

Southwest TN Workforce Board *ANNUAL REPORT*

2025-2026

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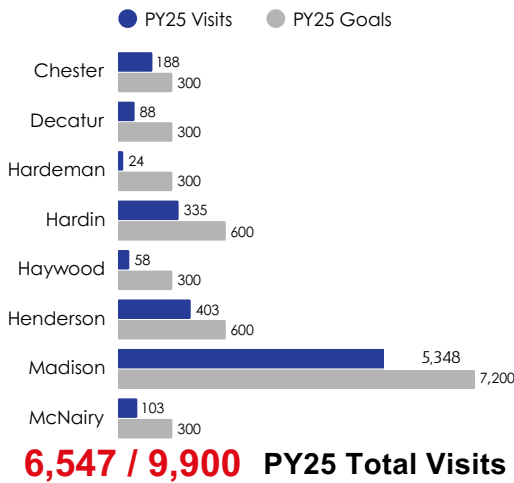
PERFORMANCE & FISCAL

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American Job Center Services

Customer Visits



TOP 5 REASONS FOR VISIT

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

7,632 Services Provided

Key Performance Indicator Results

Title I Adult / Dislocated Worker / Youth Enrollments

240 / 133 (180.5%)

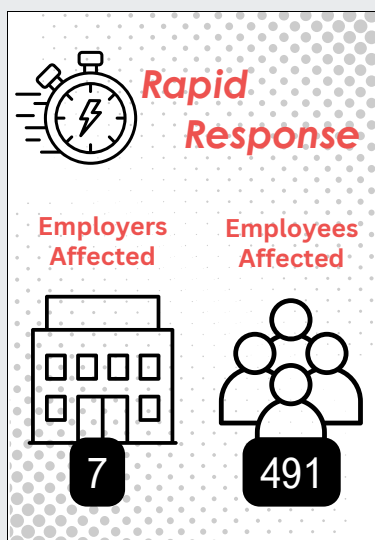
Title I / Title III Co-Enrollments

38.7% / 90% (43%)

Title III Wagner Peyser New Enrollments

2,390 / 1,046 (228.5%)

American Job Center Services



During the 2025-2026 Program Year, Southwest Tennessee experienced 491 dislocations due to permanent layoffs and closures throughout the region. In December 2025, Creative Dining Services, Inc. in Chester County ceased operations, impacting 100 food services employees on the Freed Hardeman campus. Three Rapid Response All Communication sessions were held on-site. In April, Pace Industries in Madison County closed impacting 59 workers who attended a Rapid Response meeting onsite. Layoffs continued in April with a BlueOval SK announcement permanently displacing 150 employees. Two Rapid Response sessions were held at the TN College of Applied Technology in Stanton. In May, Stella-Jones in Hardin County dislocated 18 employees who received Rapid Response services through a digital packet. United Way of West TN located in Madison County experienced a permanent layoff of seven staff due to a grant ending.

Employees attended a virtual Rapid Response session and received materials digitally. Legacy Supply Chain in McNairy County dislocated four Class A Drivers due to closure. All were offered continued employment through new ownership and did not require Rapid Response services. Closing out the program year, Titan International followed with an announcement impacting 153 employees with staggered layoffs beginning in June and wrapping up in September 2026. The first Rapid Response meeting was held in June, and a second session is scheduled for the remaining employees in September. A resume writing workshop was also offered at the American Job Center in Jackson for individuals needing to create or improve their resumes. Improvements continue to be made to the Rapid Response process to ensure employers and dislocated workers receive beneficial information in a timely manner. During this program year, a completely digital Rapid Response packet was developed to be shared with the employer and impacted employees in advance of the meeting. Additionally, the digital format may be shared at the local American Job Center, Hiring Events, via social media, and using a QR code. The goal is to ensure access to all who are impacted and to do so quickly and conveniently.



