

Ted Piazza --VICE CHAIR--	Gibson	Rack - IT Industries
Jimmy Williamson -- BOARD CHAIR --	Dyer	Aztec Pest Control
Rita Alexander	Gibson	Gibson Electric Membership Corp
AJ (Douglas) Belyew	Weakley	Weakley County Schools
Sabra Bledsoe	Regional	Tennessee Department of Labor and Workforce Development
Kelly Buffington	Henry	Four Seasons Sales and Service
Lori Burdine	Dyer	ERMCO Inc.
(John) Glad Castellaw	Crockett	Farmspace Systems LLC
Rachel Cates	Gibson	IBEW Local 474
R. Keith Cursey	Weakley	Stanley, Black & Decker
Jon Dougherty	Dyer	Amteck
Landy Fuqua	Weakley	University of TN at Martin Reed Center
Melinda Goode	Weakley	Northwest Tennessee HRA
Randa Hardin	Crockett	Crockett County Chamber of Commerce
Monica Heath	Carroll	McKenzie Chamber of Commerce and Industry
Brad Hurley	Carroll	Carroll County Trophies
Janet James	Henry	West TN Healthcare - Henry County Hospital (formerly HC Medical Center)
John Lanigan	Henry	United Auto Workers Local 9025
Ben Marks	Benton	Marks Farms
Amy McDonald	Dyer	Tennessee Homeless Solutions
Kristy Mercer	Gibson	Ceco Door
Avonnti Reddick	Lake	Fast Pace Health/Reelfoot Family Walk-In Clinic
John Penn Ridgeway	Carroll / Henry	TCAT Henry / Carroll
Ashley Roberts	Henry	Tennessee Department of Human Services
Randy S. Shannon	Benton	Shannon Office of Law
Sam Sinclair	Obion	Excel Boats
Lindsay (Frilling) Theobald	Obion	Union City Boys and Girls Club

Effective 11.22.24

Northwest Tennessee Workforce Board

June 10, 2025—10:00 am

Martin Event Center / Martin Library, 89 Central Street, Martin, TN / Zoom

Minutes

Board Members Attending in Person: Jon Dougherty, Landy Fuqua, Melinda Goode, Monica Heath, John Lanigan, Ted Piazza, John Penn Ridgeway, Lindsay Theobald, Jimmy Williamson; **Via Zoom:** A.J. Belyew, Rita Alexander, Sabra Bledsoe, Kelly Buffington Gardner, John Glad Castellaw, Rachel Cates, Brad Hurley

Local Elected Officials Attending: Mayors David Quick, Randy Geiger, Dale Hutcherson; **via Zoom:** Mayor Gary Reasons
Committee Members Attending via Zoom: Tessa Kyle (TNECD), Justin Crice (Weakley Co. EDB), Lori Burdine

Staff and Contractors Attending in Person: Jennifer Bane, LeAnn Lundberg, Ariel McGahey, Erica Nance (OSO), Ashley Mayton (OSO); **Via Zoom:** Lana Burchfiel, Ginger Powell, Laura Speer, Lana Wood, Gina Johnson, Terry Williams, Connie Stewart (CSP), Dr. Scott Cook (CSP)

Other Guests Attending in Person: Georgena P. Wilson (TDLWD); **Via Zoom:** Heather Skelton (TDLWD), Matthew Spinella (TDOE), Trish Bugg (TDLWD), Amy Maberry (SWDB Executive Director)

Welcome/Business Meeting: Jimmy Williamson welcomed all members and guests to the meeting, and asked if there were any public comments, reminding the group of the three minute per speaker limit regarding agenda items only. Hearing no public comments, he called the business meeting to order and acknowledged that a quorum was present, reminding members to abstain from discussion and voting in the event of a conflict of interest.

Approval of Minutes: The minutes of the 3/11/25 Board meeting were presented for review.

- o **MOTION:** A motion to approve the 3/11/25 Board minutes as presented was made by John Penn Ridgeway and seconded by Landy Fuqua. All were in favor and the motion carried.

Committee Reports and Action Items: All 5/6/25 committee reports were provided to the Board ahead of time and are included in the attached handouts.

American Job Center (AJC) Committee Report: Rita Alexander provided an overview of the attached report. There were no action items.

Executive Committee Report: Ted Piazza provided an overview of the attached report and the related dashboards. The following items were presented for discussion and questions prior to voting.

- Program Year 2025 Budget: The committee reviewed the attached proposed budget for Program Year 2025. The estimated carryover amount is based on spending every dollar available in the current budget, so that is the bare minimum we would carry over, and it will likely be more as noted at the bottom. Our allocations did not decrease much. Overall, our Title I budget is down, but when we get the real carryover figures, it will likely look better. Carryover for the National Dislocated Worker Grant and one more year of the GROWWTH grant is included, and the addition of the new Rural Health grant. There are several other potential grants such as the Youth Employment Program, apprenticeship, justice-involved, etc. that will help if received. A new potential Micro-credentialing grant is also supposed to be released in the new year. The Committee recommends approving the proposed PY25 Budget as presented.
 - o **MOTION:** A motion to approve the Program Year 2025 Budget as presented was made by Jimmy Williamson and seconded by John Penn Ridgeway. All were in favor and the motion carried.
- Revisions to the Bylaws: The committee reviewed the proposed changes to the Bylaws as outlined in red in the attachment. More details were added to the open meeting requirements section, including detailed rules regarding public comment, and requests for public records and charges for providing those records. The committee recommends approving the proposed changes to the Bylaws as presented.
 - o **MOTION:** A motion to approve the revisions to the Bylaws as presented was made by Mayor Hutcherson and seconded by Melinda Goode. All were in favor and the motion carried.

Outreach and Opportunity Committee Report: Jon Dougherty provided an overview of the attached report and related dashboards. The following action items were presented for discussion and questions prior to voting. Landy Fuqua abstained from discussion and voting.

- ETPL Program Renewals: The committee reviewed the attached list of programs due for renewal for the NW Local ETPL and State ETPL, including corresponding labor market information and performance data. The programs listed in red will not be renewed as Dyersburg State Community College has elected to remove them from the ETPL. The committee recommends approving renewal of the attached ETPL programs as presented to the NW and State ETPL.
 - **MOTION: A motion to approve the list of programs to the NW ETPL as presented was made by Ted Piazza and seconded by Jimmy Williamson. All were in favor and the motion carried.**
- State ETPL Program Renewals: The committee reviewed the attached list of programs due for renewal for the State ETPL only, including corresponding labor market information and performance data. The programs will not be eligible for funding from the Northwest area but will be available if other areas elect to provide funding. The committee recommends approving renewal of the attached ETPL programs as presented to the State ETPL.
 - **MOTION: A motion to approve the list of programs to the State ETPL only as presented was made by Melinda Goode and seconded by Ted Piazza. All were in favor and the motion carried.**
- New Program Application: UT Chattanooga, Medical Coding: The committee reviewed the attached information for the Medical Billing and Coding Program at UT Chattanooga, including corresponding review of labor market information and performance data. The program is already approved for the State ETPL list, so this vote is to add the program to the Northwest ETPL list due to a request from an applicant.
 - **MOTION: A motion to add the Medical Billing and Coding Program at UT Chattanooga to the NW ETPL as presented was made by Melinda Goode and seconded by John Penn Ridgeway. All were in favor and the motion carried.**

Other Business and Updates:

State Workforce Development Board (SWDB) Report: Jennifer Bane thanked Amy Maberry, SWDB Executive Director, for developing the Executive Summary included in the handouts. Amy was asked to highlight any details she wanted to share as well as provide more information on the Board Certification project.

- Board Certification: Amy reviewed the attached PowerPoint presentation and explained that the SWDB recently underwent a year-long board certification process that will now be shared with Local Boards. This is a one-of-a-kind board certification process in partnership with UT Center for Industrial Services (UTCIS) using Baldrige Excellence Framework criteria. This is not a monitoring process but an opportunity for continuous improvement. Through the process, UTCIS created a rubric to rate the board's competency in specific areas. The SWDB received an overall rating of competent, approaching role model level. This certification process is now being rolled out to local workforce development boards as a cohort process. The Middle region will be the first cohort, starting July 1st, and the West region will be the second, beginning in the fall. The attached LWDB Cohort Timeline illustrates the expected phases during the one-year period. After each cohort and upon completion of the process, UTCIS will provide a report to suggest best practices and innovations and a summary of resources that could be used to address recommendations to build consistency throughout all the regions in the state so all customers receive similar services. The SWDB has been tasked by Governor Lee to be a premier leader in workforce development, not just meeting WIOA requirements and programs, and will be issuing an Executive Order for this.
- Other Business: Jennifer Bane reminded everyone that officer elections will be held at the annual meeting in September and asked that anyone who would like to volunteer or nominate someone let her know. Jennifer also reported we have already gone through three state complaints from All Star Forklift Training with no findings, followed by an appeal to the US Dept. Of Labor, in which they upheld the state's findings. Jennifer received notice late last week that the Civil Rights Center has recently accepted a complaint from All Star alleging discrimination from the Jackson American Job Center. An investigator will be appointed, and Jennifer will keep the group informed of the results. Jennifer believes this is the last option for an appeal.

Future Meeting Dates & Upcoming Events: Upcoming meeting dates and events are listed on the attached agenda.

Respectfully submitted,
Lana Burchfiel, Public Information Specialist

Northwest Tennessee Workforce Board
June 10, 2025 –10:00 am

Martin Event Center
89 Central Street
Martin, TN

Join Zoom Meeting
Meeting ID: 892 1630 3951
Passcode: 139461

Agenda

Welcome & Call to Order

Jimmy Williamson, Chair

- Acknowledge Quorum/Conflict of Interest
- Opportunity for Public Comment (limit three minutes per speaker regarding agenda items only)

Approval of Minutes of March 11, 2025 Meeting (Vote Required) (Pg. 2-4)

Committee Reports & Action Items

American Job Center Committee Report (Pg. 5-10)

Rita Alexander, Vice-Chair

Executive Committee Report (Pg. 11-46)

Ted Piazza, Chair

- Program Year 2025 Budget **(Vote Required)** (Pg. 29)
- Revisions to the Bylaws **(Vote Required)** (Pg. 30-46)

Outreach and Opportunities Committee Report (Pg. 47-58)

Jon Dougherty, Committee Member

- Northwest Eligible Training Provider (ETPL) Program Renewals **(Vote Required)** (Pg. 49-50)
- State ETPL Program Renewals **(Vote Required)** (Pg. 51-52)
- New Program Application: UT Chattanooga, Medical Coding **(Vote Required)** (Pg. 53-58)

Other Business & Updates

Jennifer Bane, Executive Director

- State Workforce Development Board Report (Pg. 59-60)
 - o Board Certification (Pg. 61-65)
- Other Business
 - o September Officer Elections

All

Future Meeting Dates & Upcoming Events

<i>Meeting / Event</i>	<i>Date and Time</i>	<i>Location</i>
Virtually Speaking Webinar	June 5 th , 9:00 am	Zoom
State Workforce Development Board	August 22 nd , 9:00 am	Nashville / YouTube
Remaining 2025 Board Meeting Dates	10:00 am on Tuesday, Sept. 9 th (Annual Meeting) Dec. 2 nd (with Southwest)	NW HRA & DD / Zoom TBD / Zoom

Developing a quality workforce system to meet the needs of area employers and jobseekers.

Northwest Tennessee Workforce Board

March 11, 2025—10:00 am

NW Development District / HRA, 124 Weldon Drive, Martin, TN / Zoom

Minutes

Board Members Attending in Person: Jimmy Williamson, Sabra Bledsoe, John Penn Ridgeway, Lindsay Theobald, Ben Marks, Landy Fuqua, Monica Heath, Ted Piazza, Brad Hurley; **Via Zoom:** Rita Alexander, Rachel Cates, Janet James, Jon Dougherty, Kelly Buffington, John Lanigan

Local Elected Officials Attending via Zoom: Mayor Randy Geiger

Committee Members Attending in Person: Tessa Kyle (TNECD), Janna Hellums (TNECD), Justin Crice (Weakley Co. EDB)

Staff and Contractors Attending in Person: Jennifer Bane, LeAnn Lundberg, Ariel McGahey, Maleia Evans, Erica Nance (OSO), Ashley Mayton (OSO); **Via Zoom:** Lana Burchfiel, Ginger Powell, Laura Speer, Lana Wood, Gina Johnson, Derrick Quinn, Terry Williams, James Starnes (OSO), Dr. Scott Cook (CSP)

Other Guests Attending in Person: Treva Kelleher (TCAT), Deputy Commissioner Dewayne Scott (TDLWD), Georgena P. Wilson (TDLWD), Roderick Woody (TDLWD), **Via Zoom:** Angela Hollingsworth, Heather Skelton (TDLWD), Matthew Spinella (TDLWD), Amy Mayberry (TDLWD), Jaime Perz (Lightcast), Jason George (Lightcast), Madeline Mays (United Way), Karen Grigsby (TDLWD)

Welcome/Business Meeting: Jimmy Williamson welcomed all members and guests to the meeting, and introduced new member, Ashley Roberts (Program Supervisor, Regions 7 & 8—Vocational Rehabilitation, replacing David Parrish). He also welcomed Deputy Commissioner Dewayne Scott, TN Department of Labor & Workforce Development). Jimmy asked if there were any public comments. Hearing no public comments, he called the business meeting to order and acknowledged that a quorum was present, reminding members to abstain from discussion and voting in the event of a conflict of interest.

Guest Presentation- Lightcast Overview: Jaime Perz and Jason George of Lightcast presented the strengths of Developer and the advantages of traditional and real-time labor market information. Jaime also described the ways that Developer can be useful for current, consistent, complete, and granular data presented at a level that is more local and regionalized so that we can make decisions about our funding, etc. She also showed some example reports to show top industries, the occupations driving them, and then see if we are on track to meet our employment needs. We can choose counties and a time frame to see a very detailed real time and projection for job data in our area. Jobs can be sorted by highest growth, etc. Then we can see what occupations/staffing patterns (job roles) drive those industries. The program will also show us median salary, work experience needed, etc. We can even see if we have individuals completing the education levels needed to fulfill these jobs, how many in these jobs are due to retire soon, etc. There is also an advanced region selection, where you can put in a radius by drive time or miles away from a certain address, so that we can capture data from surrounding counties.

Approval of Minutes: The minutes of the 12/3/24 Board meeting were presented for review.

- **MOTION:** A motion to approve the 12/3/24 Board minutes as presented was made by John Penn Ridgeway and seconded by Ted Piazza. All were in favor and the motion carried.

Committee Reports and Action Items: All 2/11/25 committee reports were provided to the Board ahead of time and are included in the attached handouts.

American Job Center (AJC) Committee Report: Rita Alexander provided an overview of the attached report. The below action item was presented for discussion and questions prior to voting.

- Work-Based Training Policy Changes: Proposed changes are indicated in red in the attached policy. EMSI now reflects the name change to Lightcast and the link to the State's website for Incumbent Worker Training grant has been updated. Most changes are in the OJT section, which added details about maximum wages and the number of hours covered that have been the standard for many years but haven't been formally added to the policy. This policy applies to Title I funds, and when we receive other funding (ex. Reentry) that allows for more flexibility there may be some slight differences. A requirement that starting wages must be at least at the self-sufficiency threshold set by

the Board was also added. There is also a change for work experience for in-school youth to clarify that we will allow participants who have limited availability to work longer than the typical 6-month time period, as long as they do not work more than 975 hours. The committee recommends approval of the proposed changes to the Work-Based Training Policy as presented. Brad Hurley asked about the self-sufficiency wage and how it is determined, and Jennifer explained it is based on 200% of the poverty level for the year (currently \$14.48/hour).

- **MOTION: A motion to approve the Work-Based Training Policy as presented was made by Rita Alexander and seconded by Ben Marks. All were in favor and the motion carried.**

Executive Committee Report: Ted Piazza provided an overview of the attached report and the related dashboards. There were no action items.

Outreach and Opportunity Committee Report: Ben Marks provided an overview of the attached report and related dashboards. The following action items were presented for discussion and questions prior to voting.

- ETPL Program Renewals: The committee reviewed the attached list of 11 programs at TCAT Northwest due for renewal, including corresponding labor market information and performance data. Programs listed in black are recommended for renewal for the State ETPL and the Northwest ETPL. The three programs in red (Barbering, Cosmetology, and Digital Agronomy) are recommended for renewal to the State ETPL only since they do not meet the in-demand criteria for our area. After the committee met, cost information was updated by TCAT Northwest with four programs having a price increase above 25%, requiring approval of the Board:
 - Cosmetology increased 25.03% from \$7,281.00 to \$9,104.00.
 - Electrical Vehicle Production Technology increased 64% from \$ 2,746.00 to \$4,513.12.
 - Industrial Maintenance increased 25.05% from \$6,611.00 to \$8,267.00.
 - Industrial Maintenance Mechatronics increased 46.2% from \$8,234.00 to \$12,038.00.The committee recommends approving the renewal of all programs for the State ETPL, and for the NW ETPL except for the three programs listed above and indicated in red on the attached handout.
 - **MOTION: A motion to approve the renewal of Barbering, Cosmetology, and Digital Agronomy to State ETPL ONLY, and the remainder of listed programs for the state ETPL and NW ETPL, as presented was made by Brad Hurley and seconded by John Penn Ridgeway. All were in favor and the motion carried.**
- ETPL New Program Application: Nashville State Community College- Industrial Process Control Technology: The committee reviewed the attached information for the Industrial Process Control Technology program at Nashville State Community College, including corresponding review of labor market information and performance data. Staff noted the program is approved by the Northern Middle Workforce Board for the State ETPL, and we have a participant in our area who wants to attend this training. It's only offered at the Humphreys County location according to the Jobs4TN application.
 - **MOTION: A motion to approve the NSCC Industrial Process Control Program to the NW ETPL as presented was made by Brad Hurley and seconded by Sabra Bledsoe. All were in favor and the motion carried.**
- ETPL Program Revision- EDGE Program at Union University: The committee recommends removing this program from the NW ETPL due to the training not being tied to a specific in-demand occupation and thus not aligning with our in-demand requirements.
 - **MOTION: A motion to remove the EDGE Program at Union University from NW ETPL as presented was made by Brad Hurley and seconded by John Penn Ridgeway. All were in favor and the motion carried.**

Other Business and Updates:

- State Workforce Development Board (SWDB) Updates: Jennifer Bane reviewed the attached SWDB Report that details policy changes approved by the SWDB at their 02/28/2025 meeting. Special attention was drawn to the Minimum Participant Cost Rate policy changes, which now allow state funds and incumbent worker training funds to count towards MPCR. Jennifer also noted other policies allowed for more flexibility in AJC classifications and procurement of OSOs and CSPs. All policy changes were effective as of 02/28/2025.

- Sabra Bledsoe shared some updates from Commissioner Thomas and highlighted three main focuses for the TN Department of Labor and Workforce Development that will be supported with funding, if everything passes through legislature. Budgets amendments should be going out at the end of March for approval.
 - TN Youth Employment Program (TYEP): Proposing some one-time and recurring funding.
 - Investment in the SWDB to oversee the state's workforce strategies. Part of this funding will support hiring staff to the board and part will go to strategizing. This will broaden the scope of the SWDB and allow them to do research, order studies, and grants, etc.
 - Micro-credentialing for individuals who need to enter the workforce quickly. Micro-credentials may be a solution to spending funding that has historically been used for Individual Training Accounts (ITAs) for TCAT programs since the Governor has proposed new scholarships for TCATs.
 - TN will also be moving to a common workforce brand to be shared across departments, "TN Works."
- Estimated 2025 Allocations: Jennifer reviewed the attached letter from Commissioner Deniece Thomas, Commissioner TDLWD, detailing estimated 2025-2026 WIOA Title I allotments. Youth and Adult funding are slightly down, and Dislocated Worker (DW) funding is slightly increased, with about a \$25,000 total decrease over last year's allocations overall. We have served very few DWs and those being served have been covered under the National DW Grant. We still have the option to transfer funding from DW to Adult and will likely do so since most participants qualify as Adults. We also received approval for our Rural Healthcare Grant application for \$250,000 to be shared in NW and SW. About half of the funding will go to apprenticeships. The grant does not technically start until July, but the State provided some seed money in January that is helping fund the first cohort of Patient Care Technician apprentices with West TN Healthcare. We also hope to receive more apprenticeship and Re-Entry funding next year. Brad Hurley asked if we have any concern regarding funding changes on a federal level. Jennifer said nothing specific at this moment.
- Other Business: A Stanford economist is working with the TDLWD to do a study on On-the-Job Training (OJT) and Incumbent Worker Training (IWT) and asked for local participation. Surveys have been submitted, and they will be coming later this month to meet in-person with staff. Jennifer also updated the board on appeal requests regarding the Barber School 1 and All-Star Forklift Training. Barber School 1's appeal is still being reviewed by the State. The All-Star Forklift Training appeal has gone through three levels of State appeals and has now been submitted to the U.S. Department of Labor.

