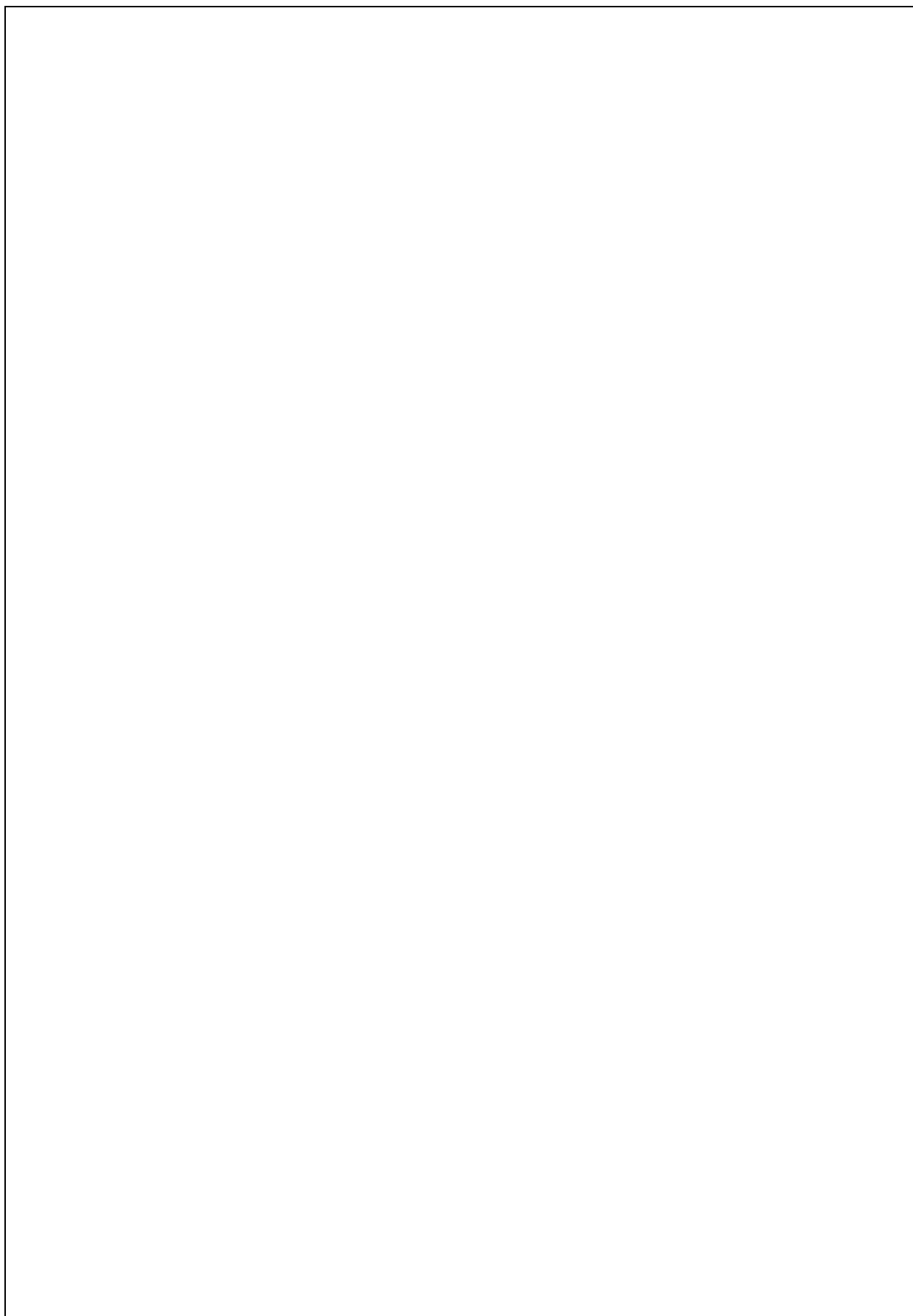
1. CONVENING OF THE PARTIES TO MOU (WIOA SEC. 121(c)(1)) (Tennessee MOU/IFA Instructions Page 4)

- *List the required partner providing services in the local area*
- *List the partner agency providing services of each required partner*

REQUIRED PARTNERS AS PARTIES TO MOU	ENTITY ADMINISTERING PROGRAM TYPED NAME
Title I: Adult, Dislocated Worker, Youth	
Title II: Adult Education and Family Literacy	
Title III: Employment Programs under Wagner-Peyser	
Unemployment Insurance	
Trade Readjustment Assistance (TRA)	
Trade Adjustment Assistance (TAA)	
Job Counseling, Training, Placement Services for Veterans	
Migrant and Seasonal Farmworkers	
Community Services Block Grant (CSBG)	
Senior Community Services Employment Program (SCSEP)	
Second Chance (Reentry)	
Title IV: Rehabilitation Services	
TANF	
Parties to the MOU	NAME
LWDB Chair	
LWDA Chief Local Elected Official	

TDLWD Regional Director		
OTHER PROGRAMS OFFERED IN THIS LOCAL AREA AS PARTIES TO MOU		IF MARKED YES, ENTITY ADMINISTERING PROGRAM
Department of Human Services	☐ Yes ☐ No	
TCAT/Tennessee Reconnect	☐ Yes ☐ No	
Job Corps	☐ Yes ☐ No	
Youth Build	☐ Yes ☐ No	
Housing and Urban Development Employment and Training Activities	☐ Yes ☐ No	
Perkins/Post-Secondary Career & Technical Education	☒ Yes ☐ No	
ADDITIONAL PARTNERS AS PARTIES TO MOU		ENTITY ADMINISTERING PROGRAM
2. PURPOSE AND SCOPE OF MOU (Tennessee MOU/IFA Instructions Page 5) If additional space is needed, please include an attachment referencing this section.		
Describe the general purpose and scope of the “umbrella” MOU		

3.	VISION FOR THE SYSTEM (Tennessee Combined State Plan Section II(b)) (Tennessee MOU/IFA Instructions Page 5) If additional space is needed, please include an attachment referencing this section.
	• <i>Describe the shared vision and commitment of the local board and required partners to a high-quality local workforce delivery system (vision must be consistent with Federal, State, regional, and local planning priorities, as well as the Governor’s Guidelines)</i> • <i>Describe which aspects of the vision are currently in place</i> • <i>Outline the steps to be taken and the general timeline for how required partners will implement any aspects of the vision that are not yet in place</i>



4. MOU DEVELOPMENT (Tennessee MOU/IFA Instructions Page 5) If additional space is needed, please include an attachment referencing this section.
• Fully describe the process and efforts of the Local Workforce Development Board and required partners to negotiate the MOU • Confirm whether all required partners participated in negotiations • Explain the process to be used if consensus on the MOU is not reached by partners • Please provide dates of partner meetings that specifically discussed the MOU
5. NAME AND LOCATION OF COMPREHENSIVE ONE-STOP CENTER(S) (Tennessee MOU/IFA Instructions Page 5) If additional space is needed, please include an attachment referencing this section.
• Provide the name and address of the comprehensive one-stop center(s) in the local service delivery system • Where applicable list the designated affiliated sites or specialized centers • Define any other operating titles that the local area assigns to each center • Describe how outreach will be conducted in towns in the local area without an AJC • Describe the local area's plans for the Mobile American Job Center <i>Note: The information provided in this section must match the Tennessee Development of Labor and Workforce Development listings</i>

6. DESCRIPTION OF COMPREHENSIVE ONE-STOP SERVICES (WIOA Sec. 121(c)(2)(A)(i)) (Final Rules § 678.500(b)(1)) (Tennessee MOU/IFA Instructions Page 5) If additional space is needed, please include an attachment referencing this section.

- Complete a local service matrix (Attachment II) illustrating local methods of service delivery which includes:
 - Career services to be provided by each required partner in each comprehensive one-stop center
 - Other programs and activities to be provided by each required partner
 - Method of delivery for each service provided by each required partner (e.g., staff physically present, cross-trained staff, direct linkage technology)
- In the spaces provided below:
 - In the introductory paragraph of this section, describe the required partners' combined commitment to integration and "manner in which the services will be coordinated and delivered through the system" (§ 678.500(b)(1))
 - In the spaces below designated for each required partner, describe each partner's commitment to coordinated service delivery and explain how the local service matrices illustrate that commitment
 - For each required partner below, describe the location(s) at which services of each required partner will be accessible

Title I (Adult, Dislocated Worker and Youth) –

Title II (Adult Education and Family Literacy) –

Title III (Employment Services under Wager-Peyser) –

Unemployment Insurance (UI) –

Job Counseling, Training and Placement Services for Veterans –

Trade Readjustment Assistance –

Trade Adjustment Assistance (TAA) –

Migrant & Seasonal Farmworkers –

National Farmworker Jobs Program (NFJP) –

Community Service Block Grant (CSBG) –

Senior Community Services Employment Program (SCSEP) –

Title IV (Rehabilitation Services) –

DHS/TANF –

Second Chance (Reentry) –

HUD Employment and Training Activities –

Job Corps –

YouthBuild –

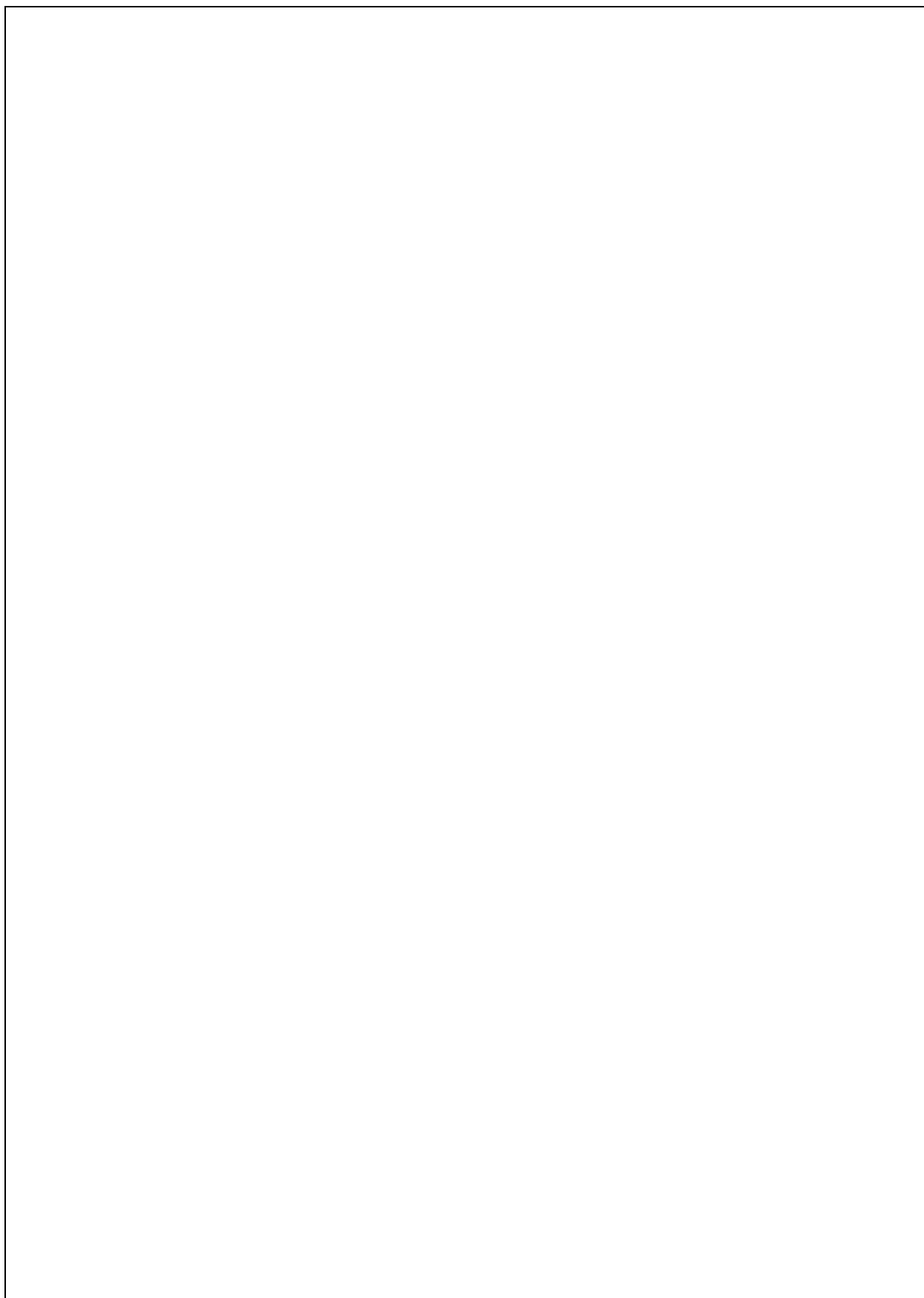
Perkins/Post-Secondary Career & Technical Education–

TCAT/Tennessee Reconnect–

7. PROCUREMENT OF ONE-STOP OPERATOR (Tennessee Memorandum Guidelines for One- Stop Operator Procurement) (Tennessee MOU/IFA Instructions Page 6) If additional space is needed, please include an attachment referencing this section.

- *Name the procured one-stop operator – **(this information will be amended once the One-Stop Operators have been procured)**. The following bullet points should be explained in this section*
- *Describe the functions and scope of work of the one-stop operator as defined in the Request for Proposal or as planned for the competitive procurement process*
- *Assure that the one-stop operator will not perform any of the proscribed functions (§ 678.620(b)) to avoid a conflict of interest*

Note: One-stop operator designation takes effect July 1, 2017 (§ 678.635)



8. REFERRAL PROCESS (WIOA Sec. 121 (c)(2)(A)(iii)) (Tennessee MOU/IFA Instructions Page 6). If additional space is needed, please include an attachment referencing this section.

- In the spaces provided below, address all of the following:
 - In the introductory paragraph of this section, describe local one-stop operator's role and responsibilities for coordinating referrals among required partners (§678.500(b)(3))
 - In the spaces below designated for each required partner, each partner must list the other programs to which it will make referrals and the method(s) of referral to each partner; for example, in the Title I box, Title I will list all other programs to which it will refer clients and the method(s) of referral for each
 - Identify the method of tracking referrals

Note: Local areas must be as specific as possible when describing the differences in referral methods between partner programs. DOL has expressed concern about this area in the past.

Note: See
Introductory
Paragraph in
Section 7
Above

Title I (Adult, Dislocated Worker and Youth) –

Title II (Adult Education and Family Literacy) –

District 7 Adult Education (Henderson County Schools) will make referrals to appropriate stakeholder agencies as listed in the Section 8 Attachment whenever a barrier to success is identified by our students or staff. Formal referrals will be made to these agencies through emails and calls and follow-up will be conducted as needed.

Title III (Employment Services under Wager-Peyser) –

Title IV (Rehabilitation Services) –

Unemployment Insurance (UI) –

Job Counseling, Training and Placement Services for Veterans –

Trade Readjustment Assistance –

Trade Adjustment Assistance (TAA) –

Migrant & Seasonal Farmworkers –

National Farmworker Jobs Program (NFJP) –

Community Service Block Grant (CSBG) –

Senior Community Services Employment Program (SCSEP) –

DHS/TANF –

Second Chance (Reentry)–

HUD Employment and Training Activities –

Perkins/Post-Secondary Career & Technical Education–

Job Corps –

YouthBuild –

TCAT/Tennessee Reconnect–

9. PHYSICAL ACCESSIBILITY (WIOA Sec. 121 (c)(2)(A)(iv)) (WIOA Final Rules §678.500(b) (4)) (Tennessee MOU/IFA Instructions Page 6) If additional space is needed, please include an attachment referencing this section.

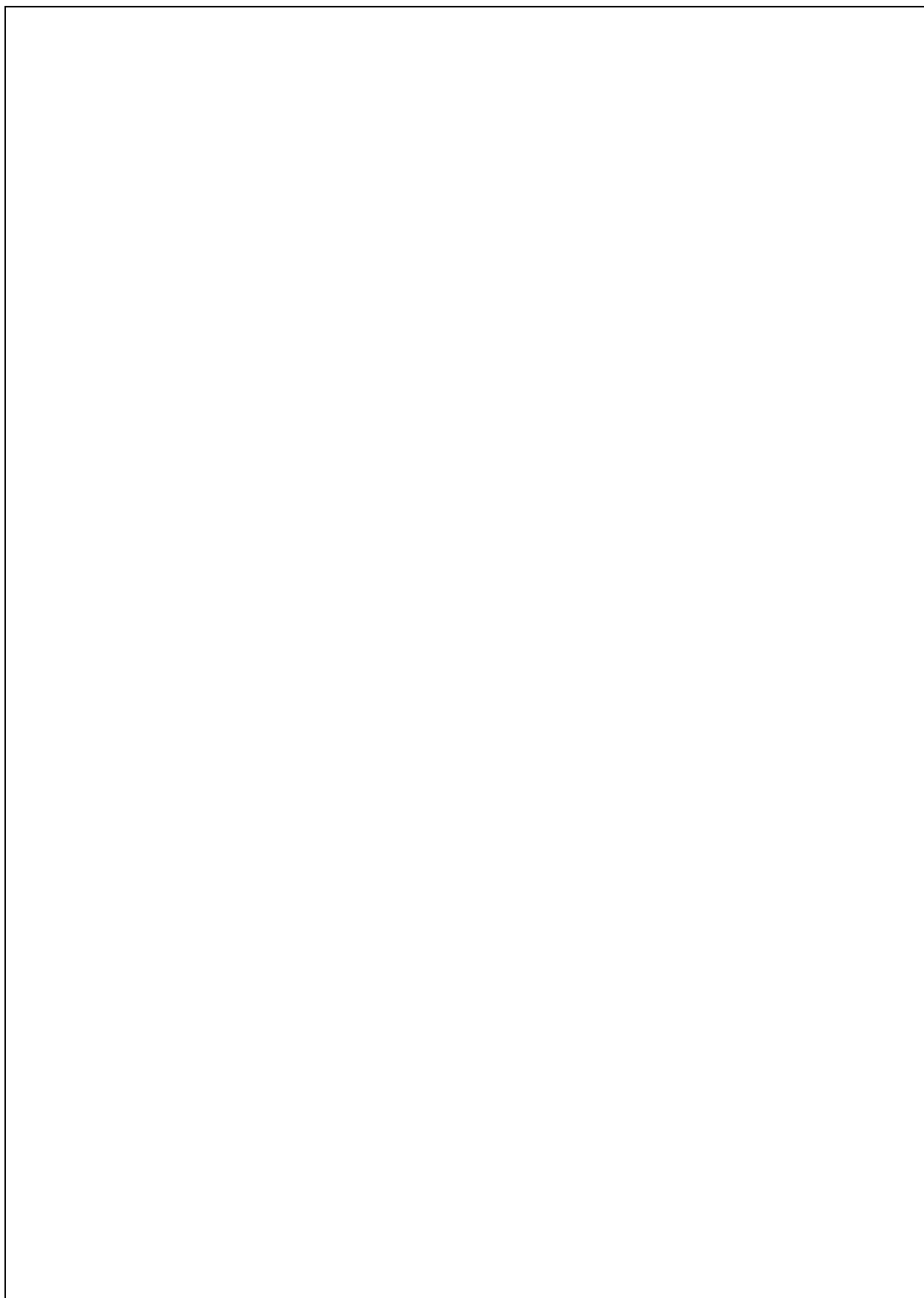
Describe how—through specific examples and commitments—required partners will assure the physical accessibility of the comprehensive one-stop center(s), including the following:

- *The comprehensive one-stop center’s layout supports a culture of inclusiveness*
- *Access to public transportation is available within reasonable walking distance*
- *The location of a dedicated parking lot, with parking lot spaces closest to the door designated for individuals with disabilities*

10. PROGRAMMATIC ACCESSIBILITY (WIOA Sec. 121 (c)(2)(A)(iv)) (WIOA Final Rules §678.500(b)(4)) (Tennessee MOU/IFA Instructions Page 7) If additional space is needed, please include an attachment referencing this section.

- *Describe how the comprehensive one-stop center provides access to all required career services in the most inclusive and appropriate settings for each individual participant*
- *Describe specific arrangements and resources available to assure that individuals with barriers to employment, including individuals with disabilities, can access available services and how outreach will be conducted to these groups (§678.500(b)(4). Include Mobile American Job Center information.*
- *Explain how services will be provided using technology that is actually available and in accordance with the “direct linkage” requirement under WIOA*

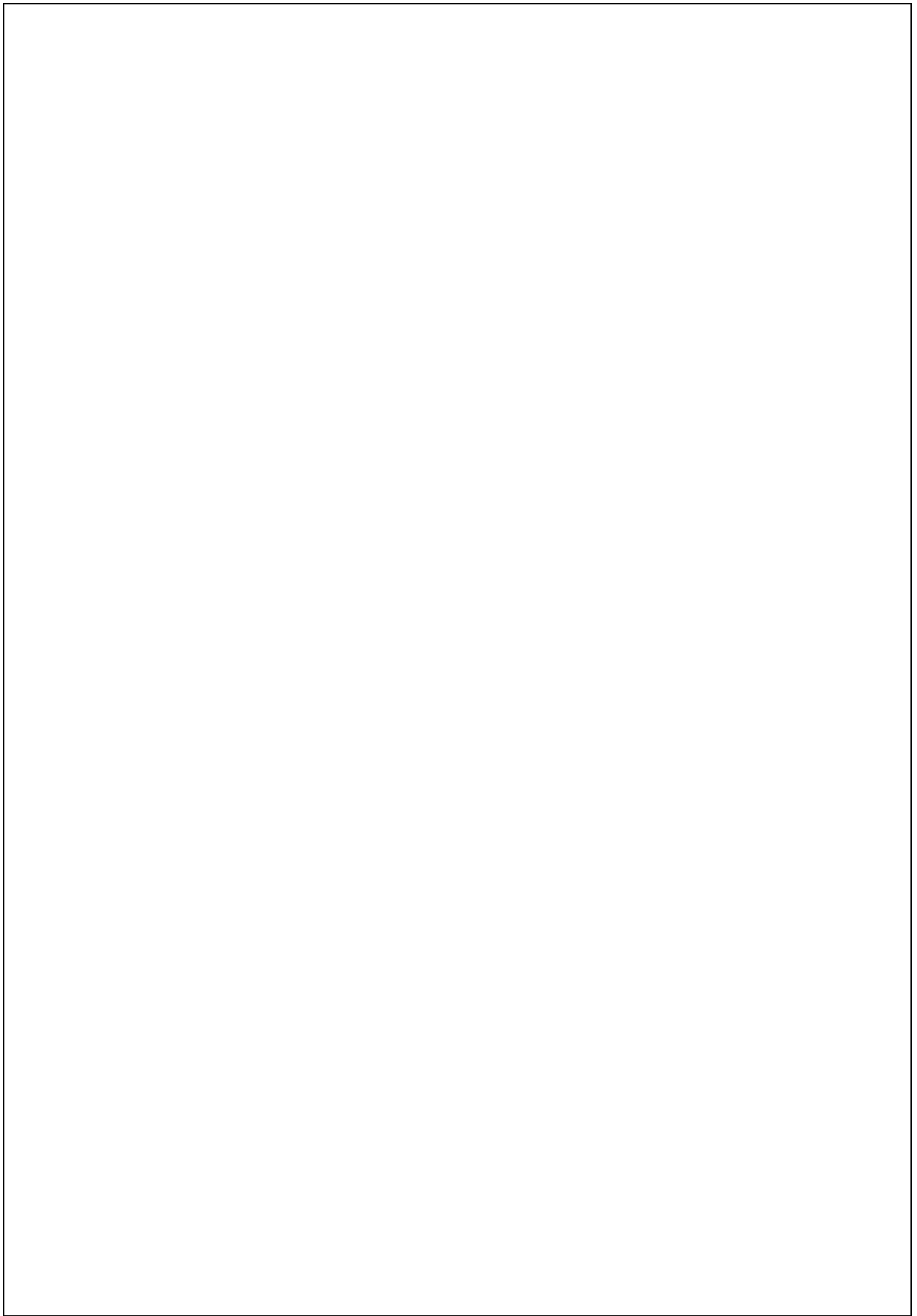
Note: Provide as much specificity as possible for each partner program



11. DATA SHARING AND COLLECTION (Tennessee MOU/IFA Instructions Page 7) If additional space is needed, please include an attachment referencing this section.

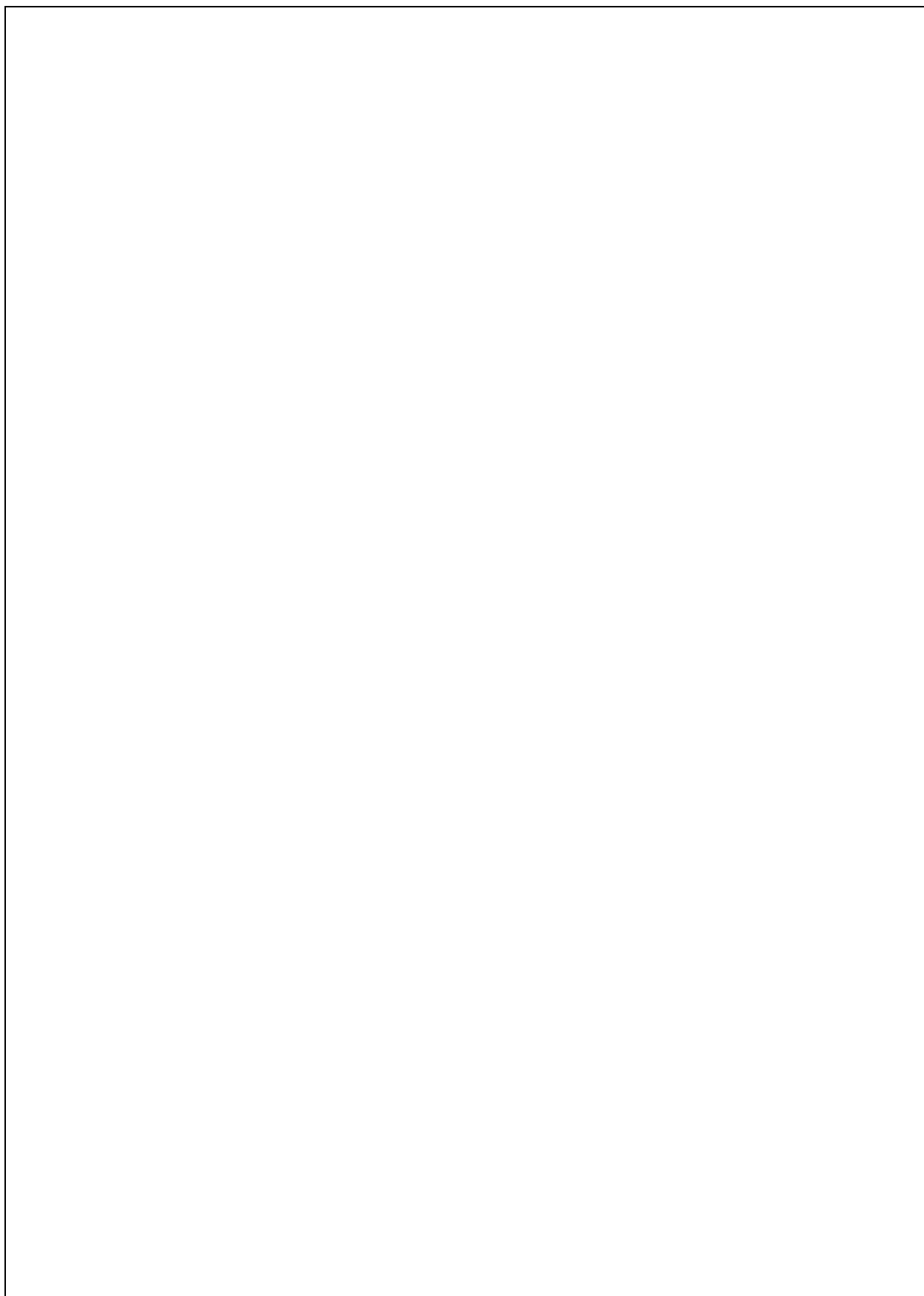
- *Describe how core program partners will share data and information and will collaborate to assure that all common primary indicators of performance for the core program partners in the local area will be collectively achieved*
- *Provide assurances that participants' Personally Identifiable Information (PII) will be kept confidential*
- *In each description, cite specific examples of required partners demonstrating a commitment to integration in the local area*
- *Describe the collection of data across programs*
- *Describe how Jobs4TN will be utilized and incorporated*

NOTE: Partners are encouraged to seek clarification from their respective core partner state agency and/or data staff



12. COST SHARING OF SERVICES (WIOA Sec. 121 (c)(2)(A)(ii)) (WIOA Final Rules §678.755 and §678.760) (Tennessee MOU/IFA Instructions Page 7) If additional space is needed, please include an attachment referencing this section.