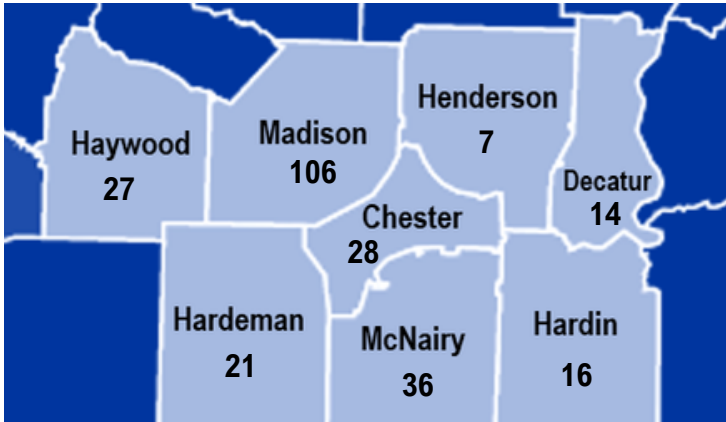
Karla Johnson had been searching for the right opportunity to make a meaningful career change, attending interviews and continuing to pursue new opportunities despite the uncertainty of the job search process. Her experience changed when she connected with Belinda Potter, Career Specialist at the American Job Center in Stanton. Potter took the time to understand Karla's goals and experience while advocating for her throughout the process. Potter and Conster Howell, Senior Human Resources Manager for Alu Material America, worked together to help Karla secure an opportunity to demonstrate her skills during an interview with Alu Materials America, where she is now employed.

Reflecting on the support she received, Karla shared, "I have never had anyone work so hard on my behalf to help me secure a job. Their belief in me reminded me that sometimes all a person needs is someone willing to take a chance on them. They didn't just help me find a job at Alu Materials America — they helped me step into a new chapter of my career with confidence, pride, and a renewed sense of purpose."