Future Meeting Dates & Upcoming Events: Upcoming meeting dates and events are listed on the attached agenda.

Jimmy expressed appreciation to Jennifer and the staff for the outstanding job they do for our area.

Respectfully submitted,

Lana Burchfiel,
Public Information Specialist

American Job Center Committee- Lori Burdine, Chair / Rita Alexander, Vice Chair

The committee met on May 6th, with seven committee members, one guest, and staff and contractors attending. In addition to the reports below, the committee also discussed upcoming officer elections and the TN Youth Employment Program.

American Job Center Services Report: One-Stop Operator (OSO), Erica Nance and Ashley Mayton, OSO Assistant, presented the attached AJC Services Report for January-March, which details AJC traffic counts, visit reasons, customer survey results, and estimated results for the quarterly Key Performance Indicator (KPI) goals. Title I / Title III Co-Enrollments remain off target, and Erica continues to monitor new Title I enrollments to ensure they are co-enrolled in Title III. The committee reviewed customer satisfaction rates for this program year vs. the same time period last year. The satisfaction percentage is solely based on one question, which is currently one of the last questions on the survey, and results can be skewed negatively if customers skip it. OSO staff have revamped the survey with the overall satisfaction question first and will launch it July 1st, so that will hopefully decrease the number of people skipping the question and give a more accurate representation of overall customer satisfaction. The committee also reviewed the attached program highlights that highlighted recent events and success stories for the area.

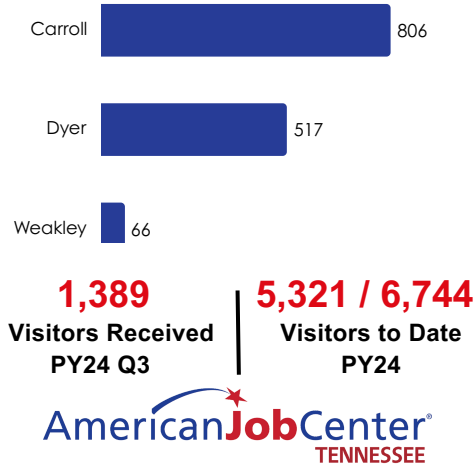
Career & Training Services Report: Jennifer Bane presented the attached Training Services Report detailing cumulative enrollments as of March by service type and county, a breakdown of new Individual Training Account (ITA) enrollments by sector and provider, and total ITA investments by provider for all participants this program year. Healthcare & Social Assistance is still the leading training sector with most participants still attending a TCAT and most funding being spent at private providers. The Governor recently announced new funding to assist with TCAT training, so we are waiting to see what other supportive services may be covered. If all TCAT expenses are covered through this new program, we may need to be creative to fund other items. It was recently announced that all National Dislocated Worker Grant (NDWG) recipients must have 50% of their funds spent by June. The NW area has already reached this goal, so we may receive some additional funds from other areas if they do not hit the target.

Business Services Report: The committee reviewed the attached Business Services Report detailing the cumulative On-the-Job Training (OJT) contracts and enrollments as of March, the completion rate, and the breakdown of number trained by sector. The Justice Involved grant allows OJT reimbursement up to 75% of wages and this has helped increase our average cost per participant. Staff wrapped up the Apprenticeship Program a little early this year with all funds expended and exceeded enrollment goal. Staff have provided 85 Lightcast reports to employers, chambers, schools, etc., for labor market information through March.

Labor Force Participation Rate (LFPR) Strategic Priorities—Skills & Career Advancement: The committee discussed effective and innovative strategies and what the Board and AJCs can / should do to assist employers regarding equitable pay. Staff noted that employers often request wage reports to determine if their wages are competitive. Committee members noted that wage fluctuation overall is slowing down, but some sectors such as healthcare are still seeing people note higher wages as the reason for leaving during exit interviews.

American Job Center Services

Customer Visits



SURVEY RESULTS

Overall, 91% of customers (77 out of 85) answered "Completely Satisfied" with our services!

TOP 5 REASONS FOR VISIT

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

2,783 Services Provided

Key Performance Indicator Results

Title I Adult / Dislocated Worker (DW) Youth Enrollments

PY24 Q3

51 / 55

92.7%

On Target

Year to Date PY24

181 / 280 YTD (65%)

Title I / Title III Co-Enrollments

PY24 Q3

24.4% / 80%

30.5%

Off Target

Year to Date PY24

23% / 90% YTD (25%)

Title III Wagner Peyser New Enrollments

PY24 Q3

451 / 304

148.4%

On Target

Year to Date PY24

1,551 / 1,216 YTD (128%)

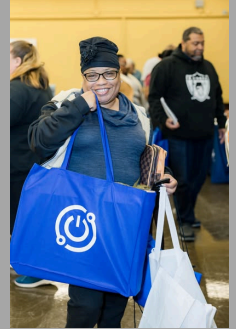
Program Highlights

American Job Centers



On February 13th, the Huntingdon American Job Center and NW Workforce Development Board partnered with Compudopt, a non-profit organization that provides technology access and education to under-resourced individuals to facilitate growth in technical and digital literacy to host a Digital Life Fair. As a part of the event, over 100 families in the Northwest area received a free laptop. Multiple community resource agencies were also on-site at the event to share information about their services.

“We are here to ensure families have access to the tools they need to succeed,” said Marie Arcos, Chief Government Affairs Officer for Compudopt. “Thanks to a grant from the Tennessee Department of Economic and Community Development, we’ll be here for the next two years, delivering nearly 1,800 computers to the community.” The AJC will continue to partner with Compudopt to host additional Digital Life Fairs and computer literacy courses for the community.



Training Services



Yunishana enrolled in the GROWWTH program in April 2024 as a single mother. She successfully completed the GROWWTH Academy and received her initial milestone payment. She then secured employment with Frayser Quality in Dyersburg, TN, earning additional milestone payments at 30 days and six months of continuous employment. Yunishana also completed the GROWWTH Financial Wellness and Holiday Wellness courses. With support from GROWWTH, she enrolled her daughter in after-school activities, with costs covered by the program. The support provided has helped Yunishana achieve greater stability for herself and her family.

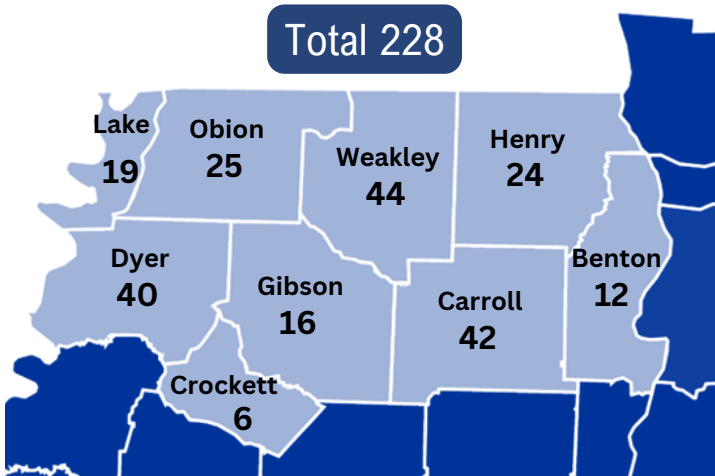
Business Services

A partnership between the Northwest Workforce Board, Obion County Jail, and TCAT Northwest is providing 78 hours of Basic Welding training to five inmates to support their work release and reentry into the workforce. The training is funded by the Tennessee Office of Reentry through the Community Reentry Reinvestment Grant (CRRG). TCAT Northwest’s employer partnerships and advisory council help ensure the training aligns with local labor market needs. Participants are scheduled to complete the program in early May and begin entering the workforce.

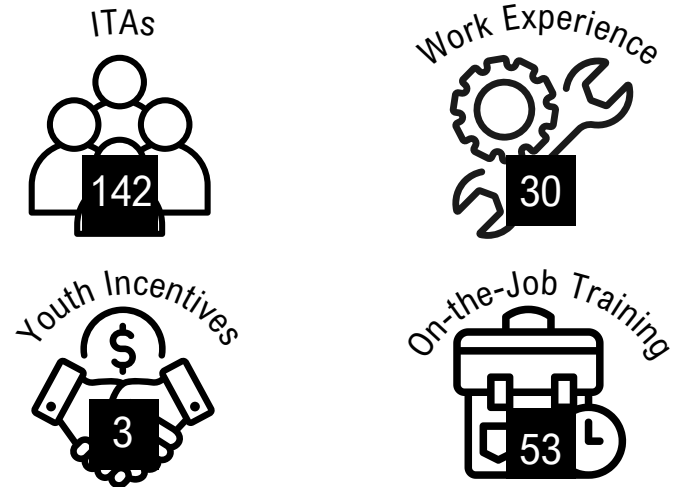


Training Services

Total Enrollments by County



Total Enrollments by Service



**National
Dislocated
Worker
Grant**



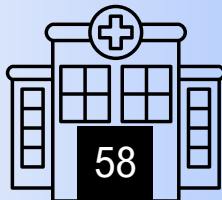
**104 / 100
Enrolled**



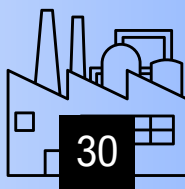
**\$404,405 of
\$615,978
Expended**

Individual Training Accounts (ITAs) By Sector

Healthcare &
Social Assistance



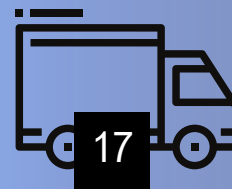
Manufacturing



Skilled Trades



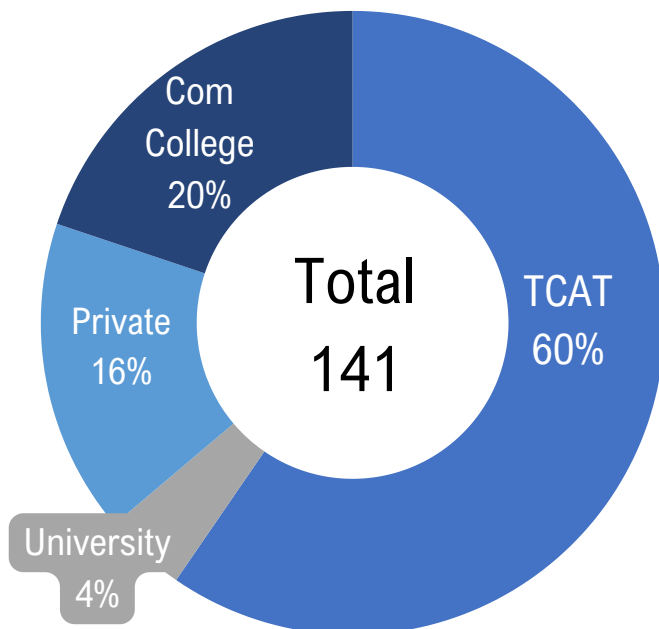
Transportation



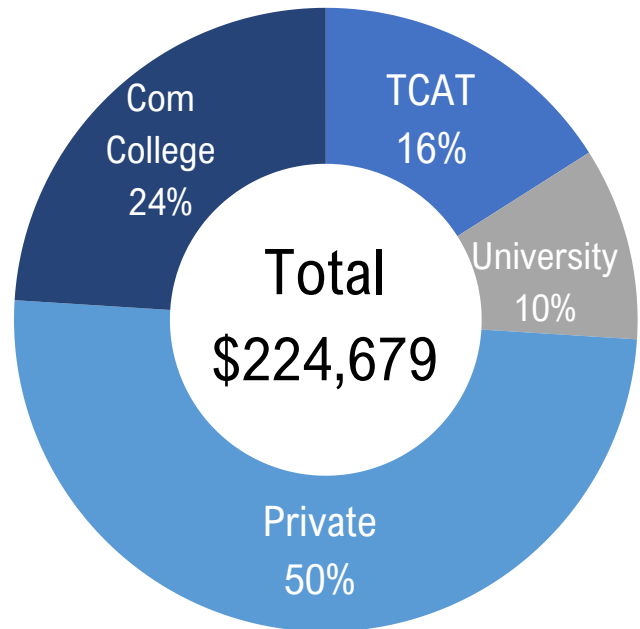
Information and
Professionals,
Scientific & Technical
Services



New ITAs by Provider Type

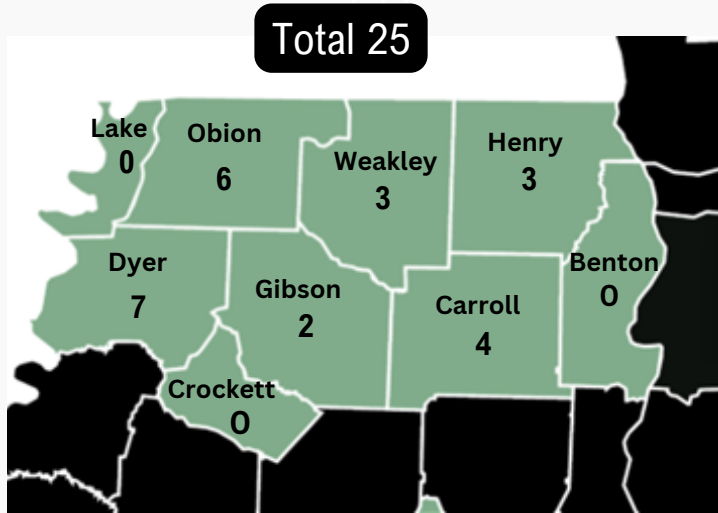


Total ITA Investment by Provider

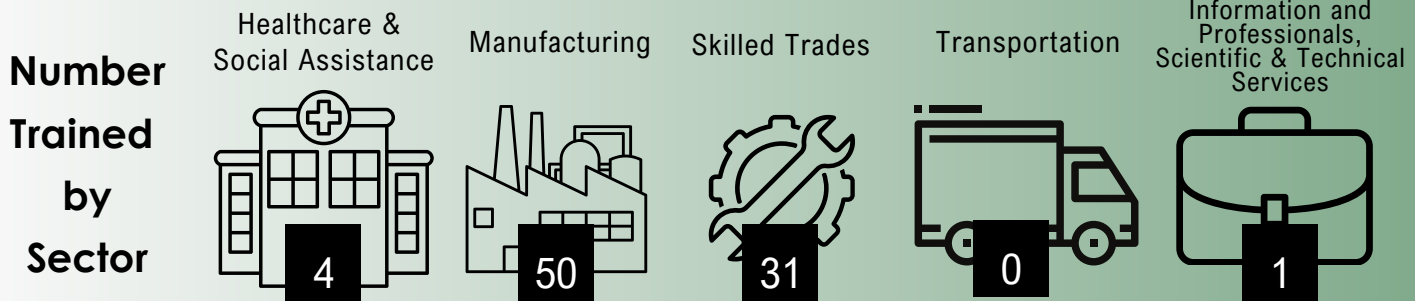


Business Services

OJT Employers by County



On-the-Job Training Participants



Apprenticeship Grant



Virtually Speaking Webinars

Quarterly Webinar Series
Hosted by
West TN Workforce Boards

- Recruitment & Retention Trends
- Artificial Intelligence (AI) in the Workplace
- Unemployment Insurance Updates for Tennessee Employers

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



85
Reports
Produced



Economy Reviews

Education Reports



Industry Reports



Occupation Reports



Pay

Provide an equitable living wage to all workers and ensure fair compensation practices.

Strategies and Actions

Provide all employees an equitable living wage.

- Pay no less than an indexed, regionally defined living wage. Use tools like the Living Wage Calculator.
- Regularly assess and publish your pay, segmented by meaningful demographics.
- Assess and determine actions to reduce pay inequities by gender and race. For example, do not seek or rely on an applicant's salary history to screen, hire, or set compensation.

Ensure that compensation practices are equitable and transparent.

- Publish and regularly update all career paths and their pay. Clearly state required skills and competencies, and ensure that managers apply them.
- Advertise pay ranges for positions.
- Conduct pay-equity analysis by gender, ethnicity, and race and report on results transparently.
- Evaluate all practices that impact compensation, including bonuses, premium pay, overtime, and scheduling, to ensure that those practices are utilized in an equitable and transparent manner.

Demonstrate fairness and recognition by compensating workers for improving performance.

- Demonstrate fairness and recognition by increasing worker wages based on objective measures of performance improvement.
- Transparently link part of employee compensation to organizational and/or team performance, such as offering an annual bonus based on organization or team financial performance.

Sample Resources

- [Good Jobs Diagnostic](#)
- [Future of Work in California](#)
- [Living Wage for Us: Living Wage Calculator \(clickable map\)](#)



Executive Committee – Ted Piazza, Chair / Jimmy Williamson, Vice-Chair

The committee met on May 6th with four committee members and staff participating.

Facilities and Technology Update: Texting service for staff has been reinstated. New Surface Pros for board staff have been purchased and are being distributed. Staff are also working on identifying and purchasing AJC printers and Resource Room computers. LeAnn Lundberg announced that she will be reducing her hours but will remain on staff rather than retiring.

Potential Relocation of Dyersburg AJC: Staff are currently looking at relocating the Dyersburg AJC because we received a notice from our current landlord that the rent at our current location will be increased “significantly,” as well as ongoing maintenance issues with the current building. Staff and partners have looked at several locations, and the most promising is the Vocational Rehabilitation (VR) building in Dyersburg. The only downside is there is not good signage and it’s a harder-to-find location. Currently the total rate is slightly more than \$100,000, not including utilities, versus our current rent of \$49,500 including utilities. We are waiting for VR to follow up with an official quote of what our share of the rent would be. We are required to have at least one comprehensive center per area, and we currently have one in Dyersburg and Huntingdon. Partners are considering a recommendation to designate Dyersburg as an affiliate location instead, which will give us some flexibility with what staffing and scheduling. Staff hope to have recommendations by the next Board meeting.

Program Oversight: The committee reviewed the attached 6-month monitoring reports for Dyersburg State Community College (Career Services Provider) and Mid-Cumberland Human Resource Agency (One-Stop Operator) for July 2024—December 2024. There were no major issues with either contract that they needed to address, and staff continue to meet with them monthly to monitor progress.

Performance & Compliance: No formal complaints have been received, and the attached Monitoring Status Report was reviewed and there have not been any concerning findings. Data validation was held in January, and the attached handout shows the corrected error rate after staff reviewed and made corrections. The only portion staff are still uncertain about is Wagner Peyser since those are reviewed by State staff. The committee also reviewed the attached estimated federal performance results that showed all measures on target, except for Median Earnings for Dislocated Workers, but it is projected to be met by the end of the program year along with all other measures. Since the committee met, official federal performance results have been received and are included in the packet.

Budget & Administration: The committee reviewed the attached Fiscal Report detailing expenditure and obligation rates as of March, as well as fiscal performance results. In-School Youth funding is currently slightly over the allowable amount, but Career Service Provider (CSP) staff are working on enrolling Out-of-School Youth to help balance this out. All other measures are on target. The attached program year 2024 budget update details expenditures by category and shows all expenses are under budget. We were also able to receive additional participant funding, which will allow us to have more carryover funding for next program year.

Program Year 2025 Budget: The committee reviewed the attached proposed budget for Program Year 2025. The estimated carryover amount is based on spending every dollar available in the current budget, so that is the bare minimum we would carry over, and it will likely be more as noted at the bottom. Our allocations did not decrease much. Overall, our Title I budget is down, but when we get the real carryover figures, it will likely look better. Carryover for the National Dislocated Worker Grant and one more year of the GROWWTH grant is included, and the addition of the new Rural Health grant. There are several other potential grants such as the Youth Employment Program, apprenticeship, justice-involved, etc. that will help if received. A new potential Micro-credentialing grant is also supposed to be released in the new year.

The Committee recommends approving the proposed PY25 Budget as presented. (VOTE REQUIRED)

Proposed Changes to By-Laws: The committee reviewed the proposed changes to the Bylaws as outlined in red in the attachment. More details were added to the open meeting requirements section, including detailed rules regarding public comment, and requests for public records and charges for providing those records.

The Committee recommends approving the proposed changes to the Bylaws as presented. (VOTE REQUIRED).