- *To complete this section, see the Individual AJC Budget Template instruction sheet – Attachment IV*
- *For the purposes of this section (12), only provide a narrative explanation of cost sharing services*



13. DURATION/AMENDMENT/APPEAL PROCEDURES (WIOA Sec. 121 (c)(2)(A)(v)) (WIOA Final Rules §678.500(b) (5)) (Tennessee MOU/IFA Instructions Page 8) If additional space is needed, please include an attachment referencing this section.

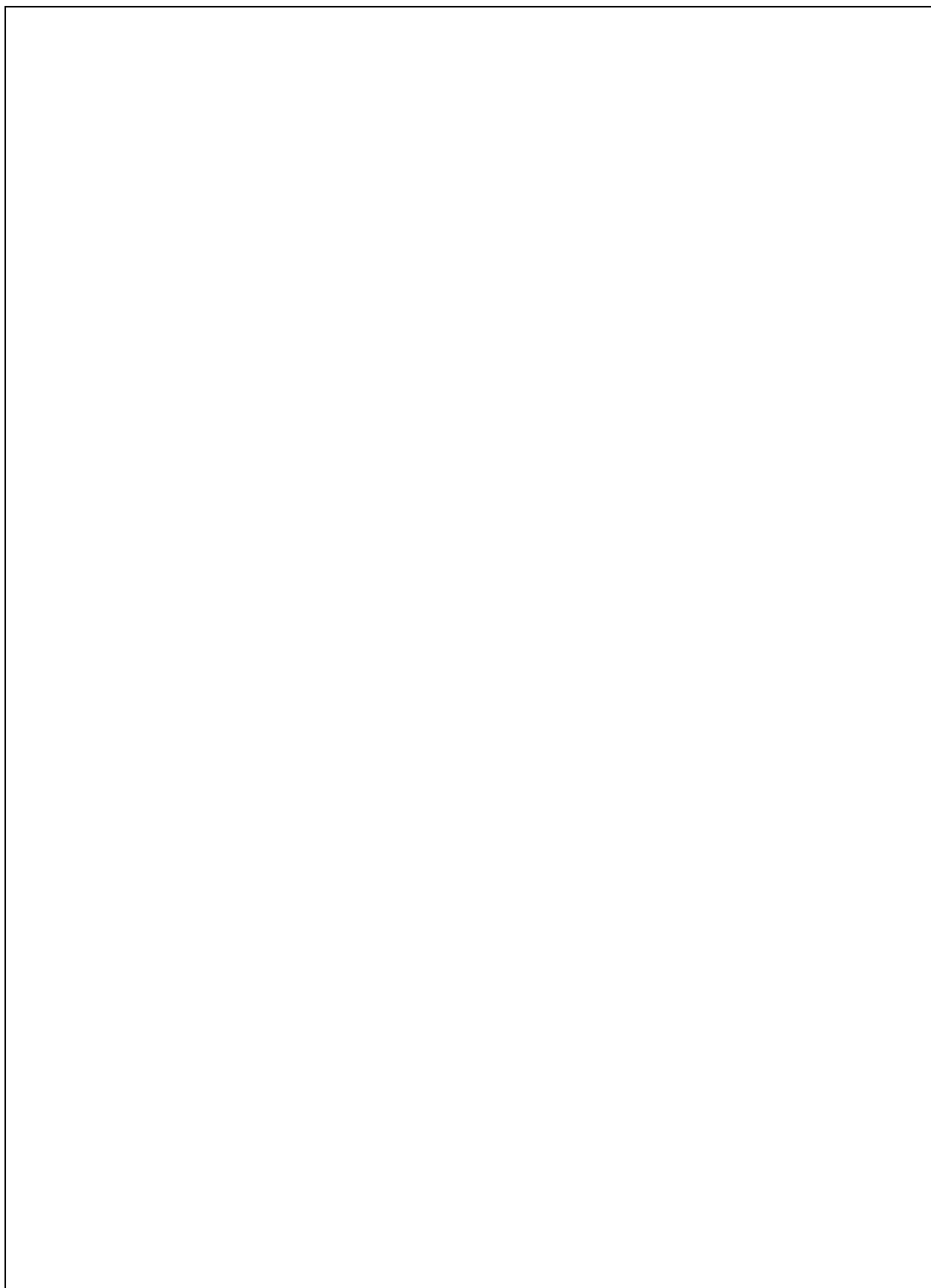
Describe the duration of the MOU

Describe amendment procedures, including annual negotiation of infrastructure and shared system costs to address the following:

- *The amount of notice a partner agency must provide the other partners to make amendments*
- *The procedures for informing other partners of the pending amendment*
- *The circumstances under which the local partners agree the MOU must be amended*
- *The procedures for amending the MOU to incorporate the final approved budget on an annual basis*
- *The procedures for terminating the MOU or a specific partner's participation in the MOU*
- *The process for resolving any disputes that evolve after the agreement is reached*
- *The appeals process for any disputes that evolve after the agreement is reached*
- *Process must follow the directives in WIOA678.500(b)(5)*

NOTE: Ensure the MOU reflects the most recent date as amendments are approved

14. RENEWAL PROVISIONS (WIOA Sec. 121(c)(2)(A)(v)) (WIOA Final Rules §678.500(b)(6)) (Tennessee MOU/IFA Instructions Page 8) If additional space is needed, please include an attachment referencing this section.
<i>Provide the process and timeline in which MOU will be reviewed, including:</i> • <i>Explain the renewal process, which must occur at a minimum of every three years</i> • <i>Describe the required renewal process if substantial changes occur before the MOU's three-year expiration date</i> <i>NOTE: Ensure the MOU reflects the most recent date as renewals are approved</i>



15. ADDITIONAL LOCAL PROVISIONS (OPTIONAL) (WIOA Sec. 121(c)(2)(B)) (WIOA Final Rules §678.500(c)) (Tennessee MOU/IFA Instructions Page 8) If additional space is needed, please include an attachment referencing this section.

16. ADDITIONAL PARTNERS (WIOA Sec. 121 (b)(2)) (Tennessee MOU/IFA Instructions Page 8) If additional space is needed, please include an attachment referencing this section.

17. OTHER CONTRIBUTIONS (TEGL 16-16) (Tennessee MOU/IFA Instructions Page 8) If additional space is needed, please include an attachment referencing this section.

- *Describe contributions made to the one-stop system through other avenues, such as donations made by a non-partner entity*
- *Document third party in kind contributions made to supplement the operation of the American Job Center*

18. NON-DISCRIMINATION & EQUAL OPPORTUNITY (WIOA Section 188) (Tennessee MOU/IFA Instructions Page 9) If additional space is needed, please include an attachment referencing this section

- *Describe how all partner staff will comply fully with all non-discrimination requirements*

19. PRIORITY of SERVICE (TDLWD Veteran Priority of Service Policy) (WIOA Section 134 (c)(3)(E) (Tennessee MOU/IFA Instructions Page 9) If additional space is needed, please include an attachment referencing this section

- *Describe how each partner staff will comply with the priority of service requirements set forth in the Veteran Priority of Service Policy as well as priority of service outlined in WIOA section (c)(3)(E)*

20. AUTHORITY AND SIGNATURES (WIOA Final Rules §678.500(d)) (Tennessee MOU/IFA Instructions Page 10) If additional space is needed, please include an attachment referencing this section.

- *Include a statement that the individuals signing the MOU have authority to represent and sign on behalf of their program under WIOA*

21. ATTACHMENTS (Tennessee MOU/IFA Instructions Page 11)
• Services Matrix - Attachment II • Individual AJC Budget Template – Attachment III • Individual AJC Budget Instructions – Attachment IV

LOCAL WORKFORCE DEVELOPMENT BOARD CHAIR


Signature

Jimmy Williamson

Printed Name

Board Chair

Title

10/3/18
Date

Northwest Tennessee Workforce Board

Organization

CHIEF LOCAL ELECTED OFFICIAL


Signature

Mayor Gary Reasons

Printed Name

Crockett County Mayor

Title

Date

10-9-18

Crockett County Government

Organization

TITLE IB – ADULT, DISLOCATED WORKER, YOUTH

<u>Karen A. Breyer by Charlene White</u>	<u>Karen A. Breyer</u>
Signature	Printed Name
<u>President</u>	<u>10/1/18</u>
Title	Date
<u>Dyersburg State Community College</u>	
Organization	

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR TITLE IB
IF DIFFERENT THAN THE SIGNATORY ABOVE**

<u></u>	<u></u>
Signature	Printed Name
<u></u>	<u></u>
Title	Date
<u></u>	
Organization	

TITLE II – ADULT EDUCATION AND FAMILY LITERACY



Signature

Stewart Stanfill

Printed Name

District Coordinator

10/15/18

Title

Date

Henderson County Schools

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR TITLE II
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

TITLE III – EMPLOYMENT PROGRAMS UNDER WAGNER-PEYSER

Kristie Bennett Digitally signed by Kristie Bennett
DN: cn=Kristie Bennett, o=Local Workforce Development
Area, Regional Director, ou=State of TN,
email=kristie.bennett@tn.gov, c=US
Date: 2018.10.15 14:46:09 -05'00'

Signature

Regional Director

Title

TN Dept. of Labor and Workforce Development

Organization

Kristie Bennett

Printed Name

10/15/18

Date

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR TITLE III – WAGNER-PEYSER
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

TITLE IV – REHABILITATION SERVICES

Kevin R. Wright Digitally signed by Kevin R. Wright
Date: 2018.10.18 09:40:18 -05'00'

Signature

Director of Operations

Title

TDHS, Vocational Rehabilitation Program

Organization

Kevin R. Wright

Printed Name

10/18/2018

Date

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR TITLE IV – REHABILITATION SERVICES
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

POST-SECONDARY CAREER AND TECHNICAL EDUCATION UNDER PERKINS



Signature

Brad White

Printed Name

Director

Title

10/22/18

Date

TN College of Applied Technology - Paris & McKenzie

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR POST-SECONDARY PERKINS
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

POST-SECONDARY CAREER AND TECHNICAL EDUCATION UNDER PERKINS

Karen Bowyer
Signature

Karen Bowyer
Printed Name

President
Title

10-9-18
Date

Dyersburg State Community College
Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR POST-SECONDARY PERKINS
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

POST-SECONDARY CAREER AND TECHNICAL EDUCATION UNDER PERKINS

See below

Signature

Printed Name

Title

Date

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR POST-SECONDARY PERKINS
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Youlanda Jones

Digitally signed by Youlanda Jones
DN: cn=Youlanda Jones, o=Tennessee College of
Applied Technology Newbern, ou,
email=yjones@tcatnewbern.edu, c=US
Date: 2018.10.11 11:10:46 -0500

Signature

Youlanda Jones

Printed Name

President

October 11, 2018

Title

Date

Tennessee College of Applied Technology Newbern

Organization

UNEMPLOYMENT INSURANCE

R. Felts Jr.

Signature

Rusty Felts

Printed Name

Administrator

Title

Date

TN Dept. of Labor and Workforce Development

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR UNEMPLOYMENT INSURANCE
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

JOB COUNSELING, TRAINING AND PLACEMENT SERVICES FOR VETERANS

Kristie Bennett

Digitally signed by Kristie Bennett
DN: cn=Kristie Bennett, o=Local Workforce Development
Area, Regional Director, ou=State of TN,
email=kristie.bennett@tn.gov, c=US
Date: 2018.10.15 14:47:31 -05'00'

Signature

Regional Director

Title

Kristie Bennett

Printed Name

10-15-18

Date

TN Dept. of Labor and Workforce Development

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR VETERANS ACTIVITIES
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

TRADE READJUSTMENT ALLOWANCE (TRA)

Kristie Bennett

Digitally signed by Kristie Bennett
DN: cn=Kristie Bennett, o=Local Workforce Development
Area, Regional Director, ou=State of TN,
email=kristie.bennett@tn.gov, c=US
Date: 2018.10.15 15:08:57 -05'00'

Signature

Regional Director

Title

Kristie Bennett

Printed Name

10-15-18

Date

TN Dept. of Labor and Workforce Development

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR TRADE READJUSTMENT ACT
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

TRADE ADJUSTMENT ASSISTANCE (TAA)

Kristie Bennett

Digitally signed by Kristie Bennett
DN: cn=Kristie Bennett, o=Local Workforce Development
Area, Regional Director, ou=State of TN,
email=kristie.bennett@tn.gov, c=US
Date: 2018.10.15 16:05:19 -05'00'

Signature

Regional Director

Title

TN Dept. of Labor and Workforce Development

Organization

Kristie Bennett

Printed Name

10-15-18

Date

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR TRADE ADJUSTMENT ASSISTANCE
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

NATIONAL FARMWORKER JOBS PROGRAM

Leecia Walker, EP
Signature

Leecia Walker

Printed Name

Executive Director

Title

Date

10/19/18

Tennessee Opportunity Programs, Inc.

Organization

INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR NATIONAL FARMWORKER JOBS PROGRAM IF DIFFERENT THAN THE SIGNATORY ABOVE

Signature

Printed Name

Title

Date

Organization

Due to lack of bundling - LOPS
will not be cost sharing. Jwalker.40

MIGRANT AND SEASONAL FARMWORKER PROGRAM

Leecia Walker, ED
Signature

Leecia Walker

Printed Name

Executive Director

Title

10/19/18

Date

Tennessee Opportunity Programs, Inc.

Organization

INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR MIGRANT AND SEASONAL FARMWORKER PROGRAM IF DIFFERENT THAN THE SIGNATORY ABOVE

Signature

Printed Name

Title

Date

Organization

Due to lack of funding- JOPS will not
be cost sharing. Swelter, ED

COMMUNITY SERVICES BLOCK GRANT (CSBG) PROGRAM

L. Don Ridgeway L. Don Ridgeway
Signature Printed Name
Executive Director 9/28/18
Title Date
Northwest TN Economic Development Council
Organization

INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR CSBG PROGRAM
IF DIFFERENT THAN THE SIGNATORY ABOVE

Cindy Stephens Cindy Stephens
Signature Printed Name
Community Services Prog. Dir. 9/28/18
Title Date
Northwest TN Economic Development Council
Organization

SENIOR COMMUNITY SERVICES EMPLOYMENT PROGRAM (SCSEP)

Thomas D. McWherter Digitally signed by Thomas D.
McWherter
Date: 2018.10.05 08:45:24 -05'00'

Signature

Executive Director

Title

Tennessee Community Services Agency

Organization

Thomas D. McWherter

Printed Name

10/03/2018

Date

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR SCSEP
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

SENIOR COMMUNITY SERVICES EMPLOYMENT PROGRAM (SCSEP)

John A Bucz

Signature

JOHN A BUCY

Printed Name

EXECUTIVE DIRECTOR

Title

11 OCT 18

Date

NORTHWEST TN HUMAN RESOURCE AGENCY / JD

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR SCSEP
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)


Signature

Marla Rye

Printed Name

President

Title

Date

10/15/18

Workforce Essentials, Inc.

Organization

INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR TANF
IF DIFFERENT THAN THE SIGNATORY ABOVE


Signature

Natalie McLimore

Printed Name

Vice President, Family Services

Title

Date

10/15/18

Workforce Essentials, Inc.

Organization

SECOND CHANCE PROGRAM

_____ Signature	_____ Printed Name
_____ Title	_____ Date
_____ Organization	

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR SECOND CHANCE PROGRAM
IF DIFFERENT THAN THE SIGNATORY ABOVE**

_____ Signature	_____ Printed Name
_____ Title	_____ Date
_____ Organization	

HOUSING AND URBAN DEVELOPMENT EMPLOYMENT AND TRAINING ACTIVITIES

_____ Signature	_____ Printed Name
_____ Title	_____ Date
_____ Organization	

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR HUD EMPLOYMENT & TRAINING
IF DIFFERENT THAN THE SIGNATORY ABOVE**

_____ Signature	_____ Printed Name
_____ Title	_____ Date
_____ Organization	

JOB CORPS

Signature

Printed Name

Title

Date

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR JOB CORPS
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

YOUTHBUILD

Signature

Printed Name

Title

Date

Organization

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR YOUTHBUILD
IF DIFFERENT THAN THE SIGNATORY ABOVE**

Signature

Printed Name

Title

Date

Organization

See signature pages for postsecondary institutions beginning on page 36.

**Perkins/Post-Secondary Career &
Technical Education–**

_____ Signature	_____ Printed Name
_____ Title	_____ Date
_____ Organization	

**INDIVIDUAL WHO NEGOTIATED THE LOCAL MOU FOR Perkins/Post-Secondary Career &
Technical Education–IF DIFFERENT THAN THE SIGNATORY ABOVE**

_____ Signature	_____ Printed Name
_____ Title	_____ Date
_____ Organization	

OTHER PARTY TO THE MOU:

Turia D. Enloe
Signature

Turia D. Enloe

Printed Name

Program Director

Title

9-27-2018

Date

NAIA of Tennessee

Organization

Welcome Function

Evaluation of Service Needs

Basic Career Services

- Initial Assessment of Skills
- Labor Exchange Services
- Labor Market Information
- Outreach, Intake & Orientation
- Performance Data
- Referral and Coordination
- Unemployment Assistance
- Eligibility Determination
- Financial Aid Assistance
- Translation Services

Individualized Career Services

- Register in Jobs4TN.gov
- Comprehensive and Specialized Assessment
- Individual Counseling
- Career / Vocational Counseling
- Development of IEP
- Workforce Preparation Activities
- Short –Term Pre-Employment Vocational Services

Training Services

- Individualized Training Account
- Work Based Learning (OJT, Incumbent Worker or Apprenticeship)
- Job Clubs
- Financial Literacy
- Out of Area Job Search and Relocation Assistance
- English Language Acquisition
- Related Support Services

Follow-Up Services

Partner Program & Authorization / Category	Partner Organization	Physically Co- Located - Dyersburg	Direct Linkage - Dyersburg	Physically Co- Located - Huntingdon	Direct Linkage - Huntingdon
Local Elected Officials (LEO)	Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, and Weakley County Mayors; Mayor Gary Reasons (Crockett), Chief LEO	N/A	N/A	N/A	N/A
Local Workforce Development Board	Northwest TN Workforce Board, Inc. Jimmy Williamson, Board Chair	N/A	N/A	N/A	N/A
WIOA Title I Adult, Dislocated Worker, and Youth	Dyersburg State Community College	Yes	N/A	Yes	N/A
WIOA Title II Adult Education and Family Literacy Act (AEFLA) program	Henderson County Schools	Yes	N/A	Yes	N/A
WIOA Title III Wagner-Peyser Employment Services (ES), authorized under the Wagner-Peyser Act (29 U.S.C. 49 <i>et seq.</i>), also providing the state’s public labor exchange	TN Department of Labor and Workforce Development (TDLWD)	Yes	N/A	Yes	N/A
WIOA Title IV State Vocational Rehabilitation program, authorized under title I of the Rehabilitation Act of 1973 (29 U.S.C.720 <i>et seq.</i>)	TN DHS, Department of Rehabilitation Services	Yes	N/A	Yes	N/A
Temporary Assistance for Needy Families (TANF), authorized under part A of title IV of the Social Security Act (42 U.S.C. 601et seq.)	Department of Human Services	N/A	N/A	N/A	N/A
	Workforce Essentials, Inc.	Yes	N/A	No	Yes
Senior Community Service Employment Program (SCSEP), authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 <i>et seq.</i>)	TN Community Service Agency	No	Yes	No	No
	Northwest TN Human Resource Agency	No	Yes	No	Yes
Career & Technical Education Programs, authorized under the Carl D. Perkins Act	Dyersburg State Community College	No	Yes	No	Yes
	TCAT McKenzie	No	No	No	Yes
	TCAT Newbern	No	Yes	No	No
	TCAT Paris	No	No	No	No
Trade Adjustment Assistance (TAA), authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271et seq.)	TN Department of Labor and Workforce Development	Yes	N/A	No	Yes
Jobs for Veterans State Grants (JVSG), authorized under chapter 41 of title 38, U.S.C.	TN Department of Labor and Workforce Development	Yes	N/A	No	Yes
Employment and training activities carried out under the Community Services Block Grant	Northwest TN Economic Development Council	No	Yes	No	Yes
Unemployment Insurance (UI) programs under state unemployment compensation laws	TN Department of Labor and Workforce Development	No	Yes	No	Yes
Migrant & Seasonal Farmworker Program	TN Opportunity Program	No	Yes	No	Yes
Additional Partner - Re-Employment Services and Eligibility Assessment	Dyersburg State Community College	N/A	N/A	N/A	N/A
	TDLWD	Yes	N/A	Yes	N/A
Additional Partner - Supplemental Nutrition Assistance Program	TN Department of Labor and Workforce Development	Yes	N/A	N/A	Yes
Additional Partner - Permanent Labor Certification for Foreign Workers (ALC)	TN Department of Labor and Workforce Development	No	No	Yes	N/A

[illegible]

Physically Co-located - Dresden	Direct Linkage - Dresden
N/A	N/A
N/A	N/A
Yes	N/A
No	Yes
No	Yes
No	Yes
N/A	N/A
Yes	N/A
No	Yes
No	Yes
No	Yes
No	Yes
No	No
No	Yes
No	Yes
No	Yes
No	Yes
No	Yes
No	Yes
No	Yes
No	N/A
No	Yes
No	No

Local Workforce Development Area 12						
ONE-STOP OPERATING BUDGET - EFFECTIVE July 1, 2018 (until revised)						
American Job Centers - Two Comprehensive Centers (Huntingdon & Dyersburg) & Seven Affiliate Centers						
Location	Partner	Cost Category	Cost Pool	Dues, Subscriptions, Advertising	Allocation Base	Cost
Huntingdon	WIOA	Infrastructure Costs	Communications	Printing & Publications	FTE	\$ 150.00
Huntingdon	WIOA	Infrastructure Costs	Communications	Postage	FTE	\$ 100.00
Huntingdon	WIOA	Infrastructure Costs	Communications	Internet	FTE	\$ 3,700.00
Huntingdon	WIOA	Infrastructure Costs	3rd Party Affiliates	Dues, Subscriptions, Advertising	FTE	\$ 400.00
Huntingdon	WIOA	Infrastructure Costs	Supplies & Furniture	Supplies & Furniture	FTE	\$ 1,600.00
Huntingdon	WIOA	Additional Costs	Professional & Admin. Services	IT / PI Staff	FTE	\$ 20,715.37
Huntingdon	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Assistant	FTE	\$ 24,750.90
Huntingdon	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Operator	FTE	\$ 26,294.40
Huntingdon	WIOA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$ 50,744.00
Huntingdon	WIOA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$ 17,842.00
Huntingdon	WIOA	Shared Direct	Travel	WIOA Staff	Shared-Direct	\$ 1,500.00
Huntingdon	WIOA	Shared Direct	Indirect	WIOA Staff	Shared-Direct	\$ 10,140.00
Huntingdon	WIOA	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$ 43,000.00
Huntingdon	AE	Shared Direct	Salaries	AE Staff	Shared-Direct	\$ 3,864.00
Huntingdon	AE	Shared Direct	Benefits	AE Staff	Shared-Direct	\$ 450.16
Huntingdon	ALC	Shared Direct	Salaries	ALC Staff	Shared-Direct	\$ 13,879.01
Huntingdon	ALC	Shared Direct	Benefits	ALC Staff	Shared-Direct	\$ 6,002.75
Huntingdon	ALC	Shared Direct	Travel	ALC Staff	Shared-Direct	\$ 564.45
Huntingdon	ALC	Shared Direct	Indirect	ALC Staff	Shared-Direct	\$ 2,945.33
Huntingdon	ALC	Shared Direct	Professional & Admin. Services	Professional Services - State	Shared-Direct	\$ 206.52
Huntingdon	RESEA	Shared Direct	Salaries	RESEA Staff	Shared-Direct	\$ 14,176.22
Huntingdon	RESEA	Shared Direct	Benefits	RESEA Staff	Shared-Direct	\$ 3,921.83
Huntingdon	RESEA	Shared Direct	Travel	RESEA Staff	Shared-Direct	\$ 113.36
Huntingdon	RESEA	Shared Direct	Indirect	RESEA Staff	Shared-Direct	\$ 2,730.54
Huntingdon	RESEA	Shared Direct	Supplies & Materials	Supplies & Materials	Shared-Direct	\$ 0.32
Huntingdon	RESEA	Shared Direct	Professional & Admin. Services	Professional Services - State	Shared-Direct	\$ 218.25
Huntingdon	TAA	Shared Direct	Travel	TAA Staff	Shared-Direct	\$ 381.03
Huntingdon	Vets	Shared Direct	Salaries	Vets Staff	Shared-Direct	\$ 191.93
Huntingdon	Vets	Shared Direct	Benefits	Vets Staff	Shared-Direct	\$ 81.00
Huntingdon	Vets	Shared Direct	Indirect	Vets Staff	Shared-Direct	\$ 41.54
Huntingdon	Vets	Shared Direct	Professional & Admin. Services	Professional Services - State	Shared-Direct	\$ 218.55
Huntingdon	Wagner Peys	Infrastructure Costs	Copier Rental	Copier Rental	FTE	\$ 350.00
Huntingdon	Wagner Peys	Additional Costs	Professional & Admin. Services	Professional & Admin. Services	FTE	\$ 550.00
Huntingdon	Wagner Peys	Infrastructure Costs	Communications	Telephones, Fax	FTE	\$ 1,300.00
Huntingdon	Wagner Peys	Infrastructure Costs	Rent	Building Lease/Rent	Square Footage	\$ 173,099.00
Huntingdon	Wagner Peys	Shared Direct	Salaries	Wagner Peyser Staff	Shared-Direct	\$ 81,123.84
Huntingdon	Wagner Peys	Shared Direct	Benefits	Wagner Peyser Staff	Shared-Direct	\$ 26,022.36
Huntingdon	Wagner Peys	Shared Direct	Travel	Wagner Peyser Staff	Shared-Direct	\$ 933.53
Huntingdon	Wagner Peys	Shared Direct	Indirect	Wagner Peyser Staff	Shared-Direct	\$ 10,446.02
Huntingdon	Wagner Peys	Shared Direct	Supplies & Materials	Supplies & Materials	Shared-Direct	\$ 596.55
Huntingdon	Wagner Peys	Shared Direct	Professional & Admin. Services	Professional Services - State	Shared-Direct	\$ 1,269.87
Huntingdon	Wagner Peys	Shared Direct	Salaries	16.7% West TN Mobile AJC Salary	Shared-Direct	\$ 8,641.58
Huntingdon	Wagner Peys	Shared Direct	Benefits	16.7% West TN Mobile AJC Benefits	Shared-Direct	\$ 2,420.36
Huntingdon	VR	Shared Direct	Salaries	VR Staff	Shared-Direct	\$ 35,200.00

