

SOUTHWEST TN WORKFORCE BOARD

ANNUAL REPORT

2023-2024



American **JobCenter**[®]
TENNESSEE

*Serving the counties of Chester, Decatur, Hardeman,
Hardin, Haywood, Henderson, Madison, & McNairy*

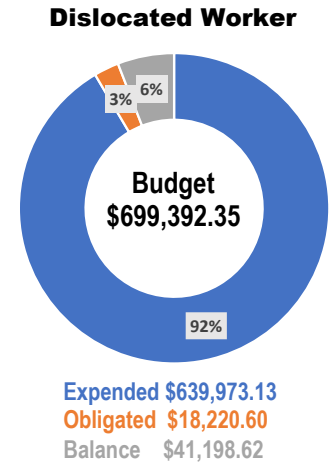
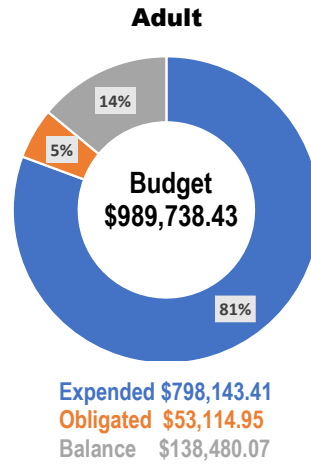
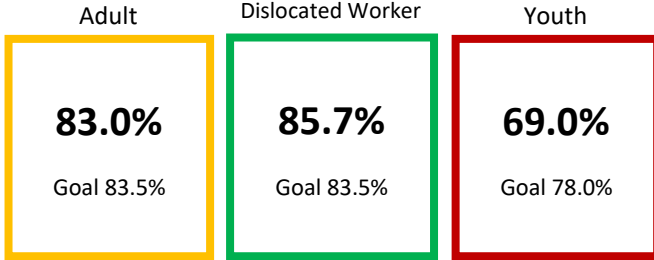
Performance & Fiscal

On Track

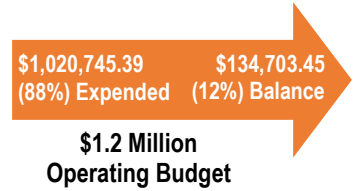
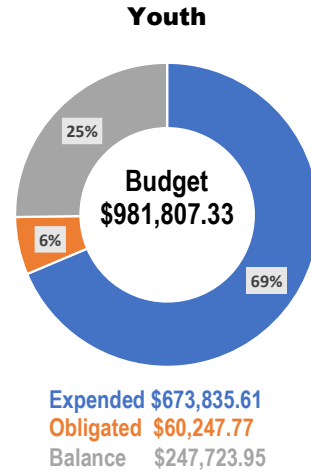
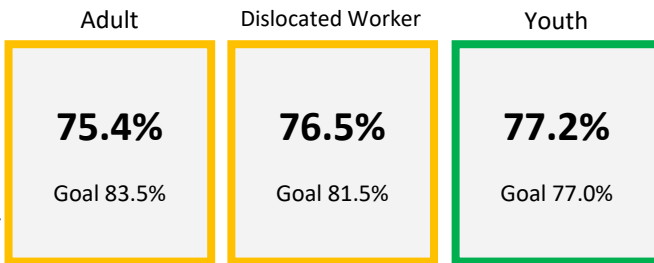
Approaching Target

Off Target

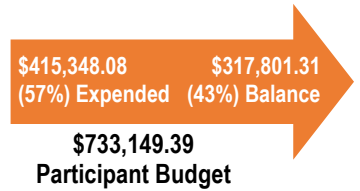
Employment Rate 2nd Quarter After Exit



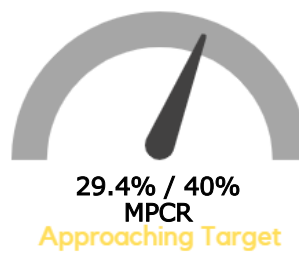
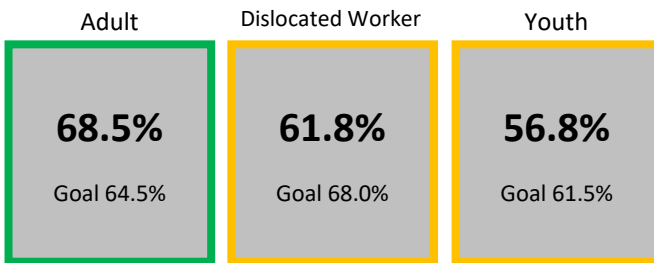
Employment Rate 4th Quarter After Exit