February 24, 2025

Dyersburg State Community College
Attn: Dr. Scott Cook
1510 Lake Road
Dyersburg, TN 38024

Dear Dr. Cook:

The Northwest Tennessee Workforce Board completed a six-month monitoring review of contract number 2206-2306-CSP-62-0800930-MULTI for the period of July to December 2024.

The purpose of the performance review (fiscal and programmatic) was to verify the following:

- Compliance with the Roles of the Title I Service Provider
- Compliance with all applicable Federal, State, and Local legislation, policies
- New Enrollments in accordance with the Key Performance Indicator (KPI) Goals
- Exits meeting the performance measures
- Enrollment and expenditure levels to meet State required fiscal measures

The purpose of the fiscal monitoring review was to verify the following:

- Timeliness of invoices submission
- Adequacy of documentation
- Proper completion of invoices
- Compliance within budget limits

The purpose of the programmatic monitoring review was to verify the following:

- Adequacy of documentation
- Proper completion of paperwork and entry into State System, VOS
- Compliance of state and local policies
- Goals

Please see the attached report for the performance review, including fiscal and programmatic monitoring results for the six-month time period.

Thank you for your cooperation. We look forward to continuing to work with Dyersburg State Community College in the future. If you have any questions, please feel free to contact me.

Sincerely,



Laura Speer
Director of Performance & Compliance

Cc: Jennifer Bane, Ariel McGahey, Derrick Quinn, Connie Stewart

Career Services Provider Performance July – December 2024

1. Compliance with the Roles of the Title I Provider

- a. Compliance with the Scope of Work, Roles of the Title I Career Service Provider requirements for Adults and Dislocated Workers.

Component/Benchmark*	Pass / Fail / Needs Improvement	Improvements Needed
Provide Career Services for eligible WIOA Adults and Dislocated Workers.	Pass	
Provide Individualized Career Services for eligible Adults and Dislocated Workers.	Pass	
Provide Follow-up Services for eligible Adults and Dislocated Workers.	Pass	
Provide Training Services for eligible WIOA Adults and Dislocated Workers.	Pass	
Provide Business Services for eligible Adults and Dislocated Workers.	Pass	

- b. Compliance with the Scope of Work, Roles of the Title I Career Service Provider requirements for Youth.

Component/Benchmark*	Pass / Fail / Needs Improvement	Improvements Needed
Provide Intake for eligible WIOA Youth.	Pass	
Provide assessments for eligible WIOA Youth.	Pass	
Provide Individual Service Strategy (ISS) for Youth.	Pass	
Provide Career Coaching for eligible WIOA Youth.	Pass	
Provide Support Services for eligible WIOA Youth.	Pass	
Provide Follow-up Services for eligible WIOA Youth.	Pass	
Provide access to the 14 Youth Program Elements for eligible WIOA Youth.	Pass	

2. Compliance with all applicable Federal, State, and Local legislation, policies, and regulations

Component/Benchmark	Pass / Fail / Needs Improvement	Improvements Needed
Workforce Innovation and Opportunity Act and related Federal Regulations and Guidance	Pass	
Data Validation requirements	Pass	
Performance Accountability Review requirements	Pass	
TN Department of Labor and Workforce Development Policies and Guidance	Pass	
Northwest TN Workforce Board Policies & Guidance	Pass	

A 20% sample of participant (ITA & OJT) applications were reviewed after the 10th of the following month for eligibility/data validation/training documents. The OJT applications not included in the 20% sample were reviewed for eligibility/data validation only. All issues identified have already been addressed. Please find below the results of the monthly monitoring reviews:

Summary:	Jul	Aug	Sept	Oct	Nov	Dec	Totals	%
Number of Participants Reviewed:	6	14	6	4	3	66	39	
Number / Percentage of Participants with Findings:	4	4	0	1	2	4	15	38.46%
1. Eligibility Findings:	4	0	0	1	0	0	5	33.33%
2. Data Validation Findings:	0	2	0	0	0	1	3	20.00%
3. Data Entry Findings:	0	0	0	0	2	0	2	13.33%
4. Case Management	0	2	0	0	0	3	5	33.33%
Number / Percentage of Participants with Observations:	6	13	6	4	3	6	38	97.44%
Number / Percentage of Participants with No Monitoring Issues:	0	1	0	0	0	0	1	2.56%

Of the Findings, this would not have caused money to have to be returned. The low-to- moderate risk findings included:

- Incomplete and / or errors on paperwork
- Incomplete and / or errors on VOS keying
- Additional documentation needed

3. Enrollments to Meet Key Performance Indicator (KPI) Goals

Component/Benchmark	Pass / Fail / Needs Improvement	Improvements Needed
The contractor is responsible for meeting the KPI goals as outlined below.	Needs Improvement	The Title I / Title III Co-enrollment measure is failing

Key Performance Indicator	PY 24 Goal	Results as of Dec 2024	Percentage of Goal
Adult / Dislocated Worker /Youth New Enrollments	280	130	46%
Title I & Title III Co-Enrollments	90%	15.9%	18%
TYEP Total Enrollments	216	261	105.5%

Key Performance Indicator	July- Sept. Goal	Results	Percentage of Goal
Adult / Dislocated Worker /Youth New Enrollments	85	85	100%
Title I & Title III Co-Enrollments	40%	9%	22.5%
TYEP Total Enrollments	216	240	111%

Key Performance Indicator	Oct.-Dec. Goal	Results	Percentage of Goal
Adult / Dislocated Worker /Youth New Enrollments	65	45	69.2%
Title I & Title III Co-Enrollments	70%	15.9%	22.7%
TYEP Total Enrollments	216	261	120.8%

TDLWD Achievement Levels per KPI Policy

Achievement Level	Threshold
0 – Unacceptable	0 to 20%
1 – Needs Significant Improvement	21 to 50%
2 – Needs Improvement	51 to 70%
3 – Approaching Target	71 to 90%
4 – Target Achieved	91 to 100%
5 – Best Practice, Significantly Above Target	110%+

4. Exits to meet the following measures:

Component/Benchmark	Pass / Fail / Needs Improvement	Improvements Needed
The contractor must meet the local performance measures as outlined below.	Needs Improvement	Dislocated Worker median earnings are below the 90% required for passing.

Adult Measures

	Goals	Results (PY24 Q2) % of Goal Met	
Employment Rate 2 nd Quarter After Exit	92.2%	92.3%	100%
Employment Rate 4 th Quarter After Exit	86.2%	89.9%	104%
Median Earnings 2 nd Quarter After Exit	\$8,500	\$9,260	109%
Credential Attainment Within 4 Quarters After Exit	78.6%	83.5%	106%
Measurable Skills Gain	77.4%	72.8%	94%

Dislocated Worker Measures:

Employment Rate 2 nd Quarter After Exit	83.5%	87.5%	105%
Employment Rate 4 th Quarter After Exit	78.4%	71.4%	91%
Median Earnings 2 nd Quarter After Exit	\$8,540	\$7,253	85%
Credential Attainment Within 4 Quarters After Exit	69.8%	92.9%	133%
Measurable Skills Gain	90.1%	85.7%	95%

Youth Measures:

Employment Rate 2 nd Quarter After Exit	87.7%	89.2%	102%
Employment Rate 4 th Quarter After Exit	80%	80.9%	101%
Median Earnings 2 nd Quarter After Exit	\$3,922	\$4,893	125%
Credential Attainment Within 4 Quarters After Exit	69.8%	76.7%	110%
Measurable Skills Gain	72.6%	81%	112%

Employer Measures:

Employer Penetration Rate (percentage of employers using services in the State): TBD

Repeat Business Customer Rate (percentage of employers who receive core services more than once in the last three recording periods): TBD

5. Enrollment and expenditure level to meet State required fiscal measures

Component/Benchmark	Pass / Fail / Needs Improvement	Improvements Needed
35% expenditure rate on in-school youth (PY23)	Pass (45.6%)	
35% expenditure rate on in-school youth (PY24)	Pass (55.1%)	ISY expenditures cannot exceed 50% by the end of the contract.
20% expenditure rate on Youth Work Experience	Pass (35.3%)	
40% expenditure rate on direct participant cost	Needs Improvement (35.3%)	

Fiscal Monitoring Results:

<u>INVOICE</u>	<u>DATE RECEIVED</u>	<u>CORRECTIONS MADE / NEEDED</u>
Jul-24	8/12/2024	Adjusted staff time percentages and benefits. Corrected incentive budget. Deducted June accrual from WE for TYEP. Invoices are due by the 10 th of the month.
Aug-24	9/13/2024	Updated incentive payments and corrected two ITAs. Invoices are due by the 10 th of the month.
Sept-24	10/10/2024	Deducted WEX rebate and updated participant counties per VOS payments. Updated Youth WE budget for four participants.
Oct-24	11/13/2024	Updated staff time percentages and corrected incentives for eight participants. Invoices are due by the 10 th of the month.
Nov-24	12/11/2024	Deducted from Indirect for WEX rebate, moved \$8,000 from DWG to Adult per VOS payments, and corrected two participant payments from other to transportation. Invoices are due by the 10 th of the month.
Dec-24	1/15/2024	Updated timesheet percentages for two staff and deducted WEX rebate. Moved \$202.22 from ISY supportive services childcare to ISY SS transportation. Corrected ITA budgets for eight participants. Invoices are due by the 10 th of the month.

February 24, 2025

Ms. Jane Hamrick, Executive Director
Mid-Cumberland Human Resource Agency
1101 Kermit Drive, Suite 300
Nashville, TN 37217

Dear Ms. Hamrick:

Workforce Innovations, Inc. completed a six-month monitoring review of contract number 2306-2406-OSO-62-0923487-MULTI. The purpose of the review was to verify the following:

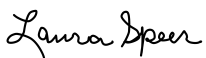
- Compliance with the Roles of the One-Stop Operator,
- Timeliness of invoices submission,
- Adequacy of documentation,
- Proper completion of invoices,
- Compliance within budget limits, and
- Performance Goals.

We are pleased to report all areas of review were in accordance with the contract with the exception of the following items needing improvement in order to meet the Performance Goals:

1. Traffic count goals are not being met for the American Job Centers (AJCs), indicating a need for additional outreach and promotion of the AJCs.
2. Multiple Key Performance Indicator (KPI) measures are not on track to meet the annual goal.
3. One of Northwest's and nine of Southwest's Federal Performance measures are below the 90% threshold required for passing the goal.

We look forward to continuing our relationship during this contract. If you have any questions, please feel free to contact me.

Sincerely,



Laura Speer
Director of Performance & Compliance

Cc: Jennifer Bane, Derrick Quinn, Erica Nance, James Starnes, Ariel McGahey
Documents attached: Performance Evaluation

One-Stop Operator (OSO) Performance Evaluation

July – December 2024

The following performance goals, per the contract, are utilized to evaluate the performance of the OSO provider.

(1) Compliance with the Scope of Work and Roles of the One-Stop Operator Provider

Component/Benchmark	Pass / Fail / Needs Improvement	Improvements Needed
Manage Daily AJC Operations	Pass	
Ensure Coordination of Partner Programs within the AJC system	Pass	
Serve as Functional Leader for the AJC system	Pass	
Evaluate Customer Experience	Pass	
Evaluate Negotiated Performance Measures	Pass	
Establishment of AJC Access Points	Pass	

(2) American Job Center Customer Visits

Component/Benchmark	Pass / Fail / Needs Improvement	Improvements Needed
The contractor is responsible for maintaining average traffic flow as shown below.	Needs Improvement	Some individual visit goals are not being met as shown below.

American Job Center	Individual Visit Monthly Average Goal	December 2024 Actual Monthly Average	Difference from Goal	Percentage of Goal Met
Dyer County	227	244	17	108%
Carroll County	224	312	88	139%
Weakley County	111	99	-12	89%
Northwest Total	562	655	93	117%
Chester County	29	10	-19	33%
Decatur County	19	33	14	173%
Hardeman County	42	13	-29	31%
Hardin County	56	29	-27	52%
Haywood County	30	8	-22	27%
Henderson County	58	27	-31	47%
Madison County	494	648	154	131%
McNairy County	43	25	-18	58%
Southwest Total	771	793	22	103%

(3) Key Performance Indicators (KPIs)

Component/Benchmark	Pass / Fail / Needs Improvement	Improvements Needed
The contractor is responsible for partner coordination to meet the local performance measures as outlined below.	Needs Improvement	1 KPI goal for NW and 2 KPI goals for SW are not on track to meet the annual goal as shown below.

Northwest	PY 24 Goal	Results as of December 2024	Percentage of Goal
Adult / Dislocated Worker /Youth New Enrollments	280	130	46%
Wagner Peyser New Enrollments	1,216	1,100	90%
Title I & Title III Co-Enrollments	90%	15.9%	18%
TYEP Total Enrollments	216	261	121%

Southwest	PY 24 Goal	Results as of December 2024	Percentage of Goal
Adult / Dislocated Worker /Youth New Enrollments	133	39	29%
Wagner Peyser New Enrollments	996	1,150	116%
Title I & Title III Co-Enrollments	90%	17.5%	19.4%
TYEP Total Enrollments	183	204	111%

TDLWD Achievement Levels per KPI Policy

Achievement Level	Threshold
0 – Unacceptable	0 to 20%
1 – Needs Significant Improvement	21 to 50%
2 – Needs Improvement	51 to 70%
3 – Approaching Target	71 to 90%
4 – Target Achieved	91 to 100%
5 – Best Practice, Significantly Above Target	110%+

(4) Federal Performance Measures

Component/Benchmark	Pass / Fail / Needs Improvement	Improvements Needed
The contractor is responsible for partner coordination to meet the local performance measures as outline below.	Needs Improvement	One measure for NW and nine measures for SW are below the 90% threshold

Northwest

Adult Measures	Goal	Results (PY24 Q2)	% of Goal Met
Employment Rate 2 nd Quarter After Exit	92.2%	92.3%	100%
Employment Rate 4 th Quarter After Exit	86.2%	89.9%	104%
Median Earnings 2 nd Quarter After Exit	\$8,500	\$9,260	109%
Credential Attainment Within 4 Quarters After Exit	78.6%	83.5%	106%
Measurable Skills Gain	77.4%	72.8%	94%

Dislocated Worker Measures:

Employment Rate 2 nd Quarter After Exit	83.5%	87.5%	105%
Employment Rate 4 th Quarter After Exit	78.4%	71.4%	91%
Median Earnings 2 nd Quarter After Exit	\$8,540	\$7,253	85%
Credential Attainment Within 4 Quarters After Exit	69.8%	92.9%	133%
Measurable Skills Gain	90.1%	85.7%	95%

Youth Measures:

Employment Rate 2 nd Quarter After Exit	87.7%	89.2%	102%
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Employment Rate 4 th Quarter After Exit	80%	80.9%	101%
Median Earnings 2 nd Quarter After Exit	\$3,922	\$4,893	125%
Credential Attainment Within 4 Quarters After Exit	69.8%	76.7%	110%
Measurable Skills Gain	72.6%	81%	112%

Southwest Adult Measures

	Goals	Results (PY24 Q2)	% of Goal Met
Employment Rate 2 nd Quarter After Exit	80.1%	81.1%	101.2%
Employment Rate 4 th Quarter After Exit	77.2%	80.8%	105%
Median Earnings 2 nd Quarter After Exit	\$7,495	\$8,354	111%
Credential Attainment Within 4 Quarters After Exit	68.5%	76.3%	111%
Measurable Skills Gain	81.9%	63.6%	78%

Dislocated Worker Measures:

Employment Rate 2 nd Quarter After Exit	86.9%	71.4%	82%
Employment Rate 4 th Quarter After Exit	82%	63.6%	78%
Median Earnings 2 nd Quarter After Exit	\$8,306	\$3,729	45%
Credential Attainment Within 4 Quarters After Exit	69.3%	62.5%	90.2%
Measurable Skills Gain	76.2%	60.0%	78.7%

Youth Measures:

Employment Rate 2 nd Quarter After Exit	82.5%	53.5%	66%
Employment Rate 4 th Quarter After Exit	78.9%	65.9%	84%
Median Earnings 2 nd Quarter After Exit	\$4,803	\$5,901	123%
Credential Attainment Within 4 Quarters After Exit	57.7%	46.6%	80.8%
Measurable Skills Gain	65.2%	46.3%	71%

Fiscal Monitoring Results:

<u>INVOICE</u>	<u>DATE RECEIVED</u>	<u>CORRECTIONS MADE / NEEDED</u>
Jul-24	8/5/2024	None.
Aug-24	9/4/2024	None.
Sept-24	10/3/2024 & 10/17/24	Cost of business cards changed from \$62.45 to \$62.75 and increased SW benefits by \$0.01.
Oct-24	11/4/2024	Moved SW supplies from the travel column to the OSO supplies column. Corrected the cumulative expenses on the cost reimbursement spreadsheet.
Nov-24	12/4/2024	None.
Dec-24	1/6/2025	Moved SW supplies from the travel column to the OSO supplies column.

Northwest TN Workforce Board MONITORING STATUS REPORT					
Subcontractor	Purpose of Subcontract	Scheduled	Date of Review (s)	Corrective Action Needed	Letter Mailed:
2502-2602-OJT-81-2608176 Pediatric Associates of West Tennessee 1501 Brayton Avenue Dyersburg, TN 38024 Jamie Ellerbrook, Owner Kasi Austin (731) 285-4111	On-the-Job Training: 02-11-25 to 02-01-26	Scheduled: 03-18-25	Phone Interview: 03-18-25 Fiscal:	N/A	Letter Mailed:
2411-2510-OJT-54-2139412 Allegion/Republic Doors and Frames Monte Bowers or Chad Brawner 155 Republic Drive McKenzie, TN 38201 (731) 352-1945 chad.brawner@allegion.com	On-the-Job Training: 11-06-24 to 10-01-25	Scheduled: 01-27-25	Phone Interview: 01-27-25 Fiscal: 04-03-25	N/A	Letter Mailed: 04-04-25
2412-2504-OJT-62-1576561 Hornsby's Garage Inc. Terry Hornsby 820 West Main Street Union City, TN 38261 (731) 335-2020 hornsby@bellsouth.net	On-the-Job Training: 12-03-24 to 04-01-25	Scheduled: 01-29-2025	Phone Interview: 01-29-25 Fiscal:	N/A	Letter Mailed:
2408-2501-OJT-99-0465371 Tencom Services, Inc. Attn: Robert C. Donaldson, CEO 215 South Mill Dyersburg, TN 38024 (731) 288-8000 chris@tencom.net	On-the-Job Training: 08-30-24 to 01-01-25	Scheduled: 09-26-24	Phone Interview: 09-26-24 Fiscal: 01-08-25	N/A	Letter Mailed: 01-08-25
2407-2507-OJT-62-6000282 City of Dyersburg Mayor John Holden/ Sue Teague 425 West Court Street Dyersburg, TN 38024 (731) 288-7607 stegue@dyersburgtn.gov	On-the-Job Training: 07-02-24 to 07-01-25	Scheduled: 09-23-24	Phone Interview: 09-23-24 Fiscal: 03-21-25	N/A	Letter Mailed: 03-21-25
2406-2506-OJT-45-5067121 Twin Oaks Technology, LLC 1604 W. Reelfoot Avenue Suite A Union City, TN 38261 Attn: Nicole Kincade 731-281-1212 nicole.kincade@twinoakstech.com	On-the-Job Training: 06-02-24 to 06-01-25	Scheduled: 04-08-25	Phone Interview: 04-08-25 Fiscal:	N/A	Letter Mailed:
RFP CONTRACTS					
2206-2306-CSP-62-0800930-MULTI Dyersburg State Community College 1510 Lake Road Dyersburg, TN 38024 Dr. Cook, President	Career and Business Services	Dates: 06-27-22 to 06-30-24		Invoices Checked Monthly per Executive Director	
2306-2406--OSO-62-0923487-SHARE Mid-Cumberland Human Resource Agency 1101 Kermit Drive, Suite 300 Nashville, TN 37217 jhamrick@mchra.com (615) 850-3907	One-Stop Operator Services:	Expires: 06-30-24		Invoices Checked Monthly per Executive Director	

Northwest PY23 DEV Error Rate Uncorrected
Adult (112 elements reviewed. 7 failed)

Northwest PY23 DEV Error Rate Projected Corrected
Adult

Date of Program Entry (WIOA)	6.82%		Date of Program Entry (WIOA)	0.00%
Date of Program Exit (WIOA)	6.82%		Date of Program Exit (WIOA)	0.00%
Assisted)	6.82%		Assisted)	0.00%
Most Recent Date Received Basic Career Services (Self-Service/Information-Only)	6.82%		Most Recent Date Received Basic Career Services (Self-Service/Information-Only)	0.00%
Date of Most Recent Reportable Individual Contact	13.64%		Date of Most Recent Reportable Individual Contact	0.00%
Most Recent Date Received Individualized Career Service	6.82%		Most Recent Date Received Individualized Career Service	0.00%
Date Completed, or Withdrew from, Training #1	6.82%		Date Completed, or Withdrew from, Training #1	0.00%