Huntingdon	VR	Shared Direct	Benefits	VR Staff	Shared-Direct	\$	18,100.00
Huntingdon	VR	Shared Direct	Supplies & Travel	Supplies & Travel	Shared-Direct	\$	1,781.00
Huntingdon	VR	Shared Direct	Equipment	VR Staff	Shared-Direct	\$	2,400.00
Huntingdon	VR	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	261,361.00
Dyersburg	WIOA	Infrastructure Costs	Communications	Printing & Publications	FTE	\$	50.00
Dyersburg	WIOA	Infrastructure Costs	Communications	Telephone, Fax, & Internet	FTE	\$	5,800.00
Dyersburg	WIOA	Infrastructure Costs	3rd Party Affiliates	Dues, Subscriptions, Advertising	FTE	\$	250.00
Dyersburg	WIOA	Infrastructure Costs	Supplies & Furniture	Supplies & Furniture	FTE	\$	1,000.00
Dyersburg	WIOA	Infrastructure Costs	Prof Svcs & 3rd Party	Building Maintenance (Janitorial, Security,	FTE	\$	6,500.00
Dyersburg	WIOA	Additional Costs	Professional & Admin. Services	IT / PI Staff	FTE	\$	31,561.64
Dyersburg	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Assistant	FTE	\$	24,750.90
Dyersburg	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Operator	FTE	\$	40,061.76
Dyersburg	WIOA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$	152,727.00
Dyersburg	WIOA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$	71,704.00
Dyersburg	WIOA	Shared Direct	Travel	WIOA Staff	Shared-Direct	\$	2,200.00
Dyersburg	WIOA	Shared Direct	Indirect	WIOA Staff	Shared-Direct	\$	9,820.00
Dyersburg	WIOA	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	220,000.00
Dyersburg	SNAP	Shared Direct	Salaries	TDLWD SNAP Staff Salaries	Shared-Direct	\$	6,126.12
Dyersburg	SNAP	Shared Direct	Benefits	TDLWD SNAP Staff benefits	Shared-Direct	\$	1,957.28
Dyersburg	SNAP	Shared Direct	Communications	Communications	Shared-Direct	\$	23.28
Dyersburg	AE	Shared Direct	Salaries	AE Staff	Shared-Direct	\$	4,885.20
Dyersburg	AE	Shared Direct	Benefits	AE Staff	Shared-Direct	\$	569.13
Dyersburg	ALC	Shared Direct	Shared Direct	Professional Services - State	Shared-Direct	\$	15.77
Dyersburg	RESEA	Shared Direct	Salaries	RESEA Staff	Shared-Direct	\$	19,684.64
Dyersburg	RESEA	Shared Direct	Benefits	RESEA Staff	Shared-Direct	\$	12,342.65
Dyersburg	RESEA	Shared Direct	Travel	RESEA Staff	Shared-Direct	\$	143.82
Dyersburg	RESEA	Shared Direct	Indirect	RESEA Staff	Shared-Direct	\$	4,838.03
Dyersburg	RESEA	Shared Direct	Supplies & Materials	Supplies & Materials	Shared-Direct	\$	0.35
Dyersburg	RESEA	Shared Direct	Professional & Admin. Services	Professional Services - State	Shared-Direct	\$	287.06
Dyersburg	TAA	Shared Direct	Salaries	TAA Staff	Shared-Direct	\$	23,600.82
Dyersburg	TAA	Shared Direct	Benefits	TAA Staff	Shared-Direct	\$	14,321.36
Dyersburg	TAA	Shared Direct	Travel	TAA Staff	Shared-Direct	\$	899.58
Dyersburg	TAA	Shared Direct	Indirect	TAA Staff	Shared-Direct	\$	5,751.96
Dyersburg	TAA	Shared Direct	Professional & Admin. Services	Professional Services - State	Shared-Direct	\$	641.81
Dyersburg	TAA	Shared Direct	Supplies & Materials	Supplies & Materials	Shared-Direct	\$	0.50
Dyersburg	Vets	Shared Direct	Salaries	Vets Staff	Shared-Direct	\$	36,571.62
Dyersburg	Vets	Shared Direct	Benefits	Vets Staff	Shared-Direct	\$	9,511.89
Dyersburg	Vets	Shared Direct	Travel	Vets Staff	Shared-Direct	\$	2,044.92
Dyersburg	Vets	Shared Direct	Indirect	Vets Staff	Shared-Direct	\$	6,886.16
Dyersburg	Vets	Shared Direct	Professional & Admin. Services	Prof. Svcs & 3rd Party	Shared-Direct	\$	872.79
Dyersburg	Vets	Shared Direct	Printing	Printing	Shared-Direct	\$	5.94
Dyersburg	Vets	Shared Direct	Communications	Communications	Shared-Direct	\$	174.75
Dyersburg	Vets	Shared Direct	Supplies & Materials	Supplies & Materials	Shared-Direct	\$	169.10
Dyersburg	Vets	Shared Direct	Professional & Admin. Services	Professional Services - State	Shared-Direct	\$	750.50

Dyersburg	WIOA	Infrastructure Costs	Copier Rental	Copier Rental	FTE	\$	800.00
Dyersburg	WIOA	Infrastructure Costs	Rent	Building Lease/Rent	FTE	\$	49,200.00
Dyersburg	Wagner Peys Shared Direct		Salaries	Wagner Peyser Staff	Shared-Direct	\$	165,246.96
Dyersburg	Wagner Peys Shared Direct		Benefits	Wagner Peyser Staff	Shared-Direct	\$	79,196.92
Dyersburg	Wagner Peys Shared Direct		Travel	Wagner Peyser Staff	Shared-Direct	\$	3,833.45
Dyersburg	Wagner Peys Shared Direct		Indirect	Wagner Peyser Staff	Shared-Direct	\$	24,542.49
Dyersburg	Wagner Peys Shared Direct		Communications	Communications	Shared-Direct	\$	95.34
Dyersburg	Wagner Peys Shared Direct		Supplies & Materials	Supplies & Materials	Shared-Direct	\$	843.00
Dyersburg	Wagner Peys Shared Direct		Professional & Admin. Services	Professional Services - State	Shared-Direct	\$	2,058.47
Dyersburg	Wagner Peys Shared Direct		Salaries	16.7% West TN Mobile AJC Salary	Shared-Direct	\$	8,641.58
Dyersburg	Wagner Peys Shared Direct		Benefits	16.7% West TN Mobile AJC Benefits	Shared-Direct	\$	2,420.36
Dyersburg	VR	Shared Direct	Salaries	VR Staff	Shared-Direct	\$	35,200.00
Dyersburg	VR	Shared Direct	Benefits	VR Staff	Shared-Direct	\$	18,100.00
Dyersburg	VR	Shared Direct	Supplies & Travel	Supplies & Travel	Shared-Direct	\$	1,781.00
Dyersburg	VR	Shared Direct	Equipment	VR Staff	Shared-Direct	\$	2,400.00
Dyersburg	VR	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	261,361.00
Dyersburg	TANF	Shared Direct	Salaries	TANF Staff	Shared-Direct	\$	50,600.00
Dyersburg	TANF	Shared Direct	Benefits	TANF Staff	Shared-Direct	\$	7,742.40
Dyersburg	TANF	Shared Direct	Travel	TANF Staff	Shared-Direct	\$	7,409.52
Dyersburg	TANF	Shared Direct	Indirect	TANF Staff	Shared-Direct	\$	5,260.00
Dyersburg	TANF	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	8,000.00
Camden	WIOA	Infrastructure Costs	Rent	Building Lease/Rent	FTE	\$	4,800.00
Camden	WIOA	Infrastructure Costs	Utilities and Fuel	Utilities and Fuel	FTE	\$	3,800.00
		Infrastructure Costs	Prof Svcs & 3rd Party	Building Maintenance (Janitorial, Security, Maintenance, Repairs, & Services)	FTE	\$	856.40
Camden	WIOA						
Camden	WIOA	Infrastructure Costs	Communications	Printing & Publications	FTE	\$	50.00
Camden	WIOA	Infrastructure Costs	Communications	Telephones, Fax, & Internet	FTE	\$	3,405.00
Camden	WIOA	Infrastructure Costs	3rd Party Affiliates	Dues, Subscriptions, Advertising	FTE	\$	350.00
Camden	WIOA	Infrastructure Costs	Supplies	Supplies	FTE	\$	700.00
Camden	WIOA	Additional Costs	Professional & Admin. Services	IT / PI Staff	FTE	\$	3,713.13
Camden	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Operator	FTE	\$	4,713.15
Camden	WIOA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$	50,189.00
Camden	WIOA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$	16,217.00
Camden	WIOA	Shared Direct	Travel	WIOA Staff	Shared-Direct	\$	1,000.00
Camden	WIOA	Shared Direct	Indirect	WIOA Staff	Shared-Direct	\$	3,820.00
Camden	WIOA	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	45,000.00
Camden	RESEA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$	300.00
Camden	RESEA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$	80.00
Alamo	WIOA	Infrastructure Costs	Rent	Building Lease/Rent	FTE	\$	4,800.00
Alamo	WIOA	Infrastructure Costs	Utilities and Fuel	Utilities and Fuel	FTE	\$	1,750.00
		Infrastructure Costs	Prof Svcs & 3rd Party	Building Maintenance (Janitorial, Security, Maintenance, Repairs, & Services)	FTE	\$	2,250.00
Alamo	WIOA						
Alamo	WIOA	Infrastructure Costs	Communications	Printing & Publications	FTE	\$	50.00
Alamo	WIOA	Infrastructure Costs	Communications	Telephones, Fax, & Internet	FTE	\$	2,800.00

Alamo	WIOA	Infrastructure Costs	3rd Party Affiliates	Dues, Subscriptions, Advertising	FTE	\$	250.00
Alamo	WIOA	Infrastructure Costs	Supplies	Supplies	FTE	\$	500.00
Alamo	WIOA	Additional Costs	Professional & Admin. Services	IT / PI Staff	FTE	\$	3,419.99
Alamo	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Operator	FTE	\$	4,341.06
Alamo	WIOA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$	46,772.00
Alamo	WIOA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$	18,041.00
Alamo	WIOA	Shared Direct	Travel	WIOA Staff	Shared-Direct	\$	500.00
Alamo	WIOA	Shared Direct	Indirect	WIOA Staff	Shared-Direct	\$	2,062.00
Alamo	WIOA	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	25,000.00
Humboldt	WIOA	Infrastructure Costs	Rent	Building Lease/Rent	FTE	\$	5,100.00
Humboldt	WIOA	Infrastructure Costs	Utilities and Fuel	Utilities and Fuel	FTE	\$	-
		Infrastructure Costs	Prof Svcs & 3rd Party	Building Maintenance (Janitorial, Security, Maintenance, Repairs, & Services)	FTE	\$	1,500.00
Humboldt	WIOA						
Humboldt	WIOA	Infrastructure Costs	Communications	Printing & Publications	FTE	\$	50.00
Humboldt	WIOA	Infrastructure Costs	Communications	Telephones, Fax, & Internet	FTE	\$	4,775.00
Humboldt	WIOA	Infrastructure Costs	3rd Party Affiliates	Dues, Subscriptions, Advertising	FTE	\$	550.00
Humboldt	WIOA	Infrastructure Costs	Supplies	Supplies	FTE	\$	1,050.00
Humboldt	WIOA	Infrastructure Costs	Copier Rental	Copier Rental	FTE	\$	548.16
Humboldt	WIOA	Additional Costs	Professional & Admin. Services	IT / PI Staff	FTE	\$	9,185.12
Humboldt	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Assistant	FTE	\$	24,750.90
Humboldt	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Operator	FTE	\$	11,658.84
Humboldt	WIOA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$	62,022.00
Humboldt	WIOA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$	29,663.00
Humboldt	WIOA	Shared Direct	Travel	WIOA Staff	Shared-Direct	\$	2,500.00
Humboldt	WIOA	Shared Direct	Indirect	WIOA Staff	Shared-Direct	\$	7,515.00
Humboldt	WIOA	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	120,000.00
Humboldt	RESEA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$	375.00
Humboldt	RESEA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$	145.00
Paris	WIOA	Infrastructure Costs	Utilities and Fuel	Utilities and Fuel	FTE	\$	4,200.00
		Infrastructure Costs	Prof Svcs & 3rd Party	Building Maintenance (Janitorial, Security, Maintenance, Repairs, & Services)	FTE	\$	2,798.00
Paris	WIOA						
Paris	WIOA	Infrastructure Costs	Communications	Printing & Publications	FTE	\$	50.00
Paris	WIOA	Infrastructure Costs	Communications	Telephones, Fax, & Internet	FTE	\$	3,160.00
Paris	WIOA	Infrastructure Costs	3rd Party Affiliates	Dues, Subscriptions, Advertising	FTE	\$	250.00
Paris	WIOA	Infrastructure Costs	Supplies	Supplies	FTE	\$	1,000.00
Paris	WIOA	Additional Costs	Professional & Admin. Services	IT / PI Staff	FTE	\$	4,397.13
Paris	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Assistant	FTE	\$	24,750.90
Paris	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Operator	FTE	\$	5,581.36
Paris	WIOA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$	49,957.00
Paris	WIOA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$	30,279.00
Paris	WIOA	Shared Direct	Travel	WIOA Staff	Shared-Direct	\$	750.00
Paris	WIOA	Shared Direct	Indirect	WIOA Staff	Shared-Direct	\$	3,503.00

[illegible]

[illegible]

		Infrastructure Costs	Prof Svcs & 3rd Party	Building Maintenance (Janitorial, Security, Maintenance, Repairs, & Services)	FTE	\$	2,750.00
Dresden	WIOA						
Dresden	WIOA	Infrastructure Costs	Communications	Printing & Publications	FTE	\$	50.00
Dresden	WIOA	Infrastructure Costs	Communications	Telephones, Fax, & Internet	FTE	\$	5,000.00
Dresden	WIOA	Infrastructure Costs	3rd Party Affiliates	Dues, Subscriptions, Advertising	FTE	\$	250.00
Dresden	WIOA	Infrastructure Costs	Supplies	Supplies	FTE	\$	1,200.00
Dresden	WIOA	Additional Costs	Professional & Admin. Services	IT / PI Staff	FTE	\$	8,794.27
Dresden	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Assistant	FTE	\$	24,750.90
Dresden	WIOA	Additional Costs	Professional & Admin. Services	One-Stop Operator	FTE	\$	11,162.72
Dresden	WIOA	Shared Direct	Salaries	WIOA Staff	Shared-Direct	\$	141,477.00
Dresden	WIOA	Shared Direct	Benefits	WIOA Staff	Shared-Direct	\$	68,687.00
Dresden	WIOA	Shared Direct	Travel	WIOA Staff	Shared-Direct	\$	1,000.00
Dresden	WIOA	Shared Direct	Indirect	WIOA Staff	Shared-Direct	\$	3,970.00
Dresden	WIOA	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	105,000.00
Dresden	TANF	Shared Direct	Salaries	TANF Staff	Shared-Direct	\$	51,800.00
Dresden	TANF	Shared Direct	Benefits	TANF Staff	Shared-Direct	\$	19,667.16
Dresden	TANF	Shared Direct	Travel	TANF Staff	Shared-Direct	\$	2,500.00
Dresden	TANF	Shared Direct	Indirect	TANF Staff	Shared-Direct	\$	4,000.00
Dresden	TANF	Non-Shared Direct	Participant Costs	Direct Participant Costs	Direct	\$	4,000.00
				TOTAL		\$	4,200,878.20

Cost Allocation and Partner Contributions - A County

Row Labels	Cost	% Of Total				
Direct	\$ 1,465,722.00					
Non-Shared Direct	\$ 1,465,722.00					
Alamo	\$ 25,000.00					
Camden	\$ 45,000.00					
Dresden	\$ 109,000.00					
Dyersburg	\$ 489,361.00					
Humboldt	\$ 127,000.00					
Huntingdon	\$ 304,361.00					
Paris	\$ 116,000.00					
Tiptonville	\$ 16,000.00					
Union City	\$ 234,000.00					
FTE	\$ 545,022.22					
Additional Costs	\$ 370,799.66					
Alamo	\$ 7,761.05	\$ 20,161.05	38.50%	\$ 20,161.05	Alamo	
Camden	\$ 8,426.28	\$ 22,387.68	37.64%	\$ 22,387.68	Camden	
Dresden	\$ 44,707.89	\$ 64,757.89	69.04%	\$ 64,757.89	Dresden	
Dyersburg	\$ 96,374.30	\$ 159,974.30	60.24%	\$ 159,974.30	Dyersburg	
Humboldt	\$ 45,594.86	\$ 59,168.02	77.06%	\$ 59,168.02	Humboldt	
Huntingdon	\$ 72,310.67	\$ 79,910.67	90.49%	\$ 253,009.67	Huntingdon	
Paris	\$ 34,729.39	\$ 46,187.39	75.19%	\$ 46,187.39	Paris	
Tiptonville	\$ 7,761.05	\$ 23,791.05	32.62%	\$ 23,791.05	Tiptonville	
Union City	\$ 53,134.17	\$ 68,684.17	77.36%	\$ 68,684.17	Union City	
Infrastructure Costs	\$ 174,222.56					
Alamo	\$ 12,400.00	\$ 12,400.00	61.50%			
Camden	\$ 13,961.40	\$ 13,961.40	62.36%			
Dresden	\$ 20,050.00	\$ 20,050.00	30.96%			
Dyersburg	\$ 63,600.00	\$ 63,600.00	39.76%			
Humboldt	\$ 13,573.16	\$ 13,573.16	22.94%			
Huntingdon	\$ 7,600.00	\$ 7,600.00	9.51%			
Paris	\$ 11,458.00	\$ 11,458.00	24.81%			
Tiptonville	\$ 16,030.00	\$ 16,030.00	67.38%			
Union City	\$ 15,550.00	\$ 15,550.00	22.64%			
Shared-Direct	\$ 2,017,034.98					
Shared Direct	\$ 2,017,034.98					
Alamo	\$ 67,375.00					
Camden	\$ 71,606.00					
Dresden	\$ 293,101.16					
Dyersburg	\$ 804,899.52					
Humboldt	\$ 206,953.00					
Huntingdon	\$ 319,147.90					
Paris	\$ 85,199.00					
Tiptonville	\$ 52,150.00					
Union City	\$ 116,603.40					
Square Footage	\$ 173,099.00					
Infrastructure Costs	\$ 173,099.00					
Huntingdon	\$ 173,099.00					
(blank)						
(blank)						
(blank)						
Grand Total	\$ 4,200,878.20					

Cost Allocation and Partner Contributions

Office Sharing / Payment Ratio

American Job Centers - Two Comprehensive Centers (Huntingdon & Dyersburg) & Seven Affiliate Centers

							# of FTE
Partner Program	# of Staff	Weekly Staff Hours	Payment # of FTEs	Ratio	Office Number	Notes:	
WIOA Title I Adult	3	30.2	0.8	52%	1, 2, 3	One-Stop Assistant stationed in common space	On-Site Carroll County, Comprehensive Center, Partners
WIOA Title I Dislocated Worker	3	8.7	0.2	15%	1, 2, 3		
WIOA Title I Youth	3	19.1	0.5	33%	1, 2, 3		
WIOA Title II Adult Education (Henderson Co. Schools)	1	5.0	0.1	100%	9		
WIOA Title III Wagner-Peyser Employment Services	4	138.0	3.7	92%	4, 5, 6, 7		
Additional Partner - ALC	1	5.0	0.1	3%	4		
Additional Partner - RESEA	1	3.0	0.1	2%	5		
WIOA Title IV State Vocational Rehabilitation program	1	15.0	0.4	100%	8		
TAA	1	4.0	0.1	3%	7		On-Site Dyer County, Comprehensive Center, Partners
WIOA Title I Adult	4	46.5	1.2	52%	1, 2, 3, 4	One-Stop Assistants stationed in common space	
WIOA Title I Dislocated Worker	4	13.4	0.4	15%	1, 2, 3, 4		
WIOA Title I Youth	4	29.5	0.8	33%	1, 2, 3, 4		
WIOA Title II Adult Education (Henderson Co. Schools)	2	10.0	0.3	100%	10		
WIOA Title III Wagner-Peyser Employment Services	4	136.0	3.6	79%	6, 7, 8, 9		
TAA	1	1.0	0.0	3%	8		
Veterans Programs	1	37.5	1.0	100%	11		
Additional Partner - RESEA	1	5.0	0.1	13%	9		
Additional Partner - SNAP (TDLWD)	1	8.0	0.2	5%	7		
WIOA Title IV State Vocational Rehabilitation program	1	25.0	0.7	100%	12		Benton County
Temporary Assistance for Needy Families (TANF)	2	37.5	1.0	100%	5		
WIOA Title I Adult	2	19.8	0.5	53%	1, 2		
WIOA Title I Dislocated Worker	2	5.7	0.2	15%	1, 2		
WIOA Title I Youth	2	12.5	0.3	33%	1, 2		Crockett County
Additional Partner - RESEA	1	5.0	0.1	13%	1, 2		
WIOA Title I Adult	2	20.0	0.5	53%	1, 2		Gibson County
WIOA Title I Dislocated Worker	2	5.8	0.2	15%	1, 2		
WIOA Title I Youth	2	12.7	0.3	34%	1, 2		
WIOA Title I Adult	2	29.9	0.8	46%	1, 2	One-Stop Assistants stationed in common space	Henry County
WIOA Title I Dislocated Worker	2	8.6	0.2	13%	1, 2		
WIOA Title I Youth	2	19.0	0.5	29%	1, 2		
Additional Partner - RESEA	1	8.0	0.2	12%	1, 2		
Temporary Assistance for Needy Families (TANF)	2	36.5	1.0	100%	3, 4		Lake County
WIOA Title I Adult	2	23.7	0.6	63%	1, 2	One-Stop Assistant stationed in common space	
WIOA Title I Dislocated Worker	2	6.8	0.2	18%	1, 2		
WIOA Title I Youth	2	15.0	0.4	40%	1, 2		Lake County
Additional Partner - RESEA	1	5.0	0.1	13%	1		
WIOA Title I Adult	1	20.3	0.5	54%	1, 2		
WIOA Title I Dislocated Worker	1	5.9	0.2	16%	1, 2		Lake County
WIOA Title I Youth	1	12.9	0.3	34%	1, 2		

WIOA Title I Adult	5	62.4	1.7	49%	1, 2, 3, 4, 5	One-Stop Assistants stationed in common space	Obion County	3.7
WIOA Title I Dislocated Worker	5	18.0	0.5	14%	1, 2, 3, 4, 5			
WIOA Title I Youth	5	39.6	1.1	31%	1, 2, 3, 4, 5			
Additional Partner - RESEA	5	6.5	0.2	5%	1, 2, 3, 4, 5			
Temporary Assistance for Needy Families (TANF)	1	11.0	0.3	100%	6			
WIOA Title I Adult	3	27.6	0.7	52%	1, 2, 3	One-Stop Assistant stationed in common space	Weakley County	2.6
WIOA Title I Dislocated Worker	3	8.0	0.2	15%	1, 2, 3			
WIOA Title I Youth	3	17.5	0.5	33%	1, 2, 3			
Temporary Assistance for Needy Families (TANF)	2	45.0	1.2	100%	4, 5			
Total	107	1086	29					28.8

Square Footge													
American Job Centers - Two Comprehensive Centers (Huntingdon & Dyersburg) & Seven Affiliate Centers													
Partner Program	Assigned Office Space	# of Staff	Weekly Staff	Square Footage Paid for Based	% of Total Square	Square Footage		Square Footage Cost Breakdown by Cost					SQFT
								Infrastructure	Shared	Career	Shared		
WIOA Title I Adult	427	3	30	222	2%	\$ 3,013		\$3,012.61	\$ 0	\$ -	\$ -	Carroll County/Huntingdon	
WIOA Title I Dislocated Worker	0	3	9	64	1%	\$ 869		\$869.02	\$ 0	\$ -	\$ -		
WIOA Title I Youth	0	3	19	141	1%	\$ 1,912		\$1,911.85	\$ 0	\$ -	\$ -		
WIOA Title II Adult Education (Henderson Co. Schools)	64	1	5	64	1%	\$ 868		\$868.34	\$ 0	\$ -	\$ -		
WIOA Title III Wagner-Peyser Employment Services	12127	4	138	11157	87%	\$ 151,375		\$151,374.65	\$ 0	\$ -	\$ -		
Additional Partner - ALC	0	1	5	404	3%	\$ 5,485		\$5,484.59	\$ 0	\$ -	\$ -		
Additional Partner - RESEA	0	1	3	243	2%	\$ 3,291		\$3,290.75	\$ 0	\$ -	\$ -		
WIOA Title IV State Vocational Rehabilitation program	140	1	15	140	1%	\$ 1,900		\$1,899.50	\$ 0	\$ -	\$ -		
TAA	0	1	4	323	3%	\$ 4,388		\$4,387.67	\$ 0	\$ -	\$ -	Dyer County/Dyersburg	
WIOA Title I Adult	488	4	47	254	16%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Dislocated Worker	0	4	13	73	5%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Youth	0	4	30	161	10%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title II Adult Education (Henderson Co. Schools)	58	2	10	58	4%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title III Wagner-Peyser Employment Services	654	4	136	517	32%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
TAA	0	1	1	18	1%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Veterans Programs	86	1	38	86	5%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Additional Partner - RESEA	0	1	5	87	5%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Additional Partner - SNAP (TDLWD)	0	1	8	33	2%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title IV State Vocational Rehabilitation program	168	1	25	168	11%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Temporary Assistance for Needy Families (TANF)	136	2	38	136	9%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Adult	868	2	20	457	53%	#REF!		\$0.00	\$0.00	\$ -	\$ -	Benton County/Camden	
WIOA Title I Dislocated Worker	0	2	6	132	15%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Youth	0	2	13	290	33%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Additional Partner - RESEA	0	1	5	116	13%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Adult	750	2	20	400	53%	#REF!		\$0.00	\$0.00	\$ -	\$ -	Crockett County/Alamo	
WIOA Title I Dislocated Worker	0	2	6	116	15%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Youth	0	2	13	254	34%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Additional Partner - RESEA	0	0	0	0	0%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Additional Partner - SNAP	0	0	0	0	0%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Adult	311	2	30	142	11%	#REF!		\$0.00	\$0.00	\$ -	\$ -	Gibson County/Humboldt	
WIOA Title I Dislocated Worker	0	2	9	41	3%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Youth	0	2	19	90	7%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Additional Partner - RESEA	0	1	8	38	3%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Additional Partner - SNAP	0	0	0	0	0%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
Temporary Assistance for Needy Families (TANF)	933	2	37	933	75%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Adult	405	2	24	256	63%	#REF!		\$0.00	\$0.00	\$ -	\$ -	Henry unty/Pari s	
WIOA Title I Dislocated Worker	0	2	7	74	18%	#REF!		\$0.00	\$0.00	\$ -	\$ -		
WIOA Title I Youth	0	2	15	162	40%	#REF!		\$0.00	\$0.00	\$ -	\$ -		

Additional Partner - RESEA	0	1	5	54	13%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Adult	671	1	20	363	54%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Dislocated Worker	0	1	6	105	16%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Youth	0	1	13	230	34%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
Additional Partner - SNAP	0	0	0	0	0%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Adult	1370	5	62	676	35%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Dislocated Worker	0	5	18	195	10%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Youth	0	5	40	429	22%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
Additional Partner - RESEA	0	5	7	70	4%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
Temporary Assistance for Needy Families (TANF)	537	1	11	537	28%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Adult	785	3	28	408	29%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Dislocated Worker	0	3	8	118	8%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
WIOA Title I Youth	0	3	17	259	18%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
0	0	0	0	0	0%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
Temporary Assistance for Needy Families (TANF)	622	2	45	622	44%	#REF!		\$0.00	\$0.00	\$ -	\$ -	
Total Office Space Square Footage	21,915											
Total Common / Shared Area Square Footage ²	20,661											
Total	42,576			21,915	956%	\$ 173,099		\$173,099.00	\$ -	\$ -	\$ -	

Total \$ 173,099

¹ These partners/programs are linked virtually through online service access to a program staff member via American Job Center resource rooms and through cross-trained front desk staff and other, physically co-located, partner staff who can provide information and referrals.

² Common / shared areas include: resource rooms, conference rooms, classrooms, workshop rooms, staff break room/kitchen, bathrooms, etc.