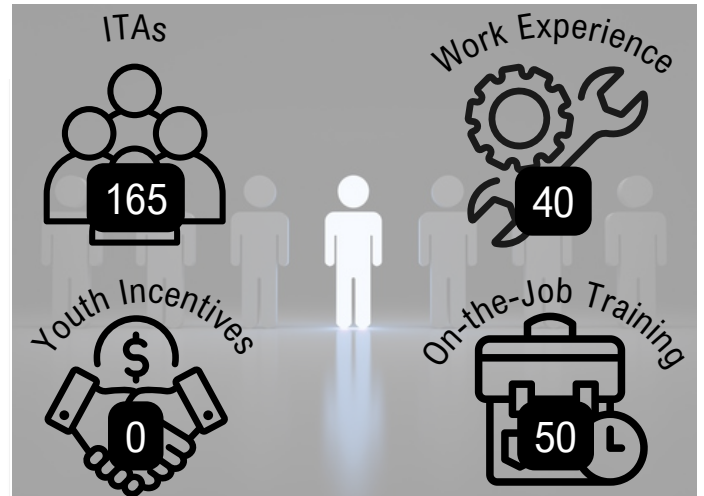
Training Services

Total Enrollments by County

Total 255



Total Enrollments by Service



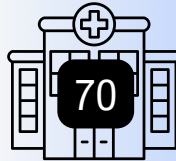
National Dislocated Worker Grant

182 / 150
Enrolled

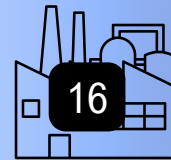
\$541,033 of
\$761,276
Expended

Individual Training Accounts (ITAs) By Sector

Healthcare & Social Assistance



Manufacturing



Construction



Transportation & Warehousing



Information and Professional, Scientific & Technical Services



Hospitality & Tourism

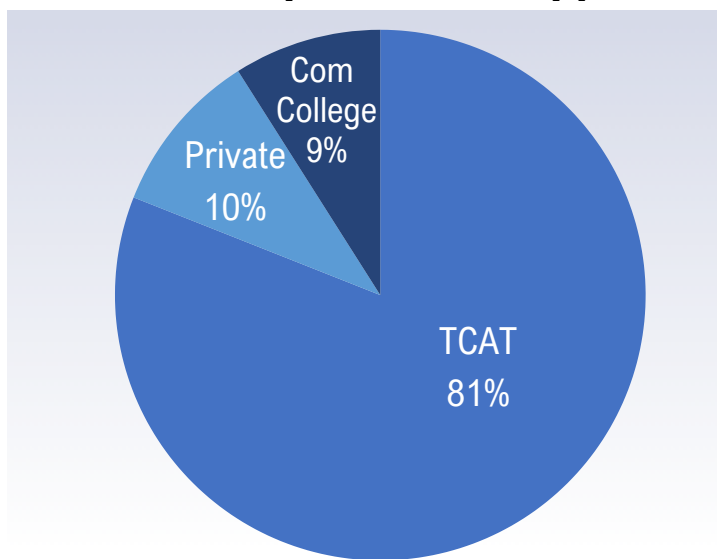


Daija Hill visited the American Job Center in August 2024 seeking assistance with Patient Care Technician/Medical Assistant training at TCAT Whiteville. After successfully completing the program, she transitioned directly into the Practical Nursing program at TCAT Henderson in September 2024. Through SNAP Employment & Training and Title I, Daija received support for tuition, uniforms, travel reimbursement, and IV certification. She graduated from the Practical Nursing program on August 26, 2025, and went on to pass the NCLEX. Shortly afterward, Daija secured employment with West Tennessee Healthcare as an LPN on the IV Orthopedics team, putting her training and credentials directly into practice. SNAP E&T Coordinator Aaliya Melton said, "I am so proud of Daija! I had no doubt she would be employed right away since she has several marketable skills under her belt."

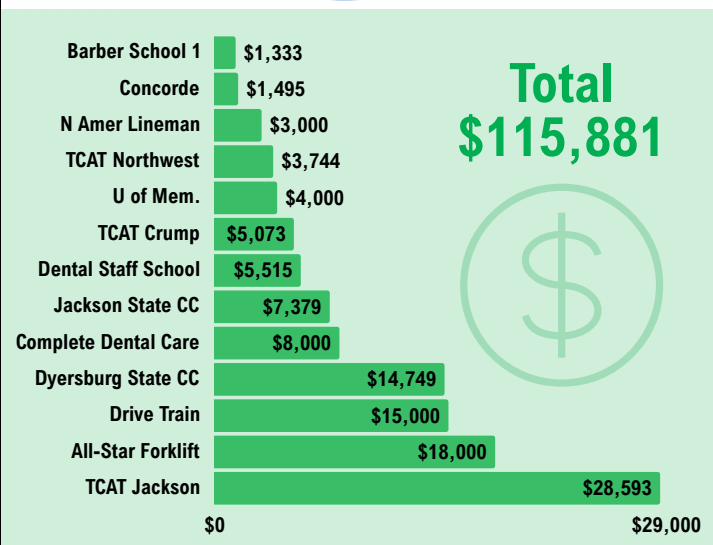
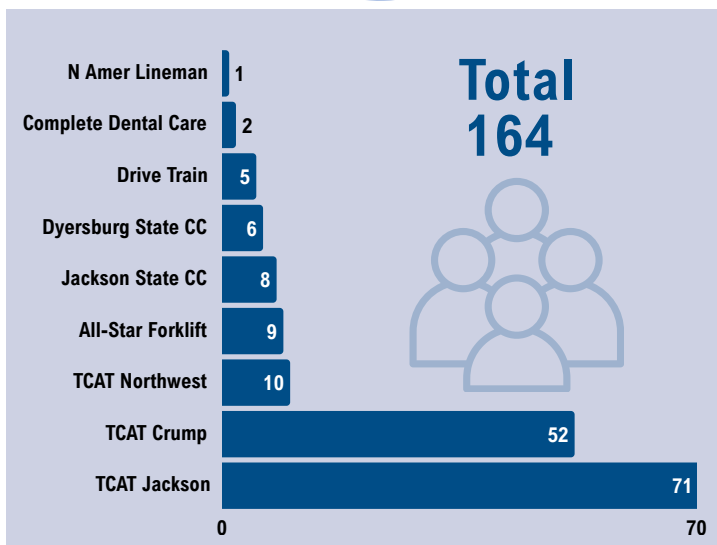
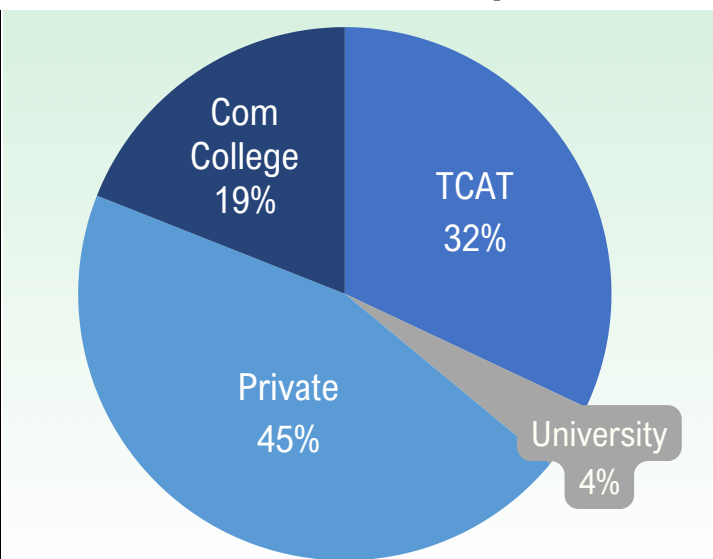
After working as an LPN for several months, Daija decided to go back to school to pursue a nursing degree. She is preparing to begin Dyersburg State Community College's Registered Nursing program in August of 2026 and is excited to continue her healthcare career after graduation.