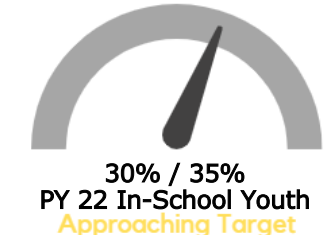
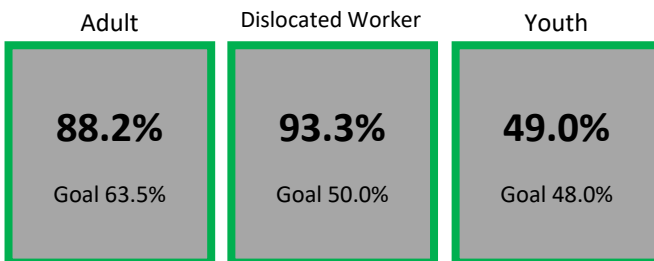
Median Earnings 2nd Quarter After Exit



Credentialed Attainment Within 4 Quarter After Exit

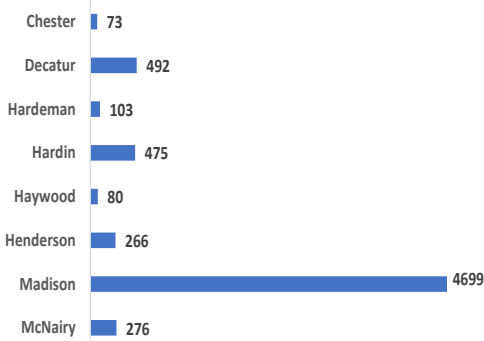


Measurable Skills Gain



American Job Center Services

Customer Visits



6,464

Visitors to Date PY23

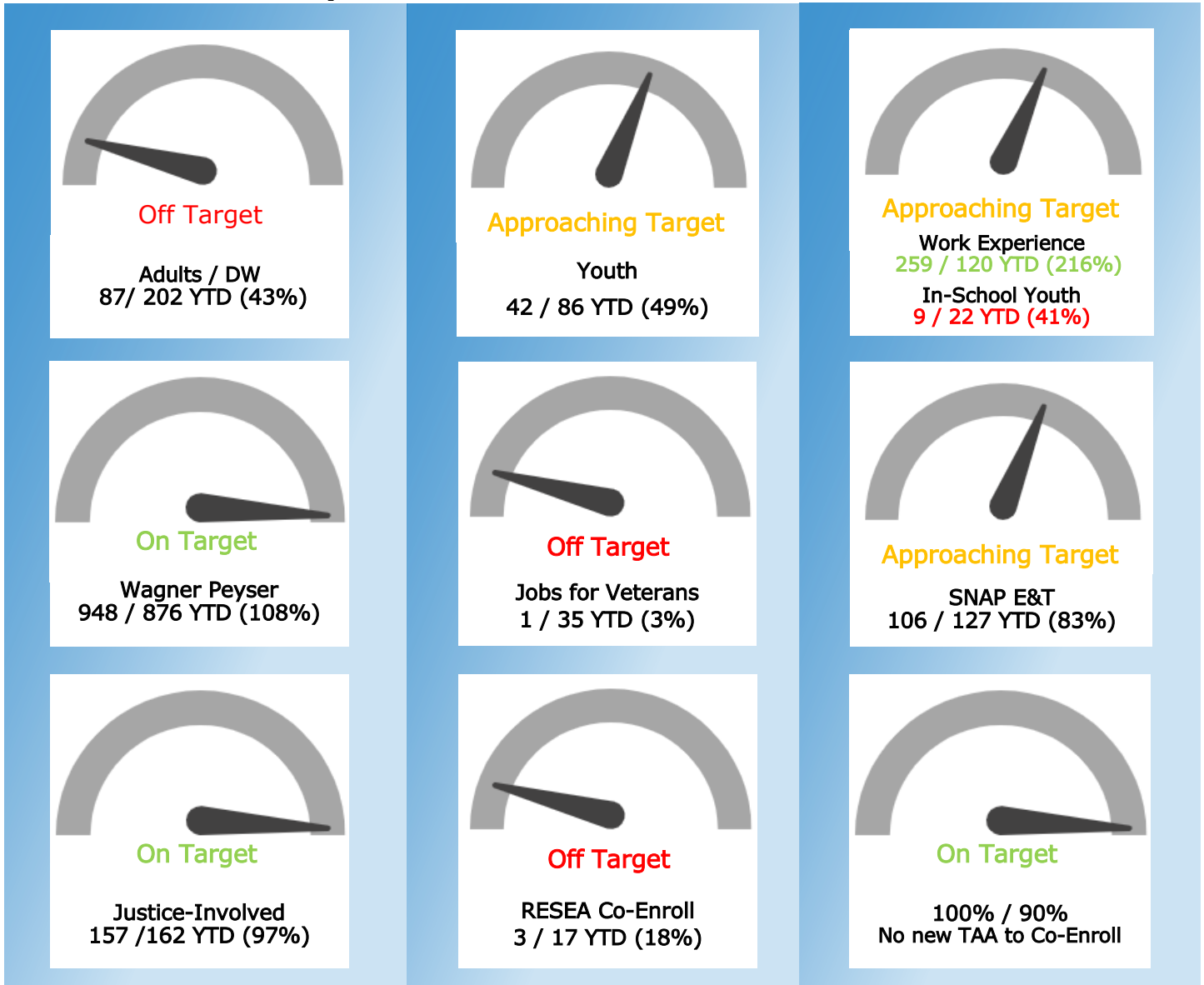


TOP 5 REASONS FOR VISIT

1. Job Search/Resource Room
2. Career Coaching
3. Job Search Assistance
4. Unemployment Insurance
5. Job Fairs/Networking Events

8,011 Services Provided

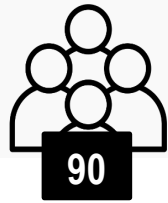
Key Performance Indicator Results



Training Services

Total Enrollments by Service

Individual Training Accounts (ITAs)