100% 0%

Full- Time Equivalent (FTE)¹

can Job Centers - Two Comprehensive Centers (Huntingdon & Dyersburg) & Seven Affiliate C

Partner Program	# of Staff	Weekly Staff Hours	FTEs	% of Total FTEs	FTE Cost		FTE Cost Breakdown by Cost Category		
							Infrastructure Costs	Additional Costs	
WIOA Title I Adult	3	30	0.8	13%	\$ 10,570.64		\$ 1,005.33	\$ 9,565.31	Carroll County/Huntingdon
WIOA Title I Dislocated Worker	3	9	0.2	4%	\$ 3,049.22		\$ 290.00	\$ 2,759.22	
WIOA Title I Youth	3	19	0.5	8%	\$ 6,708.29		\$ 638.00	\$ 6,070.29	
WIOA Title II Adult Education (Henderson Co. Schools)	1	5	0.1	2%	\$ 1,752.43		\$ 166.67	\$ 1,585.76	
WIOA Title III Wagner-Peyser Employment Services	4	138	3.7	61%	\$ 48,366.98		\$ 4,600.00	\$ 43,766.98	
Additional Partner - ALC	1	5	0.1	2%	\$ 1,752.43		\$ 166.67	\$ 1,585.76	
Additional Partner - RESEA	1	3	0.1	1%	\$ 1,051.46		\$ 100.00	\$ 951.46	
WIOA Title IV State Vocational Rehabilitation program	1	15	0.4	7%	\$ 5,257.28		\$ 500.00	\$ 4,757.28	
TAA	1	4	0.1	2%	\$ 1,401.94		\$ 133.33	\$ 1,268.61	
WIOA Title I Adult	4	47	1.2	13%	\$ 21,302.44		\$ 8,469.08	\$ 12,833.36	Dyer County/Dyersburg
WIOA Title I Dislocated Worker	4	13	0.4	4%	\$ 6,144.94		\$ 2,443.00	\$ 3,701.93	
WIOA Title I Youth	4	30	0.8	8%	\$ 13,518.86		\$ 5,374.61	\$ 8,144.25	
WIOA Title II Adult Education (Henderson Co. Schools)	2	10	0.3	3%	\$ 4,577.23		\$ 1,819.74	\$ 2,757.49	
WIOA Title III Wagner-Peyser Employment Services	4	136	3.6	39%	\$ 62,250.37		\$ 24,748.50	\$ 37,501.87	
TAA	1	1	0.0	0%	\$ 457.72		\$ 181.97	\$ 275.75	
Veterans Programs	1	38	1.0	11%	\$ 17,164.62		\$ 6,824.03	\$ 10,340.59	
Additional Partner - RESEA	1	5	0.1	1%	\$ 2,288.62		\$ 909.87	\$ 1,378.75	
Additional Partner - SNAP (TDLWD)	1	8	0.2	2%	\$ 3,661.79		\$ 1,455.79	\$ 2,205.99	
WIOA Title IV State Vocational Rehabilitation program	1	25	0.7	7%	\$ 11,443.08		\$ 4,549.36	\$ 6,893.73	Benton County/Camden
Temporary Assistance for Needy Families (TANF)	2	38	1.0	11%	\$ 17,164.62		\$ 6,824.03	\$ 10,340.59	
WIOA Title I Adult	2	20	0.5	46%	\$ 10,287.92		\$ 6,415.75	\$ 3,872.17	
WIOA Title I Dislocated Worker	2	6	0.2	13%	\$ 2,967.67		\$ 1,850.70	\$ 1,116.97	
WIOA Title I Youth	2	13	0.3	29%	\$ 6,528.87		\$ 4,071.53	\$ 2,457.34	Crockett County/Alamogordo
Additional Partner - RESEA	1	5	0.1	12%	\$ 2,603.22		\$ 1,623.42	\$ 979.80	
WIOA Title I Adult	2	20	0.5	52%	\$ 10,483.75		\$ 6,448.00	\$ 4,035.75	
WIOA Title I Dislocated Worker	2	6	0.2	15%	\$ 3,024.16		\$ 1,860.00	\$ 1,164.16	
WIOA Title I Youth	2	13	0.3	33%	\$ 6,653.15		\$ 4,092.00	\$ 2,561.15	Gibson County/Humboldt
Additional Partner - RESEA	0	0	0.0	0%	\$ -		\$ -	\$ -	
WIOA Title I Adult	2	30	0.8	29%	\$ 17,344.35		\$ 3,978.80	\$ 13,365.55	
WIOA Title I Dislocated Worker	2	9	0.2	8%	\$ 5,003.18		\$ 1,147.73	\$ 3,855.45	
WIOA Title I Youth	2	19	0.5	19%	\$ 11,006.99		\$ 2,525.01	\$ 8,481.98	
Additional Partner - RESEA	1	8	0.2	8%	\$ 4,640.63		\$ 1,064.56	\$ 3,576.07	

Temporary Assistance for Needy Families (TANF)	2	37	1.0	36%	\$	21,172.87		\$	4,857.06	\$	16,315.81	Co
WIOA Title I Adult	2	24	0.6	47%	\$	21,639.48		\$	5,368.24	\$	16,271.23	Henry County/pari s
WIOA Title I Dislocated Worker	2	7	0.2	14%	\$	6,242.16		\$	1,548.53	\$	4,693.63	
WIOA Title I Youth	2	15	0.4	30%	\$	13,732.75		\$	3,406.77	\$	10,325.98	
Additional Partner - RESEA	1	5	0.1	10%	\$	4,573.01		\$	1,134.46	\$	3,438.55	
WIOA Title I Adult	1	20	0.5	52%	\$	12,371.35		\$	8,335.60	\$	4,035.75	Lake County/T iptonville
WIOA Title I Dislocated Worker	1	6	0.2	15%	\$	3,568.66		\$	2,404.50	\$	1,164.16	
WIOA Title I Youth	1	13	0.3	33%	\$	7,851.05		\$	5,289.90	\$	2,561.15	
WIOA Title I Adult	5	62	1.7	45%	\$	31,170.13		\$	7,056.87	\$	24,113.25	Obion County/Union City
WIOA Title I Dislocated Worker	5	18	0.5	13%	\$	8,991.38		\$	2,035.64	\$	6,955.75	
WIOA Title I Youth	5	40	1.1	29%	\$	19,781.04		\$	4,478.40	\$	15,302.64	
Additional Partner - RESEA	5	7	0.2	5%	\$	3,246.89		\$	735.09	\$	2,511.80	
Temporary Assistance for Needy Families (TANF)	1	11	0.3	8%	\$	5,494.73		\$	1,244.00	\$	4,250.73	
WIOA Title I Adult	3	28	0.7	28%	\$	18,211.50		\$	5,638.55	\$	12,572.95	Weakley County/Dresde n
WIOA Title I Dislocated Worker	3	8	0.2	8%	\$	5,253.32		\$	1,626.51	\$	3,626.81	
WIOA Title I Youth	3	17	0.5	18%	\$	11,557.30		\$	3,578.31	\$	7,978.99	
0	0	0	0.0	0%	\$	-		\$	-	\$	-	
Temporary Assistance for Needy Families (TANF)	2	45	1.2	46%	\$	29,735.77		\$	9,206.63	\$	20,529.13	
Total	107	1,086	29.0	900.00%	\$	545,022.22		\$	174,222.56	\$	370,799.66	
Total								\$	174,222.56	\$	370,799.66	

¹ An FTE (full-time equivalent) is the hours worked by one employee on a full-time basis. The concept is used to convert the hours worked by several part-time employees into the hours worked by full-time employees. On an annual basis, an FTE is considered to be 2,080 hours, which is calculated as: 8 hours per day or 40 hours per work week.

² These partners/programs are linked virtually through online service access to a program staff member via American Job Center resource rooms and through cross-trained front desk staff and other. phvsicallv co-located. partner staff who can provide information and referrals.

\$	20,161.05	Alamo	38.50%	61.50%	100.00%
\$	22,387.68	Camder	37.64%	62.36%	100.00%
\$	64,757.89	Dresder	69.04%	30.96%	100.00%
\$	159,974.30	Dyersbu	60.24%	39.76%	100.00%
\$	59,168.02	Humbo	77.06%	22.94%	100.00%
\$	79,910.67	Hunting	90.49%	9.51%	100.00%
\$	46,187.39	Paris	75.19%	24.81%	100.00%
\$	23,791.05	Tiptonv	32.62%	67.38%	100.00%
\$	68,684.17	Union C	77.36%	22.64%	100.00%
\$	545,022.22				

Direct Costs				
Cost	Column Labels			
Row Labels	Direct		Shared-Direct	Grand Total
Alamo	\$	25,000.00	\$ 67,375.00	\$ 92,375.00
WIOA	\$	25,000.00	\$ 67,375.00	\$ 92,375.00
Camden	\$	45,000.00	\$ 71,606.00	\$ 116,606.00
RESEA			\$ 380.00	\$ 380.00
WIOA	\$	45,000.00	\$ 71,226.00	\$ 116,226.00
Dresden	\$	109,000.00	\$ 293,101.16	\$ 402,101.16
TANF	\$	4,000.00	\$ 77,967.16	\$ 81,967.16
WIOA	\$	105,000.00	\$ 215,134.00	\$ 320,134.00
Dyersburg	\$	489,361.00	\$ 804,899.52	\$ 1,294,260.52
AE			\$ 5,454.33	\$ 5,454.33
ALC			\$ 15.77	\$ 15.77
RESEA			\$ 37,296.55	\$ 37,296.55
SNAP			\$ 8,106.68	\$ 8,106.68
TAA			\$ 45,216.03	\$ 45,216.03
TANF	\$	8,000.00	\$ 71,011.92	\$ 79,011.92
Vets			\$ 56,987.67	\$ 56,987.67
VR	\$	261,361.00	\$ 57,481.00	\$ 318,842.00
Wagner Peyser			\$ 286,878.57	\$ 286,878.57
WIOA	\$	220,000.00	\$ 236,451.00	\$ 456,451.00
Humboldt	\$	127,000.00	\$ 206,953.00	\$ 333,953.00
RESEA			\$ 520.00	\$ 520.00
TANF	\$	7,000.00	\$ 104,733.00	\$ 111,733.00
WIOA	\$	120,000.00	\$ 101,700.00	\$ 221,700.00
Huntingdon	\$	304,361.00	\$ 319,147.90	\$ 623,508.90
AE			\$ 4,314.16	\$ 4,314.16
ALC			\$ 23,598.06	\$ 23,598.06
RESEA			\$ 21,160.52	\$ 21,160.52
TAA			\$ 381.03	\$ 381.03
Vets			\$ 533.02	\$ 533.02
VR	\$	261,361.00	\$ 57,481.00	\$ 318,842.00
Wagner Peyser			\$ 131,454.11	\$ 131,454.11
WIOA	\$	43,000.00	\$ 80,226.00	\$ 123,226.00
Paris	\$	116,000.00	\$ 85,199.00	\$ 201,199.00
RESEA			\$ 710.00	\$ 710.00
WIOA	\$	116,000.00	\$ 84,489.00	\$ 200,489.00
Tiptonville	\$	16,000.00	\$ 52,150.00	\$ 68,150.00
WIOA	\$	16,000.00	\$ 52,150.00	\$ 68,150.00
Union City	\$	234,000.00	\$ 116,603.40	\$ 350,603.40
RESEA			\$ 560.00	\$ 560.00
TANF	\$	4,000.00	\$ 13,481.40	\$ 17,481.40
WIOA	\$	230,000.00	\$ 102,562.00	\$ 332,562.00
Grand Total	\$	1,465,722.00	\$ 2,017,034.98	\$ 3,482,756.98

Total Partner Contributions - Allocation Base

American Job Centers - Two Comprehensive Centers (Huntingdon & Dyersburg) & Seven Affiliate Centers

Partner Program	Square Footage Cost	FTE Cost	Shared-Direct	Non-Shared Direct Costs	Total	
WIOA Title I Adult	\$ 3,012.61	\$ 10,570.64	\$ 41,717.52	\$ 22,360.00	\$ 77,660.77	Carroll County/Huntingdon
WIOA Title I Dislocated Worker	\$ 869.02	\$ 3,049.22	\$ 12,033.90	\$ 6,450.00	\$ 22,402.15	
WIOA Title I Youth	\$ 1,911.85	\$ 6,708.29	\$ 26,474.58	\$ 14,190.00	\$ 49,284.72	
WIOA Title II Adult Education (Henderson Co. Schools)	\$ 868.34	\$ 1,752.43	\$ 4,314.16	\$ -	\$ 6,934.93	
WIOA Title III Wagner-Peyser Employment Services	\$ 151,374.65	\$ 48,366.98	\$ 131,454.11	\$ -	\$ 331,195.75	
Additional Partner - ALC	\$ 5,484.59	\$ 1,752.43	\$ 23,598.06	\$ -	\$ 30,835.08	
Veterans Programs	\$ -	\$ -	\$ 533.02	\$ -	\$ 533.02	
Additional Partner - RESEA	\$ 3,290.75	\$ 1,051.46	\$ 21,160.52	\$ -	\$ 25,502.73	
WIOA Title IV State Vocational Rehabilitation program	\$ 1,899.50	\$ 5,257.28	\$ 57,481.00	\$ 261,361.00	\$ 325,998.78	
TAA	\$ 4,387.67	\$ 1,401.94	\$ 381.03	\$ -	\$ 6,170.64	Dyer County/Dyersburg
WIOA Title I Adult	\$ -	\$ 21,302.44	\$ 122,954.52	\$ 114,400.00	\$ 258,656.96	
WIOA Title I Dislocated Worker	\$ -	\$ 6,144.94	\$ 35,467.65	\$ 33,000.00	\$ 74,612.59	
WIOA Title I Youth	\$ -	\$ 13,518.86	\$ 78,028.83	\$ 72,600.00	\$ 164,147.69	
WIOA Title II Adult Education (Henderson Co. Schools)	\$ -	\$ 4,577.23	\$ 5,454.33	\$ -	\$ 10,031.56	
WIOA Title III Wagner-Peyser Employment Services	\$ -	\$ 62,250.37	\$ 286,878.57	\$ -	\$ 349,128.94	
Additional Partner - ALC	\$ -	\$ -	\$ 15.77	\$ -	\$ 15.77	
TAA	\$ -	\$ 457.72	\$ 45,216.03	\$ -	\$ 45,673.75	
Veterans Programs	\$ -	\$ 17,164.62	\$ 56,987.67	\$ -	\$ 74,152.29	
Additional Partner - RESEA	\$ -	\$ 2,288.62	\$ 37,296.55	\$ -	\$ 39,585.17	
Additional Partner - SNAP (TDLWD)	\$ -	\$ 3,661.79	\$ 8,106.68		\$ 11,768.47	
Unemployment Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	
WIOA Title IV State Vocational Rehabilitation program	\$ -	\$ 11,443.08	\$ 57,481.00	\$ 261,361.00	\$ 330,285.08	
Temporary Assistance for Needy Families (TANF)	\$ -	\$ 17,164.62	\$ 71,011.92	\$ 8,000.00	\$ 96,176.54	
WIOA Title I Adult	\$ -	\$ 10,287.92	\$ 37,037.52	\$ 23,400.00	\$ 70,725.44	Benton County/Camden
WIOA Title I Dislocated Worker	\$ -	\$ 2,967.67	\$ 10,683.90	\$ 6,750.00	\$ 20,401.57	
WIOA Title I Youth	\$ -	\$ 6,528.87	\$ 23,504.58	\$ 14,850.00	\$ 44,883.45	
Additional Partner - RESEA	\$ -	\$ 2,603.22	\$ 380.00	\$ -	\$ 2,983.22	
WIOA Title I Adult	\$ -	\$ 10,483.75	\$ 35,035.00	\$ 13,000.00	\$ 58,518.75	Crockett County/Alamo
WIOA Title I Dislocated Worker	\$ -	\$ 3,024.16	\$ 10,106.25	\$ 3,750.00	\$ 16,880.41	
WIOA Title I Youth	\$ -	\$ 6,653.15	\$ 22,233.75	\$ 8,250.00	\$ 37,136.90	
Additional Partner - RESEA	\$ -	\$ -		\$ -	\$ -	
Additional Partner - SNAP	\$ -	\$ -	\$ -	\$ -	\$ -	
WIOA Title I Adult	\$ -	\$ 17,344.35	\$ 52,884.00	\$ 62,400.00	\$ 132,628.35	Gibson County/Humboldt
WIOA Title I Dislocated Worker	\$ -	\$ 5,003.18	\$ 15,255.00	\$ 18,000.00	\$ 38,258.18	
WIOA Title I Youth	\$ -	\$ 11,006.99	\$ 33,561.00	\$ 39,600.00	\$ 84,167.99	
Additional Partner - RESEA	\$ -	\$ 4,640.63	\$ 520.00	\$ -	\$ 5,160.63	
Additional Partner - SNAP	\$ -	\$ -		\$ -	\$ -	
Temporary Assistance for Needy Families (TANF)	\$ -	\$ 21,172.87	\$ 104,733.00	\$ 7,000.00	\$ 132,905.87	Henry County/Paris
WIOA Title I Adult	\$ -	\$ 21,639.48	\$ 43,934.28	\$ 60,320.00	\$ 125,893.76	
WIOA Title I Dislocated Worker	\$ -	\$ 6,242.16	\$ 12,673.35	\$ 17,400.00	\$ 36,315.51	
WIOA Title I Youth	\$ -	\$ 13,732.75	\$ 27,881.37	\$ 38,280.00	\$ 79,894.12	
Additional Partner - RESEA	\$ -	\$ 4,573.01	\$ 710.00	\$ -	\$ 5,283.01	
WIOA Title I Adult	\$ -	\$ 12,371.35	\$ 27,118.00	\$ 8,320.00	\$ 47,809.35	Jesse County/Tiptonville
WIOA Title I Dislocated Worker	\$ -	\$ 3,568.66	\$ 7,822.50	\$ 2,400.00	\$ 13,791.16	

WIOA Title I Youth	\$	-	\$	7,851.05	\$	17,209.50	\$	5,280.00	\$	30,340.55	La Count on
Additional Partner - SNAP	\$	-	\$	-	\$	-	\$	-	\$	-	
WIOA Title I Adult	\$	-	\$	31,170.13	\$	53,332.24	\$	119,600.00	\$	204,102.37	Obion County/Union City
WIOA Title I Dislocated Worker	\$	-	\$	8,991.38	\$	15,384.30	\$	34,500.00	\$	58,875.68	
WIOA Title I Youth	\$	-	\$	19,781.04	\$	33,845.46	\$	75,900.00	\$	129,526.50	
Additional Partner - RESEA	\$	-	\$	3,246.89	\$	560.00	\$	-	\$	3,806.89	
Temporary Assistance for Needy Families (TANF)	\$	-	\$	5,494.73	\$	13,481.40	\$	4,000.00	\$	22,976.13	
WIOA Title I Adult	\$	-	\$	18,211.50	\$	111,869.68	\$	54,600.00	\$	184,681.18	Weakley County/Dresde n
WIOA Title I Dislocated Worker	\$	-	\$	5,253.32	\$	32,270.10	\$	15,750.00	\$	53,273.42	
WIOA Title I Youth	\$	-	\$	11,557.30	\$	70,994.22	\$	34,650.00	\$	117,201.52	
0	\$	-	\$	-					\$	-	
Temporary Assistance for Needy Families (TANF)	\$	-	\$	29,735.77	\$	77,967.16	\$	4,000.00	\$	111,702.93	
Total	\$	173,099.00	\$	545,022.22	\$	2,017,034.98	\$	1,465,722.00	\$	4,200,878.20	
	\$	173,099.00	\$	545,022.22	\$	2,017,034.98	\$	1,465,722.00	\$	4,200,878.20	
				\$	-	\$	-				

Total Partner Contributions - By Cost Category									
American Job Centers - Two Comprehensive Centers (Huntingdon & Dyersburg) & Seven Affiliate Centers									
Partner Program	Infrastructure Costs		Additional Costs	Shared-Direct Costs		Non-Shared Direct Costs		Total	Billed Amount
WIOA Title I Adult	\$	4,017.95	\$ 9,565.31	\$	41,717.52	\$	22,360.00	\$ 77,660.77	\$ 13,583.25
WIOA Title I Dislocated Worker	\$	1,159.02	\$ 2,759.22	\$	12,033.90	\$	6,450.00	\$ 22,402.15	\$ 3,918.25
WIOA Title I Youth	\$	2,549.85	\$ 6,070.29	\$	26,474.58	\$	14,190.00	\$ 49,284.72	\$ 8,620.14
WIOA Title II Adult Education (Henderson Co. Schools)	\$	1,035.01	\$ 1,585.76	\$	4,314.16	\$	-	\$ 6,934.93	\$ 2,620.77
WIOA Title III Wagner-Peyser Employment Services	\$	155,974.65	\$ 43,766.98	\$	131,454.11	\$	-	\$ 331,195.75	\$ 199,741.64
Additional Partner - ALC	\$	5,651.26	\$ 1,585.76	\$	23,598.06	\$	-	\$ 30,835.08	\$ 7,237.02
0		\$	-	\$	-	\$	-	\$ -	\$ -
Veterans Programs				\$	-	\$	-	\$ -	\$ -
Unemployment Insurance	\$	-	\$ -	\$	533.02	\$	-	\$ 533.02	\$ -
Additional Partner - RESEA	\$	3,390.75	\$ 951.46	\$	21,160.52	\$	-	\$ 25,502.73	\$ 4,342.21
0		\$	-	\$	-	\$	-	\$ -	\$ -
WIOA Title IV State Vocational Rehabilitation program	\$	2,399.50	\$ 4,757.28	\$	57,481.00	\$	261,361.00	\$ 325,998.78	\$ 7,156.78
TAA	\$	4,521.00	\$ 1,268.61	\$	381.03	\$	-	\$ 6,170.64	\$ 5,789.61
WIOA Title I Adult	\$	8,469.08	\$ 12,833.36	\$	122,954.52	\$	114,400.00	\$ 258,656.96	\$ 21,302.44
WIOA Title I Dislocated Worker	\$	2,443.00	\$ 3,701.93	\$	35,467.65	\$	33,000.00	\$ 74,612.59	\$ 6,144.94
WIOA Title I Youth	\$	5,374.61	\$ 8,144.25	\$	78,028.83	\$	72,600.00	\$ 164,147.69	\$ 13,518.86
WIOA Title II Adult Education (Henderson Co. Schools)	\$	1,819.74	\$ 2,757.49	\$	5,454.33	\$	-	\$ 10,031.56	\$ 4,577.23
WIOA Title III Wagner-Peyser Employment Services	\$	24,748.50	\$ 37,501.87	\$	286,878.57	\$	-	\$ 349,128.94	\$ 62,250.37
TAA	\$	181.97	\$ 275.75	\$	15.77	\$	-	\$ 473.49	\$ 457.72
Veterans Programs	\$	6,824.03	\$ 10,340.59	\$	45,216.03	\$	-	\$ 62,380.65	\$ 17,164.62
Additional Partner - RESEA	\$	909.87	\$ 1,378.75	\$	37,296.55	\$	-	\$ 39,585.17	\$ 2,288.62
Additional Partner - SNAP (TDLWD)	\$	1,455.79	\$ 2,205.99	\$	8,106.68	\$	-	\$ 11,768.47	\$ 3,661.79
WIOA Title IV State Vocational Rehabilitation program	\$	4,549.36	\$ 6,893.73	\$	57,481.00	\$	261,361.00	\$ 330,285.08	\$ 11,443.08
Temporary Assistance for Needy Families (TANF)	\$	6,824.03	\$ 10,340.59	\$	71,011.92	\$	8,000.00	\$ 96,176.54	\$ 17,164.62
WIOA Title I Adult	\$	6,415.75	\$ 3,872.17	\$	37,037.52	\$	23,400.00	\$ 70,725.44	\$ 10,287.92
WIOA Title I Dislocated Worker	\$	1,850.70	\$ 1,116.97	\$	10,683.90	\$	6,750.00	\$ 20,401.57	\$ 2,967.67
WIOA Title I Youth	\$	4,071.53	\$ 2,457.34	\$	23,504.58	\$	14,850.00	\$ 44,883.45	\$ 6,528.87
Additional Partner - RESEA	\$	1,623.42	\$ 979.80	\$	380.00	\$	-	\$ 2,983.22	\$ 2,603.22
WIOA Title I Adult	\$	6,448.00	\$ 4,035.75	\$	35,035.00	\$	13,000.00	\$ 58,518.75	\$ 10,483.75
WIOA Title I Dislocated Worker	\$	1,860.00	\$ 1,164.16	\$	10,106.25	\$	3,750.00	\$ 16,880.41	\$ 3,024.16
WIOA Title I Youth	\$	4,092.00	\$ 2,561.15	\$	22,233.75	\$	8,250.00	\$ 37,136.90	\$ 6,653.15
Additional Partner - RESEA	\$	-	\$ -	\$	-	\$	-	\$ -	\$ -
WIOA Title I Adult	\$	3,978.80	\$ 13,365.55	\$	52,884.00	\$	62,400.00	\$ 132,628.35	\$ 17,344.35
WIOA Title I Dislocated Worker	\$	1,147.73	\$ 3,855.45	\$	15,255.00	\$	18,000.00	\$ 38,258.18	\$ 5,003.18
WIOA Title I Youth	\$	2,525.01	\$ 8,481.98	\$	33,561.00	\$	39,600.00	\$ 84,167.99	\$ 11,006.99
Additional Partner - RESEA	\$	1,064.56	\$ 3,576.07	\$	520.00	\$	-	\$ 5,160.63	\$ 4,640.63
Temporary Assistance for Needy Families (TANF)	\$	4,857.06	\$ 16,315.81	\$	104,733.00	\$	7,000.00	\$ 132,905.87	\$ 21,172.87
WIOA Title I Adult	\$	5,368.24	\$ 16,271.23	\$	43,934.28	\$	60,320.00	\$ 125,893.76	\$ 21,639.48
WIOA Title I Dislocated Worker	\$	1,548.53	\$ 4,693.63	\$	12,673.35	\$	17,400.00	\$ 36,315.51	\$ 6,242.16
WIOA Title I Youth	\$	3,406.77	\$ 10,325.98	\$	27,881.37	\$	38,280.00	\$ 79,894.12	\$ 13,732.75
Additional Partner - RESEA	\$	1,134.46	\$ 3,438.55	\$	710.00	\$	-	\$ 5,283.01	\$ 4,573.01
WIOA Title I Adult	\$	8,335.60	\$ 4,035.75	\$	27,118.00	\$	8,320.00	\$ 47,809.35	\$ 12,371.35
WIOA Title I Dislocated Worker	\$	2,404.50	\$ 1,164.16	\$	7,822.50	\$	2,400.00	\$ 13,791.16	\$ 3,568.66
WIOA Title I Youth	\$	5,289.90	\$ 2,561.15	\$	17,209.50	\$	5,280.00	\$ 30,340.55	\$ 7,851.05
WIOA Title I Adult	\$	7,056.87	\$ 24,113.25	\$	53,332.24	\$	119,600.00	\$ 204,102.37	\$ 31,170.13
WIOA Title I Dislocated Worker	\$	2,035.64	\$ 6,955.75	\$	15,384.30	\$	34,500.00	\$ 58,875.68	\$ 8,991.38
WIOA Title I Youth	\$	4,478.40	\$ 15,302.64	\$	33,845.46	\$	75,900.00	\$ 129,526.50	\$ 19,781.04
Additional Partner - RESEA	\$	735.09	\$ 2,511.80	\$	560.00	\$	-	\$ 3,806.89	\$ 3,246.89
Temporary Assistance for Needy Families (TANF)	\$	1,244.00	\$ 4,250.73	\$	13,481.40	\$	4,000.00	\$ 22,976.13	\$ 5,494.73
WIOA Title I Adult	\$	5,638.55	\$ 12,572.95	\$	111,869.68	\$	54,600.00	\$ 184,681.18	\$ 18,211.50
WIOA Title I Dislocated Worker	\$	1,626.51	\$ 3,626.81	\$	32,270.10	\$	15,750.00	\$ 53,273.42	\$ 5,253.32
WIOA Title I Youth	\$	3,578.31	\$ 7,978.99	\$	70,994.22	\$	34,650.00	\$ 117,201.52	\$ 11,557.30
0	\$	-	\$ -	\$	-	\$	-	\$ -	\$ -
Temporary Assistance for Needy Families (TANF)	\$	9,206.63	\$ 20,529.13	\$	77,967.16	\$	4,000.00	\$ 111,702.93	\$ 29,735.77
Total	\$	347,321.56	\$ 370,799.66	\$	2,017,034.98	\$	1,465,722.00	\$ 4,200,878.20	\$ 718,121.22
	\$	347,321.56	\$ 370,799.66	\$	2,017,034.98	\$	1,465,722.00	\$ 4,200,878.20	\$ 718,121.22

Total by Partner - All Centers	10/1/2018	7/1/2018	Change
Title I Adult - Dyersburg State*	\$ 156,394.17	\$ 155,855.01	\$ 539.16
Title I Dislocated Worker - Dyersburg State*	\$ 45,113.70	\$ 44,958.18	\$ 155.52
Title I Youth - Dyersburg State*	\$ 99,250.14	\$ 98,907.99	\$ 342.15
Adult Ed. - Henderson Co. Schools	\$ 7,198.00	\$ 7,810.33	\$ (612.33)
Title III (all programs) - TDLWD	\$ 302,933.60	\$ 317,948.05	\$ (15,014.45)
Vocational Rehabilitation	\$ 18,599.87	\$ 20,208.13	\$ (1,608.26)
TANF - Workforce Essentials	\$ 73,567.99	\$ 85,701.22	\$ (12,133.23)
RESEA - Dyersburg State*	\$ 15,063.74	\$ 20,837.18	\$ (5,773.44)
Strengthening Working Families*	\$ -	\$ 6,450.21	\$ (6,450.21)
Total Shared Costs	\$ 718,121.22	\$ 758,676.30	\$ (40,555.08)
	\$ 718,121.22		

*Paid by the Northwest TN Workforce Board, Inc. \$ 315,821.75 \$ 327,008.57 \$ (11,186.82)

	Column Labels																			
Row Labels	Alamo	Camden		Dresden		Dyersburg	Humboldt	Huntingdon	Paris	Tiptonville			Union City	(blank)	Grand Total					
Additional Costs	\$	7,761.05	\$	8,426.28	\$	44,707.89	\$	96,374.30	\$	45,594.86	\$	72,310.67	\$	34,729.39	\$	7,761.05	\$	53,134.17	\$	370,799.66
Professional & Admin. Services	\$	7,761.05	\$	8,426.28	\$	44,707.89	\$	96,374.30	\$	45,594.86	\$	72,310.67	\$	34,729.39	\$	7,761.05	\$	53,134.17	\$	370,799.66
Infrastructure Costs	\$	12,400.00	\$	13,961.40	\$	20,050.00	\$	63,600.00	\$	13,573.16	\$	180,699.00	\$	11,458.00	\$	16,030.00	\$	15,550.00	\$	347,321.56
Communications	\$	2,850.00	\$	3,455.00	\$	5,050.00	\$	5,850.00	\$	4,825.00	\$	5,250.00	\$	3,210.00	\$	3,350.00	\$	6,350.00	\$	40,190.00
Copier Rental							\$	800.00	\$	548.16	\$	350.00							\$	1,698.16
Prof Svcs & 3rd Party	\$	2,250.00	\$	856.40	\$	2,750.00	\$	6,500.00	\$	1,500.00			\$	2,798.00	\$	2,500.00	\$	2,600.00	\$	21,754.40
Rent	\$	4,800.00	\$	4,800.00	\$	6,000.00	\$	49,200.00	\$	5,100.00	\$	173,099.00				4,800.00	\$	4,800.00	\$	252,599.00
Supplies	\$	500.00	\$	700.00	\$	1,200.00			\$	1,050.00			\$	1,000.00	\$	680.00	\$	1,400.00	\$	6,530.00
Supplies & Furniture							\$	1,000.00			\$	1,600.00							\$	2,600.00
Utilities and Fuel	\$	1,750.00	\$	3,800.00	\$	4,800.00			\$	-			\$	4,200.00	\$	4,600.00			\$	19,150.00

3rd Party Affiliates	\$	250.00	\$	350.00	\$	250.00	\$	250.00	\$	550.00	\$	400.00	\$	250.00	\$	100.00	\$	400.00	\$	2,800.00
Non-Shared Direct	\$	25,000.00	\$	45,000.00	\$	109,000.00	\$	489,361.00	\$	127,000.00	\$	304,361.00	\$	116,000.00	\$	16,000.00	\$	234,000.00	\$	1,465,722.00
Participant Costs	\$	25,000.00	\$	45,000.00	\$	109,000.00	\$	489,361.00	\$	127,000.00	\$	304,361.00	\$	116,000.00	\$	16,000.00	\$	234,000.00	\$	1,465,722.00
Shared Direct	\$	67,375.00	\$	71,606.00	\$	293,101.16	\$	804,899.52	\$	206,953.00	\$	319,147.90	\$	85,199.00	\$	52,150.00	\$	116,603.40	\$	2,017,034.98
Benefits	\$	18,041.00	\$	16,297.00	\$	88,354.16	\$	217,865.99	\$	54,686.00	\$	74,840.46	\$	30,564.00	\$	8,383.00	\$	26,062.40	\$	535,094.01
Communications							\$	293.37											\$	293.37
Equipment							\$	2,400.00			\$	2,400.00							\$	4,800.00
Indirect	\$	2,062.00	\$	3,820.00	\$	7,970.00	\$	57,098.64	\$	10,470.00	\$	26,303.43	\$	3,503.00	\$	2,093.00	\$	6,585.00	\$	119,905.07
Printing							\$	5.94											\$	5.94
Professional & Admin. Services							\$	4,610.63			\$	1,913.19							\$	6,523.82
Salaries	\$	46,772.00	\$	50,489.00	\$	193,277.00	\$	503,283.94	\$	136,797.00	\$	207,820.58	\$	50,382.00	\$	40,974.00	\$	80,756.00	\$	1,310,551.52
Shared Direct							\$	15.77											\$	15.77
Supplies & Materials							\$	1,012.95			\$	596.87							\$	1,609.82
Supplies & Travel							\$	1,781.00			\$	1,781.00							\$	3,562.00
Travel	\$	500.00	\$	1,000.00	\$	3,500.00	\$	16,531.29	\$	5,000.00	\$	3,492.37	\$	750.00	\$	700.00	\$	3,200.00	\$	34,673.66
(blank)																				
(blank)																				
Grand Total	\$	112,536.05	\$	138,993.68	\$	466,859.05	\$	1,454,234.82	\$	393,121.02	\$	876,518.57	\$	247,386.39	\$	91,941.05	\$	419,287.57	\$	4,200,878.20

\$	22,448.92	Alamo
\$	24,010.32	Camden
\$	60,807.27	Dresden
\$	171,985.04	Dyersburg
\$	56,340.21	Humboldt
\$	255,837.63	Huntingdon
\$	36,806.92	Paris
\$	26,078.92	Tiptonville
\$	65,686.26	Union City

Section 4 Attachment: Memorandum of Understanding (MOU) Dispute Resolution Process

The following details the dispute resolution process designed for use by the Partners when unable to successfully reach an agreement necessary to execute the MOU. (Note: This is separate from the LWDA Customer Grievance and Complaint Process). A disagreement is considered to have reached the level of dispute resolution when an issue arises out of the development and negotiation of an MOU that is not easily coming to a point of resolution. It is the responsibility of the LWDB Chair (or designee) to coordinate the MOU dispute resolution to ensure that issues are being resolved appropriately.