Training Services

New ITAs by Provider Type



Total ITA Investment by Provider



Often times when job seekers cannot find employment it is because they do not possess the skills to qualify for technical jobs. American Job Center partners can provide scholarships to eligible participants to attend training tied to in-demand occupations. This past year, **164** new Title I and National Dislocated Worker Grant participants received scholarships to attend **13** different institutions. Of the **164** new participants, **81%** chose to attend TCATs, **9%** community colleges, **0%** universities, and **10%** private institutions. In total, nearly **\$116,000** was expended this year on Occupational Skills Training for new and existing participants.



After experiencing long-term unemployment, Nicole came to the American Job Center seeking a path to a stable career. Through the WIOA Title I program, she received funding for commercial driver's license (CDL) training at Drive Train, completed the program in just a few weeks, and earned her CDL. With support from Career Advisor Grace Davis, Nicole quickly began her job search and accepted a position with Schneider Trucking. Today, she's building a promising career.

"The process was very easy, and the American Job Center helped me get a grant to attend CDL training," said Nicole. "Within a few weeks, I earned my CDL and started a career I truly enjoy."

Business Services

OJT Employers by County

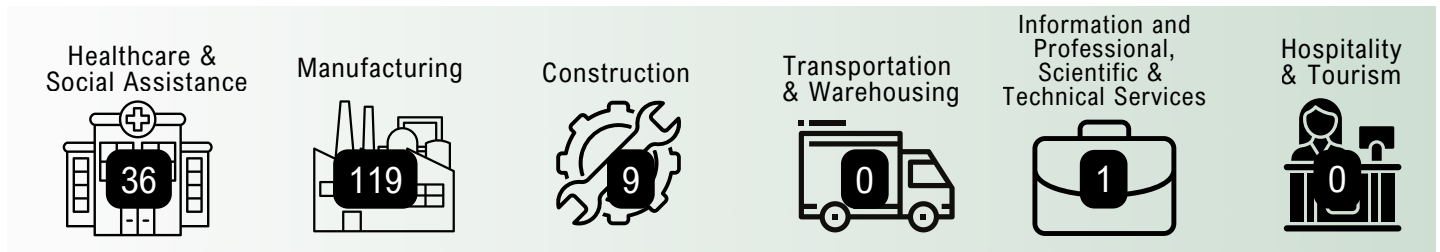
Total 16



On-the-Job Training Participants



Number Trained By Sector



Virtually Speaking Webinars

Title of Webinar

Attended

Quarterly Webinar Series Hosted by West TN Workforce Boards



- "Who is ALICE & Do They Work for You? Assessing the challenges of the asset limited, income constrained, but employed workforce in West Tennessee"
- "The One Big Beautiful Bill: What it Means for Employers"
- "Company Culture: How to be the Workplace of Choice"
- "Driving Systems Change Together"

