

REPORT TO THE COMMUNITY

Annual Report 2006-2007

Tennessee receives top honor for high school program

The Tennessee Department of Education announced in September 2006 that Jobs for Tennessee Graduates (JTG), a school-to-career program for at-risk youth, has received the highest national performance award for the superior graduation rate and post-secondary success rate of the program's participants.

JTG participants earned a graduation rate of 96.36 percent and 82 percent of students enrolled in higher education or the military, or secured employment after high school.

Eighty-six percent of JTG graduates found full-time placement through higher education, employment, or a combination of the two. JTG aims to help at-risk youth graduate from high school and pursue higher education or a rewarding career.

"Governor Bredeesen has committed Tennessee to one of the most aggressive graduation rate improvement goals in the country of 90 percent by 2012," said Education Commissioner Lana Seivers.

"The tremendous results achieved by the participants in this program should encourage all students to aim for a diploma and success beyond high school. The JTG specialists and students have led the way towards Governor Bredeesen's goal. We will all get there."

"The JTG program has a long history of successfully graduating a high percentage of participants while providing a work-based learning component," said Labor and Workforce Development Commissioner James Neeley.

"This helps both Departments as it provides participants with basic skills remediation, work readiness skills, work-based learning and a high school diploma."

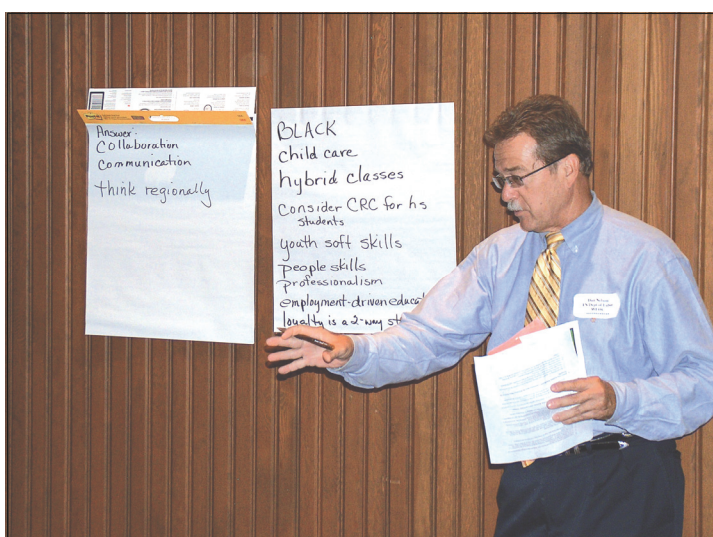
"These are extremely impressive results, given the large numbers of very poor, minority and at-risk youth, but also because of the steady and consistent progress the Jobs for Tennessee Graduates program has made over the years in expanding its impact and continuously improving its performance," JAG President Kenneth Smith said in a letter to Governor Bredeesen.

The Jobs for Tennessee Graduates program, under Career and Workforce Services Executive Director Betsy Houston, operated in 35 high schools and reached more than 2,180 youth during the 2006-07 school year.

Lisa Carter, JTG Program Manager for LWIA 11 and 12, coordinated the JTG program in four northwest Tennessee high schools including, Trenton Peabody, Milan High School, Gibson County High School, and Crockett County High School.

"Ms. Carter did an excellent job coordinating the JTG program in west and northwest Tennessee" said LWIA 12 Youth Coordinator Lori Marberry.

"In the four participating high schools in LWIA 12, the JTG program reached out to over 112 students through classroom instruction, community orientation and career association activities. Students developed competencies in 37 essential employability skills," concluded Marberry. "I'm looking forward to another great year."



Top: Forum participants broke into focus groups to evaluate three workforce development solutions. Far left: Dan Nelson, TN Dept. of Labor, converses with community stakeholders including educators, employers/business and industry, and workforce development professionals on solutions to building a more competitive workforce in the South. Left: Dr. Michael Wilcox, UTK, shares forum results.

Building the Next Southern Workforce Northwest Tennessee's Perspective

Each year the Southern Growth Policies Board (SGPB), a non-partisan public-private partnership of 14 states formed in 1971 by Southern governors to unite governors, legislators and business and academic leaders, engages communities throughout the South in discussions on issues related to economic development. In 2006, the two-hour community forums focused on ways to build a competitive, entrepreneurial workforce.