40 Adult files reviewed

Northwest PY23 DEV Error Rate Uncorrected DW
DW(1006 elements reviewed. 15 failed)

Northwest PY23 DEV Error Rate Projected Corrected
DW

School Status at Program Entry (WIOA)	10.00%		School Status at Program Entry (WIOA)	0.00%
Date of Actual Dislocation	10.00%		Date of Actual Dislocation	0.00%
Rapid Response	10.00%		Rapid Response	0.00%
Date of Most Recent Reportable Individual Contact	10.00%		Date of Most Recent Reportable Individual Contact	0.00%
Received Training (WIOA)	10.00%		Received Training (WIOA)	0.00%
Eligible Training Provider - Name - Training Service #1 (WIOA)	10.00%		Eligible Training Provider - Name - Training Service #1 (WIOA)	0.00%
Type of Employment Match 1st Quarter After Exit Quarter (WIOA)	10.00%		Type of Employment Match 1st Quarter After Exit Quarter (WIOA)	0.00%
Type of Employment Match 2nd Quarter After Exit Quarter (WIOA)	10.00%		Type of Employment Match 2nd Quarter After Exit Quarter (WIOA)	0.00%
Employed in 4th Quarter After Exit Quarter (WIOA)	10.00%		Employed in 4th Quarter After Exit Quarter (WIOA)	0.00%
Type of Employment Match 4th Quarter After Exit Quarter (WIOA)	10.00%		Type of Employment Match 4th Quarter After Exit Quarter (WIOA)	0.00%
Industry Code of Employment 4th Quarter After Exit Quarter	10.00%		Industry Code of Employment 4th Quarter After Exit Quarter	0.00%
Retention with the same employer in the 2nd Quarter and the 4th Quarter (WIOA)	10.00%		Retention with the same employer in the 2nd Quarter and the 4th Quarter (WIOA)	0.00%
Type of Recognized Credential (WIOA)	10.00%		Type of Recognized Credential (WIOA)	0.00%
Date Attained Recognized Credential #2 (WIOA)	10.00%		Date Attained Recognized Credential #2 (WIOA)	0.00%
Date of Most Recent Measurable Skill Gains: Skills Progression (WIOA)	10.00%		Date of Most Recent Measurable Skill Gains: Skills Progression (WIOA)	0%

10 DW files reviewed

Northwest PY23 DEV Error Rate Uncorrected
Youth (75 elements reviewed. 3 failed 5% or higher)

Northwest PY23 DEV Error Rate Projected Corrected
Youth

Unique Individual Identifier (WIOA)	6.67%		Unique Individual Identifier (WIOA)	0.00%
Date of Birth (WIOA)	6.67%		Date of Birth (WIOA)	0.00%
English Language Learner at Program Entry (WIOA)	6.67%		English Language Learner at Program Entry (WIOA)	0.00%

40 files reviewed

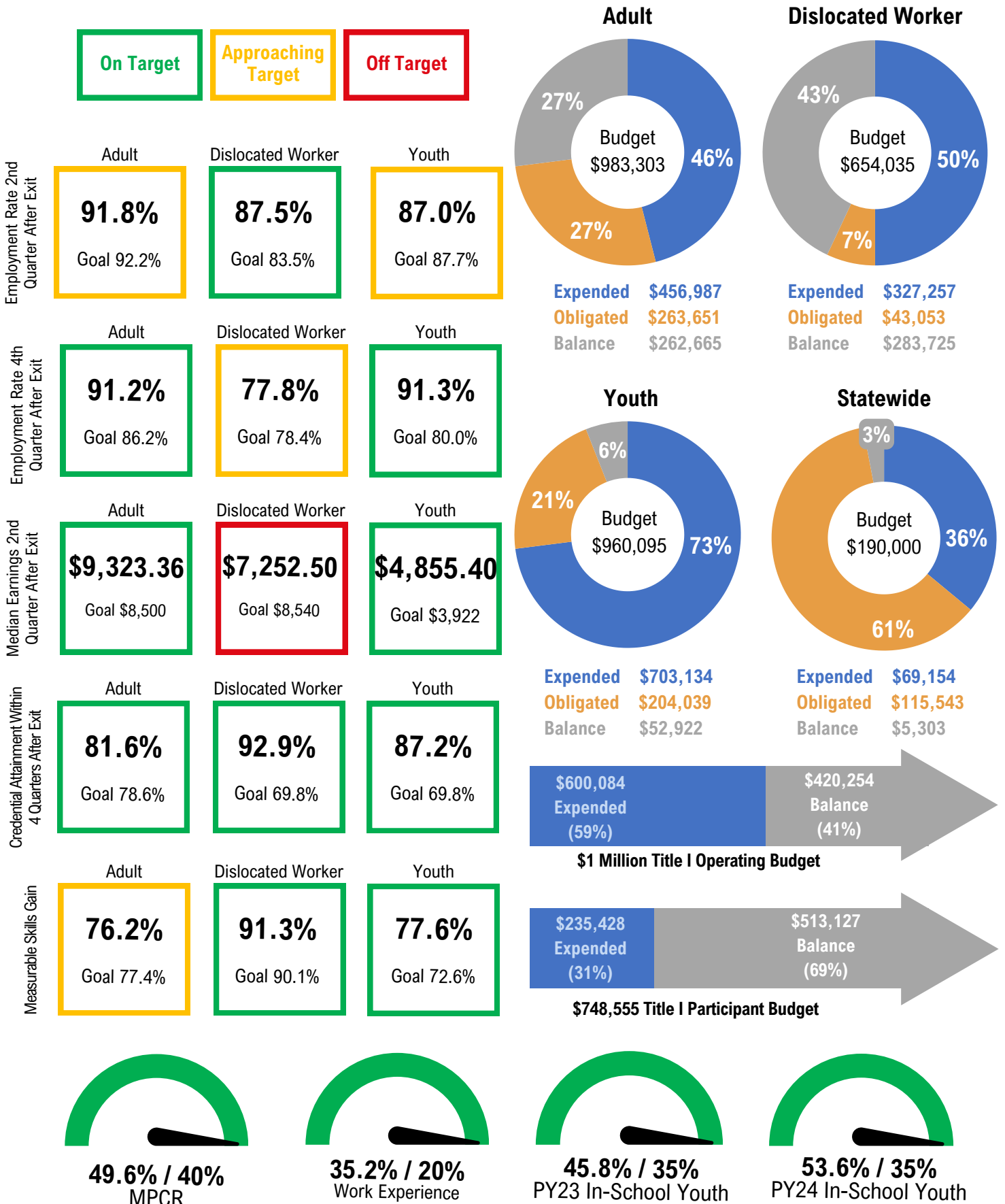
Northwest PY23 DEV Error Rate Uncorrected
WP (67 elements reviewed. 2 failed)

Unique Individual Identifier (WIOA)	45.00%
Date of Birth (WIOA)	70.00%
Individual with a Disability (WIOA)	5.00%
Eligible Veteran Status	7.50%
UC Eligible Status	5.00%
School Status At Program Entry (WIOA)	42.50%
Foster Care Youth Status At Program Entry (WIOA)	5.00%
Homeless participant, Homeless Children and Youths, or Runaway Youth at Program Entry (WIOA)	5.00%
Ex-Offender Status at Program Entry (WIOA)	10.00%
Migrant and Seasonal Farmworker Status	5.00%
Date of Program Entry (WIOA)	7.50%

Northwest PY23 DEV Error Rate Projected Corrected
WP

Unique Individual Identifier (WIOA)
Date of Birth (WIOA)
Individual with a Disability (WIOA)
Eligible Veteran Status
UC Eligible Status
School Status At Program Entry (WIOA)
Foster Care Youth Status At Program Entry (WIOA)
Homeless participant, Homeless Children and Youths, or Runaway Youth at Program Entry (WIOA)
Ex-Offender Status at Program Entry (WIOA)
Migrant and Seasonal Farmworker Status
Date of Program Entry (WIOA)

Performance & Fiscal



PY23 Q3 WIOA Core Performance Measures	West Tennessee Region								
	47130 Greater Memphis			47145 Northwest Tennessee			47160 Southwest Tennessee		
Adult Measures	Pass/Fail		Fail	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		670			145			66	
Participants Served		1608			305			143	
EER 2nd Qtr after exit	82.00%	80.5%	98%	92.20%	91.80%	100%	80.10%	90.0%	112.4%
EER 4th Qtr after exit	81.50%	82.8%	102%	86.20%	91.20%	106%	77.20%	83.2%	108%
Med. Earnings	\$ 7,982	\$ 8,580	107%	\$ 8,500	\$ 9,308	110%	\$ 7,495	\$ 8,492	113%
Cred. Attainment	72.40%	64.0%	88.4%	78.60%	81.60%	104%	68.50%	77.2%	113%
MSG	72.30%	75.0%	104%	77.40%	76.10%	98%	81.90%	65.6%	80%
Dislocated Worker	Pass/Fail		Pass	Pass/Fail		Fail	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		211			16			5	
Participants Served		348			25			22	
EER 2nd Qtr after exit	84.40%	86.5%	102%	83.50%	87.50%	105%	86.90%	71.40%	82%
EER 4th Qtr after exit	83.70%	89.3%	107%	78.40%	82.40%	105%	82.00%	66.70%	81.3%
Med. Earnings	\$ 8,699	\$ 8,690	100%	\$ 8,540	\$ 7,253	85%	\$ 8,306	\$ 7,152	86%
Cred. Attainment	69.90%	69.3%	99.1%	69.80%	92.90%	133%	69.30%	66.70%	96.2%
MSG	73.90%	76.8%	104%	90.10%	91.30%	101%	76.20%	76.50%	100.4%
Youth	Pass/Fail		Fail	Pass/Fail		Pass	Pass/Fail		Fail
	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal	Negotiated	Actual	% of Goal
Exiters		332			72			28	
Participants Served		1135			102			61	
EER 2nd Qtr after exit	82.50%	75.7%	92%	87.70%	87.00%	99%	82.50%	67.40%	82%
EER 4th Qtr after exit	80.50%	78.1%	97%	80.00%	91.30%	114%	78.90%	68.20%	86%
Med. Earnings	\$ 5,548	\$ 6,063	109%	\$ 3,922	\$ 4,855	124%	\$ 4,803	\$ 5,273	110%
Cred. Attainment	64.50%	46.7%	72.4%	69.80%	87.20%	124.9%	57.70%	52.70%	91.3%
MSG	60.00%	35.6%	59.3%	72.60%	77.90%	107%	65.20%	57.90%	89%

Northwest PY 2024 Budget - Revised Aug. 2024
vs. YTD Expenditures as of 3/31/25

	Budget	July - Sept. 2024 Expenses	Percentage of Budget	Oct. - Dec. 2024	Percentage of Budget	Jan. - Mar. 2025	Percentage of Budget	PY 24 YTD Total	Percentage of Budget
Administrative Budget (all grants)	\$ 381,527.06	\$ 70,493.98	18%	\$ 66,754.52	17%	\$ 85,758.36	22%	\$ 223,006.86	58%
Formula Participant Budget	\$ 748,554.46	\$ 84,485.00	11%	\$ 114,063.24	15%	\$ 36,879.46	5%	\$ 235,427.70	31%
Participant YTD = 28.18%									
Operating Budget	\$ 1,020,337.63	\$ 255,084.41	25%	\$ 255,084.41	25%	\$ 255,084.41	25%	\$ 1,020,337.63	100%
IFA Expenses (including OSO)	\$ 86,162.63	\$ 18,710.98	22%	\$ 17,768.98	21%	\$ 17,393.38	20%	\$ 53,873.34	63%
Career Service Provider (w/o DWG)	\$ 580,000.00	\$ 99,242.08	17%	\$ 116,950.85	20%	\$ 105,863.28	18%	\$ 322,056.21	56%
Board / Fiscal Agent Expenses	\$ 354,175.00	\$ 73,916.43	21%	\$ 69,148.55	20%	\$ 81,088.98	23%	\$ 224,153.96	63%
Total Operating Expenses	\$ 1,020,337.63	\$ 191,869.49	19%	\$ 203,868.38	20%	\$ 204,345.64	20%	\$ 600,083.51	59%
<i>Remaining Balance</i>	\$ -	\$ 63,214.92	6%	\$ 51,216.03	5%	\$ 50,738.77	5%	\$ 420,254.12	41%
Operations YTD = 71.82%									
Adult & DW Part. & Program	\$ 1,277,889.39	\$ 195,202.09	15%	\$ 210,726.26	16%	\$ 195,811.90	15%	\$ 601,740.25	47%
Youth Part. & Program	\$ 491,002.70	\$ 81,152.40	17%	\$ 87,205.36	18%	\$ 65,413.20	13%	\$ 233,770.96	48%
Total Part. & Program	\$ 1,768,892.09	\$ 276,354.49	16%	\$ 297,931.62	17%	\$ 261,225.10	15%	\$ 835,511.21	47%
<i>Remaining Balance</i>	\$ -	\$ 1,492,537.60	84%	\$ 1,194,605.98	68%	\$ 933,380.88	53%	\$ 933,380.88	53%
Adult & DW Program Only	\$ 695,235.43	\$ 120,951.70	17%	\$ 133,591.09	19%	\$ 147,389.20	21%	\$ 401,931.99	58%
Youth Program Only	\$ 325,102.20	\$ 70,917.79	22%	\$ 70,277.29	22%	\$ 56,956.44	18%	\$ 198,151.52	61%
Total Program	\$ 1,020,337.63	\$ 191,869.49	19%	\$ 203,868.38	20%	\$ 204,345.64	20%	\$ 600,083.51	59%
<i>Remaining Balance</i>	\$ -	\$ 828,468.14	81%	\$ 624,599.76	61%	\$ 420,254.12	41%	\$ 420,254.12	41%

Northwest PY 25 Budget Estimated, May 2025	Admin. (Title I + State \$)	Adult Prg (w/ Adult Transfer)	DW Prg (w/o AT)	Youth Program	Title I Program Total	Total Title I Budget	QUEST DWG	Rural Health	GROWWTH	Total Budget
Estimated PY 24 Carryover	\$ 128,160.00	\$ 335,765.00	\$ 64,265.00	\$ 18,697.00	\$ 418,727.00	\$ 546,887.00	\$ 104,563.38		\$ -	\$ 651,450.38
PY 25 Allocations*	\$ 141,104.30	\$ 504,079.20	\$ 277,605.00	\$ 488,254.50	\$ 1,269,938.70	\$ 1,411,043.00	\$ -	\$ 86,000.00	\$ 506,887.28	\$ 2,003,930.28
Total PY 24 Funding Available	\$ 269,264.30	\$ 839,844.20	\$ 341,870.00	\$ 506,951.50	\$ 1,688,665.70	\$ 1,957,930.00	\$ 104,563.38	\$ 86,000.00	\$ 506,887.28	\$ 2,655,380.66
Difference from PY 24	\$ (191,945.56)	\$ (190,192.13)	\$ (83,615.97)	\$ 15,948.80	\$ (257,859.30)	\$ (449,804.86)	\$ (342,423.05)	\$ 86,000.00	\$ (276,884.85)	\$ (1,008,983.99)

IFA Expenses (including OSO)	\$ 3,055.78	\$ 39,630.33	\$ 3,799.28	\$ 28,787.77	\$ 72,217.38	\$ 75,273.16	\$ 10,862.33	\$ -	\$ 86,662.24	\$ 172,797.73
Career Service Provider	\$ -	\$ 368,000.00	\$ 71,000.00	\$ 105,000.00	\$ 544,000.00	\$ 544,000.00	\$ 73,000.00	\$ 6,250.00	\$ 350,773.41	\$ 974,023.41
Board / Fiscal Agent Expenses	\$ 266,208.52	\$ 243,055.17	\$ 46,893.80	\$ 69,349.98	\$ 359,298.95	\$ 625,507.47	\$ 20,701.05	\$ 6,250.00	\$ 69,451.63	\$ 721,910.15
Total Operating Expenses*	\$ 269,264.30	\$ 650,685.50	\$ 121,693.08	\$ 203,137.75	\$ 975,516.33	\$ 1,244,780.63	\$ 104,563.38	\$ 12,500.00	\$ 506,887.28	\$ 1,868,731.29

*May be adjusted between line items / programs

Balance for Participants (Minus PY 25 Q1 Expenses)*	\$ 125,585.42	\$ 220,176.92	\$ 303,813.75	\$ 649,576.09	\$ -	\$ 73,500.00	\$ -	\$ 723,076.09
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	Participant % of Program Funds				44.5%													
Difference from PY 24	\$	(512,889.04)	\$	(77,327.62)	\$	120,051.72	\$	(470,164.94)	\$	-	\$	(92,672.62)	\$	73,500.00		\$	(489,337.56)	
Potential Carryover	\$	227,816.00	\$	31,500.00	\$	130,000.00	\$	389,316.00			\$	44,000.00	\$	-			\$	433,316.00
Difference from Potential PY 25 Participant Budget	\$	(285,073.04)	\$	(45,827.62)	\$	250,051.72	\$	(80,848.94)	\$	-	\$	(48,672.62)	\$	73,500.00			\$	(56,021.56)

Applications pending for additional Youth Employment (\$550,000) and Justice-Involved (\$150,000) Funds.

Note: Actual YTD Adult participant expenses = \$174,126 and Dislocated Worker = \$25,682.

BYLAWS FOR THE **NORTHWEST TENNESSEE WORKFORCE BOARD** **LOCAL WORKFORCE DEVELOPMENT AREA**

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Article I: Name & Establishment

§ 1.1 Name: This body shall be known as Northwest Tennessee Workforce Board, for the Northwest Tennessee Local Workforce Development Area (NWTN LWDA); hereinafter referred to as “the Board”. The Board is established in accordance with Workforce Innovation and Opportunity Act of 2014 (WIOA), Section 107(b)(2) as an entity within Tennessee’s workforce development system.

Article II: Location

§ 2.1 Location: The principal office of the Board shall be located at 208 North Mill Avenue in Dyersburg, Tennessee, 38024. The Board may have such other offices, either within or without the State of Tennessee, as the Board of Directors may designate or as the affairs of the Board may require.

Article III: Mission and Purpose

§ 3.1 Mission and Purpose of the Board: The purpose of this body is to provide policy guidance and exercise oversight with respect to activities under the Workforce Innovation and Opportunity Act of 2014 (WIOA) (or subsequent federal law) in partnership with the units of local government for Northwest TN LWDA. The Board is organized and shall be operated exclusively for charitable, scientific, literary and educational purposes. This Board supports WIOA activities that develop a quality workforce system to meet the needs of area employers and job seekers, so that Northwest Tennessee is an area where business and industry thrive based on the availability of a skilled workforce and a robust talent pipeline, and where increasing wealth fuels prosperous communities and a high quality of life.

In furtherance of such purposes, the Board intends to operate in the Local Workforce Development Area, established by the Governor of the State of Tennessee, encompassing Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, and Weakley counties of Tennessee.

§ 3.2 Term of the Bylaws: These bylaws are effective beginning July 1, 2025. Bylaws must be reviewed every two years from the effective date.

Article IV: Functions of Local Board

§ 4.1 Roles and Responsibilities: Consistent with WIOA section 107(d) and Tennessee Department of Labor and Workforce Development (TDLWD) requirements in partnership with the Local Elected Officials (LEOs) the following roles and responsibilities of the functions of the local board shall include the following:

- (1) **LOCAL PLAN** – Develop and submit a Strategic Plan in partnership with the Local Elected Officials (LEOs) (as defined in 29 - 29 USC 3123) within the LWDA for submission to the Governor of the State of Tennessee by the Local Board Chair. The LEOs, Chief Local Elected Official (CLEO), and Local Board will collaborate to write and approve the Local Strategic Plan utilizing the board committee structure, including seeking input from appropriate staff to the board and one-stop partner staff, as needed. The Local Strategic Plan will be published for public comment according to TDLWD policy prior to submission to the State Workforce Board. If the local area is part of a planning region that includes other local areas, the Board shall collaborate with the other local boards and chief elected officials in preparation of a regional plan as described in section 106(c)(2);
- (2) **WORKFORCE RESEARCH AND REGIONAL LABOR MARKET ANALYSIS** – In order to assist in the development and implementation of the local plan, the Board shall:
 - A. Carry out analyses of the economic conditions in the region, the needed knowledge and skills for the region, the workforce in the region, and workforce development activities (including education and training) and regularly update such information; and
 - B. Assist the Governor in developing the statewide workforce and labor market information system described in section 15(e) of the Wagner-Peyser Act, specifically in the collection, analysis, and utilization of workforce and labor market information; and
 - C. Conduct other research, data collection, and analysis related to the workforce needs of the regional economy as the board, after receiving input from a wide array of stakeholders.
- (3) **CONVENING, BROKERING, LEVERAGING** – The Board shall convene local workforce development system stakeholders to assist in the development of the local plan and in identifying non-Federal expertise and resources.