82

95

92

58

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



147
Reports
Produced



Economy Reviews



Education Reports



Industry Reports



Occupation Reports

Business Services

Growing Careers through Apprenticeship Expansion Grants



The Southwest Tennessee Workforce Board was awarded \$90,000 in apprenticeship funding from the Tennessee Office of Apprenticeship to support registered apprenticeship training with local employers. Through this funding, 37 apprentices received training assistance with eight regional employers. Industries served included Public Safety, Construction, Healthcare, Culinary, and Manufacturing with apprentice occupations including Police Cadet, Fire Alarm Inspection Test Maintenance Technician, Fence Erector, Electrician, Biomedical Equipment Technician, Sous Chef, Industrial Maintenance Technician, and Tool & Die Maker.



ReNew Biomedical Services in Jackson held an apprenticeship graduation on August 27, 2025 to celebrate Tennessee's first Biomedical Apprenticeship Program graduate – JL Morgan. ReNew's in-house training academy allows the program to train and educate aspiring biomedics with knowledge and real-world experience in this growing, high-impact career field. Through State Apprenticeship Funding (SAF) and Rural Healthcare Initiative grants, the Southwest Tennessee Workforce Board supported six apprentices at ReNew Biomedical during the program year.



Toyota Boshoku TN (TBTN) in Jackson recently held an Apprenticeship Graduation Celebration for Dallas Hancock and Nathan Rowell. Both individuals began the Tool and Die Apprenticeship in September 2023 completing On-the-Job Learning (OJL) of 2,000 hours annually at TBTN and a minimum of 124 hours of Related Technical Instruction (RTI) offered by the Tennessee College of Applied Technology (TCAT) Jackson campus. The Southwest Tennessee Workforce Development Board supported the apprenticeship program with a State Apprenticeship Funding (SAF) Grant award. Mr. Hancock and Mr. Rowell both completed ahead of schedule this summer, earning their Certificates of Completion of Apprenticeship through the ApprenticeshipTN Office as Journeyman Tool & Die Makers.

Talent Pipelines

GROWTH

GROWING RELATIONAL AND OCCUPATIONAL WEALTH IN WEST TENNESSEE HOUSEHOLDS



**Number
Enrolled to Date:**
497 / 375



211 / 223
New Enrollments

\$502,789 / \$502,789
Expended

TRANSFR
Virtual Reality
Headsets



14
High Schools/
Organizations
Participating

291 / 205
Active Explorers

531
Careers Explored



Reanna Hardy initially came to the American Job Center (AJC) seeking tuition and transportation assistance while attending TCAT Crump's Graphic Design program. After completing the program and earning her credential, Reanna had difficulty finding employment in her field of training and sought job search assistance from Judy Seay, her Career Coordinator through Title I.

Because Reanna was entering the workforce for the first time and faced additional social challenges, Judy determined that a work experience would help her develop valuable soft skills and gain workplace experience. Reanna was placed at Oak Haven Assisted Living Facility in Huron, TN, as a caregiver through the Title I Work Experience program.

After completing her work experience, Reanna secured a position utilizing her Graphic Design credential at Badge Frame in Camden, TN. After her nearly seven-month position at Badge Frame came to an end due to circumstances beyond her control, Reanna was able to draw unemployment and received services through Reemployment Services and Eligibility Assessment Grants (RESEA) before participating in a Vocational Rehabilitation (VR) YEP work experience. Reanna enrolled in the VR YEP program to further develop her workplace skills, build confidence, and enhance her employability. She was placed at the Henderson County American Job Center as an Office Assistant, where she assisted GROWTH Coordinator Joey Weatherford and Judy with the resource room. Her responsibilities included assisting customers with job searches and resume building, answering questions, and appropriately directing customers to Judy and Joey for additional support and mentorship.