Two community forums were hosted in northwest Tennessee by UT's Institute for Public Service (IPS), the Tennessee Department of Labor and Workforce Development, Tennessee Tomorrow, UT's Institute of Agriculture, Dyersburg State Community College, and the Northwest Tennessee Workforce Board, all in partnership with the SGPB.

The first of two forums was held in February 2006 and was facilitated by Dr. Michael Wilcox, Assistant Professor at UT and State Extension Specialist charged with collecting data from forums held across the state.

The February forum focused on three tactics suggested by Southern Growth

as possible approaches to building an effective workforce.

These deliberations centered on educational achievement, a focus on serving industry, or a focus on workforce traits.

Small group discussions led to several comments on what can be done regionally to address all of these approaches.

"The forum was an excellent opportunity for the key stakeholders in workforce development to have a candid, productive dialogue about the challenges associated with today's workforce and to develop creative solutions to address those challenges," said Don Hutson, Baptist Memorial Hospital-Union City.

Renate Jennings, Marvin Windows and Doors of Tennessee, echoed his statement, "The forum was more than I expected. It provided an opportunity to share ideas and also realize that the issues of workforce development are not only local, but also regional and statewide."

Participating in this forum meant that many Southern

leaders would hear the views of northwest Tennessee communities through the Southern Growth's annual *Report on the Future of the South*, a high profile policy report.

Dr. Wilcox returned in July to share the results from the 145 forums held across the South and featured in the *2007 Report on the Future of the South*.

Thirteen states participated totaling 4,100 Southerners who provided input either by participating in one of the forums, via state policy dialogues, or through online survey.

All the forums held across the states, including the northwest Tennessee forum, examined the same three approaches of focusing on educational achievement, focusing on serving industry, or focusing on workforce traits.

Key themes from the South and Tennessee were noted. Southern themes included creating a culture of learning, getting parents more involved, strengthening soft skills, expanding knowledge of career and college options,

and to facilitate collaboration among all partners. Tennessee shared many similar themes.

However, Tennesseans overwhelmingly concluded that no single approach to building a competitive workforce would work, but rather suggested five strategies to implement: 1) address barriers to educational attainment; 2) connect education to economic development; 3) tie education and skills development to employer needs; 4) build partnerships between education, business, and community groups; and 5) ensure students, schools, and communities have the resources they need to be successful.

"The community forums are imperative to learn more about the needs of local communities in attracting and retaining good jobs," said Labor and Workforce Development Commissioner James Neeley.

"As a member of Gov. Bredeesen's Job Cabinet, I've attended many discussions at numerous round table meetings across the state. Time and again it's been brought up that we need to better educate our workers to remain competitive."

"...we need to better educate our workers to remain competitive"
-Commissioner James Neeley



Tennessee Career Center at Dyersburg Vets Winners

Tennessee Career Center Staff Honored

The Tennessee Department of Labor and Workforce Development honored several staff and partners across the state for their innovation and initiative in providing career services to veterans.

Federal law requires performance awards to encourage the improvement and modernization of employment, training and placement services.

Commissioner James

Neeley commended staff across the state for their service to veterans. "Tennessee's Veterans are very important to the workforce and economy of our state. Our staff works hard to connect veterans with employers who value their service," said Neeley.

The staff honored at the Career Centers were singled out for the following criteria: priority of service to qualified

Youth Council approves GED award

In early Spring 2007, the Northwest Tennessee Workforce Board's Youth Council recommended that the Board approve a plan to offer cash incentives to out-of-school youth who attain the General Educational Development (GED) Diploma.

Following the recommendation of the Board, the Tennessee Career Centers in northwest Tennessee launched the GEDNext Program for high school dropouts ages 18-21 who are eligible for funding through the Workforce Investment Act Older Youth Grant.

Designed to re-engage young adults who have dropped out of high school, the GEDNext Program offers a \$500 cash bonus to eligible individuals in this age group, in addition to other incentives for entering employment and retaining a job.

"I'm excited about the program," states Peggy Davis, Gibson County Adult Education Director. "So many of our young people seem lost and unmotivated. Having a cash incentive program that is based on educational achievement and setting employment goals could be the motivating factor these at-risk young people need to move into the workplace."