- (4) **EMPLOYER ENGAGEMENT** – The Board shall lead efforts to engage with a diverse range of employers:
- A. To promote business representation (particularly representatives with optimal policymaking or hiring authority from employers whose employment opportunities reflect existing and emerging employment opportunities in the region) on the Board; and
 - B. To develop effective linkages with employers in the region to support employer utilization of the local workforce development system and to support local workforce investment activities; and
 - C. To ensure that workforce development activities meet the needs of employers and support economic growth in the region, by enhancing communication, coordination, and collaboration among employers, economic development entities, and service providers; and
 - D. To develop and implement proven or promising strategies for meeting the employment and skill needs of workers and employers (such as the establishment of industry and sector partnerships).
- (5) **CAREER PATHWAYS DEVELOPMENT** – The Board, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.
- (6) **PROVEN AND PROMISING PRACTICES** – The Board shall lead efforts to:
- A. Identify and promote proven and promising strategies and initiatives for meeting the needs of employers, workers, and jobseekers (including individuals with barriers to employment) in the local workforce development system, including providing physical and programmatic accessibility, in accordance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.), to the one-stop delivery system; and
 - B. Identify and disseminate information on proven and promising practices carried out in other local areas for meeting such needs.
- (7) **TECHNOLOGY** – The local board shall develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, and workers and jobseekers, by—
- A. Facilitating connections among the intake and case management information systems of the one-stop partner programs to support a comprehensive workforce development system in the local area;
 - B. Facilitating access to services provided through the one-stop delivery system involved, including facilitating the access in remote areas;
 - C. Identifying strategies for better meeting the needs of individuals with barriers to employment, including strategies that augment traditional service delivery, and increase access to services and programs of the one-stop delivery system, such as improving digital literacy skills; and
 - D. Leveraging resources and capacity within the local workforce development system, including resources and capacity for services for individuals with barriers to employment.
- (8) **PROGRAM OVERSIGHT.**—The local board, in partnership with the local elected officials for the local area, shall conduct oversight of the One-Stop System, including all WIOA activities and —
- A. (i) conduct oversight for local youth workforce investment activities authorized under section 129(c), local employment and training activities authorized under subsections (c) and (d) of section 134, and the one-stop delivery system in the local area; and
 - (ii) ensure the appropriate use and management of the funds provided under subtitle B for the activities and system described in clause (i); and
 - B. for workforce development activities, ensure the appropriate use, management, and investment of funds to maximize performance outcomes under section 116.
- (9) **NEGOTIATION OF LOCAL PERFORMANCE ACCOUNTABILITY MEASURES.**—The local board, the local elected officials, and the Governor shall negotiate and reach agreement on local performance accountability measures as described in section 116(c).
- (10) **SELECTION OF OPERATORS AND PROVIDERS.**—
- A. **SELECTION OF ONE-STOP OPERATORS.**—Consistent with section 121(d), the local board and the LEOs, subject to the approval of the chief elected official for the local area—
 - (i) shall designate or certify one-stop operators as described in section 121(d)(2)(A) and (B), an eligible entity (which may be a consortium of entities) shall be designated or certified as a one-stop operator through a competitive process consistent with federal, state, and local procurement requirements. Procurement results shall be presented to the Executive Committee

- of the Board, which includes the CLEO as a member, for approval or recommendation to the full Workforce Board, including LEOs serving as ex-officio members; and
- (ii) may terminate for cause the eligibility of such operators based on documentation through monitoring and oversight conducted of non-compliance with the contractual agreement for services procured. Documentation shall be presented to the Executive Committee for approval or recommendation to the full Workforce Board, including LEOs serving as ex-officio members..
- B. **SELECTION OF YOUTH PROVIDERS.**—Consistent with section 123, the local board—
 - (i) shall identify eligible providers of youth workforce investment activities in the local area by awarding grants or contracts on a competitive basis consistent with federal, state, and local procurement requirements (except as provided in section 123(b)), based on the recommendations of the youth standing committee, if such a committee is established for the local area under subsection (b)(4); and
 - (ii) may terminate for cause the eligibility of such providers.
 - C. **IDENTIFICATION OF ELIGIBLE PROVIDERS OF TRAINING SERVICES.**—Consistent with section 122, the local board shall identify eligible providers of training services in the local area, including cost and performance data.
 - D. **IDENTIFICATION OF ELIGIBLE PROVIDERS OF CAREER SERVICES.**—If the one-stop operator does not provide career services described in section 134(c)(2) in a local area, the local board shall identify eligible providers of those career services in the local area by awarding contracts through a competitive process, consistent with federal, state, and local procurement requirements. Procurement results shall be presented to the Executive Committee of the Board, which includes the CLEO as a member, for approval or recommendation to the full Workforce Board, including LEOs serving as ex-officio members. The Career Service Provider may be terminated for cause based on documentation through monitoring and oversight conducted of non-compliance with the contractual agreement for services procured. Documentation shall be presented to the Executive Committee for approval or recommendation to the full Workforce Board.
 - E. **CONSUMER CHOICE REQUIREMENTS.**—Consistent with section 122 and paragraphs (2) and (3) of section 134(c), the local board shall work with the State to ensure there are sufficient numbers and types of providers of career services and training services (including eligible providers with expertise in assisting individuals with disabilities and eligible providers with expertise in assisting adults in need of adult education and literacy activities) serving the local area and providing the services involved in a manner that maximizes consumer choice, as well as providing opportunities that lead to competitive integrated employment for individuals with disabilities.
- (11) **COORDINATION WITH EDUCATION PROVIDERS.**—
- A. **IN GENERAL.**—The local board shall coordinate activities with education and training providers in the local area, including providers of workforce investment activities, providers of adult education and literacy activities under title II, providers of career and technical education (as defined in section 3 of the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2302)) and local agencies administering plans under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), other than section 112 or part C of that title (29 U.S.C. 732, 741).
 - B. **APPLICATIONS AND AGREEMENTS.**—The coordination described in subparagraph (A) shall include—
 - (i) consistent with section 232—
 - I. reviewing the applications to provide adult education and literacy activities under title II for the local area, submitted under such section to the eligible agency by eligible providers, to determine whether such applications are consistent with the local plan; and
 - II. making recommendations to the eligible agency to promote alignment with such plan; and
 - (ii) replicating cooperative agreements in accordance with subparagraph (B) of section 101(a)(11) of the Rehabilitation Act of 1973 (29 U.S.C. 721(a)(11)), and implementing cooperative agreements in accordance with that section with the local agencies administering plans under title I of that Act (29 U.S.C. 720 et seq.) (other than section 112 or part C of that title (29 U.S.C. 732, 741) and subject to section 121(f)), with respect to efforts that will enhance the provision of services to individuals with disabilities and other individuals, such as cross training of staff,

technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

- C. COOPERATIVE AGREEMENT.—In this paragraph, the term “cooperative agreement” means an agreement entered into by a State designated agency or State designated unit under subparagraph (A) of section 101(a)(11) of the Rehabilitation Act of 1973.

(12) BUDGET AND ADMINISTRATION.—

- A. BUDGET.—The local board shall develop a budget, with input from the LEOs through participation on the Executive Committee and as ex-officio members of the Workforce Board, for the activities of the local board in the local area, consistent with the local plan and the duties of the local board under this section, subject to the approval of the Board Chair prior to submission to the Chief Local Elected Officials for final approval and submission to the Tennessee Department of Labor and Workforce Development (TDLWD) prior to each program year in accordance with Workforce Services Policy – Local Governance.

B. ADMINISTRATION.—

(i) GRANT RECIPIENT.—

- I. IN GENERAL.—The chief elected official in a local area shall serve as the local grant recipient for, and shall be liable for any misuse of, the grant funds allocated to the local area under sections 128 and 133, unless the chief elected official reaches an agreement with the Governor for the Governor to act as the local grant recipient and bear such liability.
- II. DESIGNATION.—In order to assist in administration of the grant funds, the chief elected official or the Governor, where the Governor serves as the local grant recipient for a local area, may designate an entity to serve as a local grant subrecipient for such funds or as a local fiscal agent. Such designation shall not relieve the chief elected official or the Governor of the liability for any misuse of grant funds as described in subclause (I).
- III. DISBURSAL.—The local grant recipient or an entity designated under subclause (II) shall disburse the grant funds for workforce investment activities at the direction of the local board, pursuant to the requirements of this title. The local grant recipient or entity designated under subclause (II) shall disburse the funds immediately on receiving such direction from the local board.

- (ii) GRANTS AND DONATIONS.—The local board may solicit and accept grants and donations from sources other than Federal funds made available under this Act.

- (iii) TAX-EXEMPT STATUS.—For purposes of carrying out duties under this Act, local boards may incorporate, and may operate as entities described in section 501(c)(3) of the Internal Revenue Code of 1986 that are exempt from taxation under section 501(a) of such Code.

(13) ACCESSIBILITY FOR INDIVIDUALS WITH DISABILITIES.— The local board shall annually assess the physical and programmatic accessibility, in accordance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.), of all one stop centers in the local area. The Executive Committee of the Board shall assess and reassess the physical and programmatic accessibility on an annual basis or when physical and programmatic changes that may impact access are made.

Note: Except as provided in sec. 107(g)(1)(B), pursuant to a request from the local board, the Governor may grant a written waiver of training prohibition, no local board may provide training services.

Other LWDB roles and responsibilities include:

- (a) Elect a private-sector business representative as LWDB Chair; and
- (b) In accordance with WIOA Section 107(f) the Board may hire a director and other staff to assist in carrying out the functions described in subsection (d) using funds available under sections 128(b) and 133(b) as described in section 128(b)(4).

QUALIFICATIONS.— The local board shall establish and apply a set of objective qualifications for the position of director, that ensures that the individual selected has the requisite knowledge, skills, and abilities, to meet identified benchmarks and to assist in effectively carrying out the functions of the local board.

LIMITATION ON RATE.—The director and staff described in paragraph (1) shall be subject to the limitations on the payment of salaries and bonuses described in section 194(15).

APPOINTMENT.—Pursuant to the above, the Board of Directors are authorized to appoint an Executive Director who is authorized to appoint additional staff to carry out the functions of the Board and Fiscal Agent.

- (c) Create an annual report that must be submitted to the State Office as per guidelines established by the TDLWD; and
- (d) Promote American Job Center programs and activities; and
- (e) Assist the State Office in developing the statewide employment statistics system under the Wagner-Peyser Act; and
- (f) Coordinate with economic development strategies and establish employer linkages with workforce development activities; and
- (g) Carry out regional planning responsibilities as required by the TDLWD;
- (h) Conduct business in an open manner by making available to the public information about the activities of the LWDB, including the local Strategic Plan before submission, membership, designation of the local Workforce System Operator, the awards of grants or contracts, and minutes of LWDB meetings; and
- (i) Establish or revise local policy through a process of Staff to the Board consulting with either the Board of Directors or a Standing Committee of the LWDB or presenting directly to the LWDB to respond to the policy consideration by vote. All policies will reflect the signature of the LWDB Chair to demonstrate that they have been formally reviewed and approved by the LWDB.

Article V: Membership and Committees

§ 5.1 Membership: The Board shall be established and certified by the Governor of the State to carry out the functions described in Article IV (and any functions specified for the local board under WIOA.) The Chief Local Elected Official in Northwest TN LWDA is authorized to appoint the members of the Board in accordance with the State criteria. Authority to appoint members to the LWDB lies solely with the Chief Local Elected Official.

The number of the members of the Board shall be not less than the minimum number required under the Act as set forth in the Workforce Innovation and Opportunity Act of 2014, as amended from time to time. The number of members may be increased or decreased from time to time by the Chief Local Elected Official, in consultation with the LEOs of the counties as needed, within the LWDA, but no decrease shall have the effect of shortening the term of an incumbent officer or member or reducing the number of members below the minimum number required under the Act.

The Local Elected Official of each of the counties encompassed within the LWDA may solicit nominations of members of the Board in accordance with the criteria established by the Governor of the State of Tennessee as described in Workforce Services Policy – Local Governance, as amended from time to time, and in accordance with the requirements of LWDB composition as described below. Nominations must come from the heads of organizations—specifically those representing businesses, labor, education, and economic and community development—to align the workforce and education needs within the State.

The CLEO acts as the signatory on behalf of the other LEOs and has final authority to select members to serve on the LWDB. To approve the nomination of each individual selected to serve on the LWDB, the following documentation is required:

- A Nomination Form signed by the CLEO; and
- A Conflict of Interest Form signed by the nominee to the LWDB; and

Completed nomination forms must be submitted to the TDLWD for review. Once the form has been reviewed, the LWDB will receive a follow-up letter of certification or denial within five (5) business days. Nominees will not be approved until all supporting documentation is complete, accurate, and contained in one (1) submission. The member must not be seated onto the LWDB until a certification letter from TDLWD has been received to affirm the nomination.

A majority – defined as the greater sum of the whole (largest percentage) - of the members of the local board shall be representatives of the private sector as described in paragraph (2)(A) in the WIOA, Section 107. The local elected officials within the LWDA may execute an agreement that specifies the respective roles of the individual local elected officials (a) in the appointment of the members in accordance with the criteria established

as provided below; and (b) in carrying out any other responsibilities assigned to such officials under the Workforce Innovation and Opportunity Act of 2014.

As ex-officio members of the Board, the local elected officials have all rights and privileges stated within these by-laws. As ex-officio members of the Workforce Board, LEOs/CLEO receive notices and all materials and are encouraged to participate in quarterly and special called board meetings. This includes collaborating with the Local Board on the following:

- Meeting Agendas are set in consultation with the Board Chair and CLEO and will include Board Committee Reports, as well as an “other” agenda item to promote membership contributions.
- Communicating the shared vision, goals and workforce development needs of local communities through attending presentations and review/comment on quarterly and annual reports; and
- Reviewing, monitoring, sharing and communicating with responsible staff/contractors to determine outcomes of performance metrics and any necessary adjustments for improvement.

(1) **STATE CRITERIA:** The Governor, in partnership with the State board, shall establish criteria for use by the chief elected official in Northwest TN LWDA for appointment of members of the Board in accordance with the requirements of paragraph (2). Further, in accordance with Workforce Services Policy – Local Governance, nominations shall be solicited by the Chief Local Elected Official from entities of business, government or community development. The nominator shall be of a management capacity representing business, labor, education and economic community development. The staff to the LWDB, fiscal agent staff, staff employed by One-Stop Operators, and contracted service providers are prohibited from both nominating members to the board or serving on the board to avoid conflicts of interest.

(2) **COMPOSITION.**—Such criteria shall require that, at a minimum—

A. **Representatives of Business** - a majority – defined as the greater sum of the whole (largest percentage) - of the members of each local board shall be representatives of business in the local area, who—

- (i) are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority;
- (ii) represent businesses, including small businesses, or organizations representing businesses that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area; and
- (iii) are appointed from among individuals nominated by local business organizations and business trade associations.

B. **Labor Organization Representatives** - A minimum of 20% of the membership shall be representatives of the workforce within the local area, who—

- (i) shall include two (2) or more representatives of labor organizations nominated by local labor federations in local areas where employers are represented by labor organizations, or (for a local area in which no employees are represented by such organizations) other representatives of employees;
- (ii) shall include one (1) or more representative, who shall be a member of a labor organization or a training director, from a joint labor-management registered apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area, if such a program exists;
- (iii) may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities; and
- (iv) may include (optional) representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of WIOA eligible youth, including representatives of organizations that serve out of school youth;

C. **Representatives of Education & Training** - each local board shall include representatives of entities administering education and training activities in the local area, who—

- (i) shall include at least one (1) representative of eligible providers administering adult education and literacy activities under WIOA title II;

- (ii) shall include at least one (1) representative of institutions of higher education providing workforce investment activities (including community colleges);
 - (iii) may include (optional) representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.
- D. **Representatives of Government, Economic and Community Development** - each local board shall include representatives of governmental and economic and community development entities serving the local area, who—
- (i) shall include at least one (1) representative of economic and community development entities in the LWDA;
 - (ii) shall include at least one (1) appropriate representative from the State employment service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area;
 - (iii) shall include at least one (1) appropriate representative of the programs carried out under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), other than section 112 or part C of that title (29 U.S.C. 732, 741), serving the local area;
 - (iv) may include (optional) representatives of agencies or entities administering programs serving the local area relating to transportation, housing, and public assistance; and
 - (v) may include (optional) representatives of philanthropic organizations serving the local area; and
- E. **Discretionary Representatives** - each local board may include such other individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate.
- F. **County Representatives** - The CLEO must establish a LWDB that reflects the diversity of the counties that comprise the LWDA by requiring at least one (1) nomination per county. LWDB representation must be fair and equitable across the LWDA and is in accordance with WIOA policy regarding LWDB member nominations. LWDB members must exhibit the demographic diversity of the counties within their respective LWDA.
- (3) **AUTHORITY OF BOARD MEMBERS.**—Members of the board that represent organizations, agencies, or other entities shall be individuals with optimum policymaking or hiring authority within the organizations, agencies, or entities. The members of the board shall represent diverse geographic areas and demographic make-up, in accordance with the most recent US Census, within the local area, as much as possible.
- (4) **SPECIAL RULE.**—If there are multiple eligible providers serving the local area by administering adult education and literacy activities under title II, or multiple institutions of higher education serving the local area by providing workforce investment activities, each representative on the local board described in clause (i) or (ii) of paragraph (2)(C), respectively, shall be appointed from among individuals nominated by local providers representing such providers or institutions, respectively.

§ 5.2 Standing Committees: The Board, in accordance with WIOA Section 107(b)(4)(A), may designate and direct the activities of standing committees to provide information and to assist the Board in carrying out activities authorized in this section. The primary purpose of standing committees shall be to consider and recommend actions—and propose policies—in the functional areas under their jurisdictions, subject to final approval by the LWDB. Such standing committees shall have a Chair who is a member of the Board representing private business and a Vice-Chair who is a member of the Board representing a private-business, labor organization, apprenticeship program, or economic and community development entity; may include other members of the Board; and shall include other individuals appointed by the Board who are not members and who are determined to have appropriate experience and expertise. At a minimum, the Board may designate each of the following:

- (1) The American Job Center (AJC) Services Committee will provide information and assist with operational and other issues relating to the one-stop delivery system, which may include representatives of the one-stop partners. This committee will oversee activities related to AJC Technology Services; Coordination with education providers; and Employer engagement functions as outlined in Section 4.1. This committee also supports the Career Development Services Team in their efforts to provide job seekers with opportunities to explore career options, identify barriers, access resources, develop skills, and apply for jobs and the Business Services Team in providing employers with opportunities to

identify potential workers, assess skill gaps, and facilitate training of employees to meet employer needs.

- (2) The Outreach and Opportunities Committee will be responsive to the provision of services to individuals with particular service needs, such as veterans, youth ages 16-24, individuals with a disability, dislocated workers, offenders, and others with barriers to employment. The committee will lead local workforce development efforts in the functions related to Career pathways development by recommending alignment of employment, training, education, and supportive services and proven and promising practices identification in meeting the needs of customers of the American Job Center system and disseminating this information to the Board. This committee will also support the staff in seeking supplemental grant funds to support workforce development efforts in Northwest TN LWDA.
- (3) The Executive Committee shall have the authority to act on behalf of the Board between its business meetings, make recommendations to the Board, and such other duties as specified in these By-laws. The Executive Committee shall be subject to the order of the Board, and none of its acts shall conflict with these By-laws or stated policies of the Board. The Executive Committee will be made up of the chairpersons of each of the aforementioned standing committees, the Vice-Chair of the Board, the Secretary, the Chief Local Elected Official, the Vice Chief Local Elected Official, and the Board Chair. The Board Vice-Chairperson will serve as the Chair of the Executive Committee. This committee will be instrumental in performing the following functions of the Board as outlined in Section 4.1 Development of the Local Strategic Plan: Workforce research and regional labor market analysis; Convening, brokering, and leveraging stakeholders; Program oversight; Selection of Operators and providers; Approval of providers for Eligible Training Provider List; Negotiation of local performance accountability measures; and Budget and administration. In keeping with the requirements for the Accessibility function of the Board outlined in Section 4.1 (13), this committee shall annually assess the physical and programmatic accessibility of all one stop centers in the local area, in accordance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).
- (4) When deemed necessary or appropriate the chairperson of the Board shall have the authority to appoint temporary or ad hoc committees, including the chairperson of said committee, for the purpose of special projects.