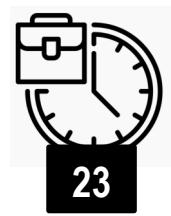
Work Experience



Youth Incentives



On-the-Job Training



National Dislocated Worker Grant



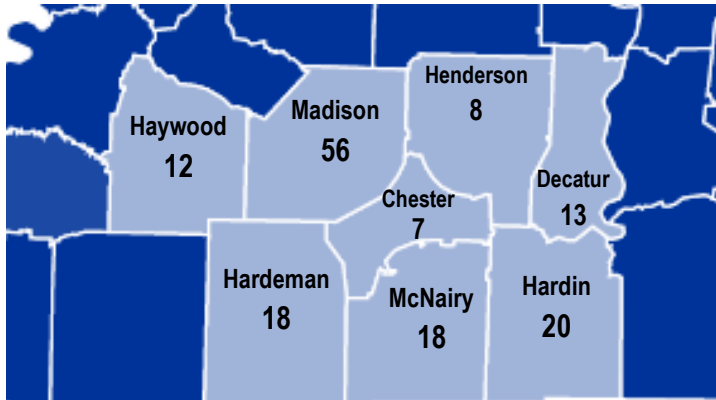
32 / 100 Enrolled



\$135,423.45 of \$615,977.62 Expended

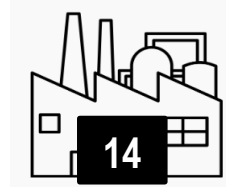
Total Enrollments by County

Total 152



ITAs By Sector

Manufacturing



Healthcare



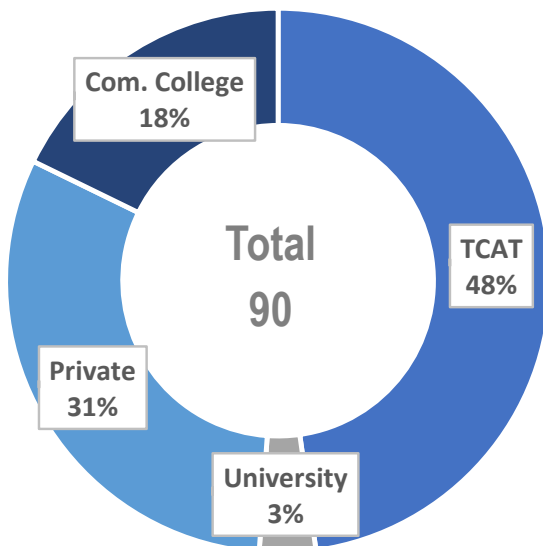
Transportation



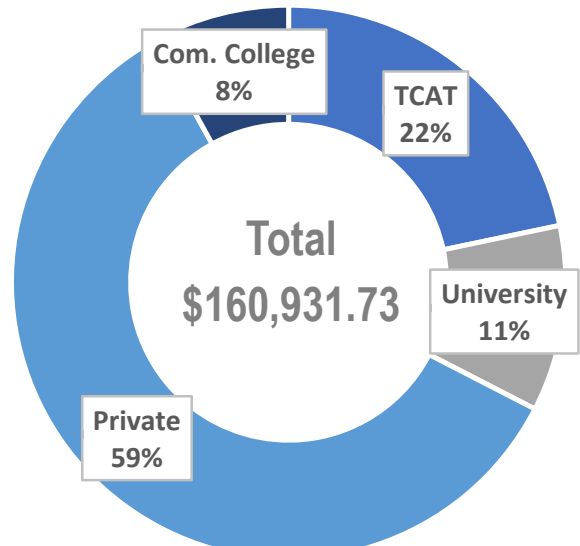
Other



New ITAs By Provider



Total ITA Investment by Provider



Training Services



Randarian Richardson began receiving WIOA Title I services in August 2022 while attending TCAT Whiteville in the Industrial Maintenance Technician program. One year later when he graduated with his Industrial Maintenance diploma, Randarian immediately reenrolled at TCAT Whiteville to begin the HVAC/Refrigeration program and will graduate in August 2024.

Randarian began work with Griffith's Heating and Air in September 2023 and remained employed while attending school. He competed at SkillsUSA at the State level in Nashville and won 4th place in the HVAC/Refrigeration contest. Lisa Robinson, Hardeman County Career Advisor, pictured to the left with Randarian, shared, "I am so proud of Randarian and glad we were able to help him achieve his goals by providing transportation assistance."



The Henderson County Chamber of Commerce has greatly benefited from the involvement of the Tennessee Youth Experience Program (TYEP) during the past two summers. Kristina Anderson, Executive Director of the Chamber, noted, "Their fresh perspectives and enthusiasm brought new energy to our projects."

The interns played a crucial role by assisting with community outreach, event planning, social media, and daily operations. Their contributions allowed the Chamber to expand its impact and reach within the community during its busy season.

The experience was mutually beneficial. According to Anderson, "Their work experience not only supported our ongoing initiatives, but also provided the interns with valuable professional skills and insight into the local business environment and government, creating an awesome experience for all."