According to the National Center for Education Statistics, dropping out of high school is related to a number of negative outcomes.

For example, the median income of high school dropouts age 18 and over was \$12,184 in 2003. By comparison, the median income of those age 18 and over who completed their education with a high school credential or GED was \$20,431.

The US Department of Commerce also concluded that dropouts are less likely to be in the labor force than those with a high school credential or higher, and are more likely to be unemployed if they are in the labor force.

Dropouts also disproportionately constitute higher percentages of the nation's prison and death row inmates.

The GEDNext Program is designed to prepare northwest Tennessee's neediest young people for a successful entry or transition into the workplace.

Lori Marberry, Youth Coordinator for the Northwest Tennessee Workforce Board, is spearheading the project.

"We are currently connecting with agencies and entities that have contact with this age group in order to reach this hard to engage population and provide an incentive for them to pursue their GED."

"I look forward to sharing the positive results of the new GEDNext program in the near future. More and more GED candidates inquire about the program every day."

FORECAST

Your Hot Jobs forecast...

Occupation Title	Annual Percent Increase	Annual Openings
Retail Salespersons	1.7%	40
Elementary School Teacher	2.6%	35
Nursing Aides/Orderlies	2.8%	35
Teacher Assistants	2.3%	25
Team Assemblers	0.4%	20
Truck Drivers	1.4%	20
General/Operations Managers	1.5%	20
Production Workers	1.5%	20
Janitors	1.6%	20
Middle School Teachers	2.1%	20
Fire Fighters	3.5%	20
Ag Equipment Operators	4.0%	20
Laborers/Material Movers	0.8%	15
Registered Nurses	2.0%	15
Licensed Practical Nurses	2.1%	15
Preschool Teachers	3.5%	15
Maintenance Workers	0.9%	10
Inspectors/Sorters/Testers	1.0%	10
Packers/Packagers	1.1%	10
Casting Machine Setters	1.1%	10
Combined Food Preparation	1.0%	10
Customer Service Representatives	1.5%	10
Accountants/Auditors	1.9%	10
Agricultural Managers	2.3%	10
Receptionists	2.1%	10

...and annual unemployment

	Labor Force	Employment	Unemployment	Unemp. Rate
United States	151,428,000	144,427,000	7,001,000	4.6%
Tennessee	2,990,200	2,835,500	154,600	5.2%
LWIA 12	100,360	93,920	6,470	6.4%
Crockett Co.	6,530	6,080	450	6.9%
Dyer Co.	17,490	16,480	1,010	5.8%
Gibson Co.	21,070	19,450	1,620	7.7%
Lake Co.	2,680	2,490	190	7.0%
Lauderdale Co.	9,900	9,110	800	8.0%
Obion Co.	15,620	14,750	880	5.6%
Tipton Co.	27,070	25,560	1,520	5.6%

Workforce Investment Act Crossword Puzzle CHALLENGE

- ACROSS
1. Local Workforce Boards establish _____ sufficiency standards as an eligibility test for intensive and training services for employed workers.

4. Youth meeting the age of 14-18.

5. LWIA 12 incentive program paying \$500 to out of school youth is called GED _____.

8. In WIA regulations, an individual that has English reading, writing, or computing skills at or below the 8th grade level is considered Basic Skills _____.

9. Eligible training programs are listed on the State of Tennessee _____ list.

11. An individual who is determined eligible to participate in WIA and receives a service funded by the program.

13. General Educational Development Diploma

14. Nationally recognized degree or certificate.

17. To make proficient with specialized instruction and practice.

18. Individualized Service Strategy

20. Transportation stipends are an example of _____ services.

22. A subgroup of the local Workforce Board that coordinates and advises on Youth related activities.

26. A student that assists other students in raising their grades.

27. Someone who quits school before post-secondary graduation.

28. Test of Adult Basic Education

29. The last day on which the individual received a service funded by WIA or a partner program is the date of _____.
- DOWN

1. The number of counties in LWIA 12.

2. Acronym for income charts that are used by state and local workforce investment areas to determine income eligibility for WIA programs for youth.