Any party to the MOU may seek resolution under this process.

1. All Parties are advised to actively participate in Local negotiations in a good faith effort to reach agreement. Any disputes shall first be attempted to be resolved informally.
2. Should informal resolution efforts fail, the dispute resolution process must be formally initiated by the petitioner seeking resolution. The petitioner must send a notification to the LWDB Chair (or designee) and all Parties to the MOU regarding the conflict within 10 business days.
3. The LWDB Chair (or designee) shall place the dispute on the agenda of a special meeting of the LWDB's Executive Committee. The Executive Committee shall attempt to mediate and resolve the dispute. Disputes shall be resolved by a 2/3 majority consent of the Executive Committee members present.
4. The decision of the Executive Committee shall be final and binding unless such a decision is in contradiction of applicable State and Federal laws or regulations governing the Partner agencies.
5. The right of appeal no longer exists when a decision is final. Additionally, final decisions will not be precedent-setting or binding on future conflict resolutions unless they are officially stated in this procedure.
6. The Executive Committee must provide a written response and dated summary of the proposed resolution to all Parties to the MOU.
7. The LWDB Chair (or designee) will contact the petitioner and the appropriate Parties to verify that all are in agreement with the proposed resolution.

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Benton County Affiliate Site 60 North Church Ave. Camden, TN 38320 731-584-1711 Fax: 731-584-9284	Dyersburg State Connie Wright Onsite part-time crwright@dsc.edu Jackie Gardner Onsite part-time gardner@dsc.edu	Henderson County Schools Stewart Stanfill Briarwood Elementary School 169 Briarwood St. Camden, TN 855-569-1200 Classroom: 731-584-8184 Cell: 731-435-9027 stanfill.stewart@hcschoolstn.org Instructor: Lisa Coy	TN Dept. of Labor & Workforce Development Susan Palmer, LaKeisha Matthews, and Benny Roberts 470 Mustang Drive Huntingdon, TN 38344 731-352-8898 Fax: 731-986-2055 susan.palmer@tn.gov; lakeisha.matthews@tn.gov; dayton.roberts@tn.gov	Communtiy TN Rehabilitation Center Bill Rogers 560 Benton Industrial Road Camden, TN 731-593-6363 Fax: 731-584-6795 Bill.Rogers@tn.gov	Workforce Essentials, Inc. Rosemary Warren 272 Hwy 641 N. Camden, TN 38320 731-593-6360 Fax: 731-584-3055 rwarren@workforceessentials.com	Northwest TN Human Resource Agency Britney Bartholomew P.O. Box 963 Martin, TN 38237 731-587-4213 Fax: 731-261-2470 Britney. Bartholomew@nwthra.org	TN College of Applied Technology - Paris Brad White 312 South Wilson Street Paris, TN 38242 731-644-7365 brad.white@tcatparis.edu TN College of Applied Technology - McKenzie John Penn Ridgeway 16940 Highland Drive McKenzie, TN 38201 731-352-5364 john.ridgeway@tcatmckenzie.edu	TN Dept. of Labor & Workforce Development Gina Abbott 225 Martin Luther King Jr. Drive, Ste. 140 Jackson, TN 38301 731-352-8898 Fax: 731-668-2040 Gina.Abbott@tn.gov	TN Dept. of Labor & Workforce Development James Deason 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 james.deason@tn.gov	Northwest TN Economic Development Council Lori Scott 119 Cole Avenue, Suite 3 Camden, TN 38320 731-584-7355 lscott@nwtncap.org	Jobs4TN.gov TN Opportunity Program Sherry Fowler 120 N. Bells Street, Suite A Alamo, TN 38001 731-696-4860 Cell: 731-571-6937 Sherry.fowler@tnoppportunity.org	AJC - Jackson Rocky Miller 225 Dr. Martin Luther King Jr. Drive Jackson, TN 731-660-8203 Fax: 731-660-8085 jacksonjob1@bellsouth.net	Native American Indian Association Turia Enloe 661 Fitzhugh Blvd, Ste 110 Smyrna, TN 37167-2072 615-984-4166 Fax: 615-984-4160 WIA@NAIA.comcastbiz.net	
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<u>Gibson County</u> Affiliate Site 1751 E. Main St. Humboldt, TN 38343 731-784-5221 Fax: 731-784-9522	Dyersburg State Rebecca Acred Onsite acred@dsccl.edu	Henderson County Schools Stewart Stanfill Onsite (night classes) 855-569-1200 731-540-9806 stanfill.stewart@hcschoolstn.org Instructor: Barry Buchanan	TN Dept. of Labor & Workforce Development Bea Baltimore, Trudy Kindle, and Dianne Ward 439 McGaughey Street Dyersburg, TN 38024 731-286-7700 Fax: 731-286-8354 delia.baltimore@tn.gov; trudy.kindle@tn.gov; elizabeth.ward@tn.gov	Community Tennessee Rehabilitation Center Amanda Cleek 1365 Morgan Road Dyersburg, TN 731- 286-8315 Fax: 731-286-8361 Amanda.Cleek@tn.gov	Workforce Essentials, Inc. Trina Turner and Jamee Floyd Onsite tturner@workforceessentials.com; jfloyd@workforceessentials.com	Northwest TN Human Resource Agency Britney Bartholomew P.O. Box 963 Martin, TN 38237 731-587-4213 Fax: 731-261-2470 Britney. Bartholomew@nwthra.org	Dyersburg State Community College Larenda Fultz 1510 Lake Road Dyersburg, TN 731-286-3324 fultz@dsccl.edu TN College of Applied Technology - McKenzie John Penn Ridgeway 16940 Highland Drive McKenzie, TN 38201 731-352-5364 john.ridgeway@tcatmckenzie.edu TN College of Applied Technology - Jackson; Humboldt Campus John Hodgson 1751 Main Street Humboldt, TN 38343 731-424-0691 John.Hodgson@tcatjackson.edu	TN Dept. of Labor & Workforce Development Judy Lofton 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 judy.lofton@tn.gov	TN Dept. of Labor & Workforce Development James Deason 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 james.deason@tn.gov	Northwest TN Economic Development Council Henrietta Finch 1600 Industrial Dr. Trenton, TN 38382 731-855-2035 hfinch@nwtncap.org	Jobs4TN.gov TN Opportunity Program Sherry Fowler 120 N. Bells Street, Suite A Alamo, TN 38001 731-696-4860 Cell: 731-571-6937 Sherry.fowler@tnoppportunity.org	AJC - Jackson Rocky Miller 225 Dr. Martin Luther King Jr. Drive Jackson, TN 731-660-8203 Fax: 731-660-8085 jacksonjob1@bellsouth.net	Native American Indian Association Turia Enloe 661 Fitzhugh Blvd, Ste 110 Smyrna, TN 37167-2072 615-984-4166 Fax: 615-984-4160 WIA@NAIA.comcastbiz.net	
<u>Henry County</u> Affiliate Site 55 Jones Bend Rd, Ext. Paris, TN 38242 731-641-1020 Fax: 731-641-1164	Dyersburg State Barbara Hamilton Onsite part-time bhamilton@dsccl.edu	Henderson County Schools Stewart Stanfill Onsite (same bldg., different suite) 855-569-1200 Classroom: 731-407-9600 Cell: 731-435-9027 stanfill.stewart@hcschoolstn.org Instructor: Lisa Coy	TN Dept. of Labor & Workforce Development Susan Palmer, LaKeisha Matthews, and Benny Roberts 470 Mustang Drive Huntingdon, TN 38344 731-352-8898 Fax: 731-986-2055 susan.palmer@tn.gov; lakeisha.matthews@tn.gov; dayton.roberts@tn.gov	Community Tennessee Rehabilitation Center Lynn Frazier 1108 Tyson Avenue Paris, TN 731-644-7361 Fax: 731-644-7405 Lynn.Frazier@tn.gov	Workforce Essentials, Inc. Kristen Havener 1023 Mineral Wells Ave., Ste. F Paris, TN 38242 731-644-7350 Fax: 731-644-7400 khavener@workforceessentials.com	Northwest TN Human Resource Agency Britney Bartholomew P.O. Box 963 Martin, TN 38237 731-587-4213 Fax: 731-261-2470 Britney. Bartholomew@nwthra.org TN Community Services Agency Robin Last 2115 West Main Street Union City, TN 38261 731-884-2640 robin.last@tnca.com	TN College of Applied Technology - Paris Brad White 312 South Wilson Street Paris, TN 38242 731-644-7365 brad.white@tcatparis.edu	TN Dept. of Labor & Workforce Development Gina Abbott 225 Martin Luther King Jr. Drive, Ste. 140 Jackson, TN 38301 731-352-8898 Fax: 731-668-2040 Gina.Abbott@tn.gov	TN Dept. of Labor & Workforce Development James Deason 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 james.deason@tn.gov	Northwest TN Economic Development Council Vacant Onsite (same bldg., different suite) 731-642-3132	Jobs4TN.gov TN Opportunity Program Sherry Fowler 120 N. Bells Street, Suite A Alamo, TN 38001 731-696-4860 Cell: 731-571-6937 Sherry.fowler@tnoppportunity.org	AJC - Jackson Rocky Miller 225 Dr. Martin Luther King Jr. Drive Jackson, TN 731-660-8203 Fax: 731-660-8085 jacksonjob1@bellsouth.net	Native American Indian Association Turia Enloe 661 Fitzhugh Blvd, Ste 110 Smyrna, TN 37167-2072 615-984-4166 Fax: 615-984-4160 WIA@NAIA.comcastbiz.net	

10/1/2018	Title I Adult, Dislocated Worker, and Youth Services www.NWTNJobs.org/	Title II Adult Education and Family Literacy www.tn.gov/workforce/article/about-ae	Title III Wagner Peyser www.Jobs4TN.gov ; www.tn.gov/workforce/	Title IV Vocational Rehabilitation www.tennessee.gov/human-services/topic/vocational-rehabilitation	Temporary Assistance for Needy Families www.workforceessential.com	Title V Older Americans Act / Senior Community Service Employment https://www.tn.gov/workforce/jobs-and-education/services-by-group/services-by-group-redirect/senior-work-	Career & Technical Education Programs (Carl D. Perkins Act) www.tbr.edu/institutions/our-institutions	Trade Adjustment Assistance www.tn.gov/workforce/article/trade-related-layoffs	Veterans Employment Services - Jobs for Veterans State Grant www.tn.gov/workforce/topic/job-placement-for-veteran	Community Services Block Grant www.nwcommunityaction.org/community-services www.deltahra.org	Unemployment Insurance www.tn.gov/workforce/section/unemployment ; www.Jobs4TN.gov	Migrant & Seasonal Farmworker Program www.tnoppportunityprograms.org/	Job Corps www.jobcorps.gov/home.aspx <i>Note: Services not provided in the local area.</i>	Native American Programs www.naiatn.org <i>Note: Services not provided in the local area.</i>
Lake County Affiliate Site 217 Church Street Tiptonville, TN 38079 731-253-8171 Fax: 731-253-3852	Dyersburg State Katie Treece Onsite part-time nolen@nwtntworks.org Connie Eiskant Onsite part-time ceiskant@dscc.edu	Henderson County Schools Stewart Stanfill First United Methodist Church- 536 Church St. Tiptonville, TN 38024 855-569-1200 stanfill.stewart@hcschoolstn.org Instructor: Robert Griffin	TN Dept. of Labor & Workforce Development Bea Baltimore, Trudy Kindle, and Dianne Ward 439 McGaughey Street Dyersburg, TN 38024 731-286-7700 Fax: 731-286-8354 delia.baltimore@tn.gov ; trudy.kindle@tn.gov ; elizabeth.ward@tn.gov	Community Tennessee Rehabilitation Center Ashley Roberts 1419 N. Morgan Ext Union City, TN 731-884-2600 Fax: 731-884-2613 Ashley.R.Roberts@tn.gov	Workforce Essentials, Inc. Rhonda Davis 660 Carl Perkins Pkwy Tiptonville, TN 38079 731-253-7716 Fax: 731-253-3326 rdavis@workforceessentials.com	Northwest TN Human Resource Agency Britney Bartholomew P.O. Box 963 Martin, TN 38237 731-587-4213 Fax: 731-261-2470 Britney. Bartholomew@nwtthra.org	Dyersburg State Community College Larenda Fultz 1510 Lake Road Dyersburg, TN 731-286-3324 fultz@dscc.edu TN College of Applied Technology - Newbern Youlanda Jones 340 Washington Street Newbern, TN 38059 731-627-2511 yjones@tcatnewbern.edu	TN Dept. of Labor & Workforce Development Judy Lofton 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 judy.lofton@tn.gov	TN Dept. of Labor & Workforce Development James Deason 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 james.deason@tn.gov	Northwest TN Economic Development Council Joey Ragan 203 South Court St. Tiptonville, TN 38079 731-253-7632 jragan@nwtncap.org	Jobs4TN.gov	TN Opportunity Program Sherry Fowler 120 N. Bells Street, Suite A Alamo, TN 38001 731-696-4860 Cell: 731-571-6937 Sherry.fowler@tnoppportunity.org	AJC - Jackson Rocky Miller 225 Dr. Martin Luther King Jr. Drive Jackson, TN 731-660-8203 Fax: 731-660-8085 jacksonjob1@bellsouth.net	Native American Indian Association Turia Enloe 661 Fitzhugh Blvd, Ste 110 Smyrna, TN 37167-2072 615-984-4166 Fax: 615-984-4160 WIA@NAIA.comcastbiz.net
Obion County Affiliate Site 204 South 2nd Street Union City, TN 38261 731-884-3868 Fax: 731-885-3652	Dyersburg State Katie Treece Onsite part-time kltreece@dscc.edu Pier Dobbins Onsite part-time pdobbins@dscc.edu	Henderson County Schools Stewart Stanfill Obion County Schools 1700 N. Fifth St. Union City, TN 855-569-1200 stanfill.stewart@hcschoolstn.org Instructor: Carol Little	TN Dept. of Labor & Workforce Development Bea Baltimore, Trudy Kindle, and Dianne Ward 439 McGaughey Street Dyersburg, TN 38024 731-286-7700 Fax: 731-286-8354 delia.baltimore@tn.gov ; trudy.kindle@tn.gov ; elizabeth.ward@tn.gov	Community Tennessee Rehabilitation Center Amanda Cleek and Ashley Roberts 1419 N. Morgan Ext Union City, TN 731-884-2600 Fax: 731-884-2613 Amanda.Cleek@tn.gov ; Ashley.R.Roberts@tn.gov	Workforce Essentials, Inc. Rhonda Davis Onsite rdavis@workforceessentials.com	Northwest TN Human Resource Agency Britney Bartholomew P.O. Box 963 Martin, TN 38237 731-587-4213 Fax: 731-261-2470 Britney. Bartholomew@nwtthra.org TN Community Services Agency Robin Last 2115 West Main Street Union City, TN 38261 731-884-2640 robin.last@tnca.com	Dyersburg State Community College Larenda Fultz 1510 Lake Road Dyersburg, TN 731-286-3324 fultz@dscc.edu TN College of Applied Technology - Newbern, Union City Campus Youlanda Jones Onsite yjones@tcatnewbern.edu	TN Dept. of Labor & Workforce Development Judy Lofton 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 judy.lofton@tn.gov	TN Dept. of Labor & Workforce Development James Deason 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 james.deason@tn.gov	Northwest TN Economic Development Council Sarah Kay 316 S. 3rd St., Ste. C Union City, TN 38261 731-885-0462 skay@nwtncap.org	Jobs4TN.gov	TN Opportunity Program Sherry Fowler 120 N. Bells Street, Suite A Alamo, TN 38001 731-696-4860 Cell: 731-571-6937 Sherry.fowler@tnoppportunity.org	AJC - Jackson Rocky Miller 225 Dr. Martin Luther King Jr. Drive Jackson, TN 731-660-8203 Fax: 731-660-8085 jacksonjob1@bellsouth.net	Native American Indian Association Turia Enloe 661 Fitzhugh Blvd, Ste 110 Smyrna, TN 37167-2072 615-984-4166 Fax: 615-984-4160 WIA@NAIA.comcastbiz.net
Weakley County Affiliate Site 135 South Poplar Street, Suite B Dresden, TN 38225 731-364-0100 Fax: 731-364-0107	Dyersburg State Barbara Hamilton Onsite part-time bhamilton@dscc.edu Amanda Tibbs Onsite part-time tibbs@dscc.edu	Henderson County Schools Stewart Stanfill Weakley County Adult Learning Center 8250 Highway 22 Dresden, TN 855-569-1200 Office: 731-364-5481 stanfill.stewart@hcschoolstn.org Instructor: Gale Baker	TN Dept. of Labor & Workforce Development Susan Palmer, LaKeisha Matthews, and Benny Roberts 470 Mustang Drive Huntingdon, TN 38344 731-352-8898 Fax: 731-986-2055 susan.palmer@tn.gov ; lakeisha.matthews@tn.gov ; dayton.roberts@tn.gov	Community Tennessee Rehabilitation Center Cori Schroeder 1108 Tyson Avenue Paris, TN 731-644-7361 Fax: 731-644-7405 Cori.Schroeder@tn.gov or Weakley County Dept. of Human Services 8616 Hwy 22 Dresden, TN 38225 731-364-4523 Fax: 731-364-2348	Workforce Essentials, Inc. Kristen Havener Onsite khavener@workforceessentials.com	Northwest TN Human Resource Agency Britney Bartholomew P.O. Box 963 Martin, TN 38237 731-587-4213 Fax: 731-261-2470 Britney. Bartholomew@nwtthra.org TN Community Services Agency Robin Last 2115 West Main Street Union City, TN 38261 731-884-2640 robin.last@tnca.com	TN College of Applied Technology - Paris Brad White 312 South Wilson Street Paris, TN 38242 731-644-7365 brad.white@tcatparis.edu TN College of Applied Technology - McKenzie John Penn Ridgeway 16940 Highland Drive McKenzie, TN 38201 731-352-5364 john.ridgeway@tcatmckenzie.edu	TN Dept. of Labor & Workforce Development Gina Abbott 225 Martin Luther King Jr. Drive, Ste. 140 Jackson, TN 38301 731-352-8898 Fax: 731-668-2040 Gina.Abbott@tn.gov	TN Dept. of Labor & Workforce Development James Deason 439 McGaughey Street Dyersburg, TN 731-286-7700 Fax: 731-286-8354 james.deason@tn.gov	Northwest TN Economic Development Council Tammy Perry 231 S. Wilson Street Dresden, TN 38225 731-364-4811 tperry@nwtncap.org	Jobs4TN.gov	TN Opportunity Program Sherry Fowler 120 N. Bells Street, Suite A Alamo, TN 38001 731-696-4860 Cell: 731-571-6937 Sherry.fowler@tnoppportunity.org	AJC - Jackson Rocky Miller 225 Dr. Martin Luther King Jr. Drive Jackson, TN 731-660-8203 Fax: 731-660-8085 jacksonjob1@bellsouth.net	Native American Indian Association Turia Enloe 661 Fitzhugh Blvd, Ste 110 Smyrna, TN 37167-2072 615-984-4166 Fax: 615-984-4160 WIA@NAIA.comcastbiz.net

Required Partners Offering Services through the Comprehensive AJCs

Core Partners

Housing & Urban Development Employment & Training: no specic services in NWTN

10/1/2018	Title I Adult, Dislocated Worker, and Youth Services www.NWTNJobs.org/	Title II Adult Education and Family Literacy www.tn.gov/workforce/article/about-ae	Title III Wagner Peyser www.Jobs4TN.gov; www.tn.gov/workforce/	Title IV Vocational Rehabilitation www.tennessee.gov/human-services/topic/vocational-rehabilitation	Temporary Assistance for Needy Families www.workforceessential.com	Title V Older Americans Act / Senior Community Service Employment https://www.tn.gov/workforce/jobs-and-education/services-by-group/services-by-group-redirect/senior-work-	Career & Technical Education Programs (Carl D. Perkins Act) www.tbr.edu/institutions/our-institutions	Trade Adjustment Assistance www.tn.gov/workforce/article/trade-related-layoffs	Veterans Employment Services - Jobs for Veterans State Grant www.tn.gov/workforce/topic/job-placement-for-veteran	Community Services Block Grant www.nwcommunityaction.org/community-services www.deltahra.org	Unemployment Insurance www.tn.gov/workforce/section/unemployment; www.Jobs4TN.gov	Migrant & Seasonal Farmworker Program www.tnopportunityprograms.org/	Job Corps www.jobcorps.gov/home.aspx <i>Note: Services not provided in the local area.</i>	Native American Programs www.naiatn.org <i>Note: Services not provided in the local area.</i>
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Onsite Parter

Second Chance Act of 2007: no programs in NWTN per https://www.bja.gov/ProgramDetails.aspx?Program_ID=90#horizontalTab1
Economic & Community Development: Gwyn Fisher - Gwyn.Fisher@tn.gov; Blake Swaggart - Blake.Swaggart@tn.gov

SECTION 10 ATTACHMENT: ACCOMMODATIONS AVAILABLE THROUGH THE LOCAL COMPREHENSIVE ONE-STOP CENTER(S)

REQUIRED PARTNER	ACCOMMODATIONS PROVIDED
Title I (Adult, Dislocated Worker, Youth)	
Title II: Adult Education and Family Literacy	
Title III: Employment Programs under Wagner-Peyser	
Title IV: Rehabilitation Services	
Post-secondary Career and Technical Education under Perkins	
Unemployment Insurance	
Job Counseling, Training and Placement Services for Veterans	
Trade Readjustment Allowance (TRA)	
Trade Adjustment Assistance (TAA)	
Migrant and Seasonal Farmworkers	
National Farmworker Jobs Program	
Community Services Block Grant (CSBG)	
Senior Community Services Employment Program (SCSEP)	
TANF	
Second Chance	
Housing and Urban Development Employment and Training Activities	
Job Corps	
YouthBuild	

WEST TENNESSEE HOMELESS RESOURCE DIRECTORY



NOVEMBER 2017
2ND EDITION

COMPILED AND PUBLISHED BY:
TENNESSEE HOMELESS SOLUTIONS BOARD OF DIRECO'S
RESOURCE DIRECTORY COMMITTEE

PURPOSE OF DIRECTORY

What is the Purpose of the Directory?

The Directory is designed to connect people to services, to be a Quick Reference for service providers and local agencies. The connecting of people facing life challenges to their community service and support providers is vital. Focus on community assets and strengths -- emphasizing what each county has to meet people's needs; which improves community life. This effort is intended to identify and describe these services and distribute this information to as broad an audience as possible.

An additional purpose is for those who are looking to make material or monetary donations; please contact the agency on how you can do that. Donations are very much appreciated.

Directory Limitation

The agencies listed in this directory may not be the only resources available. We have tried to include all appropriate agencies and organizations; however, some information may prove to be missing.

It is our intent to expand this list as more information is made available. To do this, we rely on the community of providers and users to assist us in maintaining accurate and relevant information. If you recognize inaccuracies about a service or agency in this directory, or if you know of or are part of an agency you think should be included, please notify the editors. Update requests can be submitted via email to: tammy@aspellrecovery.com

The websites are updated as quickly as possible and includes the most recent information available. The printed version of the Directory is updated annually.

The information on the websites and in the printed version of the Directory for each organization has been provided by the service provider or from the organization's website.