TYEP participant **Tristen King** said, "This summer, my experience working for the Henderson County Chamber of Commerce provided me with insights into the local business community. I was able to gain hands-on experience in event planning, networking, and supporting small businesses, all while developing skills that will help benefit me in my future career."

Another TYEP participant, **Catie Rice**, shared, "Working at the Henderson County Chamber of Commerce this summer was one of the best experiences I've ever had. I was able to experience everything my community had to offer, learn and strengthen my skills, support businesses in Henderson County, and meet the people who help our community come together and grow!"

Rylee Smith, who participated in the Youth Work Experience program last summer and is now a Member Services/Assistant at the Chamber, remarked, "It was an incredible experience because it allowed me to connect with driven entrepreneurs, support local businesses, and see firsthand how our efforts impact the community. Every day felt rewarding and filled with purpose!" Anderson highlighted that Smith's performance and the skills she developed during her internship were instrumental in her successful application for a permanent position at the Chamber. She praised the TYEP program's effectiveness in preparing young individuals for future career opportunities.



TYEP Participants from left to right: Tristen King, Rylee Smith (now Member Services Manager), Catie Rice are pictured at the Groundbreaking Ceremony for HTeaO, a new business in Henderson County.

**Senior
Community
Service
Employment
Program
(SCSEP) Grant**



New Enrollments	3 / 6
Total Served	18 / 18
Expenditures	\$141,070.83 / \$152,419.56

Business Services

OJT Employers by County

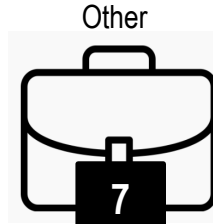
Total 9



On-the-Job Training Participants



Trained by Sector



Virtually Speaking Webinars

VIRTUALLY SPEAKING
Workforce Webinar Series for West TN Workforce Boards & their Special Guests