3. A youth who is 19-21 is considered an _____ youth for performance measures.

4. WIA funding streams assist Adults, Dislocated Workers, and _____.

6. The number of Local Workforce Investment Areas (LWIAs) in Tennessee.

7. Adult Education, Vocational Rehabilitation, and Veterans Services are a few examples of WIA mandated _____.

10. Workforce Employer Outreach Committees

12. Individual Training Account

15. A primary purpose of the Workforce Investment Act of 1998 is to increase _____ opportunities for participants.

16. LWIA 12 counties are in _____ west Tennessee.

19. Under WIA, youth must be served year-round, with work experience being just one of the activities to be provided.

21. _____ Career Centers provide an established menu of basic and intensive services for job seekers and employers.

23. High school students in the dual enrollment program can receive college _____ for coursework.

25. Acronym for Department of Labor.

Governor awards incentive grant for meeting performance goals

The Tennessee Department of Labor and Workforce Development qualified to receive close to \$2 million in an incentive award from the U.S. Department of Labor for exceeding all performance goals that were set for the state of Tennessee’s innovative workforce development and education activities.

Tennessee is one of only 10 states in the nation to qualify for the incentive grant awards, and the amount of Tennessee’s award is the third highest amount in the qualifying states.

The state’s performance goals measure placing program participants in employment, assisting participants in retaining their jobs, and improving their earning capacity.

Following the state’s qualification to receive incentive funds, the state rewards local programs that contribute to the overall success of the state.

Local Workforce Investment Area 12 (LWIA 12) had 17 total performance measures ranging from employment and retention to customer satisfaction. The measures are broken into 2 categories, Part A and Part B, in which LWIA 12 performed well.

Dyersburg State Community College serves as the Workforce Investment Act grant recipient for Local Workforce Investment Area 12 and therefore accepted the \$50,583 incentive grant for the Northwest Tennessee Workforce Board and the Tennessee Career Center System in northwest Tennessee.

“I am pleased to award this grant to Dyersburg State Community College to assist employers and jobseekers in Tennessee,” said Governor Bredesen.

“Our ability to match the needs of employers and employees is key to our work to continue to strengthen and grow Tennessee’s economy.”

“The front-line Career Center staff contributed greatly to our success” said Henry Lewis, Director for the Northwest Tennessee Workforce Board. “Their dedication and hard work has enabled us to meet our performance goals.”

“I’m proud to award this grant money to this area” said Commissioner Neeley. “The counties served will benefit greatly from this incentive grant. It will help employers find the right workers and jobseekers in finding the right job.”

Dyersburg State Community College President, Dr. Karen Bowyer, echoed Commissioner Neeley saying “we are honored to accept this grant to help the employers and workers we serve.

Our appreciation goes to Governor Bredesen and Commissioner Neeley for their recognition of the effective work of the DSCC Workforce Staff as they strive to reach the performance goals.”

Incentive grant funds may be utilized for a variety of purposes, including infrastructure support, coordinated training with partner programs, and staff capacity building.

Gunnels

Midgett

Quinn

Workforce development professionals gain new credential—GCDF

Hundreds of Tennessee Career Center staff across the state have achieved a nationally recognized credential by completing the Global Career Development training.

The first class graduated in 2005 with another graduation following in August 2006.

These graduates join a rapidly growing group of professionals specifically trained to provide career and workforce development services in public and private agencies.

The National Career Development Association (NCDA), the National Employment Counseling Association, and the National Association of Workforce Professionals have endorsed the intensive, 120-hour course.

The classes were held across the state for five months with the graduation ceremony August 31, 2007.

“The completion of this certification allows our Career Center staff and partners to better serve the citizens of Tennessee with their employment and training needs through the Tennessee Career Center System,” said Labor and Workforce Development Commissioner James Neeley.

The curriculum is approved by the Center for Credentialing and Education for certification of Global Career Development Facilitators.

Some of the topics covered include: Labor Market Information and Resources, Working with Diverse Populations, Ethical and Legal Issues, Employability Skills, and Technology and Career Development.

Emily Hatfield and Windie Wilson of Workforce Connections in Knoxville are the certified instructors who facilitated this professional development certification coursework.

Ronnie Gunnels, Career Center Coordinator for the Tennessee Career Center at Dyersburg; Tangel Midgett, Workforce Investment Act Case Manager for the Tennessee Career Center at Humboldt; and Derrick Quinn, Workforce Investment Act Youth Case Manager for Local Workforce Investment Area 12 were among the graduates of the west Tennessee class.