"The experience helped me grow more comfortable working with others and handling situations that can arise in the workplace," Reanna said. "I was very shy, nervous, and, to say the least, very anxious. Ms. Judy counseled me in working with an employer, working with different varieties of people, how to handle uncomfortable situations that could arise in a professional manner, and most of all, how to successfully work my way into the everyday working world."

Shortly after completing her VR YEP work experience, Reanna secured employment at Patty's, a well-known local restaurant. She continues to work there while pursuing an entry-level position in the Graphic Design field.

Talent Pipelines



High Schools
Participating



Students
Participating



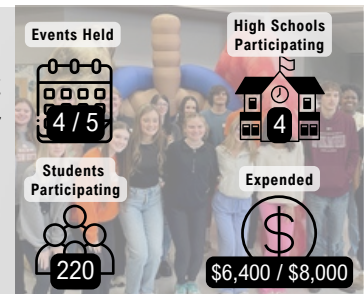
Employers
Participating

In celebration of Manufacturing Day 2025 (MFG DAY), recognized on Friday, October 3, 2025 as part of a nationwide initiative to showcase modern manufacturing careers, local manufacturing tours occurred throughout the month to inspire students about high-tech, innovative aspects of the industry. In Southwest TN, 15 area high schools toured 26 local manufacturing facilities who opened their doors to 324 students to continue building a pipeline for skilled workers and highlight manufacturing's vital role in the economy.



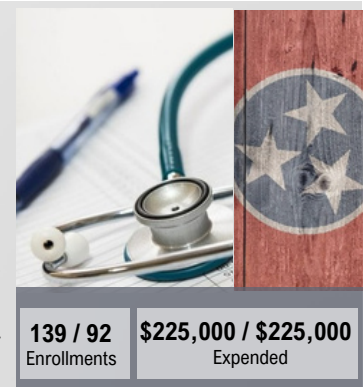
Career Exploration Events

In partnership with the Tennessee College of Applied Technology (TCAT) at Jackson, the Southwest Tennessee Workforce Board offered four career exploration events to promote training and employment opportunities in construction and building trades in Haywood, Henderson, and Hardeman counties. Students were also able to try out careers through TRANSFR Virtual Reality headsets. Four high schools and 220 students participated in the events.



Rural Healthcare Workforce Development Initiative

Workforce Innovations, Inc. received a Rural Healthcare Workforce Development Initiative award on behalf of the Northwest and Southwest Tennessee Workforce Boards to serve the rural communities in West TN. The goal of the program is to leverage existing healthcare training structures and expand apprenticeships and other workforce development initiatives to strengthen the pipeline of healthcare professionals in rural TN communities. Through the grant, a total of 139 individuals were served, including 93 participating in work-based training such as Apprenticeships, On-the-Job Training, and Work Experience programs, with local employer and city government partners. An additional 47 individuals received training scholarships and/or supportive services to pursue healthcare training for in-demand occupations.



Senior Community Service Employment Program (SCSEP) Grant

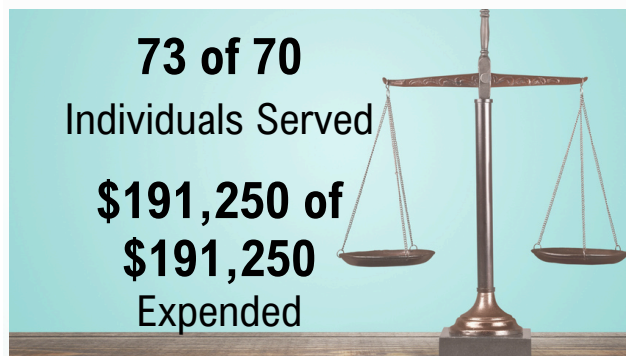


16 / 17
Total Served

\$119,097 / \$141,054
Expended

Talent Pipelines

Serving Justice-Involved Individuals



The Southwest Tennessee Workforce Board received a **Community Reentry Reinvestment Grant (CRRG)** from the Tennessee Office of Reentry with a goal of assisting Justice-Involved Individuals obtain workforce skills and access to employment in high-demand jobs. The grant was used to help fund 28 On-the-Job Training (OJT) opportunities, as well as three Manufacturing Bootcamp classes in partnership with the Hardin and Madison County Jails.