- ✓ Strengthening Your Talent Pipeline Using the GROWTH Program Graduates
- ✓ Work Opportunity Tax Credit: What it is and How Employers Benefit
- ✓ Funding & Training Resources for Your Business
- ✓ Workers' Compensation in 2024: What Employers Need to Know

All webinars are recorded, and may be found when you scan the QR code or visit our YouTube page at @NWSWTNAJC

Lightcast 105 Reports Produced

Economy Overviews

Industry Reports

Education Reports

Occupation Reports

Apprenticeship Grant

43 / 43 Apprentices
\$105,758 of \$105,758 Expended

Apprenticeship TN

Consolidated Business Grant

16 IWT, 2 OJT Employers Participating
206 IWT, 12 OJT Number Trained

\$252,287 Expenditures / \$252,287

Business Services



Monogram Refrigeration (GE Appliances, a Haier company) has been a key partner for the **On-the-Job Training (OJT)** program in the Southwest Tennessee region. Their commitment to employ often underserved populations, such as youth and the justice-involved, led to over 60 individuals receiving OJT opportunities at Monogram Refrigeration in the 2023-2024 program year.

Through partnership with the Southwest Tennessee Workforce Board (SWTNWB), Monogram provides work opportunities for local high school students with programs such as OJT and Paid Work Experience. They also offer career exploration opportunities during Manufacturing Day tours of their facilities. This collaboration, along with partnership from the TN Office of Reentry, enabled 18 justice-involved individuals to secure OJT for high-paying positions at Monogram during the 2023-2024 program year.



Tyler, a participant in the OJT program at Monogram, shared that the experience greatly eased his transition into his role and provided the support he needed to succeed. “I was nervous to get started in this line of work, but OJT has helped me be a better employee and get into the swing of the job,” Tyler said. “Having a supportive employer makes all the difference.” When asked what advice he would give to others about the program, he responded, “Don’t be afraid to try something new.”

Monogram has also participated in the **Incumbent Worker Training (IWT)** program and received grants for training their existing workforce. These IWT grants have been utilized to train employees on new equipment and to enhance skills for employees at their Selmer location. Christina Rhea, HR Generalist, noted, “Monogram takes pride in fostering the growth and success of its employees within the organization.”

Delta Electrical, Inc. is grateful to be a part of the **Tennessee Youth Employment Program (TYEP)**. “The opportunity for this group of participants has been extremely successful,” said Leigh Ann Mendoza, HR Manager at Delta Electrical, Inc. “This has given them the chance to gain knowledge in the Electrical trade and look at what career paths are available to them.”

Mendoza explained that the participants were exposed to classroom learning opportunities ranging from communication, employability, OSHA 10, excavation training, forklift training, and hazardous communication training. “At this point, they were prepared to go straight to several job assignments and work on projects in our commercial division.”

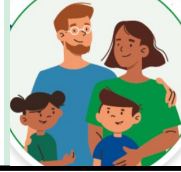
Delta Electrical, Inc. was happy to share that they hired all six of the participants in this group for full-time employment. “All participants showed initiative, excitement for the trade, excellent attendance, and gratitude for the opportunity they had been given,” said Mendoza. “Delta Electrical, Inc. gained more employees who will continue to enter our Apprenticeship Program in January 2025. We look forward to watching this group grow and be a part of the Delta Electrical family.”



Talent Pipelines

GROWTH

GROWING RELATIONAL AND OCCUPATIONAL WEALTH IN WEST TENNESSEE HOUSEHOLDS



Number Enrolled:
56 / 200



Ella Harris has worked in the real estate finance industry over four decades, mainly because it has never felt like work. “When I considered retiring, I realized my passion for the industry is still very strong and my desire to continue growing, learning, supporting and participating in the industry is equally strong.” With the support of the Crews Microbusiness Center and as a Cohort 2 participant with

GROWTH, Harris transitioned into solopreneurship in April 2024, becoming owner and principal of ECH Consulting Services, LLC.

According to Harris, ECH Consulting Services aims to foster sustainable growth in homeownership, estate planning, and cultural collaboration within historically underserved communities. Their vision focuses on enhancing diversity and inclusiveness in the real estate finance and sales industries.

On June 22, during National Homeownership Month, ECH Consulting Services collaborated and hosted a Homebuyer Expo with THDA, NAREB, and sponsored participants Century

C21 Action Realty, Madison County District 2 Councilman Johnny Dodd, First Bank, First Horizon, Hiller, Bank of England, Leaders Credit Union, and Regions Bank. According to Harris, “Several attendees expressed a desire to be homeowners within the next 12-24 months. We will work with them to pursue this goal.” In addition to helpful information, the expo also included free lunch, prizes, and a Proclamation presented from the Madison County Mayor’s office by Councilman Richard Donnell.