“I am delighted Ms. Midgett and Mr. Quinn can add the Global Career Development Facilitator (GCDF) credential to their tools for assisting employers and jobseekers in our area” said Henry Lewis, Northwest Tennessee Workforce Board Director.

The GCDF course is sponsored by the Tennessee Department of Labor and Workforce Development.

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Linda Wilkerson

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Dyer County

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Tipton County

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Obion County

Joe Shepard
Gibson County

Macie Roberson
Lake County

One Stop by Franko

"Oscar knows what he wants to do with his life. He just hasn't found an employer yet who will pay him to do it!"

Youth & Education

Dual enrollment accessible to rural low income students

High School students who take a full academic load can meet their graduation requirements well before the end of their senior year in high school. For students who want to go on to post secondary education, dual enrollment programs offer a leg up in getting through college and may save on college costs in the process.

The term dual enrollment refers to an arrangement where students are enrolled in courses that count for both high school and college credit. These programs are also called “dual credit” or “concurrent enrollment.”

Parents and educators find dual enrollment attractive because it keeps students academically challenged throughout their high school career. In this way dual enrollment supports the *No Child Left Behind Act’s* goal of encouraging greater academic rigor during the high school experience.

Dual enrollment programs offer identical courses to those offered to regularly enrolled college students. This distinguishes them from such other credit-based programs as AP, which modifies college-level curricula for use in high schools.

Dual enrollment students also receive a college transcript from the sponsoring post-secondary institution and are therefore eligible to apply the credits towards a degree or certificate once they enroll in college.

Dual enrollment programs do vary widely from state to state in how they are financed; who can participate; where the course is offered; who teaches the course; what the student mix is; and the intensity of the experience.

Some state’s programs require students to pay their own tuition and fees, while others ensure that participation is free. Some dual enrollment programs have restrictive eligibility requirements—often requiring students to gain admission to the post-secondary institution in order to participate. In addition, dual enrollment courses may be offered at a high school or a college campus, and may be taught by a high school teacher or college professor.

The funding provisions in state policies can affect program participation, especially for students from low-income households. If tuition assistance is not provided, many of these families are not able to afford the costs associated with college attendance. Federal financial aid cannot be accessed until completion of a high school diploma.

The state of Tennessee, among other states, has elected to utilize the Tennessee Education Lottery Scholarship program to fund dual enrollment grants. The TN Dual Enrollment Grant now pays \$100 per credit hour up to \$300 per semester or \$600 per year for Dual Enrollment classes.

To be eligible, the student must be a high school junior or senior, have been a Tennessee resident for at least one year and be accepted into the Dual Enrollment program. TN Dual Enrollment Grant recipients also remain qualified to receive the full TN Hope Scholarship upon high school graduation and regular college admission.

Although the Dual Enrollment Grants supported by the Tennessee Education Lottery Scholarship program have enabled many students to participant in dual enrollment classes, countless low-income academic achievers are unable to enroll due to the cost of books and supplies not covered by the grant.

The Northwest Tennessee Workforce Board’s Youth Council took action to assist these economically disadvantaged youth in achieving their academic goals.

The Youth Council recommended to the Board that Workforce Investment Act (WIA) Eligible Youth’s remaining balance of tuition, books, and supplies be paid through the WIA Youth grant funds. The Northwest Tennessee Workforce Board approved funding eligible youth’s unmet need for dual enrollment classes.

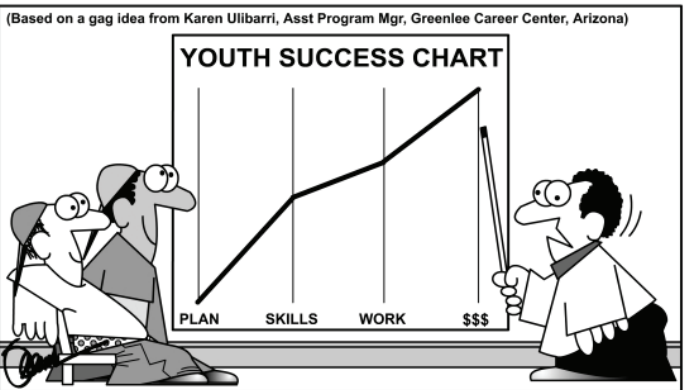
During the 2006-2007 school year, 13 economically disadvantaged academic achievers were able to participate in dual enrollment classes through Workforce Investment Act funding.