The grant was also used to offer a Manufacturing Workforce Readiness Pilot Program at the American Job Center-Jackson in partnership with UT Center for Industrial Services (UTCIS). Through the five-day program, participants obtained OSHA-10 certifications, as well as certificates of completion for Manufacturing Workforce Readiness. Participants who completed the class were offered interviews with local manufacturing employer partners.

The Jackson American Job Center's annual **Second Chance Job and Resource Fair** connected 171 job seekers, including 11 veterans, with 33 employers and community resource providers on April 21, 2026, at Jackson State Community College. The event produced immediate employment opportunities, with three employers and one community resource conducting on-site interviews, while several additional employers scheduled follow-up interviews and discussed further employment opportunities with attendees.

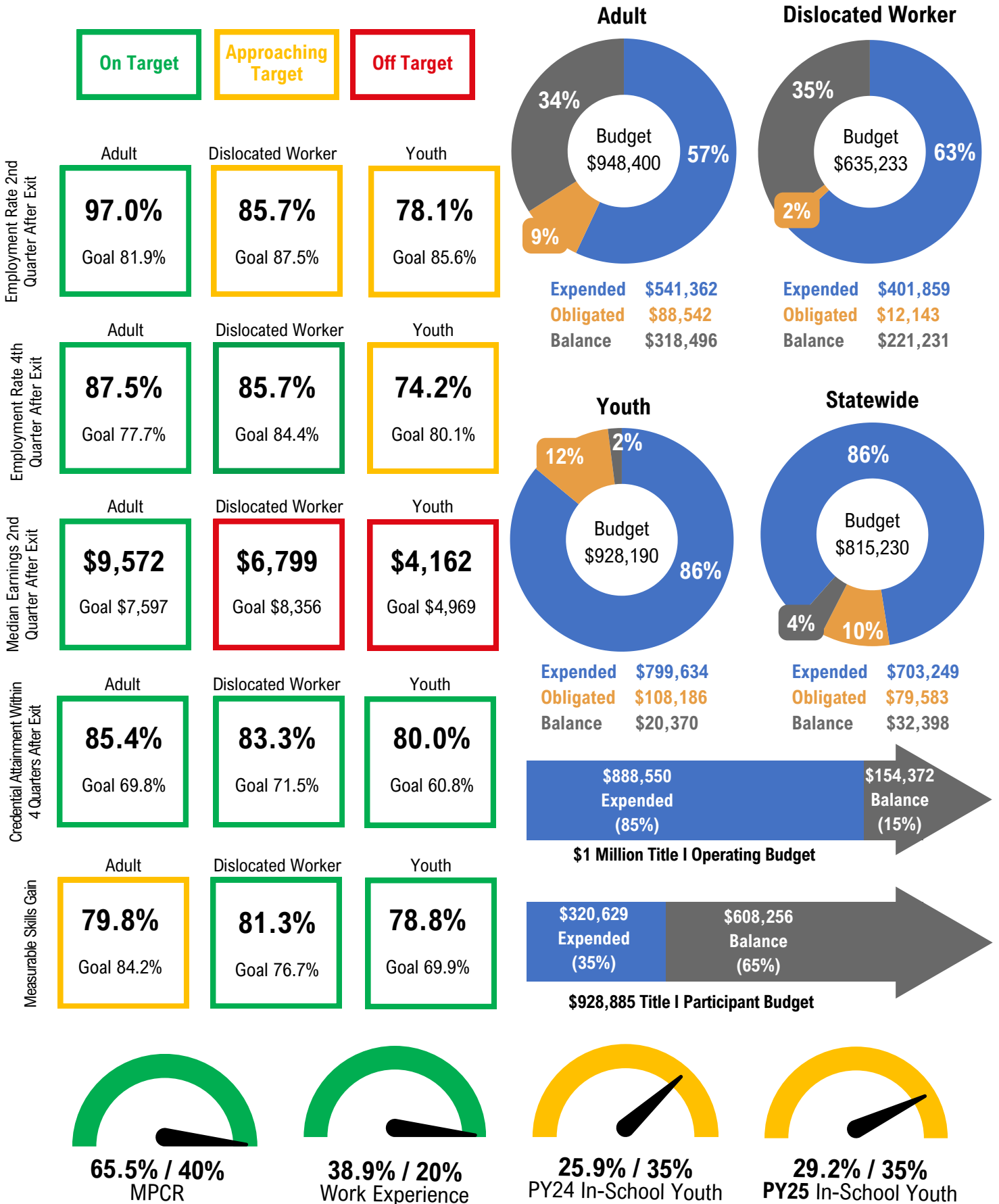
The event's success was made possible by strong collaboration among American Job Center staff and the Southwest Tennessee Workforce Development Board. Staff recruited employers and coordinated participation from educational institutions, community resource providers, housing agencies, legal service organizations, and healthcare providers. They also promoted the event across multiple platforms, coordinated refreshments and vendor needs, prepared the venue, and welcomed attendees.