Harris expressed her gratitude to GROWTH for the support, opportunity, and resources. “GROWTH helped me realize a dream!”



Reemployment Services and Eligibility Assessments (RESEA)



\$19,475.58
out of
\$44,673.01
Expended

343
New Orientations
101
Subsequent Visits

Talent Pipelines

TRANSFR Virtual Reality Headsets

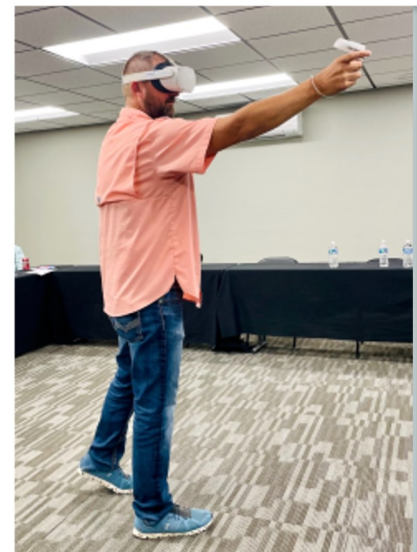
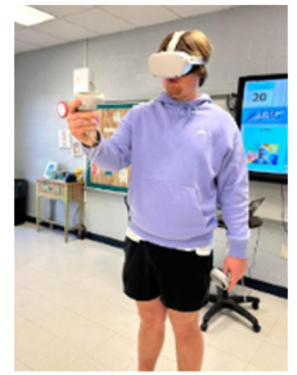
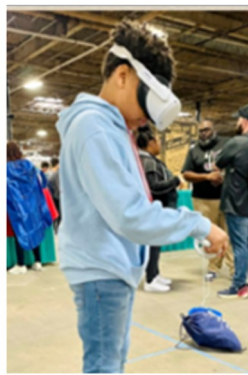
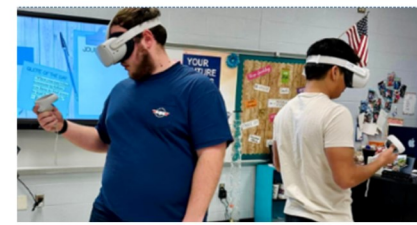


14
High Schools/
Organizations
Participating

1,256 / 225
Active Explorers

1,912
Careers
Explored

The TRANSFR software, a virtual reality-based education and training workforce development platform, helps students and job seekers get on a path to a good job. TRANSFR VR helps educators, workforce development professionals, economic development organizations, and employers provide simulations that allow students and job seekers to explore career pathways and get hands-on training experience. TRANSFR engages subject matter experts when designing its virtual reality training simulations to ensure every simulation is authentic, efficient, engaging, effective, and aligned with industry standards.



Talent Pipelines: Youth

Tennessee Youth Employment Program



183 / 183
New Enrollments

\$430,422.65 / \$568,238.00
Expended

Tennessee's Youth Employment Program (TYEP) links ambitious young adults aged 14-24 with employers in diverse industries across Tennessee.

Participants dive into hands-on workforce experiences, gaining invaluable skills and test-driving future careers while earning up to \$4,000 along the way.

This year-round program from the state of Tennessee offers much more than youth job opportunities — it teaches lifelong and life-changing skills.