5.2.1 Members of Standing Committees not appointed to the Board may attend all meetings of the Board, but shall not have voting rights. Standing Committee members shall serve at the pleasure of the Board and shall advise and counsel the Board on appropriate matters.

§ 5.3 Terms: The terms of members of the Board shall be four (4) years. Member terms will be staggered so all terms do not expire at the same time. Members in good standing will automatically renew for subsequent terms until the Board member properly notifies the Chairperson of the Board of the intent to no longer serve. In accordance with Workforce Services Local Governance, documentation for renewal of a Local Board member's nomination or their conflict-of-interest form must be received within one (1) full calendar quarter following expiration. The CLEO will sign and submit a Renewal Form to extend the tenure of LWDB members in good standing. The Renewal Form must acknowledge:

- The member's organization that they indicated on the nomination form,
- The member has a conflict-of-interest form signed within 365 days of membership renewal,
- The member has not violated the Local Board's bylaws that would bring cause to the termination of their appointment, and
- The member's new begin and end dates of service, in compliance with the term limits of the Local Board's bylaws.

All member renewal due to change in employment must include a new nomination form and conflict-of-interest form signed by the LWDB member (if expired or not on file at the time of renewal).

§ 5.4 Board Vacancy: Any vacancy occurring on the Board will be filled within one (1) full calendar quarter from expiration or the last official day that the member served on the LWDB, including all documentation submitted, approved and confirmed. This includes vacancies created by the removal of members for cause. LWDB members replacing out-going individuals at mid-term will serve the remainder of the out-going member term. Any action taken by the Board, with a vacancy or term expiration beyond the time period described in the by-laws must

be approved through a waiver from the TDLWD prior to the Board meeting of such action. Waivers are to be requested in writing to the Assistant Administrator of Workforce Services with an explanation of why a vacancy was not filled in the defined timeframe and a description of the process underway to fill the vacancy.

§ 5.5 Removal: Any member of the Board will be removed for cause by the Chief Elected Official (CLEO), if any of the following occurs: (a) documented violation of conflict of interest; (b) failure or refusal to work cooperatively with the Board and to abide by the By-Laws as stated in 5.4; (c) documented proof of fraud and/or abuse and (d) failure to meet board member representation requirements defined in WIOA; (e) other causes as determined by the Board. Removal of a member shall also constitute removal as an officer of the Board and as a member of all committees of the Board. Intent to remove a member must be stated in the call of the meeting and be provided to all voting members at least five (5) days prior to the meeting. Removal of a member requires a two-thirds (2/3) vote at the Board meeting, at which a quorum is present.

5.5.1 Any board member missing three consecutive meetings may be replaced at the sole discretion of the Chief Local Elected Official.

5.5.2 A member who has a change of employment that results in a change of membership classification must resign or be removed by the Chief Local Elected Officials immediately as a representative of that entity.

Documentation of Board member violation and subsequent removal will be maintained by the LWDA in the form of attendance logs, conflict of interest forms and other documentation deemed necessary. A Board member subject to removal will be notified, in writing, within fifteen (15) days of the decision and will be provided the reason for removal. A Board member subject to removal may appeal by submitting a letter in writing within 30 days of notice of removal to the CLEO stating reasons to remain as an active member of the Board. The appeal must be sent by certified mail (return receipt) to the CLEO in care of Executive Director, at 208 N. Mill Ave., Dyersburg, TN 38024. A committee of LEOs will review the appeal and make a decision prior to the next scheduled date of the Board.

§ 5.6 Resignation: A member may resign his or her membership at any time by tendering his or her resignation in writing to the Chairperson, or in the case of the resignation of the Chairperson, to the Vice-Chairperson or the Secretary. A resignation shall become effective upon the date specified in such notice or, if no date is specified, upon receipt of the resignation by the Board.

§ 5.7 Board Certification: The TDLWD will certify that the composition of each LWDB, including the appointment process, complies with the criteria outlined in WIOA Section 107 and with the Workforce Services Policy – Local Governance. The composition of each LWDB will be evaluated quarterly by TDLWD staff and will coincide with State Workforce Development Board (SWDB) meetings.

5.7.1 LWDB Recertification will be conducted by the TDLWD once every two (2) years to ensure the local workforce activities support meeting local performance measures, as outlined in the local grant agreement, to include LWDB composition requirements. If an LWDB meets all membership requirements but fails to meet all performance measures (90% of target or higher), certification will be granted for review period of one (1) year instead of two (2) years. At the end of the one-year review period, the recertification process will be repeated with an updated review of performance and membership composition. If this review shows the LWDB is meeting all performance measures, the regular two-year certification will be continued.

5.7.2 The Governor shall have the authority to decertify a LWDB at any time after providing written notice and opportunity for comment, under the following conditions: (1) Documentation of fraud or abuse; (2) Failure to meet the local performance accountability measures for three (3) consecutive program years; (3) Failure to meet all LWDB certification requirements; or (4) Failure to carry out the required functions of the LWDB. If the Governor decertifies a LWDB, the Governor may require that a new LWDB be appointed and certified for the LWDA. Certifying a new LWDB will take place pursuant to a reorganization plan developed by the Governor, in consultation with the LEOs, which is consistent with WIOA Section 107(b).

Article VI: Officers

§ 6.1 Board Officers: There shall be a Chairperson, a Vice-Chairperson, and a Secretary of the Board, each of whom shall be elected in accordance with the provisions of this article (§ 6.2). In accordance with WIOA sec.

107(3)(A), the Chair and thus the Vice-Chair shall be representatives of business in the local area. The Board may also elect such other assistant officers as the Board may from time to time deem necessary or appropriate. Any two or more offices may be held by the same person, except for that of the offices of Chairperson, Vice-Chairperson, and Secretary.

§ 6.2 Election and Term of Office: The officers of the Board shall be elected every two years by the Board members, during the designated annual meeting. Each officer shall hold office for a term of two (2) years or until his or her resignation, death or removal from office in the manner provided in these By-laws. An officer may succeed himself or herself in office.

§ 6.3 Board Chairperson: The Chairperson of the Board shall

- (1) be elected from among the members of the Board;
- (2) be a representative of the private sector;
- (3) be designated as the Chairperson of the Board and shall in general be primarily responsible for the management of the programmatic affairs of the Board and for implementing the policies and directives of the Board;
- (4) preside at all meetings of the Board; and
- (5) have authority to approve and sign, with the Vice-Chairperson, Secretary or any other proper officer thereunto authorized by the Board, Local Board budget, contracts, proposals, local and regional plans, selection and certification of One-Stop Operators and Career Service Providers, negotiated local performance measures, assessment of programmatic and physical accessibility or other instruments which the Board has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board or these By-laws to some other officer or agent of the Board, or shall be required by law to be otherwise signed or executed. Each chairperson shall hold office until his or her term shall have expired and his or her successor shall have been elected and qualified, or until his or her resignation, removal from office, or death. A chairperson may succeed himself or herself.

§ 6.4 Vice-Chairperson: The Vice-Chairperson shall

- (1) be elected from among the members of the Board;
- (2) be a representative of the private sector;
- (3) preside over the Executive Committee meetings;
- (4) preside at all meetings of the Board during the absence or disability of the Chairperson of the Board;
- (5) be primarily responsible for the general management of the business of the Board and for implementing the policies and directives of the Board in the absence or disability of the Chairperson of the Board;
- (6) have authority to sign, with the Secretary or any other proper officer thereunto authorized by the Board, contracts, proposals, plans, or other instruments which the Board has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board or these By-laws to some other officer or agent of the Board, or shall be required by law to be otherwise signed or executed; and
- (7) perform such other duties as from time to time may be assigned by the Chairperson of the Board.

§ 6.5 Secretary: The Secretary shall perform the following functions or shall oversee staff to the Board to

- (1) keep the minutes of the proceedings of the Board;
- (2) ensure that all notices are duly given in accordance with the provisions of these By-laws;
- (3) keep a register of the mailing address and electronic addresses of each member of the Board, as furnished to the Secretary by each member; and
- (4) in general perform all duties pertinent to the office of Secretary and such other duties as may from time to time be assigned by the Chairperson of the Board.

§ 6.6 Vacancies: A vacancy in any office, as a result of death, resignation, removal, disqualifications, or otherwise, may be filled by the affirmative vote of a majority of the Board at a meeting, at which a quorum is present, for the unexpired portion of the term of his or her predecessor, and until the next election of officers at the boards annual meeting.

§ 6.7 Recall of Officers: Pursuant to Section 5.4 of these By-Laws the Board may by a two-thirds (2/3) vote at a meeting, at which a quorum is present, remove any officer when, in its judgment, the best interest of the Board will be served thereby. Intent to recall or remove an officer must be stated in the call of the meeting with notice provided to the officer to be removed and all other voting members at least five (5) days prior to the meeting.

§ 6.8 Resignation: An officer may resign his or her office at any time by tendering his or her resignation in writing to the Chairperson or, in the case of the resignation of the Chairperson, to the Vice-Chairperson, or Secretary. A resignation shall become effective upon the date specified in such notice, or if no date is specified, upon receipt of the resignation by the Board. An officer may resign his or her position as an officer of the board, but retain his or her position as a member of the board.

§ 6.9 Board of Directors: The Board of Directors includes the Chief Local Elected Official, the Vice Chief Local Elected Official, the Board Chairperson, the Vice Board Chairperson from the Northwest and Southwest local areas and one regional private sector, labor organization, apprenticeship program, or economic and community development entity representative selected by the other Directors. The Northwest Board Chairperson will serve as the President, the Southwest Board Chairperson as Vice-President, and the regional representative as Secretary of the entity selected to serve as Fiscal Agent/Staff to the Board. The Board of Directors will serve as the administrative authority in oversight of day-to-day operations in conducting the functions of the board and fiscal agent. The Board of Directors shall have the authority to supervise and manage the employees of the entity serving in the capacity of staff to the Board and Fiscal Agent. The Board of Directors shall be subject to the order of the Board, and none of its acts shall conflict with these By-laws or stated policies of the Board. The Board of Directors shall be responsible for ensuring board actions comply with federal, state and local laws, regulations and policies.

Article VII: Meetings

§ 7.1 Regular and Annual meetings: The Board and its committees shall meet at least quarterly for the purpose of transacting business according to the current workforce development needs. There will be one board meeting designated as the annual meeting for the purpose of receiving annual reports from the Administrative Entity, electing officers of the Board and transacting any other Board business. The Chairperson shall fix the time and place and provide notice to all voting members prior to the meeting. The notice shall state the location or means of communication for the meeting (including conference telephone or electronic communications, wherein all Board members have access to the discussion and vote of all participating members), in addition to the time and date. The local board shall make available to the public, through electronic means and print media, notice of upcoming open meetings.

§ 7.2 Special or Called Meetings: Special meetings of the Board may be called by the Chairperson or at the request of the Executive Director. Special meetings may also be called upon the written request of five members of the Board. Special or called meetings may be held under certain circumstances where a pertinent issue needs to come before the Board prior to the next scheduled meeting. This meeting can take place by means of conference telephone or electronic communications, wherein all Board members have access to the discussion and vote of all participating members. The purpose of the meeting shall be stated in the notice and no other business shall be transacted at the meeting. The Chairperson shall fix the time and place and provide notice to all voting members at least five (5) business days prior to the meeting. The notice shall state the location or means of communication for the meeting, in addition to the time and date. The local board shall make available to the public, through electronic means and print media, notice of upcoming open meetings.

§ 7.3 Quorums: One-third (1/3) of the voting members of the Board will constitute a quorum for the transaction of business at any meeting thereof. Action of the Board must be authorized by the affirmative vote of a majority of all voting members present at a meeting at which a quorum is present.

§ 7.4 Participation in Meetings: Each regular Board member, shall be entitled to one (1) vote on any matter properly submitted for a vote to the Board. The affirmative vote of a majority of the members present at a meeting, at which a quorum is present, shall be the act of the Board, except as may otherwise be specifically provided by law, by the Charter, or by these By-laws. Members of the Board absent from any meeting shall be permitted to vote at such a meeting by written proxies. The members of the Board, or any committee designated by the Board, may participate in a meeting of the Board, or of such committee, by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear one another; and participation in a meeting pursuant to this provision shall constitute presence in person at such meeting. The members shall be furnished a copy of the minutes of the meetings of the Board prior to the next regularly scheduled meeting.

§ 7.5 Open Meeting Requirement: All meetings and actions of the Board must comply with the Tennessee Open Meeting Act, Tenn. Code Ann. 8-44-101 *et seq.*, along with WIOA Section 107(d), 20CFR 679.390, 20CRF 679.550(b)(5) and Tenn Code Ann 10-7-503(a)(2)(A)(B). Public records must be open to public scrutiny and transparency and accountability must be a part of the function and duties of the LWDB. Business conducted in an open manner and with accommodations when needed ensures that the public, including people with disabilities, can access information concerning board meetings. The following local policy is set forth:

- Notice of Northwest TN LWDA Board Meetings, including location, date, and time, will be posted on the Board's website and social media page, and be emailed to Board Members and Local Elected Officials for distribution thirty (30) days prior to the meeting and will also serve as public outreach to encourage community engagement.
- Arrangements will be made upon request for all individuals, including those with disabilities to have physical and electronic access to Board meetings, including appropriate accommodations, such as documents in Braille and large print, sign language interpreters, wheelchair accessibility, and closed captioning.
- Board meetings will be conducted in an open manner and available to the public.
- The Tennessee Open Meetings Act requires governing bodies to provide a period for public comment at every meeting where there is an actionable item on the agenda. The public comments must be germane to items on the agenda. The governing body may put reasonable restrictions on the period for public comment, such as the number of speakers or the time period for public comment. Individuals seeking to make public comments are required to sign in prior to the commencement of the meeting.
 - Speakers are limited to three minutes during the public comment period portion of the meeting only. All comments must directly relate to agenda items. Meeting agendas will be made available at least seven (7) calendar days prior to the meeting through the organization's website. At the discretion of the meeting Chair, speakers whose comments do not relate directly to agenda items will be instructed to comment on meeting agenda items only, or they will be asked to discontinue their comments. Individuals who do not follow these guidelines will be asked to leave the meeting.
 - To request agenda time for the public comment period, individuals must contact the Board staff through the organization's website, in person, by writing, telephone, or other means, a minimum of two (2) business days prior to the scheduled meeting date. Individuals must specify the agenda item(s) they will be commenting on. Approval of requests to be added to the public comment section of the agenda received after the deadline will be at the discretion of the meeting Chair.
- WIOA Section 107(e)—along with 20 CFR 679.390—states that LWDBs must make available to the public, on a regular basis through electronic means and open meetings, certain information such as minutes of formal LWDB meetings. Unless otherwise provided by State law, minutes of Board meetings will be made available to the public upon request and will also be available on its website within fifteen (15) business days of the Board's approval of the meeting minutes. Only the formal minutes will be posted on the website; no attachments of presentations at the board meeting will be posted unless the Local Board believe that these attachments are necessary.
- Along with the board minutes, the LWDB must provide the updated LWDB roster to be uploaded on the LWDB's website by the next quarterly calendar board meeting. Failure to do so will result in technical assistance. Multiple offenses may result in a corrective action plan or sanction. The State will maintain and internal comprehensive roster sheet for monitoring purposes. The public-facing roster must include the following information:
 - The name of the LWDB,
 - The date the member was confirmed to serve on the LWDB,
 - The member's first and last name,
 - The member's county of representation, and
 - The organization the member represents.

§ 7.6 Presumption of Assent: A member of the Board who is present at a meeting of the Board at which action on any Board matter is taken shall be presumed to have assented to the action taken, unless his or her dissent shall be entered in the minutes of the meeting, or unless he or she shall file his or her written dissent to such action with the person acting as the secretary of the meeting before the adjournment thereof, or forward such dissent by registered mail to the Secretary of the Board immediately after the adjournment of the meeting. Such right to dissent shall not apply to a member who voted in favor of such action.

§ 7.7 Expenses and Compensation: No member shall be entitled to receive compensation for services rendered to the Board, as a member of the Board or as a member of any committee thereof. However, upon prior approval by the Board, a member may be paid for reasonable expenses incurred by the member, which directly related to the affairs of the Board upon proper substantiation of such expenses. No such payments shall preclude any member from serving the Board in any other capacity and receiving compensation therefore.

§ 7.8 Vote by Proxy: Any member of the Board may proxy to another sitting board member by completing and filing the Member Proxy Form. Duly executed proxies must be filed with the Board Chairperson prior to the commencement of the board meeting in which the board member is to be absent. The board member accepting such proxy must be in good standing with the Northwest Tennessee Workforce Board. Any Board member may proxy to another Board member once per year. TDLWD policy prohibits proxy voting more than once per calendar year without written approval from the Board Chair. Such proxies shall be considered valid votes in matters considered by the Board, and shall constitute member participation in absentia.

Article VIII: Staff to the Board

§ 8.1 Staff: In general, the Board and/or the fiscal agent may hire an executive director and other staff to assist in carrying out the functions described in WIOA sec. 107, subsection (d) using funds available under sections 128(b) and 133(b) as described in section 128(b)(4). Pursuant to the above, the Board of Directors are authorized to appoint an Executive Director. The Executive Director is authorized to appoint additional staff to carry out the functions of the Board and Fiscal Agent.

§ 8.2 Qualifications: The Board and/or the fiscal agent shall establish and apply a set of objective qualifications for the position of director that ensures the individual selected has the requisite knowledge, skills, and abilities to meet identified benchmarks and to assist in effectively carrying out the functions of the local board.

§ 8.3 Limitation on Rate: The director and staff described in paragraph (1) shall be subject to the limitations on the payment of salaries and bonuses described in section 194(15).

Article IX: Amendment of the By-Laws

§ 9.1 Amendment of By-Laws: These By-Laws may be altered, amended, or repealed, upon the affirmative two-thirds (2/3) vote of the voting members of the Board at any regular meeting at which a quorum is present, provided that the amendment has been submitted to the voting members of the Board in writing two weeks prior to the meeting at which the vote on the amendment(s) is to be taken.

Article X: Conflict of Interest

§ 10.1 Conflict of Interest: Board members and members of Standing Committees shall adhere to the following in regard to conflict of interest- WIOA Sec. 102 (b)(2)(E)(i) and Sec. 107 (h)(1)(2). A Board member may not vote on or participate in any decision-making regarding any matter that would provide direct financial benefit to the member, the members' immediate family, or any organization the member is or a member represents, or on matters of the provision of services by the member or the entity the member represents.

- (1) Board members shall avoid even the appearance of a conflict of interest. Prior to taking office, Board members must provide to the Board Chair a written declaration of all substantial business interests or relations they, or their immediate families, have with all businesses or organizations that have received, currently receive, or are likely to receive contracts or funding from the Board. Such declarations shall be updated annually to reflect any changes in such business interests or relationships. The Board shall appoint an individual to timely review the disclosure information and advise the Local Board Chair and appropriate members of potential conflicts. Board members shall recuse themselves from official board duties if they are involved in a conflict of interest.
- (2) Declarations must be maintained by the Board staff for five (5) years from the original signature date. TDLWD staff will conduct an annual on-site review of all LWDB member's conflict of interest forms in each LWDA. All LWDB member's conflict of interest forms must be available to staff conducting

the on-site review and must be verified as current during the review. Expired conflict of interest forms will be noted and documented as a finding.