The 13 students represented Ripley High School, Peabody High School, Lake County High School, Halls High School, and Brighton High School.

The Tennessee Technology Center at Ripley, the University of Tennessee at Martin, Dyersburg State Community College—Gibson County Center, and Dyersburg State Community College—Jimmy Naifeh Center provided the students training in English, math, U.S. history, and computer technology.

“We expect WIA eligible youth participation in dual enrollment to increase as students become more familiar with the program and more aware of WIA financial assistance” said Henry Lewis, Northwest Tennessee Workforce Board Director.

One Stop by Franko



Above left: Mary Jones, Children & Family Services, Inc. Director; Henry Lewis, Northwest Tennessee Workforce Board Director; Daphne Smith, Children & Family Service, Inc. Board Chairman. Above right: Denise Reynolds, Tennessee Career Center at Union City Manager; Don Hutson, CEO for Baptist Memorial Hospital-Union City; Ron Green, Chief Professional Officer of Boys & Girls Club of Northwest Tennessee; Lori Marberry, Youth Coordinator for Workforce Investment Act programs; Skipper Bondurant, Assistant Administrator for Baptist Memorial Hospital-Union City; Don Dugger, Tennessee Career Center at Union City Case Manager; and Tracy Boucher, Boys & Girls Club Program Director were in attendance for the grand opening of the SHARE Network at Children & Family Services, Inc. in Covington and at the Boys & Girls Club in Union City. (February 2007)

SHARE Network now available to area residents

The Tennessee Department of Labor & Workforce Development is proud to announce Sharing How Access to Resources Empowers (SHARE) Network, a program that helps expand access to workforce development services.

Through the SHARE Network, jobseekers and their families discover a wide range of excellent support services offered by faith and community-based organizations, government agencies, and non-profit organizations.

Tennessee is one of nine states partnering with the U.S. Department of Labor (USDOL) to bring this program to Tennessee.

Since the faith-based and community initiatives began in 2001, the USDOL has de-

veloped programs to help One-Stop Career Centers partner with faith-based and community organizations (FBCOs) to help Americans in need.

SHARE Network Tennessee is designed to improve the effectiveness of the job search system by building bridges between faith-based and community organizations.

The program consists of two distinct parts: an online resource directory and access points.

The online directory consists of various service providers, including workforce development system partners, faith-based organizations, businesses, and government.

Customers can use the online directory to link to

service provider information including address, hours of operation, lists of services, or points of contact. The online directory also allows clients to search by county, location, or service offered.

An online referral can be created as well as a map to the service provider.

The access points located at faith-based or community based organizations provide core services and referrals to clients.

Of the eight access points selected across the state, Local Workforce Investment Area 12 opened the first two in northwest Tennessee.

In February 2007, the Boys & Girls Club of Northwest Tennessee was the second SHARE Network access point to open in the state of

Tennessee, second to Children and Family Services, Inc., in Covington which opened six days earlier.

“This partnership is a great thing for Children and Family Services,” said Mary Jones, Children and Family Services Director.

“Having more access to job services in the neighborhood will be a great benefit for our families.”

Ron Green, Chief Professional Officer for the Boys & Girls Club, echoes Jones. “Having a neighborhood connection to the expertise offered at the Career Centers is an exciting opportunity for our youth and their parents.”

For more information about the SHARE Network visit www.tnsharenetwork.com or call 866-286-3858.

PEER TUTORING WORK EXPERIENCE PROGRAM OVER-ALL FINAL REPORT				
School	Number of Students Tutored	Number of Students that Passed the Class	Number of Students that Failed the Class	Percentage that Passed Class
Brighton High School	122	110	12	90.0%
Covington High School	18	14	4	77.8%
Crockett County High School	46	26	20	56.5%
Halls High School	67	58	9	86.6%
Lake County High School	100	85	15	85.0%
Munford High School	92	55	37	59.8%
Ripley High School	64	56	8	87.5%
South Fulton High School	32	30	2	93.8%
Obion County Central High School	12	11	1	91.7%
Total	553	445	108	80.0%

Inaugural year for peer tutoring program deemed a success

The Northwest Tennessee Workforce Board launched a pilot program in March 2006 that would provide Workforce Investment Act (WIA) eligible high school seniors excelling in academic coursework the opportunity to explore a career in teaching, earn a wage, provide a community service, and prepare for enrollment in post-secondary education.