High Schools Participating



10

Students Participating

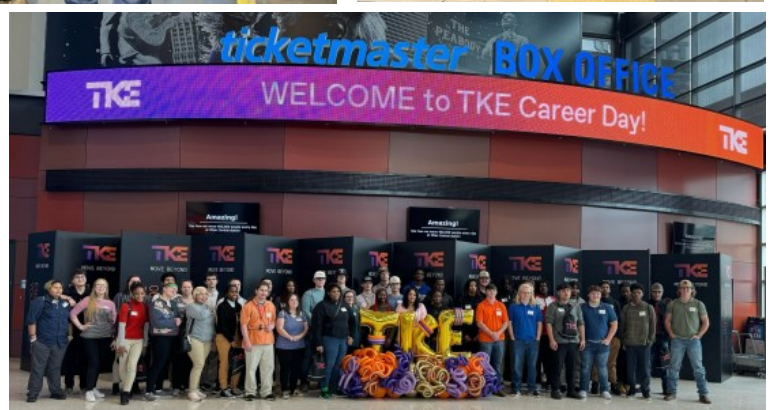


311

Employers Participating



15



Talent Pipelines: Reentry

SECOND CHANCE APPRECIATION LUNCHEON

WITH SPEAKER
DR. WILLIAM ARNOLD, Reentry Director



On Tuesday, April 9, 2024, stakeholders gathered to celebrate the success of justice-involved individuals across West Tennessee who recently participated in occupational skills training programs offered inside county jail facilities. The Second Chance Appreciation Luncheon hosted Sheriffs, Jail Administrators and corrections staff, along with County Mayors, TN Department of Labor Representatives, Tennessee Office of Reentry Director, Workforce Development Board members and staff, and University of Tennessee instructors and administrators.

The Manufacturing Skills for Success Bootcamps and OSHA 10 General Industry courses are made possible with grant funding from The Tennessee Department of Labor and Workforce Development's Tennessee Office of Reentry (TOOR). Instruction, provided by The University of Tennessee Center for Industrial Services, was tailored to meet the occupational demand of the manufacturing sectors

Through the grant, 149 individuals incarcerated in Chester, Decatur, Hardin, Haywood, Madison, and McNairy County jails had the opportunity to participate in training. "Our goal is to assist the justice-involved population to reenter the workforce into high quality jobs, reducing the risk of recidivism and increasing long-term career success," said Jennifer Bane, Executive Director of the Southwest Workforce Board. "In turn, we are positively impacting the labor participation rate and preparing a skilled workforce for our second chance manufacturing employer partners."



149 / 146
Individual Served

\$203,007 / \$205,620
Expended

THE SOUTHWEST TN WORKFORCE BOARD



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

The Southwest Tennessee Workforce Board (SWTNWB) is designated by the local elected officials and charged with administering workforce development services in accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA) in eight counties in Southwest Tennessee: Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison, & McNairy.

LOCAL ELECTED OFFICIALS

Mayor Mike Creasy - Chair, Decatur

Mayor Kevin Davis, Hardin

Mayor AJ Massey - Vice-Chair, Madison

Mayor David Livingston, Haywood

Mayor Barry Hutcherson, Chester

Mayor Robbie McCready, Henderson

Mayor Todd Pulse, Hardeman

Mayor Larry Smith, McNairy

SOUTHWEST TENNESSEE WORKFORCE BOARD MEMBERS

Board Chair

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

Vice-Chair

Gemtraius Bell (Haywood)
Teknor Apex

Secretary

Mandy White (Madison)
Greater Jackson Chamber

Dawn Bramblett (Chester)
Bramblett Group

David Williamson (Hardeman)
Chemring Countermeasures

Hannah Horch (Madison)
Stanley Black & Decker

Linda Beaulieu (Hardin)

Design Team Sign Company LLC

Christina Rhea (McNairy)

Monogram Refrigeration

Joe E. Stephens (Haywood)

Backyard BBQ

Keena Clark (Hardeman)

TK Elevator

Shane Turany (Decatur)

Good Sportsman Marketing (GSM), LLC

Roger Adren Crawford (Madison)

Jackson Central Labor Council

Jill Taylor (Madison)

ReNew Biomedical Services, LLC

Ricky D. King (Madison)

Communication Workers of America

Stewart Stanfill (Regional)

Henderson Co. School District

Heath McMillian (Regional)

TCAT Jackson

Kayce Beam (Regional)

TN Department of Labor and Workforce Development

Ashley Roberts (Regional)

TN Department of Human Services

Dr. Carol Rothstein (Regional)

Jackson State Community College

SOUTHWEST TENNESSEE WORKFORCE BOARD STAFF

Jennifer Bane

Executive Director

Lana Burchfiel

Public Information Specialist

Gina Johnson

Director of Finance & Administrative Services

LeAnn Lundberg

Manager of Computer Services

Ariel McGahey

Director of Operations

Ginger Powell

Deputy Director

Aneadra Pearson

GROWWTH Coordinator

Margaret Prater

Workforce Consultant

Derrick Quinn

Asst. Director of Performance & Compliance

Laura Speer

Director of Performance & Compliance/EOO

Asia Tatum

Finance Clerk

Terry Williams

Assistant Director of Finance

Holly Wood

Business Services Representative



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