DIRECTORY CONTENTS

(Listed in the order they appear in the directory - refer to color coded margins for each county resources)

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| 1. HOTLINES for West Tennessee | 40. Haywood County |
| 2. Sheriff's Departments | 43. Henderson County |
| 3. All Counties Service Providers | 47. Henry County |
| 8. Benton County | 50. Houston County |
| 10. Carroll County | 52. Humphreys County |
| 14. Chester County | 55. Lake County |
| 17. Crockett County | 57. Lauderdale County |
| 19. Decatur County | 60. Madison County |
| 22. Dyer County | 72. McNairy County |
| 27. Fayette County | 75. Obion County |
| 30. Gibson County | 78. Steward County |
| 33. Hardeman County | 80. Tipton County |
| 36. Hardin County | 83. Weakley County |

HOTLINES

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

American Red Cross

1-800-RED-CROSS

1-800-733-2767

Center for Missing & Exploited Children, Child Abduction and Child Welfare

1-800-THE-LOST

1-800-843-5678

Child Abuse Hotline

1-800-25ABUSE

1-800-252-2873

Domestic Violence

1-800-799-SAFE

1-800-799-7233

Elder Abuse

1-800-252-8966

Keep My TN Home

1-800-890-8073

National Alliance on Mental Illness

1-800-950-NAMI

1-800-950-6264

SAMSHA National Hotline

1-800-662-HELP

1-800-662-4357

Sexual Assault

1-800-656-HOPE

1-800-656-4673

Suicide Prevention

1-888-273-TALK

1-888-273-8255

Teen Dating Abuse

1-866-331-9474

TN Human Trafficking Hotline

1-855-55TNHTN

1-855-558-6486

Tennessee Homeless Solutions

1-866-307-5469

Veterans

Homeless: 1-877-424-3838

Suicide Prevention: 1-800-273-8255

WRAP

Wo/Men's Resource and Rape Assistance Program

1-800-273-8712

Youth Crisis

1-800-HIT-HOME

1-800-448-4663

SHERIFF DEPARTMENTS
EMERGENCY DIAL 911

Benton County Sheriff's Department

Address: 116 South Rosemary Avenue
Camden, TN 38320

Phone No.: 731-584-4632

Carroll County Sheriff's Department

Address: 126 West Paris Street
Huntingdon, TN 38344

Phone No.: 731-986-8947

Chester County Sheriff's Department

Address: 331 Eric Bell Drive
Henderson, TN 38340

Phone No.: 731-989-9066

Crockett County Sheriff's Department

Address: 899 S. Cavalier Drive
Alamo, TN 38001

Phone No.: 731-696-2104

Decatur County Sheriff's Department

Address: 138 East Main Street
Decaturville, TN 38329

Phone No.: 731-852-3703

Dyer County Sheriff's Department

Address: 401 East Cedar Street
Dyersburg, TN 38024

Phone No.: 731-285-2802

Fayette County Sheriff's Department

Address: 705 Justice Drive
Somerville, TN 38068

Phone No.: 901-465-3456

Gibson County Sheriff's Department

Address: 334 South Main Street
Dyer, TN 38330

Phone No.: 731-692-3714

Hardeman County Sheriff's Department

Address: 505 South Main Street
Bolivar, TN 38008

Phone No.: 731-658-3971

Hardin County Sheriff's Department

Address: 525 Water Street
Savannah, TN 38372

Phone No.: 731-925-3377

Haywood County Sheriff's Department

Address: 100 South Dupree Avenue
Brownsville, TN 38012

Phone No.: 731-772-6158

Henderson County Sheriff's Department

Address: 170 Justice Street
Lexington, TN 38351

Phone No.: 731-968-2407

SHERIFF DEPARTMENTS

EMERGENCY DIAL 911

Henry County Sheriff's Department

Address: 210 Forest Drive
Paris, TN 38242

Phone No.: 731-642-1642

Houston County Sheriff's Department

Address: 3330 Highway 149
Erin, TN 37061

Phone No.: 931-289-4614

Humphreys County Sheriff's Department

Address: 112 Thompson Street
Waverly, TN 38185

Phone No.: 931-296-5853

Lake County Sheriff's Department

Address: 109 South Court Street
Tiptonville, TN 38079

Phone No.: 731-253-7791

Lauderdale County Sheriff's Department

Address: 675 Highway 51 South
Ripley, TN 38063

Phone No.: 731-635-1311

Madison County Sheriff's Department

Address: 546 East College Street
Jackson, TN 38301

Phone No.: 731-423-6000

McNairy County Sheriff's Department

Address: 300 Industrial Park Drive
Selmer, TN 38375

Phone No.: 731-645-1000

Obion County Sheriff's Department

Address: 1 Law Lane
Union City, TN 38261

Phone No.: 731-885-5832

Stewart County Sheriff's Department

Address: 314 Cedar Street
Dover, TN 38058

Phone No.: 931-232-8332

Tipton County Sheriff's Department

South Sub-Station

Address: 261 Tate Road
Drummonds, TN 38023

Phone No.: 901-835-5395

Weakley County Sheriff's Department

Address: 7951 Highway 22
Dresden, TN 38225

Phone No.: 731-364-5454

PROVIDERS FOR ALL COUNTIES

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: A Mother's Love – Pregnancy Addiction Program

Address:	3525 Chere Carol Road – Humboldt, TN	Services Provided A Mother's Love is a pregnancy addiction program sponsored by Aspell Recovery Center, Pathways Behavioral Health Services and West Tennessee Women's Center
Phone:	731-784-0370	
Hours:		
Website:		

Organization: Tennessee Homeless Solutions

Address:	60 Natchez Trace Drive – Lexington, TN	Services Provided • SSVF – Support Services for Veteran Families • Homeless Hotline
Phone:	731-651-1020	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.tnhomelessolutions.org/	

Organization: WRAP – Wo/Men's Resource and Rape Assistance Program

Address:	512 Roland Avenue – Jackson, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	1-800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wraptn.org/	

Organization: West Tennessee Legal Services

Address:	210 West Main Street – Jackson, TN	Services Provided • Civil Case Assistance relative to Health/Medical Care • Securing or Retaining Housing, Income, Personal Freedom, Rights and Rights of Persons in Institutions • Ensuring Compliance with Fair Housing Laws • Freedom for all Persons from Abuse • Family Issues • Consumer Rights • Community Education
Phone:	731-423-0616	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://wtls.org/	

PROVIDERS FOR ALL COUNTIES

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Veteran Administration (VA) Medical Center

Address:	1030 Jefferson Avenue – Memphis, TN	Services Provided • Dental • Employment • Medical • Mental Health • Substance Abuse • Social Services for Eligible Veterans. Call to learn about Specific Programs, Services and Eligibility
Phone:	901-523-8990 or 800-636-8262 Dial 0	
Hours:	M-F; 7:30AM – 4PM	
Website:	https://www.memphis.va.gov/	

Organization: Veteran Medical Center Homeless Department

Address:	1407 Union Ave., Ste. – Memphis, TN	Services Provided • HUD-VASH place Veterans in permanent, supportive Housing. GPD – Grant per Diem transitional housing program offers housing and supportive services for up to 24 hours. • Veteran Justice Outreach Program and Free Legal Clinic once a month • Case Management • Outreach Services
Phone:	901-523-8990 / 800-636-8262Ext:5661	
Hours:	M-F; 9AM – 3PM	
Website:	https://www.memphis.va.gov/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

BENTON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Benton County Department of Human Services

Address:	272 Hwy 641 North – Camden, TN	Services Provided • Families First • Food Stamps • Medicaid and TennCare • Child Care Services and Child Support • Services for the Blind and Visually Impaired • TN Council for the Deaf and Hearing Impaired • TN Rehabilitation Center • TN Vocational Rehabilitation
Phone:	731-593-6360	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Benton County Health Department

Address:	225 Hospital Drive – Camden, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health Services • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-584-4539	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Benton County Ministerial Alliance

Address:	110 Armory Avenue – Camden, TN	Services Provided • Food and other items to individuals in need in the community • Night Stay for those passing through the area • Utility and Rent Assistance •
Phone:	731-584-7744	
Hours:	Crisis: 24/7	
Website:		

Organization: Carey Counseling Center, Inc.

Address:	300 Hwy 641 North – Camden, TN	Services Provided Adult, children and youth. Community mental health outpatient counseling services; including individual and group therapy. Community based case management, office based case management, and medication management services along with various grant programs.
Phone:	731-584-6999	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://www.careycounselingcenter.org	

BENTON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Chamber of Commerce

Services Provided

The Benton County/Camden Chamber of Commerce is an organization dedicated to enhancing the economic well-being and business environment of our community.

Address: 266 Hwy 641 North – Camden, TN

Phone: 731-584-8395

Hours: M-F; 8AM – 5PM

Website: <http://www.bentoncountycamden.com>

Organization: Community Action Network

Services Provided

• Homebuyer Counseling • Mortgage Financing • Credit Worthiness • Household Budgeting • Home Maintenance

Address: 7891 Hwy. 69 South –Springville, TN

Phone: 731-642-8208

Hours: M-F; 9AM – 5PM

Website: <http://canhomes.org/>

Organization: Wo/Men's Rape Assistance Program (WRAP)

Services Provided

• 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation

Address: 116 East Lake Street – Camden, TN

Phone: 800-273-8712

Hours: 24HR Crisis Line

Website: <https://www.wraptn.org/>

Organization:

Services Provided

Address:

Phone:

Hours:

Website:

CARROLL COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carey Counseling Center, Inc.

Address:	19410 Main Street – Huntingdon, TN
Phone:	800-611-7757
Hours:	M-F; 8:30AM – 5PM
Website:	http://www.careycounselingcenter.org

Services Provided

Adult, children and youth. Community mental health outpatient counseling services; including individual and group therapy. Community based case management, office based case management, and medication management services along with various grant programs.

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	50 Stone Ridge Cove – Huntingdon, TN
Phone:	731-986-5920; 800-273-4747 (24HR)
Hours:	M-F; 8AM – 5PM
Website:	http://carlperkinscenter.org/

Services Provided

• Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver's Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)

Organization: Carroll County Health Department

Address:	633 High Street – Huntingdon, TN
Phone:	731-986-1990
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers

Organization: Chamber of Commerce

Address:	20740 East Main St. – Huntingdon, TN
Phone:	731-986-4664
Hours:	M-F; 8AM – 4PM
Website:	http://www.carrollcounty-tn-chamber.com/

Services Provided

The Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.

CARROLL COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Community Action Network

Address:	7891 Hwy. 69 South –Springville, TN
Phone:	731-642-8208
Hours:	M-F; 9AM – 5PM
Website:	http://canhomes.org/

Services Provided

• Homebuyer Counseling • Mortgage Financing • Credit Worthiness • Household Budgeting • Home Maintenance

Organization: Department of Human Services and Adult Protective Services

Address:	20810 Main St. East – Huntingdon, TN
Phone:	731-352-7941
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

Organization: First United Methodist Church

Address:	201 Asbury Circle – Huntingdon, TN
Phone:	731-986-2251
Hours:	M-F; 8AM – 5PM
Website:	http://huntingdonfumc.org/

Services Provided

Food Pantry and other services as needed

Organization: Huntingdon Housing Authority

Address:	433 Hill Court Circle – Huntingdon, TN
Phone:	731-986-4442
Hours:	M-Th; 8AM – 4PM / Friday: 8-12; 1-5PM
Website:	http://www.huntingdonhousing.org/

Services Provided

To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.

CARROLL COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Huntingdon Ministerial Alliance

Address:	11110 Lexington St. – Huntingdon, TN
Phone:	731-986-4192
Hours:	Call for Assistance
Website:	

Services Provided

• Food and other items to individuals in need in the community • Night Stay for those passing through the area • Utility and Rent Assistance • ESG: Emergency Shelter Grant – provides preventive and homeless services.

Organization: McKenzie Housing Authority

Address:	22 McDonald Ave. – McKenzie, TN
Phone:	731-352-5335
Hours:	M-F; 8AM – 5PM
Website:	

Services Provided

To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.

Organization: Northwest HRA Community Service Center

Address:	13355 Paris Street – Huntingdon, TN
Phone:	731-209-4458; Transp.; 877-557-4337
Hours:	M-F; 8AM – 4:30PM
Website:	http://nwtd.org/nwthra

Services Provided

• Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation
Northwest: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion and Weakley Counties

Organization: United Neighbors

Address:	2455 Cedar Street – McKenzie – TN
Phone:	731-352-0547
Hours:	Call and Leave a Message for Assistance
Website:	

Services Provided

• Food Pantry – once a month • Clothing – every three months • Utilities and Rent Assistance – once a year

CARROLL COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	113 Paris Street – Huntingdon, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wraptn.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

CHESTER COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	113 Main Street – Henderson, TN	Services Provided • Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver’s Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)
Phone:	731-989-7222	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://carlperkinscenter.org/	

Organization: Chamber of Commerce

Address:	587 East Main Street – Henderson, TN	Services Provided The Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.
Phone:	731-989-5222	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://chestercountychamber.com/	

Organization: Chester County Health Department

Address:	301 Quinco Drive – Henderson, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-989-7201	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Department of Human Services and Adult Protective Services

Address:	525 North Church Ave. – Henderson, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-989-5144	
Hours:	M-F; 8AM – 4:30PM	
Website:		

CHESTER COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: First Baptist Church

Address:	504 East Main Street – Henderson, TN
Phone:	731-989-2626
Hours:	M-F; 8AM – 4:30PM
Website:	http://www.fbchenderson.com/

Services Provided

Food Pantry

Organization: Gleaner's House (The)

Address:	121 N. Washington Ave. Henderson, TN
Phone:	731-989-0377
Hours:	Thursday – Saturday; 10AM – 5PM
Website:	http://www.firstmethodisthenderson.org/

Services Provided

• Utility Assistance – 6 months; up to \$50 • Food Pantry • Thrift Store

Click “The Gleaner’s House” under “Ministries” Tab

Organization: Henderson View Apartments

Address:	740 Fourth St. – Henderson, TN
Phone:	731-989-7207
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

Low Income Housing

Organization: Quinco Mental Health Center

Address:	925 E. Main St. – Henderson, TN
Phone:	731-989-3401 or 800-532-6339
Hours:	M-F; 8AM – 4:30PM
Website:	http://quincocmhc.com/

Services Provided

• Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling

CHESTER COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	130 E. Main St., Ste. 4 – Henderson, TN
Phone:	800-273-8712
Hours:	24HR Crisis Line
Website:	https://www.wraptn.org/

Services Provided

• 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation

Organization:

Address:	
Phone:	
Hours:	
Website:	

Services Provided

Organization:

Address:	
Phone:	
Hours:	
Website:	

Services Provided

Organization:

Address:	
Phone:	
Hours:	
Website:	

Services Provided

CROCKETT COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carl Perkins Child Abuse Center

Address:	77 East Park Street – Alamo, TN
Phone:	731-696-2452
Hours:	M-F; 8AM – 4:30PM
Website:	http://carlperkinscenter.org/

Services Provided

• Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver’s Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)

Organization: Chamber of Commerce

Address:	25 North Bells Street – Alamo, TN
Phone:	731-696-5120
Hours:	M-F; 8AM – 4PM
Website:	http://www.crockettchamber.com/

Services Provided

The Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.

Organization: Crockett County Health Department

Address:	209 North Bells Street – Alamo, TN
Phone:	731-696-2505 or 731-696-4410
Hours:	M-F: 8AM – 4:30PM
Website:	

Services Provided

• Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers

Organization: Crockett County Human Services Department

Address:	182 North Cherry Street – Alamo, TN
Phone:	731-696-5441 or 731-696-3024
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

CROCKETT COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Northwest HRA Community Service Center

Address:	124 Weldon Drive – Martin, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation Northwest: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion and Weakley Counties
Phone:	731-587-4213; Transp.; 877-557-4337	
Hours:	M-F: 8AM – 4:30PM	
Website:	http://nwtdc.org/nwthra	

Organization: Northwest Tennessee Career Center Workforce Essentials

Address:	331 South Bells Street – Alamo, TN	Services Provided Title I Services for Dislocated Adults and Youth (under 24): Continuing Education • Resume and Employer Workshops • Employer Projects • Unemployment Services • Veteran Assistance
Phone:	731-696-2530	
Hours:	M-F; 8AM – 5PM	
Website:		

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	142 Conley Blvd. – Alamo, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wrapn.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

DECATUR COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	125 Central Lane – Parson, TN	Services Provided • Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver’s Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)
Phone:	731-847-4020	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://carlperkinscenter.org/	

Organization: Chamber of Commerce

Address:	139 Tennessee Ave. N. – Parsons, TN	Services Provided Our Chamber’s mission is relatively simple – to support, promote, and attract business for the advancement of our community. This includes not only business and industry, but also tourism and retirement living. Together the Chamber represents a significant voice and, as a group, we can make a positive difference.
Phone:	731-847-4202	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.decatourcountytennessee.org/	

Organization: Decatur County Health Department

Address:	155 N. Pleasant St. – Decaturville, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-852-2461	
Hours:	M-F: 8AM – 4:30PM	
Website:		

Organization: Department of Human Services and Adult Protective Services

Address:	669 W. Main Street – Decaturville, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-852-2981	
Hours:	M-F: 8AM – 4:30PM	
Website:		

DECATUR COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: First Baptist Church Parsons

Address:	210 Tennessee Ave. S. – Parsons, TN	Services Provided • Utilities, Gas and Water Assistance • Food Assistance if Shepherd's Fund is unavailable; up to \$25 Sav-A-Lot Food Store voucher. Applicants apply within or Call Number for more Information
Phone:	731-847-2466	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.fbcparsons.org/	

Organization: Parsons-Decaturville Housing Authority

Address:	155 Miller Street – Parsons, TN	Services Provided To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.
Phone:	731-847-2638	
Hours:	M-F; 8AM – 5PM	
Website:		

Organization: Quinco Mental Health

Address:	259 W. Main St. – Decaturville, TN	Services Provided • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling
Phone:	731-852-3112	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://quincocmh.com/	

Organization: Shepherd's Fund

Address:	105 Kentucky Avenue – Parsons, TN	Services Provided • Emergency Assistance: Food, Money and Clothing For applicants that meet the program requirements
Phone:	731-847-7471	
Hours:	Tuesday and Thursday; 10AM – 2PM	
Website:		

DECATUR COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Southwest HRA Community Service Center

Address:	2039 Hwy 641 South – Parsons, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation <i>Southwest: Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy Counties</i>
Phone:	731-847-8160	
Hours:	M-F; 8AM – 4PM	
Website:	http://swhra.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

DYER COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: American Red Cross

Address:	326 South Mill Ave. – Dyersburg, TN
Phone:	731-286-4740
Hours:	M-Th.; 8:30AM – 2PM / F; 8AM – 12PM
Website:	http://www.redcross.org/

Services Provided

• Disaster Services • Shelter • Military Services: Families, Deployment Counseling, Emergency Communication, Information and Referral Services.

Organization: Chamber of Commerce

Address:	2000 Commerce Ave. – Dyerburg, TN
Phone:	731-285-3433
Hours:	M-F; 8AM – 5PM
Website:	http://www.dyerchamber.com/

Services Provided

The Dyersburg/Dyer County Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.

Organization: Department of Human Services and Adult Protective Services

Address:	1979 St. John Ave. – Dyersburg, TN
Phone:	731-286-8304 or 731-286-8305
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

Organization: Dyer County Health Department

Address:	1755 Parr Avenue – Dyersburg, TN
Phone:	731-285-7311 or 731-285-7359
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers

DYER COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Dyersburg Housing Authority

Address:	541 Hike Avenue – Dyersburg, TN	Services Provided To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.
Phone:	731-285-6771	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: First United Methodist Church

Address:	100 McGaughey St. – Dyersburg, TN	Services Provided Food Pantry: Monday and Thursday; 12:30PM – 3:30PM
Phone:	731-287-1251	
Hours:	M-F; 9AM – 4PM	
Website:	http://fumcdyersburg.com/	

Organization: Habitat for Humanity

Address:	108 North King Ave. – Dyersburg, TN	Services Provided Housing Opportunities for Applicants that meet Income and Credit Criteria. Call for more Information
Phone:	731-287-7600	
Hours:	M-F; 8AM – 4:30PM	
Website:	https://www.habitat.org/	

Organization: Hope House (The)

Address:	222 East Court St. – Dyersburg, TN	Services Provided • Physiological – Behavioral Health: Evaluation, Prevention, Diagnosis and Treatment • Psychotherapy • Counseling • Clinical Psychologist use Skills to Improve Emotional and Mental Health.
Phone:	731-287-7535	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://www.wth.org/locations/pathways/hope-house	

DYER COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Life Choices Dyersburg

Address:	595 E. Tickle St. – Dyersburg, TN	Services Provided Non-Profit Medical Clinic: Pregnancy Confirmation • Education • Decision Empowerment • Sexual and Prenatal Health
Phone:	731-286-4673	
Hours:	M; 1P-5P, Tues/Thur; 8A-12P; 1P-5P	
Website:	http://lifechoicesdyersburg.com/	

Organization: Matthew 25:40; Inc.

Address:	432 West Court St. – Dyersburg, TN	Services Provided • Homeless Services • Short Term Financial Support (Rent, Utility, Medication) • Food Pantry and Clothes Closet • The Inn Dyer County Shelter: Shelter for Women and Children
Phone:	731-286-9054; Shelter: 731-882-1904	
Hours:	M-F; 8AM – 12PM	
Website:	http://matthew-2540.org/	

Organization: New Life Union Mission

Address:	213 West Cedar St. – Dyersburg, TN	Services Provided • Family and Youth Ministry • Family Help • New Life Youth Camp • Summer in the Son • Youth Center Club • Community Café • Spiritual Services • Homeless and Transient Services • Food • Christmas Toys • Thrift and Help Store
Phone:	731-285-0726	
Hours:	M-F; 9AM – 5PM	
Website:	http://newlifeunionmission.org/	

Organization: Northwest HRA Community Service Center

Address:	1400 Hornbrook – Dyersburg, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation <i>Northwest: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion and Weakley Counties</i>
Phone:	731-587-4213; Transp.; 877-557-4337	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://nwtdc.org/nwthra	

DYER COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Northwest Safeline

Address:	430 W. Court St. – Dyersburg, TN	Services Provided • Shelter • Court Advocacy • Counseling • Safety Planning • Crisis Hotline Ripley: M-F; 7:30AM – 3:30PM
Phone:	731-855-8566; Crisis: 800-957-0055	
Hours:	M-F; 8:30A-4:30P,	
Website:	http://nwtd.org/nwthra	

Organization: Pathways Mental Health

Address:	2035 St. John Ave. – Dyersburg, TN	Services Provided <u>Children & Youth:</u> Behavior Issues • Family Adjustment • Medication Mgmt. <u>Adults:</u> Christian Counseling • Family Issues • Addiction • Postpartum and Infertility • Smoking Cessation Among other Services to Children, Youth and Adults
Phone:	731-285-1393; 800-587-3854	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://www.wth.org/locations/pathways	

Organization: Professional Care Services of West Tennessee

Address:	1997 Hwy 51 South – Covington, TN	Services Provided • Mental Health Treatment • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluation, Medication, Medication • Psychological Rehabilitation • Supported Living Centers • Group Homes • Group Therapy • Individual, Family and Child Therapy
Phone:	901-475-3580	
Hours:	M-Th.; 8AM – 5PM; Friday 8AM – 12:30P	
Website:	http://www.pcswn.org/	

Organization: Salvation Army

Address:	328 South Mill Ave. – Dyersburg, TN	Services Provided • Clothing • Thrift Store • Utilities Assistance
Phone:	731-286-5117	
Hours:	M-F: 8AM – 4:30PM	
Website:	http://www.salvationarmy.org/	

DYER COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	309 N. Church St. – Dyersburg, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wraptn.org/	

Organization: Youth Villages

Address:	1865 U.S. 51 – Dyersburg, TN	Services Provided • Emotional and Behavioral Services for Troubled Children and their Families.
Phone:	731-288-4600	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://www.youthvillages.org/	

Organization

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

FAYETTE COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Chamber of Commerce

Address:	120 East Court St. – Somerville, TN	Services Provided Our Mission is to be a pro-active catalyst for a prosperous Fayette County. The Chamber functions through the work of dedicated volunteers and a membership committed to sustaining and developing a thriving economy and quality of life for all of Fayette County.
Phone:	901-465-8690	
Hours:	M-F; 8AM – 5PM	
Website:	http://fayettecountychamber.com/	

Organization: Delta Human Resource Agency

Address:	951 Hwy. 51 – Covington, TN	Services Provided • Transportation • USDA Commodity Program (once per quarter) • Mortgage/Rental Assistance • Weatherization Program • LIHEAP Program – Utility and Disaster Assistance
Phone:	901-476-5226; Transport: 888-477-5226	
Hours:	M-F; 8AM – 4:30PM	
Website:	https://www.deltahra.org/	

Organization: Department of Human Services and Adult Protective Services

Address:	18125 Hwy. 64 – Somerville, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	901-465-7334	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Fayette Cares, Inc.

Address:	13300 N. Main St. – Somerville, TN	Services Provided • Shelter • Food • Clothing • Financial Assistance • Domestic Violence Advocacy
Phone:	901-465-3802	
Hours:	M-F; 9AM – 5PM	
Website:	https://fayettecares.org/	

FAYETTE COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Fayette County Commission on Aging

Address:	108 Kay Drive – Somerville, TN	Services Provided • 55+ • Health Education • Meals: M-F; 11AM • Recreational Activities • Resource and Recreational Center • Home Meal Delivery – Contact for more Information
Phone:	901-465-3554	
Hours:	M-F; 7AM – 2PM	
Website:		

Organization: Fayette County Health Department

Address:	90 Yum Yum Road – Somerville, TN	Services Provided • WIC: Women, Infant Children Vouchers • STD Testing (Sexually Transmitted Disease) • Immunizations • Well Child Exams • Family Planning • Communicable Disease • Environmental Health • Family Case Mgmt. • Home Health • Senior Services • General Health Clinic
Phone:	901-465-5243	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Galloway Housing Authority

Address:	200 Jackson St. – Arlington, TN	Services Provided To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.
Phone:	901-476-5226 or 888-477-5226	
Hours:	M-F: 8AM – 4:30PM	
Website:		

Organization: Hope for Mid-South Ministries

Address:	7190 Pam Drive – Millington, TN	Services Provided
Phone:	901-626-2092 or 888-926-4592	
Hours:	Call or View Website for Infomation	
Website:		

FAYETTE COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Professional Care Services of West Tennessee

Services Provided

Address: 1997 Hwy. 51 South – Covington, TN

Phone: 901-475-3580

Hours: M-F; 8AM – 5PM

Website: <http://www.pcswn.org/>

Organization:

Services Provided

Address:

Phone:

Hours:

Website:

Organization:

Services Provided

Address:

Phone:

Hours:

Website:

Organization:

Services Provided

Address:

Phone:

Hours:

Website:

GIBSON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carey Counseling

Address:	1263 US Hwy 45 Bypass N – Trenton, TN	Services Provided Adult, children and youth. Community mental health outpatient counseling services; including individual and group therapy. Community based case management, office based case management, and medication management services along with various grant programs.
Phone:	731-855-2871	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://www.careycounselingcenter.org	

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	306 North 22 nd Ave. – Humboldt, TN	Services Provided • Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver’s Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)
Phone:	731-784-7500	
Hours:	M-F; 8AM – 5PM	
Website:	http://carlperkinscenter.org/	

Organization: Department of Human Services and Adult Protective Services

Address:	2205 Hwy 45 Bypass S. – Trenton, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-824-4302	
Hours:	M-F; 8AM - 4:30PM	
Website:		

Organization: Gibson County Community Health Center

Address:	1250 Manufacturers Row – Trenton, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-855-7601	
Hours:	M-F; 8AM – 4:30PM	
Website:		

GIBSON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Helping Hands Ministries

Address:	609 North 9 th Ave. – Humboldt, TN	Services Provided • Food • Clothing • Utilities Assistance
Phone:	731-824-1757	
Hours:	Vary	
Website:		

Organization: Mustard Seed Ministries

Address:	2027 South 2 nd Street – Milan, TN	Services Provided • Thrift Store • Soup Kitchen • Food Pantry • Emergency Support
Phone:	731-686-1011	
Hours:	Call or Visit Website for more info	
Website:	http://www.milanmustardseed.org/	

Organization: Northwest HRA Community Service Center

Address:	168 East Main St. – Trenton, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation Northwest: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion and Weakley Counties
Phone:	731-587-4213; Transp.; 877-557-4337	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://nwtdc.org/nwthra	

Organization: Trenton Housing Authority

Address:	128 Burnett Drive – Trenton, TN	Services Provided To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.
Phone:	731-855-1231	
Hours:	M-F; 8AM – 4:30PM	
Website:		

GIBSON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	111-A South High St. – Trenton, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wraptn.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

HARDEMAN COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	149 Tennessee Street – Bolivar, TN	Services Provided • Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver’s Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)
Phone:	731-659-2373	
Hours:	M-F; 8AM – 5PM	
Website:	http://carlperkinscenter.org/	

Organization: Chamber of Commerce

Address:	114 South Main St. – Bolivar, TN	Services Provided The Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.
Phone:	731-658-6554	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://hardemancountyttn.com/	

Organization: Department of Human Services and Adult Protective Services

Address:	795 Tennessee St. – Bolivar, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-658-5545	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: First Baptist Church

Address:	826 West Market St. – Bolivar, TN	Services Provided Food Baskets and Boxes
Phone:	731-658-5123	
Hours:	M-F: 8AM – 5PM	
Website:	http://www.fcbolivartn.org/	

HARDEMAN COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: First United Methodist Church

Address:	218 West Market St. – Bolivar, TN	Services Provided • Food Pantry • Clothing • Furniture
Phone:	731-658-5114	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.bolivarfirstumc.org/	

Organization: Hardeman County Health Department

Address:	10825 Old Hwy 64 – Bolivar, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-658-5291	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Quinco Mental Health Centers

Address:	10710 Old Hwy 64 – Bolivar, TN	Services Provided • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling
Phone:	800-532-6339; Crisis: 800-467-2515	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://quincocmhc.com/	

Organization: Southwest HRA Community Service Center

Address:	793 Tennessee Street – Bolivar, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation Southwest: Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy Counties
Phone:	731-658-9292	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://swhra.org/	

HARDEMAN COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Western Mental Health Institute

Address:	11100 Hwy. 64 West – Bolivar, TN	Services Provided Mental Health Center
Phone:	731-228-2000	
Hours:	Sunday – Saturday; 24/7	
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

HARDIN COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Care of Savannah, Inc.