The new pilot project was the Peer Tutoring Work Experience Program. Nine (9) schools in five (5) counties were awarded funds for their innovative Peer Tutoring programs.

Tutoring services were pro-

vided outside of school hours to any high school student in need of academic assistance to pass a current class, improve academic scores, or to earn credit recovery.

Teachers, counselors, and coaches worked as Master Tutors/Supervisors to recruit and oversee the peer tutors.

“Many of the schools struggled at first in matching the tutors with the students needing aid, but made tremendous strides in the second semester,” said Lori Marberry, LWIA12 Youth Coordinator.

“At mid-term, 68% of the students being assisted passed the class being tutored, with 88% of students passing at the end of the second term.

Overall, the Peer Tutoring program touched 553 students in its first year. With 100% of our peer tutors graduating on time and many receiving scholarship offers, we are very proud of the participating schools and their success” concluded Marberry.

A second Request for Proposal (RFP) was issued for

the 2007-2008 school year, with eight schools participating again, and one new program being added.

“I feel that the learning curve was a very quick one last year, and with the majority of the schools having experienced one year of the Peer Tutoring Work Experience Program, we should have greater success this year with students passing classes,” said Derrick Quinn, Youth Case Manager.

“It’s rewarding to see these young people reach their academic goals and achieve success in the classroom through a project like the Peer Tutoring Program.”

U.S. Department of Transportation awards grant locally

The United States Department of Transportation Federal Motor Carrier Safety Administration awarded the Consortium for Advancement of Commercial Motor Vehicle Occupations a grant in the amount of \$234,901 to achieve two predominate goals.

First, to expand the number of Commercial Driver Licenses (CDL) holders possessing enhanced operator safety training in order to further reduce the severity and the number of crashes on U.S. roads involving commercial motor vehicles (CMVs).

Secondly, to improve economically distressed regions of the U.S. by providing workforce training opportunities for qualified individuals to become CMV operators.

The Consortium for Advancement of Commercial Motor Vehicle Occupations was initiated by the Northwest Tennessee Workforce Board to facilitate partnerships among local area truck driver training providers. The partnership consisted of

Local Workforce Investment Boards 11, 12, and 13 from the Workforce Investment Act programs and four private Tennessee Higher Education Commission approved truck driver training providers: Heartland Truck Driving Institute, Drive-Train, Milan Express Driving Academy, and SWIFT Driving Academy.

Together the Consortium established long term goals to 1) reduce crashes on TN highways by increased safety training; 2) increase access to training in the trucking industry for the unemployed and underemployed; 3) increase the supply of qualified workers in the transportation industry; and 4) decrease the unemployment rate by increasing credential attainment (CDLs).

The Consortium met their performance goals for the grant by training 429 unemployed and underemployed individuals. Over 95% earned a CDL and averaged a 98% entered employment rate.

Business Services

Northwest Tennessee Workforce Board sets strategic direction for LWIA 12

The Northwest Tennessee Workforce Board of Directors serves as the Local Workforce Investment Board (LWIB) for Local Workforce Investment Area 12.

Local Workforce Investment Area 12 (LWIA 12) includes the counties of Crockett, Dyer, Gibson, Lake, Lauderdale, Obion, and Tipton. The Northwest Tennessee Workforce Board of Directors sets the policy and oversight for the area’s workforce development system.

The 42-member Board, lead by Chairman Jimmy Williamson, includes representation from business, education, economic development, state agencies, labor, and community and faith-based organizations.

The majority of seats are filled by members of the private-sector business community that serve as managers and decision makers in their organizations.

In addition to the diverse Board, seven local elected officials representing each county serve as honorary Board members.

Workforce Board members possess an in-depth understanding of business, the economy, training programs, and legislative process and policies.

By setting strategic goals, short- and long-term, the Board guides the workforce development system to meet the needs of employers, jobseekers, employees, and the emerging workforce.