- (3) LWDB staff must monitor the expiration dates for all LWDB members.
- (4) Prior to a discussion, vote, or decision on any matter before the Board, if a member, or a person in the immediate family of such member, has a substantial interest in or relations to a business entity, organization, or property that would be affected by any official Board action, the member shall disclose the nature and extent of the interest or relationship and shall abstain from discussion and voting on or in any other way participate in the decision on the matter. Board members shall seek the opinion of the Board if there are any doubts whether specific situations involve a conflict of interest. All abstentions shall be recorded in the minutes of the Board meeting and be maintained as part of the official record.
- (5) It is the responsibility of the Board Chair to monitor the potential conflict of interest and bring it to the Board's attention in the event the member does not make a self-declaration.
- (6) The CLEO is prohibited from appointing members to the LWDB that are employed by the Fiscal Agent, LWDB staff, or LWDB staff entity (e.g. OSO, or CSP).
- (7) The Board shall ensure that the Board, its members or its employees do not directly control the daily activities of its workforce service providers, its workforce system partners, or its contractors.
- (8) Board members or their organizations may receive services as a customer of a local workforce service provider.
- (9) Board members shall not accept bribes, kickbacks or any gift, rebate, money or anything of value whatsoever, or any promise, obligation or contract for future reward, compensation, property or item of value, including intellectual property, for the purpose or result of causing detriment to another and/or bringing about some benefit to oneself or others.
- (10) The Board shall select or designate an organization to perform duties related to WIOA such as developing a written agreement with the Board and Local Elected Official, which shall clarify how the organization will carry out its multiple responsibilities while demonstrating compliance with WIOA, corresponding regulations, relevant Office Management and Budget circulars, and with the Workforce Services Policy - WIOA (Conflict of Interest Policy), minimize fiscal risk, and develop appropriate steps within the single entity performing multiple functions.
- (11) In the event the Board is selected as a One-Stop Operator, through a competitive process conducted by a third party, the Board shall establish sufficient "firewalls" and conflict of interest policies and procedures consistent with the Workforce Services Policy - WIOA (Conflict of Interest Policy). The Board shall also ensure that all new staff members and providers are informed about this policy, and that appropriate staff members are familiar with it and its requirements in order to prepare state or local plans and the conflict of interest policy.
- (12) The Board shall also ensure training concerning internal conflicts of interest for any entities directly involved with making assessments and determining the eligibility of participants. Documentation of training must be maintained and made available for review and audit purposes.

Article XI: Compliance with Law

§ 11.1 Compliance with Law: The Board acknowledges that in execution of its business, the Board shall:

- (1) Comply with all applicable Tennessee statutes and regulations including, but not limited to, the governing procurement standards or regulations for the LWDA, Sunshine Law, and the State Travel Regulations;
- (2) Comply with Workforce Innovation and Opportunity Act of 2014 (WIOA) and other appropriate regulations, as well as, policies and directives from the Tennessee Department of Labor and Workforce Development and the State Workforce Board.
- (3) Local Boards shall be subject to **the Tennessee Public Records Act (TPRA), TCA 10-7-503(a)(2)(A)(B). Under the TPRA, record requests must be sufficiently detailed to enable the entity to identify the specific records sought. Requests for inspection may be made orally or in writing using the office of open records counsel (OORC) form using the link below. In-person or mailed requests may be made at the address listed above in Article II: Location. Requests for inspection may also be**

made by phoning 731-286-3585 or emailing ajc@wfiinc.org. Requests for copies, or requests for inspection and copies, must be made in writing using the OORC request form. Requestors may not make copies or duplicates using their own devices, such as a cell phone camera or flash drive. The OORC Request Form is available online at:

<https://comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/RecordsRequestForm.pdf>.

(3)(A) Records shall, at all times during business hours, be open for personal inspection by any citizen of this state, and those in charge of the records shall not refuse such right of inspection to any citizen, unless otherwise provided by state law.

(3)(B) The custodian of a public record or the custodian's designee shall promptly make available for inspection any public record not specifically exempt from disclosure. In the event it is not practicable for the record to be promptly available for inspection, the custodian shall, within seven (7) business days, from the date of the ~~request Local Board meeting~~:

- (i) Make the information available to the requestor;
- (ii) Deny the request in writing or by completing a records request response form developed by the office of open records counsel. The response shall include the basis for the denial; or
- (iii) Furnish the requestor a completed records request response form developed by the office of open records counsel stating the time reasonably necessary to produce the record or information.

(3)(C) The Board is not required to compile information or create or recreate records that do not exist.

(3)(D) If a record contains confidential information or information that is not open for public inspection, the records custodian shall prepare a redacted copy prior to providing access. Whenever a redacted record is provided, a records custodian should provide the requestor with the basis for redaction. The basis given shall be general in nature and not disclose confidential information.

(3)(E) No duplication costs will be charged for requests for records less than 25 pages. For requests greater than 25 pages, records custodians shall provide requestors with an itemized estimate of the charges prior to producing copies of records and may require pre-payment of such charges before producing requested records.

- (i) \$0.15 per page for all letter- and legal-size black and white copies.
- (ii) \$0.50 per page for all letter- and legal-size color copies.
- (iii) Labor when time exceeds two (2) hours.
- (iv) If an outside vendor is used, the actual costs assessed by the vendor.

(3)(F) The Board will aggregate record requests in accordance with the Frequent and Multiple Request Policy promulgated by the OORC when more than (4) requests are received within a calendar month (either from a single individual or a group of individuals deemed working in concert). The records custodian must inform the individuals that they have been deemed to be working in concert and that they have the right to appeal the decision to the OORC.

Article XII: Rules of Order

§ 12.1 Rules of Order: The Board will adhere to Robert's Rules of Order; Revised. In the Event any provision of these By-Laws conflict with Robert's Rules of Order; Revised, the provisions of these By-Laws shall govern.

Signatures

Revisions approved by Northwest Tennessee Workforce Board on June 10, 2025

As signed by:

Mr. Jimmy Williamson, Chairman
1230 S Main
Dyersburg, TN 38024
731-288-6001
jimmy_williamson@att.net

Date

Ted Piazza, Vice-Chairman
6 Industrial Park Drive
Dyer, TN 38330
731-692-3424
tpiazza@advancetabco.com

Date

Brad Hurley, Secretary
Carroll County Chamber of Commerce
P.O. Box 726, 20740 East Main Street
Huntingdon, TN 38344
731-986-4664
cchamber@earthlink.net

Date

Mark Ward, Chief Local Elected Official
Benton County Mayor
1 Court Square, Room 102
Camden, TN 38320
731-584-6011
mark.ward@bentoncountyttn.gov

Date

Outreach & Opportunities Committee: Ben Marks, Chair / Glad Castellaw, Co-Chair

The committee met on May 6th with nine committee members, staff, and contractors attending. Jon Dougherty chaired the meeting since the committee chairs were unable to attend. In addition to the reports below, the committee also discussed Labor Force Participation Rate strategic priorities for pay, including defining a living wage, and upcoming officer elections.

Target Populations Report: Jennifer Bane reported on behalf of Connie Stewart that staff are working on increasing out-of-school youth enrollments and expenditures. We had the opportunity to apply for bridge funding for May and June for the TN Youth Employment Program (TYEP). Participants cannot begin working until the contract modification is received, and it did not arrive until May 16th. Due to the delay in receiving the contract, we may not be able to fully expend the funding by June 30th, but staff are working to enroll and serve as many as possible in the time we have. We also applied for close to \$500,000 in TYEP funding for July 2025 through August 2026. Staff have since been notified that we will be receiving \$342,222 in funding for July 1, 2025-June 30, 2026.

Adult Education (AE) Report: AJ Belyew reported the addition of a new staff member in Madison County and reviewed the CVS Pharmacy Technician Pre-apprenticeship program. The first cohort for that program is in progress, and things are going well.

Vocational Rehabilitation (VR) Report: No report.

Talent Pipelines Report: The committee reviewed the attached Talent Pipelines report detailing career exploration and Talent Pipelines efforts and programs. The University of Memphis is rolling out a wage subsidy program for employers that will reimburse 75% of wages for GROWWITH program participants for up to 10 weeks. There have been a total of 267 TYEP enrollments, exceeding the enrollment goal of 216. The TRANSFR VR simulations included 450 active explorers, and the Rural Health Training Grant is on track to meet goals with 2/4 outreach events held as of March. The Justice-Involved grant has served 28/50 individuals so far. Most of these have been through On-the-Job Training (OJT). We are working with TCAT Northwest to offer a welding class in the Obion County Jail for five students. Another new program is at the Dyer County Jail and will use Office of Reentry tablets for Tooling-U's online-based Certified Manufacturing (10) self-paced course. UT Center for Industrial Services (UTCIS) will facilitate the training with hands-on introduction, simulations, exam preparation and proctoring. Two other county jails are expected to participate in UTCIS Manufacturing Bootcamps, so we are in good shape to expend our funding. Labor Force Update numbers are included in the attached report.

Eligible Training Provider List (ETPL) Report:

Program Renewals-NW Local ETPL: The committee reviewed the attached list of programs due for renewal for the NW Local ETPL and State ETPL, including corresponding labor market information and performance data. The programs listed in red will not be renewed as Dyersburg State Community College has elected to remove them from the ETPL.

The committee recommends approving renewal of the attached ETPL programs as presented to the NW Local ETPL and State ETPL. (VOTE REQUIRED)

Program Renewals-State ETPL Only: The committee reviewed the attached list of programs due for renewal for the State ETPL only, including corresponding labor market information and performance data. The programs will not be eligible for funding from the Northwest area but will be available if other areas elect to provide funding.

The committee recommends approving renewal of the attached ETPL programs as presented to the State ETPL. (VOTE REQUIRED)

New Program Application- Medical Billing & Coding- UT Chattanooga: The committee reviewed the attached information for the Medical Billing and Coding Program at UT Chattanooga, including corresponding review of labor market information and performance data. This program is already approved for the State ETPL list, so this vote is to add the program to the Northwest ETPL list due to a request from an applicant.

The committee recommends approval of this program as presented for the Northwest Local ETPL. (VOTE REQUIRED)

Talent Pipelines

GROWTH

GROWING RELATIONAL AND OCCUPATIONAL WEALTH IN WEST TENNESSEE HOUSEHOLDS



**Number
Enrolled to Date:**
286 / 350

Tennessee Youth Employment Program



267 / 216
New Enrollments

\$662,925 / \$687,094
Expended

TRANSFR Virtual Reality Headsets



6
High Schools/
Organizations
Participating

450 / 225
Active Explorers

1,084
Careers Explored

Rural Public Health Workforce Training Network Grant

Events Held



High Schools Participating



Students Participating



Expended



\$9,000 / \$18,000

Members of the West Tennessee Public Health Workforce Training Network include Baptist Memorial Hospitals in Union City and Huntingdon; Dyersburg State Community College; Jackson State Community College; Priority Ambulance; and the Northwest Tennessee Workforce Board.

Justice Involved Individuals

28 / 50
Individuals Served

\$48,845 / \$180,000
Expended



Labor Force Update

106,657 ▼
Number in the Labor Force

102,821 ▼
Number Employed

3,836 ▼
Number Unemployed

3.6% ▼
Unemployment Rate March 2025

Northwest Local ETPL Program Renewals

Provider Name	Program Name	SOC / Occupation	Duration	Total Cost	2024 Jobs	2027 Jobs	2024-2027 Change	Median Hourly Earnings	In-Demand Criteria* Met?	Overall Completion Rate	Overall Employment 2nd QTR after Exit*	WIOA Total Enrolled	WIOA Completion Rate	Overall Employment 2nd QTR after Exit	Performance Criteria** Met?	Recommended for Renewal?
DSCC	Administrative Assistant with Microsoft Office 2019- Continuing Ed	43-6014- Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	12 Months	\$2995.00	1151	1156	4	\$ 17.52	Yes	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.	No, DSCC Elected to Remove
DSCC	Certified Dental Assistant- Continuing Education	31-9091- Dental Assistants	1 Semesters/Terms	\$3695.00	149	160	11	\$ 18.46	Yes	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.	No, DSCC Elected to Remove
DSCC	Certified Master Automotive Technician - Continuing Education	49-3023- Automotive Service Technicians and Mechanics	12 Months	\$4295.00	699	715	16	\$ 20.05	Yes	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.	No, DSCC Elected to Remove
DSCC	Electrical Maintenance Fundamentals Technical Certificate	17-3023- Electrical and Electronic Engineering Technologists and Technicians	2 Semesters/Terms	\$7100.00	104	110	6	\$ 25.58	Yes	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.	No, DSCC Elected to Remove
DSCC	Human Resources Manager with PHR- Continuing Education	13-1071- Human Resources Specialists	12 Months	\$4495.00	342	364	22	\$ 28.09	Yes	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.	No, DSCC Elected to Remove
UT Martin	ACCOUNTING	13-2011- Accountants and Auditors	8 Semesters/Terms	\$46832.00	480	506	35	\$ 31.89	Yes	59%	79%	5	75%	75%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	BIOLOGY	29-2018 Clinical Laboratory Technologists and Technicians	8 Semesters/Terms	\$46832.00	101	106	5	\$ 28.20	Yes	47%	68%	6	60%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	CHEMISTRY	19-4031 Chemical Technicians	8 Semesters/Terms	\$46832.00	64	69	5	\$ 26.55	Yes	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	COMPUTER SCIENCE	15-1211 Computer Systems Analysts	8 Semesters/Terms	\$46832.00	94	104	10	\$ 43.40	Yes	100%	100%	0	100%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	CRIMINAL JUSTICE	21-1092 Probation Officers and Correctional Treatment Specialists	8 Semesters/Terms	\$46832.00	95	102	7	\$ 25.35	Yes	57%	78%	2	67%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	ECONOMICS	13-1161 Market Research Analysts and Marketing Specialists	8 Semesters/Terms	\$46832.00	185	208	23	\$ 65.58	Yes	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	ENGINEERING	17-2112 Industrial Engineers	8 Semesters/Terms	\$46832.00	212	237	25	\$ 40.13	Yes	28%	76%	3	67%	75%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin		17-2141 Mechanical Engineers			87	104	16	\$ 44.96								
UT Martin		17-2051 Civil Engineers			81	89	8	\$ 38.70								
UT Martin		17-2071 Electrical Engineers			65	71	6	\$ 46.43								
UT Martin	FINANCE	13-2052- Personal Finance Advisors	8 Semesters/Terms	\$46832.00	59	65	5	\$ 32.84	Yes	77%	76%	2	100%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	INFORMATION SYSTEMS	15-1232- Computer User Support Specialists	8 Semesters/Terms	\$46832.00	181	196	15	\$ 23.54	Yes	100%	100%	0	100%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	MANAGEMENT	13-1199 Business Operations Specialists, All Other	8 Semesters/Terms	\$46832.00	210	233	23	\$ 25.23	Yes	52%	77%	2	100%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL

UT Martin	MARKETING	13-1161- Market Research Analysts and Marketing Specialists	8 Semesters/Terms	\$46832.00	185	208	23	\$25.23	Yes	100%	88%	1	0%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	NURSING	29-1141- Registered Nurses	88 Semesters/Terms	\$46832.00	1235	1313	78	\$ 31.52	Yes	37%	78%	12	60%	91%	No- Overall completion rate is less than 60%	Yes, State and Local ETPL
UT Martin	PSYCHOLOGY	21-1018 Substance Abuse, Behavioral Disorder, and Mental Health Counselors	8 Semesters/Terms	\$46832.00	215	239	24	\$ 19.77	Yes	49%	70%	2	67%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	SOCIAL WORK	21-1021 Child, Family, and School Social Workers	8 Semesters/Terms	\$46832.00	198	209	12	\$ 24.53	Yes	61%	74%	10	86%	60%	Yes	Yes, State and Local ETPL
UT Martin	SOCIOLOGY	21-1093 Social and Human Service Assistants	8 Semesters/Terms	\$46832.00	130	144	14	\$ 17.18	Yes	56%	67%	1	100%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL
UT Martin	STRATEGIC COMMUNICATIONS	13-1121 Meeting, Convention, and Event Planners	8 Semesters/Terms	\$46832.00	64	68	4	\$ 15.25	Yes	77%	71%	2	100%	100%	N/A- Less than 10 WIOA students.	Yes, State and Local ETPL

***In-Demand Criteria**

Minimum of 10 jobs in the local area
Positive job growth of at least 1 new job per year
Median wage is above the self-sufficiency wage (\$14.48)
Typically requires no higher than a Bachelor's degree and no
no work experience at entry.

Aligns with one of the regional priority sectors listed below:
Healthcare & Social Assistance Information
Skilled Trades & Transportation Manufacturing
Professional, Scientific, & Technical Services

****Performance Criteria**

(for programs with at least 10 WIOA-funded students)
All student completion and employment rate greater than
or equal to 60%. WIOA student completion and employment
rate greater than or equal to 40%

UT Martin State ETPL Only Program Renewals
All programs recommended for renewal for State ETPL Only

Program Name	SOC / Occupation	Duration	Total Cost	2024 Jobs	2027 Jobs	2024-2027 Change	Median Hourly Earnings	In-Demand Criteria* Met?	Overall Completion Rate*	Overall Employment 2nd QTR after Exit*	WIOA Total Enrolled	WIOA Completion Rate*	Overall Employment 2nd QTR after Exit*	Performance Criteria** Met?
AGRICULTURAL BUSINESS	45-1011 First-Line Supervisors of Farming, Fishing, and Forestry Workers	8 Semesters/Terms	\$46832.00	77	81	4	\$ 24.14	No- Positive growth of less than 1 per year, not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
AGRICULTURE (GENERAL)	45-2099- Agricultural Workers, All Other	8 Semesters/Terms	\$46832.00	138	143	5	\$ 13.35	No- Does not require post-secondary education at entry, not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
ENGLISH	25-3099 Teachers and Instructors, All other	8 Semesters/Terms	\$46832.00	46	47	1	\$ 27.52	No- positive growth of less than 1 per year, not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
FAMILY AND CONSUMER SCIENCE	25-3099 Teachers and Instructors, All other	8 Semesters/Terms	\$46832.00	46	47	1	\$ 27.52	No- positive growth of less than 1 per year, not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
FINE & PERF ARTS	27-1013: Fine Artists, Including Painters, Sculptors, and Illustrators	8 Semesters/Terms	\$46832.00	29	32	3	\$ 10.81	No- positive growth of less than 1 per year & not a target sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
GEOSCIENCE	11-9121- Natural Science Managers	8 Semesters/Terms	\$46832.00	13	14	1	\$ 51.52	No- positive growth of less than 1 per year, not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
HISTORY	25-3099- Teachers and Instructors	8 Semesters/Terms	\$46832.00	46	47	1	\$ 27.52	No- positive growth of less than 1 per year, not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
INTEGRATED STUDIES (EDUCATION)	25-2031- Secondary School Teachers, Except Special and Career/Technical Education	8 Semesters/Terms	\$46832.00	667	682	14	\$ 26.11	No- Not a target sector	61%	80%	0	0%	0%	N/A- Less than 10 WIOA students.
INTERDISCIPLINARY STUDIES	13-1071- Human Resources Specialists	8 Semesters/Terms	\$46832.00	342	364	22	\$ 28.09	No- Not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
INTERNATIONAL STUDIES	11-2023 Public Relations Managers	8 Semesters/Terms	\$46832.00	43	44	1	\$ 52.69	No- Positive growth of less than 1 per year & not a target sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
MATH	25-2031- Secondary School Teachers, Except Special and Career/Technical Education	8 Semesters/Terms	\$46832.00	667	682	14	\$ 26.11	No- Not a target sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
MUSIC (BAM).	27-2041- Music Directors and Composers	8 Semesters/Terms	\$46832.00	30	32	2	\$ 29.68	No- Positive growth of less than 1 per year & not a target sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
MUSIC (BM)	27-2041- Music Directors and Composers	8 Semesters/Terms	\$46832.00	30	32	2	\$ 29.68	No- Positive growth of less than 1 per year & not a target sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.

NATURAL RESOURCES MGT	19-1031- Conservation Scientists	8 Semesters/Terms	\$46832.00	23	24	1	\$ 33.26	No- Positive growth of less than 1 per year & not a target sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
PHILOSOPHY	21-2099- Religious Workers, All others	8 Semesters/Terms	\$46832.00	81	85	4	\$ 22.36	No- Not a target sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
POLITICAL SCIENCE	11-1031- Legislators	8 Semesters/Terms	\$46832.00	22	22	1	\$ 39.63	No- Positive growth of less than 1 per year, not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
SECONDARY EDUCATION	25-2031- Secondary School Teachers, Except Special and Career/Technical Education	8 Semesters/Terms	\$46832.00	667	682	14	\$ 26.11	No- Not a target sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.
SPANISH	27-3091- Interpreters and Translators	8 Semesters/Terms	\$46832.00	34	35	2	\$ 24.22	No- Positive growth of less than 1 per year, not a priority sector	0%	0%	0	0%	0%	N/A- Less than 10 WIOA students.

***In-Demand Criteria**

Minimum of 10 jobs in the local area
Positive job growth of at least 1 new job per year
Median wage is above the self-sufficiency wage (\$14.48)
Typically requires no higher than a Bachelor's degree and no
no work experience at entry.