Address:	50 East End Drive – Savannah, TN	Services Provided Programs: Adult Men and Women Mental Health Treatment and Substance Abuse Treatment Level of Care: Residential Short-Term Treatment, Residential Long-Term Treatment, and Hospital Inpatient
Phone:	731-925-4450	
Hours:	M-F; 8AM – 4PM	
Website:		

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	60 Brazelton St. – Savannah, TN	Services Provided • Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver's Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)
Phone:	731-925-2252	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://carlperkinscenter.org/	

Organization: Chamber of Commerce

Address:	495 Main Street – Savannah, TN	Services Provided Our Community is made up of dozens of churches, schools, family owned businesses, parks, antique shops, banks, and most of all, friendly neighborhoods that are inviting, warm and safe. We are proud of our community volunteerism, active service organizations and business leaders.
Phone:	731-925-2363	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.hardincountychamber.com/	

Organization: Cypress Garden Apartments

Address:	1201 Lewis St. – Savannah, TN	Services Provided Low Income Housing
Phone:	731-925-6955	
Hours:	M-F; 8AM – 4:30PM	
Website:		

HARDIN COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Department of Human Services and Adult Protective Services

Address:	1035 Wayne Road – Savannah, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-925-4968	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Hardin County Health Department

Address:	1920 Pickwick St. – Savannah, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-925-2557	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Hardin County Mennonite Church

Address:	20 Randell Lane – Olivehill, TN	Services Provided Individual needs assessed for services. Provide food and other items. Please call for services provided.
Phone:	731-926-4989	
Hours:	M-F; 8AM – 5PM	
Website:		

Organization: Jesus Cares

Address:	60 Eureka Drive – Savannah, TN	Services Provided • Budget Classes • Utility Assistance • One Night Stays • Food
Phone:	731-925-6777	
Hours:	M, W, F; 8AM – 3PM	
Website:		

HARDIN COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Loving Life Ministries

Address:	100 Old Hwy 57 – Counce, TN	Services Provided • Works with Substance Abusers • Utilities Assistance • Budgeting Classes
Phone:	731-926-0741	
Hours:	Call for Assistance	
Website:		

Organization: Quinco Mental Health Centers

Address:	1410 Pickwick St. – Savannah, TN	Services Provided • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling
Phone:	731-925-5054	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://quincocmh.com/	

Organization: Savannah Housing Authority

Address:	80 Jefferson St. – Savannah, TN	Services Provided To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.
Phone:	731-925-2020	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Solutions of Savannah

Address:	85 Harrison St. – Savannah, TN	Services Provided • Abuse Recovery, Drug & Alcohol Addictions • Substance Abuse Counseling • Chemical Abuse • Addiction Counseling • Habit Control • Compulsions • Drug & Alcohol Abuse
Phone:	731-925-2767	
Hours:	M-F; 8AM – 4PM	
Website:		

HARDIN COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Southwest HRA Community Service Center

Address:	885 Pickwick Road – Savannah, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation <i>Southwest: Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy Counties</i>
Phone:	731-925-5405	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://swhra.org/	

Organization: T.A.M.B of Jackson – Savannah Campus

Address:	700 Pinhook St. – Savannah, TN	Services Provided Adult Male Intensive Outpatient Program (IOP) Licensed Alcohol and Drug; Co-Occurring Treatment Provides: Individual Counseling • Group Therapy • Life Management • Family Support • Case Management • Attendance at 12-Step Meetings
Phone:	731-438-3214	
Hours:	M-Th.; 8AM – 4PM	
Website:	http://www.aspellrecovery.com/	

Organization: Teen Challenge, Inc.

Address:	1450 Florence Rd. – Savannah, TN	Services Provided
Phone:	731-926-2555	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://tvteenchallenge.net/	

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	45 Court Street – Savannah, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wraptn.org/	

HAYWOOD COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Brownsville Baptist Church

Address:	5 North Wilson Ave. – Brownsville, TN	Services Provided • Food Pantry • Clothes
Phone:	731-772-9753	
Hours:	M-F; 8AM – 5PM	
Website:	http://brownsvillebaptist.org/	

Organization: Brownsville Housing Authority

Address:	205 Summer Oaks Dr. – Brownsville, TN	Services Provided To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.
Phone:	731-772-5767	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	130 Boyd Avenue – Brownsville, TN	Services Provided • Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver's Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)
Phone:	731-772-8378	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://carlperkinscenter.org/	

Organization: Chamber of Commerce

Address:	121 West Main St. – Brownsville, TN	Services Provided To unite, guide, support and speak for business, industry, and agriculture and quality of life issues of the people of Haywood County by sponsoring programs and activities which stimulate economic growth, promote civic pride and encourage community involvement.
Phone:	731-772-2193	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://bhcchamber.org/	

HAYWOOD COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Department of Human Services and Adult Protective Services

Address:	1199 South Dupree –Brownsville, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-772-4242	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Haywood County Health Department

Address:	950 E. Main St. – Brownsville, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-772-4063	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Pathways Mental Health

Address:	1120 Tammell St. – Brownsville, TN	Services Provided • <u>Children & Youth:</u> Behavior Issues • Family Adjustment • Medication Mgmt. <u>Adults:</u> Christian Counseling • Family Issues • Addiction • Postpartum and Infertility • Smoking Cessation Among other Services to Children, Youth and Adults
Phone:	731-772-4685	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.wth.org/locations/pathways	

Organization: Salvation Army

Address:	130 S. Wilson St. – Brownsville, TN	Services Provided Clothing
Phone:	731-779-0909	
Hours:	M-Th.; 9AM – 12PM	
Website:	http://www.salvationarmy.org/	

HAYWOOD COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Southwest HRA Community Service Center

Address:	140 S. Wilson Street – Brownsville, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation <i>Southwest: Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy Counties</i>
Phone:	731-772-2644	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://swhra.org/	

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	19 N. Court Ofc #7LL – Brownsville, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wraptn.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

HENDERSON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carl Perkins Center for the Prevention of child Abuse

Address:	120 Rush Street – Lexington, TN	Services Provided • Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver’s Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)
Phone:	731-967-0727	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://carlperkinscenter.org/	

Organization: Chamber of Commerce

Address:	149 Eastern Shores Dr. – Lexington, TN	Services Provided The Henderson County Chamber of Commerce works to enhance the quality of life in our community by leading, supporting and facilitating business.
Phone:	731-968-2126	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://hctn.org/	

Organization: Comfort Peer Center

Address:	300 Holly Street – Lexington, TN	Services Provided • Family and Individual Services and Support • Peer Support for Those who Suffer from Emotional, Mental and Substance Abuse Issues
Phone:	731-968-1504	
Hours:	M-F; 8AM – 4PM	
Website:		

Organization: Department of Human Services and Adult Protective Services

Address:	37 College Drive – Lexington, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-968-3652	
Hours:	M-F; 8AM – 4:30PM	
Website:		

HENDERSON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: First Baptist Church Lexington

Address:	50 Stanford Ave. – Lexington, TN	Services Provided Food Pantry
Phone:	731-968-3685	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://fbcllexington.com/	

Organization: First Methodist Church Lexington

Address:	27 E. Church Street – Lexington, TN	Services Provided • Food Pantry • Second Harvest
Phone:	731-968-2116	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://fumcllexington.org/	

Organization: Henderson County Health Department

Address:	90 Rush Street – Lexington, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-968-8148	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Hope Ministries

Address:	169 Holly Street – Lexington, TN	Services Provided HOPE Ministries mission is to provide assistance to families and individuals in Henderson County, TN
Phone:	731-968-0191	
Hours:	M-F; 9AM – 1PM	
Website:		

HENDERSON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Lexington Housing Authority

Address:	100 Willow Courts – Lexington, TN	Services Provided To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.
Phone:	731-968-7506	
Hours:	M-F; 8AM – 4PM	
Website:		

Organization: Lexington Village Apartment

Address:	308 S. Broad Street – Lexington, TN	Services Provided Low Income Housing
Phone:	731-968-5017	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Pathways Mental Health

Address:	759 W. Church Street – Lexington, TN	Services Provided • <u>Children & Youth</u> : Behavior Issues • Family Adjustment • Medication Mgmt. <u>Adults</u> : Christian Counseling • Family Issues • Addiction • Postpartum and Infertility • Smoking Cessation Among other Services to Children, Youth and Adults
Phone:	731-968-5017	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://www.wth.org/locations/pathways	

Organization: Quinco Mental Health

Address:	844 Natchez Trace Dr. – Lexington, TN	Services Provided • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling
Phone:	731-968-8803	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://quincocmh.com/	

HENDERSON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Shepherd's House

Address:	264 Spring Street – Lexington, TN	Services Provided Provides Meals for Low Income Individuals every Monday
Phone:	731-845-3803	
Hours:	M-F; 10AM – 12PM	
Website:		

Organization: Southwest HRA Community Service Center

Address:	34 South Lewis Street – Lexington, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation <i>Southwest: Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy Counties</i>
Phone:	731-968-6802	
Hours:	M-F; 8AM – 4PM	
Website:	http://swhra.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

HENRY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carey Counseling Center, Inc.

Address:	408 Virginia Street – Paris, TN	Services Provided Adult, children and youth. Community mental health outpatient counseling services; including individual and group therapy. Community based case management, office based case management, and medication management services along with various grant programs.
Phone:	800-611-7757	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://www.careycounselingcenter.org	

Organization: Chamber of Commerce

Address:	2508 East Wood Street – Paris, TN	Services Provided The mission of the Paris-Henry County Chamber of Commerce is to improve the economy and quality of life in our community.
Phone:	731-642-3431	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://paristnchamber.com/	

Organization: Community Action Network

Address:	7891 Hwy. 69 South –Springville, TN	Services Provided • Homebuyer Counseling • Mortgage Financing • Credit Worthiness • Household Budgeting • Home Maintenance
Phone:	731-642-8208	
Hours:	M-F; 9AM – 5PM	
Website:	http://canhomes.org/	

Organization: Damascus Road, Inc.

Address:	P.O. Box 1075 – Paris, TN	Services Provided Permanent Housing for People with Disabilities
Phone:	731-336-8724	
Hours:	S-Sa.; 24 Hrs. Daily	
Website:		

HENRY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Department of Human Services and Adult Protective Services

Address:	1023 Mineral Wells Ave., Ste. F-Paris, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-644-7350	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Henry County Health Department

Address:	803 Joy Street – Paris, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-642-4025	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Northwest HRA Community Service Center

Address:	124 Weldon Drive – Martin, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation Northwest: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion and Weakley Counties
Phone:	731-587-4213; Transp.; 877-557-4337	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://nwtdc.org/nwthra	

Organization: Paris Housing Authority

Address:	917 Minor Street, Ste. A – Paris, TN	Services Provided To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.
Phone:	731-642-4451	
Hours:	M-F; 8AM – 4:30PM	
Website:		

HENRY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Project Help

Address:	55 Bend Road Ext. – Paris, TN	Services Provided Utilities Assistance
Phone:	731-642-5855	
Hours:	Wednesday; 8AM – 3PM	
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

HOUSTON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Bethesda Community Mission, Inc.

Address:	405 W. Front Street – Erin, TN	Services Provided Bethesda Community Mission specializes in Individual and Family Services.
Phone:	931-289-4044; After Hrs. 931-289-4508	
Hours:	Thursday and Friday; 9AM – 1PM	
Website:		

Organization: Centerstone

Address:	1101 6 th Avenue N. – Nashville, TN	Services Provided • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling
Phone:	888-291-HELP (4357)	
Hours:	M-F; 24 HRS	
Website:	https://centerstone.org/	

Organization: Chamber of Commerce

Address:	4 Court Square – Erin, TN	Services Provided The mission of the Houston County Chamber of Commerce is to improve the economy and quality of life in our community.
Phone:	931-289-5100	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://houstoncochamber.com/	

Organization: Community Action Network

Address:	7891 Hwy. 69 South –Springville, TN	Services Provided • Homebuyer Counseling • Mortgage Financing • Credit Worthiness • Household Budgeting • Home Maintenance
Phone:	731-642-8208	
Hours:	M-F; 9AM – 5PM	
Website:	http://canhomes.org/	

HOUSTON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Department of Human Service and Adult Protective Services

Address:	21 Store Front Drive – Erin, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	931-289-4105	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Highland Rim Economic Corporation

Address:	213 College Street – Erin, TN	Services Provided • Low Income Individuals, Families and Children • Unemployed Persons • Elderly • Persons with Disabilities • Educational Services • Homeless • Abandoned, Widowed, or Divorced Men and Women • And Others in Need
Phone:	931-289-4101	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://highlandrim.org/	

Organization: Houston County Health Department

Address:	60 Court Square – Erin, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	931-289-3463	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Urban Ministries (Safe House)

Address:	217 S. 3 rd Street – Clarksville, TN	Services Provided • Emergency Shelter • 24 Hour Hotline • Advocacy • Transportation • Follow-Up • Community Education • Information and Referral • Counseling Phone, Shelter, and Support Group The facility is at an undisclosed location to ensure safety of the residents.
Phone:	931-648-9093; DV Crisis: 931-552-6900	
Hours:	S-Sa.; 24 Hours Daily	
Website:	http://www.clarksvilleurbanministries.com/	

HUMPHREYS COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Centerstone

Address:	1101 6 th Avenue N. – Nashville, TN	Services Provided • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling
Phone:	888-291-HELP (4357)	
Hours:	M-F; 24 HRS	
Website:	https://centerstone.org/	

Organization: Chamber of Commerce

Address:	124 East Main Street – Waverly, TN	Services Provided The mission of the Humphreys County Chamber of Commerce is to improve the economy and quality of life in our community.
Phone:	931-296-4865	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://www.humphreyscountychamberofcommerce.com/	

Organization: Community Action Network

Address:	7891 Hwy. 69 South –Springville, TN	Services Provided • Homebuyer Counseling • Mortgage Financing • Credit Worthiness • Household Budgeting • Home Maintenance
Phone:	731-642-8208	
Hours:	M-F; 9AM – 5PM	
Website:	http://canhomes.org/	

Organization: Department of Human Services and Adult Protective Services

Address:	1203 Hwy. 70 West – Waverly, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	931-296-4227	
Hours:	M-F; 8AM – 4:30PM	
Website:		

HUMPHREYS COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Grace Assistance Program

Services Provided

• Food • Clothing • Household Items • Utilities • Other Assistance

Address: 217 South 3rd St. – Waverly, TN

Phone: 931-648-1324

Hours: M-F; 8AM – 4:30PM

Website:

Organization: Helping Hands Fund

Services Provided

We provide emergency utility and food assistance to those in need of help in Humphreys County. Perishable food give away 1st & 3rd Tue @ Noon @ Save A Lot

Address: 103 Hwy. 13 South – Waverly, TN

Phone: 931-209-5721

Hours: M-W-F; 9AM-11AM; T-Th; 4:30PM-6PM

Website:

Organization: Highland Rim Economic Corporation

Services Provided

• Low Income Individuals, Families and Children • Unemployed Persons • Elderly • Persons with Disabilities • Educational Services • Homeless • Abandoned, Widowed, or Divorced Men and Women • And Others in Need

Address: 3343 Hwy. 70 – Waverly, TN

Phone: 931-296-4098

Hours: M-F; 8AM – 4:30PM

Website: <http://highlandrim.org/>

Organization: Open Heart Ministries

Services Provided

Food and Clothing Assistance

Address: 116 W. Court House Sq. – Waverly, TN

Phone: 931-209-0340

Hours: Call for Assistance

Website:

HUMPHREYS COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Women Are Safe

Services Provided

- Hotline • Individual Counseling • Court Advocacy
- Shelter • Support Group • Referrals

Address: 131 West End Ave. – Centerville, TN

Phone: 931-792-9885; Crisis: 800-470-4117

Hours: M-F; 8AM – 5PM

Website: <http://www.womenaresafe.org/>

Organization:

Services Provided

Address:

Phone:

Hours:

Website:

Organization:

Services Provided

Address:

Phone:

Hours:

Website:

Organization:

Services Provided

Address:

Phone:

Hours:

Website:

LAKE COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carey Counseling

Address:	201 W. Main Street – Union City, TN
Phone:	800-611-7757
Hours:	M-F; 8:30AM – 5PM
Website:	http://www.careycounselingcenter.org

Services Provided

Adult, children and youth. Community mental health outpatient counseling services; including individual and group therapy. Community based case management, office based case management, and medication management services along with various grant programs.

Organization: Chamber of Commerce

Address:	130 Court Square – Tiptonville, TN
Phone:	731-253-8144
Hours:	M-F; 8AM – 4:30PM
Website:	http://www.reelfootareachamber.com/

Services Provided

The Chamber of Commerce is dedicated to the development and promotion of a vibrant progressive town that combines a rich history, unique geography, and dedicated citizens to bring about positive change for our hometown.

Organization: Department of Human Services and Adult Protective Services

Address:	660 Carl Perkins Pkwy. – Tiptonville, TN
Phone:	731-253-7716
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

Organization: Lake County Health Department

Address:	400 Carl Perkins Pkwy. – Tiptonville, TN
Phone:	731-253-9954
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers

LAKE COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Northwest HRA Community Service Center

Address:	124 Weldon Drive – Martin, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation Northwest: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion and Weakley Counties
Phone:	731-587-4213; Transp.; 877-557-4337	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://nwtd.org/nwthra	

Organization: Reelfoot Rural Ministries

Address:	6923 Minnick Elbridge Rd. – Obion, TN	Services Provided • Food Boxes • Utility Assistance • Dental and Vision Clinics by Appointment • Thrift Store • Social Events
Phone:	731-538-9970	
Hours:	M-F; 8AM – 4PM	
Website:	http://reelfootruralministries.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

LAUDERDALE COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carl Perkins Center for the Prevention of Child Abuse

Services Provided

• Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver's Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)

Address: 168 N. Main Street – Ripley, TN

Phone: 731-635-7856; Crisis: 800-273-4747

Hours: M-F; 8AM – 4:30PM

Website: <http://carlperkinscenter.org/>

Organization: Chamber of Commerce

Services Provided

The mission of the Lauderdale Chamber/ECD is to be an effective, credible and vital organization known for its high ethical behavior and responsive service to its members; to serve as a progressive advocate for businesses, and to promote Lauderdale County's economic and community well-being.

Address: 123 S. Jefferson St. – Ripley, TN

Phone: 731-635-9541

Hours: M-F; 8AM – 4:30PM

Website: <http://www.lauderdalecountyttn.org/>

Organization: Delta HRA Community Service Center

Services Provided

• Community Services • Elderly and Disabled • Housing • Transportation

Address: 198 Washington St. – Ripley, TN

Phone: 731-635-1931

Hours: M-F; 8AM – 4:30PM

Website: <https://www.deltahra.org/>

Organization: Department of Human Services and Adult Protective Services

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

Address: 417 Washington St. – Ripley, TN

Phone: 731-635-4141

Hours: M-F; 8AM – 4:30PM

Website:

LAUDERDALE COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: First United Methodist Church

Services Provided

- Bags of Hope – Sign up the first Thursday of the month between 5PM – 7PM; if they qualify they return on the fourth Tuesday and pick up their groceries.

Address: 145 South Main St. – Ripley, TN

Phone: 731-635-0821

Hours: M-F; 9AM – 4PM

Website: <http://www.ripleyfumc.com/>

Organization: Hall's Union Mission

Services Provided

- Clothing

Address: 500 Church Street – Halls, TN

Phone: 731-836-7079

Hours: M-F; 9AM – 4PM

Website:

Organization: Joy House (The)

Services Provided

Address: 258 Highland

Phone: 731-612-4222

Hours: M-F; 8AM – 4:30PM

Website:

Organization: Lauderdale County Health Department

Services Provided

- Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers

Address: 500 Hwy. 51 South – Ripley, TN

Phone: 731-635-9711

Hours: M-F; 8AM – 4:30PM

Website:

LAUDERDALE COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Professional Care Services of West Tennessee

Services Provided

• Mental Health Treatment • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluation, Medication, Medication • Psychological Rehabilitation • Supported Living Centers • Group Homes • Group Therapy • Individual, Family and Child Therapy

Address: 403 Commerce Street – Ripley, TN
 Phone: 731-635-3968
 Hours: M-Th.; 8AM – 5PM; Fri. 8AM – 12:30PM
 Website: <http://www.pcswn.org/>

Organization: Ripley Housing Authority

Services Provided

To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.

Address: 101 North Crest St. – Ripley, TN
 Phone: 731-635-1901
 Hours: M-F; 8AM – 4:30PM
 Website:

Organization: Wo/Men's Rape Assistance Program (WRAP)

Services Provided

• 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation

Address: 117 W. Jackson Av. – Ripley, TN
 Phone: 800-273-8712
 Hours: 24HR Crisis Line
 Website: <https://www.wraptn.org/>

Organization:

Services Provided

Address:
 Phone:
 Hours:
 Website:

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: American Red Cross

Address:	19 Stone Creek Circle – Jackson, TN
Phone:	731-427-5543
Hours:	M-F; 8AM – 4:30PM
Website:	http://www.redcross.org/

Services Provided

• Disaster Services • Shelter • Military Services: Families, Deployment Counseling, Emergency Communication, Information and Referral Services.

Organization: Area Relief Ministries

Address:	108 South Church Street – Jackson, TN
Phone:	731-423-9257
Hours:	M-F; 8:30AM – 4:30PM
Website:	http://www.areareliefministries.org/

Services Provided

Emergency Assistance: Dental • Prescription Assistance • Rapid Re-Housing
Homeless: Room at the Inn • Open ARM • Turning Point • ARM's Fresh Start
The HUB Club
Education and Advocacy

Organization: Behavioral Health Initiatives, Inc.

Address:	15 Executive Drive – Jackson, TN
Phone:	731-668-3045; Crisis: 800-353-9918
Hours:	M-F; 8AM – 4:30PM
Website:	http://bhitn.org/

Services Provided

BHI provides quality mental health and support services to the community along with safe affordable housing.

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	178 Airways Blvd. – Jackson, TN
Phone:	731-424-7900
Hours:	M-F; 8AM – 4:30PM
Website:	http://carlperkinscenter.org/

Services Provided

• Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver's Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Chamber of Commerce

Address:	197 Auditorium Street – Jackson, TN
Phone:	731-423-2200
Hours:	M-F; 8AM – 4:30PM
Website:	http://jacksontn.com/

Services Provided

The Mission of the Jackson Chamber is to develop and maintain an economic climate that creates and retains jobs and enhances the quality of life for all citizens of Jackson-Madison County and West Tennessee.

Organization: City of Jackson Recovery Court

Address:	116 N. Church Street – Jackson, TN
Phone:	731-423-4286
Hours:	M-F; 8:30AM – 5PM
Website:	https://jacksonrecoverycourt.com/

Services Provided

The Mission of the City of Jackson Recovery Court is to enhance public safety by providing judicially supervised drug treatment and innovative-intensive case management to drug-driven, criminal offenders with the goal of returning drug and alcohol free, law-abiding citizens to our community and thereby closing the “revolving door” of the criminal justice system.

Organization: Department of Children’s Services

Address:	225 Dr. Martin Luther King Dr. – Jackson, TN
Phone:	731-421-2000
Hours:	M-F; 8AM – 4:30PM
Website:	https://www.tn.gov/dcs/

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

Organization: Department of Human Services and Adult Protective Services

Address:	1124 Whitehall St., Ste. E – Jackson, TN
Phone:	731-426-0873
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Dream Center (The)

Address:	P.O. Box 3621 – Jackson, TN
Phone:	731-512-0095
Hours:	M-F; 8:00AM – 5PM; Sat. 8A – 4P
Website:	https://www.dreamcenterjackson.com/

Services Provided

• Women /Women w/ Children Services • Basic Needs • Job Readiness – Resume and Employment Search • Finance • Nutrition • Parenting • Bible Study • Education • and More.

Organization: Goodwill Industries International

Address:	1495 Vann Drive – Jackson, TN
Phone:	731-410-4030
Hours:	M-F; 9AM – 7PM
Website:	http://giveit2goodwill.org/

Services Provided

• Education • Training • Employment

Organization: Habitat for Humanity

Address:	1668 N. Parkway – Jackson, TN
Phone:	731-427-7967
Hours:	M-F; 8AM – 5PM
Website:	http://www.jacksonhabitat.com/

Services Provided

Founded in 1986, Habitat for Humanity, Jackson-Madison County is a non-profit, holistic housing ministry that seeks to eliminate poverty housing and make decent shelter a matter of conscience and action.

Organization: Harland Place Apartments – Section 8

Address:	800 Old Hickory Blvd. – Jackson, TN
Phone:	731-668-3157
Hours:	M-F; 9AM – 5PM
Website:	http://www.hartlandplaceapartments.com/

Services Provided

Low Income Housing

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Health Connect America

Address:	60 Lynoak Cove, Ste. C – Jackson, TN
Phone:	731-668-7593
Hours:	M-F; 8:30AM – 4:30PM
Website:	https://healthconnectamerica.com/

Services Provided

• In-Home Family Preservation • Intensive Outpatient Substance Abuse Program • Outpatient Services • Case Management • Autism / Behavioral Therapy • Therapeutic Day Treatment and School Based Services • Mental Health Skill-Building • Mentoring

Organization: Jackson Transit Authority (JTA)

Address:	38 Eutah Street – Jackson, TN
Phone:	731-423-0200
Hours:	M-F; 6AM – 10:30PM
Website:	http://www.ridejta.com/

Services Provided

Jackson Transit Authority operates Monday through Saturday from 6AM to 10:30PM. JTA buses do not operate on the following locally observed holidays: New Year's Day, MLK Holiday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.

Organization: Jackson Area Center for Independent Living (JCIL)

Address:	1981 Hollywood Drive – Jackson, TN
Phone:	731-668-2211
Hours:	M-Th.; 9AM – 5PM; Fri.; 9AM – 3PM
Website:	http://www.j-cil.com/

Services Provided

• Peer Support • Advocacy • Skills Training • Deaf and Hard of Hearing Services • Home Modification • Transition from Nursing Home • Equipment Program • Accessible Dining in Jackson Program • Information Referral

Organization: Jackson Area Council on Alcoholism and Drug Dependency

Address:	900 East Chester St. – Jackson, TN
Phone:	731-423-3653; After Hrs: 731-343-1800
Hours:	M-F; 8AM – 4:30PM
Website:	https://www.jacoa.org/

Services Provided

JACO • Inpatient Program • Intensive Outpatient Program • Men's Housing • Women's Housing • DUI Classes • Early Intervention Classes • Tennessee Teen Institute

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Jackson Housing Authority

Address:	125 Preston St. – Jackson, TN
Phone:	731-422-1671
Hours:	M-F; 8AM – 5PM
Website:	http://jacksonha.com/

Services Provided

To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.

Organization: Jackson Police Department (DISPATCH)

Address:	234 Institute St. – Jackson, TN
Phone:	731-425-8400
Hours:	S-Sa.; 24 Hours
Website:	http://www.cityofjackson.net/police-department

Services Provided

It is the mission of the Jackson Police Department to improve the quality of life for all citizens in our community by reducing the problems associated with crime, jointly educating our officers and the public, and developing a co-active partnership with the community.

Organization: LeBonheur Community Outreach and Clinics

Address:	77 Stonebridge Blvd. A – Jackson, TN
Phone:	866-870-5570
Hours:	M-F; 8AM – 4:30PM
Website:	http://www.lebonheur.org/

Services Provided

Early intervention services are available in homes and community-based child care centers throughout West Tennessee. Outpatient rehabilitation services are available at the Le Bonheur Therapy Outreach Clinic in Jackson, Tenn.