At the **Women's Therapeutic Residential Center (WTRC) Resource Fair** in Henning on May 28, 2026, Karen Davison, Career Specialist at the Dyersburg American Job Center, and Belinda Potter, Assistant Director at the Stanton Outreach Center, staffed an American Job Center resource table and connected with 146 justice-involved individuals.

Staff distributed resource packets and provided information about workforce services, training opportunities, and employment resources to help participants prepare for successful reentry and connect with career and support services upon release.

Performance & Fiscal



THE SOUTHWEST TN WORKFORCE BOARD



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

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

Local Elected Officials

Mayor Mike Creasy, Chair (Decatur)

Mayor Kevin Davis (Hardin)

Mayor AJ Massey, Vice-Chair (Madison)

Mayor David Livingston (Haywood)

Mayor Barry Hutcherson (Chester)

Mayor Robbie McCready (Henderson)

Mayor Todd Pulse (Hardeman)

Mayor Larry Smith (McNairy)

Southwest TN Workforce Board Members

Board Chair Ben Ferguson (Madison)

Personnel Placements Holdings, LLC

Vice-Chair Gem Bell (Haywood)

Teknor Apex

Secretary Logan McCoy (Madison)

Greater Jackson Chamber

Linda Beaulieu (Hardin)

Design Team Sign Company, LLC

Jeff Boyd (Hardin)

The Wise Company

Dawn Bramblett (Chester)

Bramblett Group

Roger Adren Crawford (Madison)

Jackson Central Labor Council

Allison Wright-Donahoe (Regional)

TN Dept of Labor & Workforce Development

Lee Isable (Hardeman)

TK Elevator

Dr. Jacquene Rainey (Regional)

TCAT Jackson

Jenny Turner (Madison)

West TN Healthcare

Christina Rhea (McNairy)

Monogram Refrigeration

Ashley Roberts (Regional)

TN Department of Human Services

Dr. Tom Pigg (Regional)

Jackson State Community College

Danielle Shanklin (Henderson)

ARCH Medical Solutions

Angela Hollingsworth (Regional)

Henderson County School District

Joe E. Stephens (Haywood)

Brownsville Dairy Queen

Dr. Andre Temple (Regional)

UT Center for Industrial Services

Mike Thorne (Regional)

SMART Sheet Metal Worker Local Union 4

Shane Turany (Decatur)

Good Sportsman Marketing (GSM), LLC

Marlita White (Hardeman)

Hardeman County Comm Health Center

Jason Hunt (Henderson)

Nidec Power

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Ariel McGahey

Director of Operations

Laura Speer

Director of Performance & Compliance/EOO

Lana Burchfiel

Public Information Specialist

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