Aligns with one of the regional priority sectors listed below:
Healthcare & Social Assistance
Manufacturing Skilled Trades & Transportation
Professional, Scientific, & Technical Services
Information

****Performance Criteria**

(for programs with at least 10 WIOA-funded students)
All student completion and employment rate greater than
or equal to 60%. WIOA student completion and employment
rate greater than or equal to 40%

Eligible Training Provider
New Program Review Form

Training Provider Name: University of Tennessee Chattanooga

Training Program Name: Medical Billing and Coding

A. Requirements for Consideration of Initial Eligibility for State ETPL:

	Yes	No
1. Is the ETP's information in Jobs4TN complete and accurate?	X	
2. Does the ETP possess current approval or exemption from the appropriate State or federal licensing agency?	X	
3. Is the program's information in Jobs4TN complete and accurate, including cost and performance information?	X	
4. Is there a process in place for tracking the number of students and WIOA participants, and their progress, completion, placement, and earnings for required performance measures?	X	
5. If an existing program, are the required performance metrics of at least 60% completion and placement rates met?		X
a. Completion Rate: Average completion rate for last 3 program years of 76% for all students and 72% for WIOA students.		
b. Placement Rate: Average placement rate 2nd quarter after exit for last 3 program years of 26% of all students and 76% for WIOA students.		
6. Is the program offered in partnership with a business?		X
a. If yes, business name(s):		
7. Does the program align with in-demand industry sectors and occupations in the State?	X	

Recommended for addition to the State ETPL? If no, provide justification for recommended denial:

N/A

Already on State ETPL

B. Requirements for Consideration of Initial Eligibility for Local ETPL:

	Yes	No
1. Does the program meet the requirements for inclusion on the State ETPL as described above?	X	
2. Is the program cost comparable to similar training programs, particularly in the local area, or region?	X	
a. Program Cost: \$3,245		
b. Comparable Program Cost: \$2,995		
Jackson State Community College has a grant that will fully cover the cost of a comparable Medical Billing & Coding program.		
3. Is the program length comparable to similar training programs, particularly in the local area, or region?	X	
a. Program Length: 4.5 months		
b. Comparable Program Length: Self-paced up to 12 months		
4. Does the program align with in-demand industry sectors and lead directly to high-quality jobs in in-demand occupation in the local area?	X	
a. Related occupation(s): Medical Records Specialists		
b. Documentation of labor market demand (all must be met):		
o Minimum of 10 jobs in the local area?	X	
o Positive job growth of at least 1 new job per year?	X	
o Median wage is above the self-sufficiency wage?	X	
o Aligns with one of the regional priority sectors listed below?	X	
Healthcare & Social Assistance		X
Manufacturing		X
Skilled Trades & Transportation		X
Information		X
Professional, Scientific, & Technical Services		X

Description	2024 Jobs	2027 Jobs	2024 - 2027 Change	Approved per Year (AVG)	2024 - 2027 % Change	Avg. Hourly Earnings	Median Hourly Earnings	Median Annual Earnings	Avg. Annual Openings	Annual Replacement Jobs	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
Medical Records Specialists	62	66	4	1	6%	\$20.66	\$19.07	\$39,657.18	6	4	Postsecondary nondegree award	None	None

Recommended for addition to the Local ETPL? If no, provide justification for recommended denial:

X

Note: a comparable program exists nearby and is available at no cost through another grant at Jackson State Community College.

ETPL Application

Education Program Information		
Provider: University of Tennessee Chattanooga	Program: Medical Billing and Coding	Program ID: 1003594
CIP Code:		
General Information		
Status: Active	Purpose for adding program: Submit for ETPL Approval and accept participants	Education Program Type: PS - Approved Provider Training - ITA
Associated Services Code(s): 300 - Occupational Skills Training - Approved Provider List (ITA); 303 - Distance Learning; 314 - Enrolled In Apprenticeship Training; 324 - Adult Educ w/ Occ. Skills Training - Approved Provider List (ITA); 416 - Youth-Occupational Skills Training - Approved Provider List; 607 - WTP Vocational Education- Training Approved Provider List; 630 - SNAP-Enroll in Voc/Tech training- Approved ETPL provider	Apprenticeship: No	Education Program is a Registered Apprenticeship : No
Industry Recognized Apprenticeship Program (IRAP)? No	CIP Code: 510713 - Medical Insurance Coding Specialist/Coder	Education Program Name: Medical Billing and Coding
Education Program Description: Our Medical Billing and Coding Academy delivers the skills students need to solve insurance billing and coding problems. It details proper assignment of codes and the process to file claims for reimbursement. With the transition to ICD-10, effective as of October 1, 2015, this course will also provide training in ICD-10-CM. This program prepares professionals to understand how to code healthcare services and procedures for third-party insurance reimbursement. Physician practices, hospitals, pharmacies, long-term care facilities, chiropractic practices, physical therapy practices, and other healthcare providers all depend on medical billing and coding for insurance carrier reimbursement. The Academy includes 80 hours of instruction and meets the educational requirements for the Certified Professional Coder (CPC) exam.		
Potential Outcome(s): An industry-recognized certificate or certification	This program leads to a credential or degree: Yes	Name of Associated Credential: American Academy of Professional Coders (AAPC) Certified Professional Coder (CPC)
Completion Level: Certificate < 1 year	Attain Credential: Occupational Skills certificate or credential	Other, Specify
Certification/License Title: American Academy of Professional Coders (AAPC) Certified Professional Coder (CPC) (contingent upon successfully passing exam)*additionally: UTC Certificate of Completion - Medical Billing and Coding	Certification/License Type: National Certification or License	Green Job Training: No
Partner Business: No		
Description of the partnership or plans to develop partnership:		
LWDB Submitted:		
Apprenticeship		

ETPL Application

Apprenticeship Registration Date:	Apprenticeship Description:	Number of active apprentices:
Instruction Methods:	Instruction Length in Weeks:	Tech, Instruction is provided by another provider:
Instruction Provider Name:	Address 1:	Address 2:
Zip:	City:	State:
Program Model:	Apprenticeship program sponsored by another organization:	
Program Sponsor Name:	Address 1:	Address 2:
Zip:	City:	State:

Additional Details		
Financial Aid Available: Other	URL of Training Program: https://www.utc.edu/center-professional-education/professional/medical-billing-coding/index.php	Program Prerequisites: High School Diploma or Equivalent
Date and Program First Offered: 10/02/2017	Please provide a reasonable explanation regarding why this is a new program: N/A - not new	Minimum Class Size: 4
Maximum Class Size: 35	Number of Instructors: 1	
Describe the minimum entry level requirements or prerequisites: Students should have or be pursuing a high school diploma or GED.	Drug/Alcohol Screening Required: No	Accessibility: Disabled Student Access; On-Site Parking; Other; Public Transportation; Sign Language
Describe any equipment used in this program and its adequacy and availability: Students must have access to a computer, laptop, or tablet to complete their assignments. We have a computer lab that is available for students to use.	Grievance Procedure: The Center for Professional Education UT-Chattanooga is fully committed to conducting all activities in strict conformance with our accrediting body, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The Center for Professional Education UT-Chattanooga will comply with all legal and ethical responsibilities to be non-discriminatory in promotional activities, program content and in the treatment of program participants. The monitoring and assessment of compliance with these standards will be the responsibility of the Program Coordinator, in consultation with CPE's Director. All students will be given a syllabus prior to and on the first day of class outlining the expectations for the program, as well as information on the grievance policy. While the Center for Professional Education	Grievance Procedure URL:

ETPL Application

UT-Chattanooga goes to great lengths to assure fair treatment for all participants and attempts to anticipate problems, there will be occasional issues which come to the attention of the CPE staff which require intervention and/or action on the part of the CPE staff. This procedural description serves as a guideline for handling such grievances:

1. The participants will be asked to first communicate concerns to the instructor in the hopes a resolution can be reached. If not, students will put their concerns in writing and provide to the Program Coordinator for further investigation.
2. If the grievance concerns an instructor, the content presented by the instructor, or the style of presentation, the individual filing the grievance will be asked to put his/her comments in written format. The Program Coordinator will then pass on the comments to the speaker, assuring the confidentiality of the grieved individual.
3. If the grievance alleges illegal or gross misconduct on the part of CPE staff (including instructors), the individual filing the grievance will be asked to put his/her comments in written format. The CPR Director will investigate and be the

ETPL Application

Refund Policy: If a registration is canceled for any reason, the individual or organization making the original tuition payment will receive: (1) a full refund, less an administrative fee of \$50, if the cancellation request is received in writing prior to 15 days of the start session; (2) a refund of 50%, if the cancellation request is received in writing less than 15 days of the start of the session, but before the start date; (3) no refund for a 'No Show' or for a cancellation request received on the start date or after the session is in progress. (4) once the materials have been received and/or activated, a refund will not be granted. Note: A registration may be transferred to another person for a \$25 fee. The University of Tennessee at Chattanooga reserves the right to cancel the course due to low enrollment. If a course is canceled due to low enrollment, registration fees are refunded in full.	Refund Policy: https://www.utc.edu/center-professional-education/refund-policies/index.php	Quality Pre-Apprenticeship:
State Use 1:	State Use 2:	State Use 3:
State Use 4:	State Use 5:	

Related Training and Instruction						
Provider Name:	Location:	Organization Type:	Provider for Profit:	Leads to Credential/Degree	CIP Code:	Status:
Code						
Occupation Titles	Occupation Title	Providers' Alternate Occupation Title				
29207200	Medical Records Specialists	Medical Billing and Coding				
Selected Occupation is not noted as in local bright outlook – provide evidence that it is in demand					Bright Outlook	

Occupation Skills		
Skill Description:	1294, post medical insurance billings, 2201, process medical records, 4718, review records for completeness, 9009, code data from records	
Completion Expectation		
Number of Credits:	Credit Earned Duration: Semester	Hourly wage : \$22.00
Scheduling		
Class Time: 6	Lab Time:	Other Time:
Class Frequency: Weekly		

ETPL Application

Clock/Contact Hours: 6	Full-time weeks: 20	Program Format: Online, E-learning, or Distance Learning
Duration		
Duration Title: Class Schedule Offering - Primary	Primary Duration: True	Duration: 20
Schedule Intensity: Full-Time	Weekly Schedule: Online	Class Offered: Day, Night, Weekend, Summer
Location		
Location Name: University of Tennessee Chattanooga	Address: 615 McCallie Ave, , Chattanooga, TN, 37403	Billing Address: 615 McCallie Ave, , Chattanooga, TN, 37403
External Approvals		
State Approving Agency: University of Tennessee System	State Approving Agency Status: Approved	Approval Expiration Date: 01/01/2021
Other State Approving Agency Approved Programs: No	DOE Approved: No	Community College Chancellor's Office Approved: No
Community College ID: NO	Listed on another state's ETPL? NO	
Cost Details		
Cost Structure(s)	Amount	
Total CRS Training Costs	\$3,245.00	
Tuition/Fee	\$1,822.00	
Books	\$998.00	
Tools	\$0.00	
Other Costs	\$425.00	
Comments	Other costs includes AAPC membership, CPC certification exam, 1-retake, and official CPC study guide	
Total Amount of Cost Structures	\$3,245.00	
Line Item(s)	Amount	
No records found		



Executive Summary

To: SWDB Members, CLEOs, and Local Board Chairs

From: Amy Maberry, SWDB Executive Director

Date: May 23, 2025

Subject: Executive Summary for SWDB Meeting of May 16, 2025

Welcome - Chairman Berry provided the following points of follow-up and announcements:

- **AI Data Request**- TDLWD is working with several partners who are already doing similar data collection and will continue to follow-up at future meetings.
- **SWDB Funding Position Statement Letter** was issued on May 7, 2025, to federal legislators leading committees influencing federal appropriations of workforce funding. Our TN state representation were also copied for their awareness.
- **TN Works Advocacy One-Pager** will be provided to SWDB members to support their advocacy and communication of Governor Lee's TN Works initiative. This is being developed in coordination with TN Works Hub partners and will be issued in the coming weeks.
- **Save the Date for August 21st** for our second bi-annual SWDB Strategic Planning Session. More details to come.
- Reminder to SWDB Members to please wear your **SWDB Pins** to meetings so you can be recognized as members.

Consent Agenda- There was one item on the Consent Agenda: SWDB meeting minutes of February 28, 2025, which was approved.

Workforce System Updates- TDLWD Commissioner Deniece Thomas provided federal level updates and announced the Department would be requesting waivers from USDOL regarding specific provisions of WIOA that restrict states' funding flexibility.

Presentation: Connecting Industry and Workforce- Josh Brown, President & CEO of TN Chamber of Commerce & Industry, presented information about the TN Chamber's work to connect industry and workforce for the purpose of informing the Board and supporting expanded partnerships and system alignment.

Presentation: Unemployment Insurance Tax Project Update- Chris Russ and Charles Jansen, TDLWD, provided information about TDLWD's efforts to update the Unemployment Insurance Division's system for collecting employer taxes. This improved system provides increased customer service to employers, saving them time in reporting and streamlining the process.

Oversight Committee Update:

- TDLWD Fiscal Updates from Brian Eardley, TDLWD:
 - Workforce development investment from the state has been vital in offsetting continued federal declination in funding
 - Funding levels and expenditures expected to remain consistent with prior year (as a result of increased state investment)
 - Greater focus on Wagner Peyser enrollments has yielded increased participation
 - Updating TN's American Job Center system by reviewing brick-and-mortar footprint while complimenting with cost-effective outreach models has been successful in reducing infrastructure costs
 - TDLWD is expected to receive approximately \$18M in new state appropriations



Executive Summary

for micro-credentialing, youth employment, and strategic support activities

- TDLWD continues to explore available federal discretionary awards and has applied for a \$5.9M apprenticeship award in April and intends to apply for a data quality grant later in May
- Vocational Rehabilitation (VR) staff provided follow-up from the committee's interim informational meeting to refine data requests. VR has identified additional State metrics to demonstrate performance: Preparing youth for work; starting clients on the path toward employment; and helping clients meet their employment goals. The committee will continue to review quarterly progress reports to evaluate efficiency.

Operations Committee Update:

- Tennessee Youth Employment Program, Buddy Hoskinson, TDLWD:
 - 2025 program funding cycle (application review and issuance of contract awards) currently in progress
 - Goal of 8,000 enrollments; braided funding with Vocational Rehabilitation will ensure service delivery for youth with disabilities
- Shalondria Shaw, TDLWD, provided an overview of the Tennessee Apprenticeship Council (TAC). She shared information on program design, performance goals, employer engagement, and how TAC can integrate with the work of the Operations Committee.
- Briana Moore, TDLWD, provided an overview of the Education & Training Workgroup that includes partners from several state and for-profit organizations. The goal of this workgroup is to implement strategic, data-driven solutions that expand access to high-quality education and workforce development training, increase credential attainment, and close age gaps by aligning with industry needs. Continuous updates will be shared with the Operations Committee.

Innovation Committee Update:

- Non-Degree Credential Grant Program, Brooks Young, TDLWD
 - \$6.3 million in *state* funds administered by TDLWD
 - Designed to meet workforce demand in high-wage, high-demand occupations across growing and emerging industries in Tennessee
 - Cross-agency coordination to develop curriculum
 - Support development and implementation of short-term, stackable industry recognized non-degree training programs
 - Competency-driven, aligned with employer input and industry standards.
- Phase II of SWDB's partnership with the University of Tennessee Center for Industrial Services (UTCIS) will begin July 1, 2025. Phase II will design and deploy a Local Workforce Development Board (LWDB) Certification project consistent with the previously established State Workforce Development Board Certification. SWDB members will be invited to support throughout the one-year project.
- For informational purposes: Using an employer driven model, Tech901 provides high-impact credentials in multiple tech-focused industry areas (IT/Cybersecurity, Data Analytics, Software Development). Their mission is to expand Memphis' tech talent pool by providing quality and affordable training focused on in-demand careers at a fast pace (4-16 weeks per credential). They are a registered apprenticeship provider.

Closing Remarks- Next meeting Friday, August 22, 2025

**Note: Full Minutes will be available on the [SWDB Website](#) following the next quarterly meeting.*



**State Workforce
Development Board**

UTCIS Board Certification

Phase II: Local Board Deployment

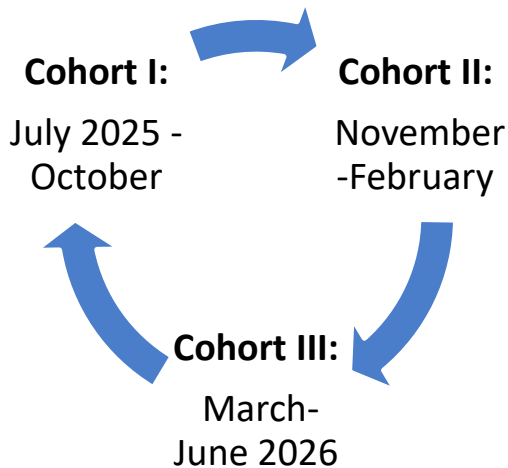
Project Overview- Begins July 1, 2025

- Phase II will design and administer a Local Workforce Development Board (LWDB) Certification project consistent with the previously established State Workforce Development Board Certification.
- The local board certification project will include the same elements of governance: standards based on Baldrige Criteria and the Workforce Innovation and Opportunity Act (WIOA); demonstration of competence; and levels of achievement as the State Program.
- The project will consist of a one-year timeline evaluating three local boards at time in a cohort system.



Center for Industrial Services
INSTITUTE *for* PUBLIC SERVICE

LWDB Cohort Timeline



Phase I: First LWDB cohort ○ Conduct orientation and survey ○ Assess process and conduct interviews ○ Identify draft findings and recommendations ○ Identify and initiate deployment of rapid improvements	Phase II: Second LWDB cohort ○ Conduct orientation and survey ○ Assess process and conduct interviews ○ Identify draft findings and recommendations ○ Identify and initiate deployment of rapid improvements
Phase III: Third LWDB cohort: ○ Conduct orientation and survey ○ Assess process and conduct interviews ○ Identify draft findings and recommendations ○ Identify and initiate deployment of rapid improvements	Final Report Package: • Prioritized recommendations for future success to include: ○ Innovations ○ Adoption of best practices ○ “Just Do It” improvements • Summary of resources that could be used to address recommendations • Appendices

Goals & Deliverables

- Identify and prioritize short- and long-term recommendations for improvement, change, or innovation
- Formulate recommendations to close gaps and introduce best practices, effectiveness, and efficiency
- LWDBs will receive certification ratings and assistance from experienced Baldrige trained examiners

SWDB Opportunities to Engage

- Support Board Certification Deployment at LWDB Level
 - Partner to deliver Certification Orientation to a LWDB
 - Support board member interviews during the assessment
- Support Best Practice & Improvement across all boards
 - Serve in a role to validate potential best practices
 - Prioritize rapid improvements and strategic innovations
 - Lead by example

USA

WIOA Impact Report

United States Department of Labor

Unique Count of Title I and Title III Customers

Report Period ending June 30, 2024

Program Completers Served



2,261,435

Staff-Assisted Program Completers Served

Employment Success



68.6%

Percent Employed



\$42,552

Estimated Average Annual Earnings Per Person

Economic Impact



\$66,053,737,136

Total Estimated Annual Earnings for All Employed

Source: FutureWorks BI; Data derived from the USDOL National Public PIRL; Program Year 2023 Q4 Release; Report Period ending June 30, 2024



Please visit <https://futureworksystems.com/board-infographic-2023> for detailed information about the data used in this report and how to access more data insights.



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Program Completers Served



428,867

Staff-Assisted Program Completers Served

Employment Success



69.9%

Percent Employed



\$36,415

Estimated Average Annual Earnings Per Person

Economic Impact



\$10,922,607,852

Total Estimated Annual Earnings for All Employed

Source: FutureWorks BI; Data derived from the USDOL National Public PIRL; Program Year 2023 Q4 Release; Report Period ending June 30, 2024



Please visit <https://futureworksystems.com/board-infographic-2023> for detailed information about the data used in this report and how to access more data insights.



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FutureWorks BI

Program Completers Served

**32,871**

Staff-Assisted Program Completers Served

Employment Success

**69.70%**

Percent Employed

**\$33,744**

Estimated Average Annual Earnings Per Person

Economic Impact

**\$773,291,680**

Total Estimated Annual Earnings for All Employed

Source: FutureWorks BI; Data derived from the USDOL National Public PIRL; Program Year 2023 Q4 Release; Report Period ending June 30, 2024



Please visit <https://futureworksystems.com/board-infographic-2023> for detailed information about the data used in this report and how to access more data insights.

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