Organization: Madison County Community Corrections

Address:	314 Shannon St. – Jackson, TN
Phone:	731-423-6183
Hours:	M-F; 8:30AM – 4:30PM
Website:	

Services Provided

Probation and Parole Services

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Madison Haywood Developmental Services

Address:	38 Garland Drive – Jackson, TN	Services Provided Service plans are designed for each individual for optimal independence and dignity. Each person's care is directed by the development of an Individual Support Plan (ISP) with full participation by the recipient or their conservator and all stakeholders providing care or services.
Phone:	731-664-0855	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://mhds.org/	

Organization: Madison County Health Department

Address:	804 N. Parkway – Jackson, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health Services • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers • TenderCare
Phone:	731-423-3020	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Mission Global Ministries

Address:	162 Airways Blvd. – Jackson, TN	Services Provided Shelter for Homeless Males with Addiction Issues
Phone:	731-424-3244	
Hours:	S-Sa.	
Website:		

Organization: Narcotics Anonymous of West Tennessee (NA)

Address:		Services Provided Narcotics Anonymous is a non-profit fellowship or society of those whom drugs had become a major problem. NA is a Twelve Step Program. We are recovering addicts who meet regularly to help each other to stay clean.
Phone:	866-790-9010	
Hours:		
Website:	http://namwt.org/	

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Omni Visions

Address:	90 Directors Row – Jackson, TN
Phone:	731-660-1990
Hours:	M-F; 8:30AM – 5PM
Website:	http://www.theomnifamily.com/

Services Provided

- Foster Care and Adoption Services for Minors •
- Family Based Services • Community Support •
- Supported Living • Home Supports for Adults with Special Needs

Organization: Pathways Behavioral Health Services

Address:	238 Summar Drive – Jackson, TN
Phone:	731-541-8200; Crisis: 800-372-0693
Hours:	M-F; 8AM – 5PM
Website:	http://www.wth.org/locations/pathways

Services Provided

- Children & Youth: Behavior Issues • Family Adjustment • Medication Mgmt.
- Adults: Christian Counseling • Family Issues • Addiction • Postpartum and Infertility • Smoking Cessation
- Mobile Crisis Response Team

Organization: Quinco Mental Health

Address:	45 Executive Drive – Jackson, TN
Phone:	731-664-2111; Hotline: 800-467-2515
Hours:	M-F; 8AM – 4:30PM
Website:	http://quincocmh.com/

Services Provided

- Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling

Organization: Regional Inter-Faith Agency (RIFA)

Address:	133 Airways Blvd. – Jackson, TN
Phone:	731-427-7963
Hours:	M-F; 8AM – 4PM
Website:	http://www.rifajackson.org/

Services Provided

- Soup Kitchen • Food Bank • Snack Backpack • Thrift Store • Relief Services – provides a safety net for individuals and families experiencing an unavoidable crisis • The ROAR/Summer ROAR Project – Afterschool Tutoring, Mentoring, Summer Day-Camp Program

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Safe Harbor Day Mission

Services Provided

The Safe Harbor Day Mission (formerly the Lexington Ave. Day Mission), originally an outreach of The Rock Christian Ministry, is now serving an average of 500 poor and homeless people per week, providing food, clothing, rest, counseling, encouragement, and educational services as well as spiritual guidance.

Address: 138 Lexington St. – Jackson, TN

Phone:

Hours: S-Sa.; 10AM – 2PM

Website: <https://safeharbordaymission.org/>

Organization: Salvation Army

Services Provided

• Clothing • Thrift Store • Utilities Assistance

Address: 125 Allen Street – Jackson, TN

Phone: 731-422-1271

Hours: M-Th.; 9AM – 3PM; Friday; 9AM – 2PM

Website: <http://salvationarmytennessee.org/jackson/>

Organization: Scarlet Rope Project

Services Provided

• Women 18+ Rescue and Recover from Sex Trafficking, Prostitution and Sexual Exploitation • Daily Needs • Medical and Dental through Community Collaborations • Safe Housing • Hotel Outreach • Advocacy and Awareness
• **Care Center located at 351 North Liberty Street.**

Address: 351 N. Liberty St. – Jackson, TN

Phone: 347-455-1656

Hours: 24HR Crisis Line

Website: <http://www.scarletropeproject.com/>

Organization: Southwest HRA Community Service Center

Services Provided

• Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation
Southwest: Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy Counties

Address: 1124 Whitehall Street – Jackson, TN

Phone: 731-423-8768; 800-372-6013

Hours: M-F; 8AM – 3PM

Website: <http://swhra.org/>

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Star Center (The)

Address:	1119 Old Humboldt Rd. – Jackson, TN	Services Provided • ABA Therapy – Reducing Problem Behaviors and Teaching New Skills • Art, Music and Speech Therapies • Assistive Technology • Employment Services • Home Care • Learning Lab • Vision Services
Phone:	731-668-3888	
Hours:	M,W; 8A – 5P, T,Th.; 8A-6P, Fri.; 8A-3P	
Website:	http://www.star-center.org/	

Organization: T.A.M.B. of Jackson, TN, Inc. – Aspell Recovery Center

Address:	110 McCowat Street – Jackson, TN	Services Provided Substance Abuse and Co-Occurring Treatment Services for Adults 18+ Residential Treatment Intensive Outpatient Program (IOP) Aftercare Recovery Living
Phone:	731-427-7238	
Hours:	Office M-F; 8AM – 4PM	
Website:	http://www.aspellrecovery.com/	

Organization: Tennessee Board of Probation and Parole

Address:	1661 Hollywood Drive – Jackson, TN	Services Provided Probation and Parole Services
Phone:	731-984-9801	
Hours:	M-F; 8AM – 4PM	
Website:	https://www.tn.gov/bop/	

Organization: Tennessee Vocational Rehabilitation Center

Address:	225 Dr. Martin L. King Blvd.–Jackson, TN	Services Provided • Medical, Psychological or Vocational Assessments • Training • Medical Services • Job Development and Job Placement for Adults with Disabilities
Phone:	731-423-5620	
Hours:	M-F; 8AM – 4:30PM	
Website:		

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Therapy and Learning Center – Adult Day Services

Address:	32 Conrad Drive – Jackson, TN
Phone:	731-541-1430
Hours:	M-F; 8AM – 4PM
Website:	http://www.wth.org/childrens-center/therapy-learning-center

Services Provided

The program includes personal care training as well as therapeutic and medical services such as physical therapy, occupational therapy, and speech therapy for severely-involved developmentally delayed adults.

Organization: Therapy and Learning Center – Children Services

Address:	10 Garland Drive – Jackson, TN
Phone:	731-664-3670
Hours:	M-F; 8AM – 4PM
Website:	http://www.wth.org/childrens-center/therapy-learning-center

Services Provided

Pediatric Therapy: Physical, Occupational and Speech Therapies
Rein-Bow Riding Academy
Child Care Resource and Referral – 731-660-7364
Kiwanis Intervention and Developmental Services (KIDS) – 731-668-9070

Organization: United Way of West Tennessee

Address:	1341 N. Highland Ave. – Jackson, TN
Phone:	731-422-1816; Helpline: 2-1-1
Hours:	M-F; 8AM – 4PM
Website:	http://www.unitedway.tn.org/

Services Provided

• Disaster Relief • Tax Prep • Christmas Partners • Referral and Resource Assistance

Available 24/7, the 211 helpline connects callers with hundreds of programs to help people find food, housing, emergency aid, health care, senior services, volunteer opportunities, and much more

Organization: Villages (The)

Address:	550 Old Hickory Blvd. – Jackson, TN
Phone:	731-668-8503
Hours:	M-F; 9AM – 5PM
Website:	http://jacksonha.com/

Services Provided

Low Income Housing

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Wesley Jackson Highlands

Address:	2692 N. Highland Ave. – Jackson, TN	Services Provided Wesley Jackson Highlands is a community of 50 one-bedroom apartments for senior adults 62 and older. We are open to people of all faiths and religions. There is rental assistance for those applicants who qualify.
Phone:	731-512-1870	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://wesleyliving.com/	

Organization: West Tennessee Hearing and Speech Center

Address:	65 Ridgecrest Rd. – Jackson, TN	Services Provided • Hearing Services and Products • Speech and Language Services • Autism Services and Support • The center is dedicated to providing evaluations and treatment for children and adults with speech, language, and hearing problems
Phone:	731-668-6076	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://www.wthsc.com/	

Organization: West Tennessee Intergroup of Alcoholics Anonymous (AA)

Address:		Services Provided A central office exists to aid groups in their common purpose of carrying the message to the alcoholic who still suffers. • Meeting Schedules • Literature • Announcements
Phone:	877-426-8330	
Hours:		
Website:	http://www.aawesttn.org/	

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	512 Roland Avenue – Jackson, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wraptn.org/	

MADISON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Youth Town

Address:	3641 Youth Town Rd. – Pinson, TN	Services Provided • Substance Abuse Services for Boys and Girls 12-18 • On-Site School and Medical Services • Therapy • Vocational Learning • Recreational Therapy • Art and Music Therapy • Ropes Course and Adventure-Based Learning
Phone:	731-988-5251; 888-274-2036	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://www.youthtown.net/	

Organization: Youth Villages

Address:	24 Weatherford Sq. – Jackson, TN	Services Provided • Intercept Intensive In-Home Services -treatment to troubled children and families in their own homes • Foster Care • YVLife Set - provides the most vulnerable young people with the support they need to realize their own potential. • Adoption • Specialized Crisis Services and Mentoring
Phone:	731-660-6760	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://www.youthvillages.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

McNAIRY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carl Perkins Center for the Prevention of Child Abuse

Address:	574 Mulberry Avenue – Selmer, TN	Services Provided • Supervised Visitation • Clothing and Food Pantry (every 3 months) • Crisis Intervention • Case Management • Child Advocacy • RCP – Relative Caregiver’s Program • Support Groups for Children • Educational Workshops • Tutoring • Emergency Financial Asst. (once a year)
Phone:	731-646-3627; Crisis: 800-273-4747	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://carlperkinscenter.org/	

Organization: Chamber of Commerce

Address:	205 West Court St. – Selmer, TN	Services Provided The Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.
Phone:	731-645-6360	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.mcnairy.com/	

Organization: Department of Human Services and Adult Protective Services

Address:	855 E. Poplar Ave. – Selmer, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	731-934-2281	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Jesus Cares

Address:	120 Court Avenue – Selmer, TN	Services Provided • Budget Classes • Utility Assistance • One Night Stays • Food
Phone:	731-645-4388	
Hours:	M-F; 9AM – 12PM	
Website:		

McNAIRY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: McNairy County Health Department

Address:	725 E. Poplar Avenue – Selmer, TN	Services Provided • Communicable Disease Information • - Environmental Health • Family Case Management • - Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-645-3474	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Quinco Mental Health

Address:	641 E. Poplar Avenue – Selmer, TN	Services Provided • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluations, Medication and Rehabilitation • Supported Living Centers • Group, Individual, Family and Child Therapy • Anxiety Disorder • Depression • Suicide and Grief Counseling
Phone:	731-645-5753	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://quincocmh.com/	

Organization: Social Security Office

Address:	661 Mulberry Avenue – Selmer, TN	Services Provided • Social Security Card Replacement • Benefits Applications – Retirement, Disability, Medicare, SSI • Appeals
Phone:	888-397-4814	
Hours:	M, T, Th., F; 9AM – 4PM; Wed. 9A–12P	
Website:		

Organization: Southwest HRA Community Service Center

Address:	145 South Y Square – Selmer, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation Southwest: Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy Counties
Phone:	800-372-6013	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://swhra.org/	

McNAIRY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	141 North Third St. – Selmer, TN	Services Provided • 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation
Phone:	800-273-8712	
Hours:	24HR Crisis Line	
Website:	https://www.wraptn.org/	

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

OBION COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carey Counseling Center, Inc.

Address:	1409 N. Morgan St. – Union City, TN
Phone:	800-611-7757
Hours:	M-F; 8:30AM – 5PM
Website:	http://www.careycounselingcenter.org

Services Provided

Adult, children and youth. Community mental health outpatient counseling services; including individual and group therapy. Community based case management, office based case management, and medication management services along with various grant programs.

Organization: Chamber of Commerce

Address:	214 East Church St. – Union City, TN
Phone:	731-885-0211
Hours:	M-F; 8:30AM – 4:30PM
Website:	http://obioncounty.org/

Services Provided

The Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.

Organization: Department of Human Services and Adult Protective Services

Address:	1416 Stad Avenue – Union City, TN
Phone:	731-884-2603
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

Organization: Helping Hands Ministries

Address:	430 N. Miles Ave. – Union City, TN
Phone:	731-885-3924
Hours:	M-Sa.; 8:30AM – 1:30PM
Website:	

Services Provided

Helping Hand Ministry in Union City provides numerous financial assistance services including:

Utilities Assistance, Medicine Prescription payment help, medical procedures help for payment, rent help.

OBION COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Northwest HRA Community Service Center

Address:	124 Weldon Drive – Martin, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation Northwest: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion and Weakley Counties
Phone:	Transportation: 877-557-4337	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://nwtd.org/nwthra	

Organization: Obion County Health Department

Address:	1008 Mt. Zion Road – Union City, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	731-855-8722	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization: Reelfoot Rural Ministries

Address:	6923 Minnick Elbridge Rd.–Union City, TN	Services Provided • Food Boxes • Utility Assistance • Dental and Vision Clinics by Appointment • Thrift Store • Social Events
Phone:	731-538-9970	
Hours:	M-F; 8AM – 4PM	
Website:	http://reelfootruralministries.org/	

Organization: Sunswept Baptist Church

Address:	205 Sunswept Drive – Union City, TN	Services Provided • Limited Shelter Women and Men (Separate times) • Shelter is Closed in the Winter due to Expenses
Phone:	731-885-8525	
Hours:	M-F; 8:30AM – 4:30PM	
Website:		

OBION COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Union City Housing Authority

Address:	1409 E. Main Street – Union City, TN
Phone:	731-885-1971
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

To provide quality housing and supporting services for low and moderate income persons, which promote upward mobility and a better standard of living.

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	203 W. Washington Av. – Union City, TN
Phone:	800-273-8712
Hours:	24HR Crisis Line
Website:	https://www.wraptn.org/

Services Provided

• 24HR Crisis Line • Safe Shelter • Individual and Group Counseling • Court and Hospital Accompaniment • Advocacy • Resource Linkage • Housing and Financial Assistance • Transportation

Organization:

Address:	
Phone:	
Hours:	
Website:	

Services Provided

Organization:

Address:	
Phone:	
Hours:	
Website:	

Services Provided

STEWART COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Centerstone

Address:	1101 6 th Avenue N. – Nashville, TN	Services Provided • Alcohol and Substance Use Services • Outpatient Services • Child and Family Services • Prevention • Adult Residential Services • Business and Industry Services • Primary Care • Service Member, Veteran and Family Services • Developmental Disabilities Services • Hospital and Addiction Center • Other Specialized Services
Phone:	888-291-4357	
Hours:	S-Sa.; 24 Hours	
Website:	https://centerstone.org/	

Organization: Chamber of Commerce

Address:	117 Visitors Center Ln. – Nashville, TN	Services Provided The Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.
Phone:	931-232-8290	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.stewartcountychamber.com/	

Organization: Community Action Network

Address:	3975 Copper Springs Rd.–Springville, TN	Services Provided Safe, affordable housing is the specific, poverty-related need CAN, Inc. is addressing through rental assistance, home repair assistance, counseling, and education.
Phone:	731-642-8208	
Hours:	M-F; 24 Hours	
Website:	https://canhomes.org/	

Organization: Department of Human Services and Adult Protective Services

Address:	1011 Spring St. – Dover, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	931-232-5304	
Hours:	M-F; 8AM – 4:30PM	
Website:		

STEWART COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Good Samaritan Services

Address:	303 Donelson Parkway. – Dover, TN	Services Provided • Emergency Assistance • Home Repair • Food Pantry • Clothes and Shoes • Household Items • Homeless Shelter
Phone:	931-232-5956	
Hours:	M, W, Sa.; 10AM – 2PM	
Website:	http://www.jstba.com/goodsamaritans.htm	

Organization: Highland Rim Economic Corporation

Address:	213 College Street – Erin, TN	Services Provided • Low-income individuals and families • Unemployed persons • Elderly persons • Persons with disabilities • High School dropouts • Homeless persons • Children of low-income families • Abandoned, widowed or divorced women and men • And others in need
Phone:	931-289-4101	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://www.highlandrim.org/	

Organization: Stewart County Health Department

Address:	1021 Spring St. – Dover, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	931-232-5329	
Hours:	M-F; 8AM – 4:30PM	
Website:		

Organization:

Address:		Services Provided
Phone:		
Hours:		
Website:		

TIPTON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Aging Commission of the Mid-South

Address:	2670 Union Ave. – Memphis, TN	Services Provided • Adult Day Care • Adult Care/Sitter • Caregiver Information • Congregate Meals • Food Supplements • Health Promotion/Disease Prevention • Home Services • Individual Counseling • Legal Assistance • Long-Term Care • Medical Supplies • Transportation • Other Services
Phone:	901-222-4111	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://www.agingcommission.org/	

Organization: Chamber of Commerce

Address:	106 W. Liberty Ave. – Covington, TN	Services Provided The Chamber will provide creative business leadership and effective coordination of all interested parties in solving community problems and initiating constructive community action.
Phone:	901-476-9727	
Hours:	M-F; 8AM – 5PM	
Website:	http://www.covington-tiptoncochamber.com/	

Organization: Delta HRA Community Service Center

Address:	915 Hwy. 51 – Covington, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation <i>Delta: Fayette, Lauderdale, Tipton and Non-Urban Shelby County</i>
Phone:	888-477-5226	
Hours:	M-F; 8AM – 4:30PM	
Website:	https://www.deltahra.org/	

Organization: Department of Human Services and Adult Protective Services

Address:	724 Hwy. 51 N. – Covington, TN	Services Provided • Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network
Phone:	901-475-2505	
Hours:	M-F; 8AM – 4:30PM	
Website:		

TIPTON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: First United Methodist Church

Address:	145 W. Church Ave. – Covington, TN	Services Provided • Food • Utility Assistance • Temporary Housing • Rental Assistance • Emergency Food Please contact them regarding specific requirements and information; additional services
Phone:	901-476-9694	
Hours:		
Website:	http://www.covingtonfumc.com/	

Organization: Halal Food Pantry

Address:	4412 S. Third St. – Memphis, TN	Services Provided An affiliate of the Mid South Food Bank, the Halal Food Pantry at Masjid Al-Mu'minun serves people of all faiths. Food Pantry
Phone:	901-789-1904	
Hours:	Last Friday of the Month; 12PM – 3PM	
Website:		

Organization: Memphis Area Legal Services

Address:	899-A Hwy. 51 S. – Covington, TN	Services Provided • Civil Case Assistance relative to Health/Medical Care • Securing or Retaining Housing, Income, Personal Freedom, Rights and Rights of Persons in Institutions • Ensuring Compliance with Fair Housing Laws • Freedom for all Persons from Abuse • Family Issues • Consumer Rights • Community Education
Phone:	901-523-8822; 888-207-6386	
Hours:	M-F; 8:30AM – 5PM	
Website:	http://www.malsi.org/	

Organization: Professional Care Services of West Tennessee

Address:	1997 Hwy. 51 S. – Covington, TN	Services Provided • Mental Health Treatment • Outpatient Behavioral Counseling • Crisis Counseling • Psychiatric Evaluation, Medication, Medication • Psychological Rehabilitation • Supported Living Centers • Group Homes • Group Therapy • Individual, Family and Child Therapy
Phone:	901-476-8967; Crisis: 800-353-9918	
Hours:	M-Th.; 8AM – 5PM; Fri.; 8AM – 12PM	
Website:	http://www.pcswn.org/	

TIPTON COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: River of Life Church

Address:	220 Beaver Road – Munford, TN	Services Provided Food Pantry Distribution and Emergency Food if needed – Tipton County Residents only – Outside Residents may Qualify for One Time Emergency Assistance
Phone:	901-837-8781	
Hours:	3 rd Tuesday; 9:30AM	
Website:	http://www.munfordriveroflife.com/	

Organization: St. Alphonsus Catholic Church

Address:	1225 Hwy. 51 S. – Covington, TN	Services Provided • Food • Financial Assistance for Rent or Utilities • Call for Eligibility and Application Information
Phone:	901-476-8140	
Hours:	Tuesday; 10AM – 11AM (Food Pantry)	
Website:	http://www.stalphonsuscovington.org/	

Organization: St. Luke Community Center

Address:	632 St. Luke Road – Covington, TN	Services Provided • Food Pantry • Disaster/Emergency Assistance • Clothes Closet • Medicare/Affordable Healthcare Act Enrollment Assistance • Referrals and Information
Phone:	901-476-9746	
Hours:	M-F; 8AM – 2PM	
Website:	http://stlukembcinc.org/	

Organization: Tipton County Health Department

Address:	4700 Mueller Brass Rd. – Covington, TN	Services Provided • Communicable Disease Information • Environmental Health • Family Case Management • Home Health • Immunization Clinic • Senior Services • General Health Clinic • WIC – Women, Infant and Children Vouchers
Phone:	901-476-0235	
Hours:	M-F; 8AM – 4:30PM	
Website:		

WEAKLEY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Carey Counseling Center, Inc.

Address:	457 Hannings Lane - Martin, TN
Phone:	731-480-0011
Hours:	M-F; 8:30AM - 5PM
Website:	http://careycounselingcenter.org

Services Provided

Adult, children and youth. Community mental health outpatient counseling services; including individual and group therapy. Community based case management, office based case management, and medication management services along with various grant programs.

Organization: Chamber of Commerce

Address:	114 West Maple – Dresden, TN
Phone:	731-364-3787
Hours:	M-F; 8AM – 5PM
Website:	http://weakleycountychamber.com/

Services Provided

The Chamber of Commerce is an organized group of diverse businesses and individuals who are committed to continual improvement of our community, our schools, our economy and our quality of life.

Organization: Department of Human Services and Adult Protective Services

Address:	8616 Hwy. 22 – Dresden, TN
Phone:	731-364-3128
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Families First • SNAP • Medicaid and TennCare • Child Care Asst. • Child Support • Adult Protective Services • Child Support • Blind and Visually Impaired • TN Rehabilitation Center • TN Council for the Deaf and Hearing Impaired • TN Vocational Rehabilitation Facility Network

Organization: Martin Housing Authority

Address:	134 E. Heights Dr. – Martin, TN
Phone:	731-587-3186
Hours:	M-F; 7:30AM – 4:30PM
Website:	http://www.martinhousing.org/

Services Provided

The mission of the Martin Housing Authority is to provide quality housing while developing and implementing programs and services that promote independence, self-sufficiency, upward mobility and a better quality of life.

WEAKLEY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Northwest HRA Community Service Center

Address:	513 N. Lindell St. – Martin, TN	Services Provided • Children and Youth Services • Community Services • Education and Employment • Elderly and Disabled Services • Housing • Nutrition • Transportation Northwest: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion and Weakley Counties
Phone:	877-557-4337	
Hours:	M-F; 8AM – 4:30PM	
Website:	http://nwtd.org/nwthra	

Organization: Santa's Helpers

Address:	216 West Main – Dresden, TN	Services Provided Food and Clothing Call for Further Information
Phone:	731-364-3130	
Hours:	T,W,F; 1PM – 3:30PM	
Website:		

Organization: Sunswept Baptist Church

Address:	205 Sunswept Drive – Union City, TN	Services Provided • Limited Shelter Women and Men (Separate times) • Shelter is Closed in the Winter due to Expenses
Phone:	731-885-8525	
Hours:	M-F; 8:30AM – 4:30PM	
Website:		

Address:	530 North Lindell St. - Martin, TN	Services Provided • Food • Clothing • Rental • Utilities Assistance
Phone:	731-587-6257	
Hours:	M,T,F; 8AM - 4:30PM	
Website:		

WEAKLEY COUNTY

(Services provided are as follows but not limited to; please contact provider for more in-depth information)

Organization: Weakley County Health Department

Address:	9852 Hwy. 22 – Dresden, TN
Phone:	731-364-2210
Hours:	M-F; 8AM – 4:30PM
Website:	

Services Provided

• Communicable Disease Information •
Environmental Health • Family Case Management •
Home Health • Immunization Clinic • Senior
Services • General Health Clinic • WIC – Women,
Infant and Children Vouchers

Organization: Wo/Men's Rape Assistance Program (WRAP)

Address:	119 N. Poplar St. – Dresden, TN
Phone:	800-273-8712
Hours:	24HR Crisis Line
Website:	https://www.wraptn.org/

Services Provided

• 24HR Crisis Line • Safe Shelter • Individual and
Group Counseling • Court and Hospital
Accompaniment • Advocacy • Resource Linkage •
Housing and Financial Assistance • Transportation

Organization:

Address:	
Phone:	
Hours:	
Website:	

Services Provided

Organization:

Address:	
Phone:	
Hours:	
Website:	

Services Provided

County	County Name	% Poverty Level	% Children Under 18 Poverty Level	Foreign-Born Population	% Foreign-Born Population	Disabled Population	% Disabled Population
47045	Dyer County, TN	14.0%	24.1%	846	2.2%	7,232	19.4%
47053	Gibson County, TN	13.5%	25.8%	494	1.0%	8,470	17.6%
47079	Henry County, TN	14.2%	30.7%	424	1.3%	6,951	21.9%
47033	Crockett County, TN	11.9%	24.1%	562	3.9%	2,831	19.7%
47017	Carroll County, TN	14.1%	23.7%	332	1.2%	5,818	21.0%
47131	Obion County, TN	18.4%	33.6%	628	2.0%	5,899	19.5%
47183	Weakley County, TN	13.7%	26.9%	600	1.8%	6,058	18.2%
47005	Benton County, TN	14.2%	28.4%	235	1.5%	4,218	26.4%
47095	Lake County, TN	23.4%	47.3%	83	1.1%	1,217	25.0%
	Northwest Total	15.3%	29.4%	4,204	1.8%	48,694	21.0%

DISTRICT_NAME	GRADES_SERVED	AVERAGE_DAILY_MEMBERSHIP	ECONOMICALLY_D ISADVANTAGED	ECONOMICALLY_DISA DVANTAGED_PCT	LIMITED_ENGLISH_ PROFICIENT	LIMITED_ENGLISH_ PROFICIENT_PCT	STUDENTS_WITH_ DISABILITIES	STUDENTS_WITH_ DISABILITIES_PCT	SCHOOL_YEAR	Ready Graduate (21 ACT or higher) per Report Cards	Avg ACT per Report Cards
Alamo City School District	Grades PK-6	529	213	40.2	39	7.4	81	15.3	2017-18	n/a	n/a
Bells City School District	Grades PK-5	369	118	32.2	26	7.1	46	12.5	2017-18	n/a	n/a
Benton School System	Grades PK-12	2123	852	40.6	4	0.2	405	19.3	2017-18	32.5%	19.6
Bradford Special School District	Grades PK-12	519	151	29.1	0	0	81	15.6	2017-18	42.9%	20.5
Crockett County Schools	Grades PK-12	1985	710	35.3	82	4.1	236	11.7	2017-18	35.7%	19.1
Dyer County Schools	Grades PK-12	3827	1342	34.9	17	0.4	432	11.2	2017-18	45.7%	20.6
Dyersburg City Schools	Grades PK-12	2515	1242	49.2	37	1.5	402	15.9	2017-18	50.7%	21.4
Gibson County Special School District	Grades PK-12	3912	875	22.3	17	0.4	459	11.7	2017-18	47.9%	20.8
Henry County School System	Grades PK-12	2904	1327	45.4	22	0.8	393	13.4	2017-18	40.4%	20.8
Hollow Rock- Bruceton Special School District	Grades PK-12	620	303	48.1	0	0	110	17.5	2017-18	20.0%	17.5
Humboldt City Schools	Grades PK-12	1013	697	63.2	18	1.6	165	15	2017-18	14.3%	16.9
Huntingdon Special School District	Grades PK-12	1237	496	40	0	0	214	17.3	2017-18	44.3%	20.6
Lake County School System	Grades PK-12	748	468	61.3	1	0.1	189	24.8	2017-18	20.8%	17.1
Trenton Special School District	Grades PK-12	1269	633	49.9	27	2.1	170	13.4	2017-18	40.0%	20.1
McKenzie Special School District	Grades PK-12	1289	479	36.5	15	1.1	200	15.2	2017-18	45.3%	20
Milan Special School District	Grades PK-12	1924	791	40.8	7	0.4	345	17.8	2017-18	42.9%	20.6
Obion County Schools	Grades PK-12	3208	1197	37	62	1.9	488	15.1	2017-18	36.0%	20.2
Paris Special School District	Grades K-8	1612	748	46.3	18	1.1	278	17.2	2017-18	n/a	n/a
South Carroll County Special School District	Grades PK-12	336	104	30.7	0	0	48	14.2	2017-18	25.9%	18.9
Union City Schools	Grades PK-12	1600	666	41.3	60	3.7	196	12.2	2017-18	40.8%	21.4
Weakley County Schools	Grades PK-12	4044	1572	38.7	20	0.5	548	13.5	2017-18	48.7%	21.3
West Carroll Special School District	Grades PK-12	858	372	42.7	1	0.1	134	15.4	2017-18	36.8%	19.6
		14745.00		42.42	391.00	0.95	5404.00	15.75		36.6%	19.71

Districts excluded due to no high schools