Career Center Meeting Employers’ Needs

The Northwest Tennessee Workforce Board and the Tennessee Career Center System in northwest Tennessee value business customers in the same manner as jobseekers are valued. A functioning job marketplace requires both a supply of qualified employees and the demand for workers.

The Northwest Tennessee Workforce Board and the Tennessee Career Center System work together to not only develop the future workforce, but also to support employers efforts to manage human resource activities, stay competitive in the global marketplace, and hire from the local community.

During the 2006 program year, the Northwest Tennessee Workforce Board was highly effective in meeting the needs of area employers and industry by providing skilled labor pools for on-the-job training reimbursements and through assisting companies in writing Incumbent Worker Training Grant proposals.

The Career Center System, in conjunction with its partners, has as its goal to increase the availability of jobs in northwest Tennessee by improving the educational attainment level in Local Workforce Investment Area 12, expanding the skill base of workers, matching employer needs with employee skill sets, and by attracting new industry to the area through marketing a well prepared and well trained workforce.



Northwest Tennessee Locations

Alamo 334 South Bells Street Alamo, TN 38001 (731) 696-2530	Ripley 301-C Lake Drive Ripley, TN 38063 (731) 635-3479
Covington 724 East Lucky Plaza Covington, TN 38019 (731) 475-2529	Tiptonville 217 Church Street, Suite B Tiptonville, TN 38079 (731) 253-8171
Union City 126 East Main Street Union City, TN 38261 (731) 884-2621	Dyersburg 439 McGaughey Street Dyersburg, TN 38024 (731) 286-8300
Humboldt 1481 Mullins Street Humboldt, TN 38343 (731) 784-3552	TDD Line (731) 286-8383 (615) 532-2879 (800) 848-0299

Workforce Investment Act Crossword Puzzle Challenge—*answer key (see page 2 column 1)*

S	E	L	F	O		Y	O	U	N	G	E	R							
E		L		L	O														
V	S		D	U		N	E	X	T				P						
D	E	F	I	C	I	E	N	T			H		A						
N		L			R	H		P	R	O	V	I	D	E	R				
W											R		T						
E			P	A	R	T	I	C	I	P	A	N	T			N			
O							T					E	G	E	D				
C	R	E	D	E	N	T	I	A	L		E			R					
	M		O					T	R	A	I	N	I	S	S				
S	U	P	P	O	R	T	I	V	E							U			
	L			T												O	M		
	Y	O	U	T	H	C	O	U	N	C	I	L				N	M		
	Y									R					E	E			
	M									E	D				S	R			
P	E	E	R	T	U	T	O	R		D	R	O	P	O	U	T			
		N								I	L				O				
		T	A	B	E			E	X	I	T					P			

Governor awards incumbent worker training grants \$123,954 to northwest TN companies

Governor Phil Bredesen and Tennessee Department of Labor & Workforce Development Commissioner James Neeley awarded five companies in northwest Tennessee Incumbent Worker Training Grants in 2006 totaling \$123,954.

The Incumbent Worker Training Grants help Tennessee companies avoid downsizing and keep jobs in the state. Close to \$2 million in Incumbent Worker Training Grants was awarded in 2005 benefiting almost 10,000 Tennessee Workers.

The Incumbent Worker Training Grants are awarded for specialized training to upgrade the skills of an employer’s existing full-time employees, allowing employees to increase productivity, cut costs, and remain competitive.

The program has been structured to be flexible to meet employers particular training objectives.

Training may include industry or company specific skills, technical and computer skills, and soft skills such as leadership, teamwork, and management skills.

Employers’ reimbursable training expenses include:

- (1) instructors’ or trainers’ salaries;
- (2) curriculum development;
- (3) textbook and manuals;
- and (4) materials and supplies.

The following criteria must be met to qualify for the Incumbent Worker Training program.

Employers must be in operation in Tennessee for at least one year prior to application date.

Employers must have at least five full-time employees, demonstrate financial viability, and be current on all state tax obligations.

Funding priority is given to businesses whose grant proposals represent a significant layoff avoidance strategy and represent a significant upgrade of skills.

Five northwest Tennessee industries met the requirement and were awarded an Incumbent Worker Training Grant.

Awarded companies include: Lennox Hearth in Union City, Sara Lee Foods in Newbern, Bekaert Corporation in Dyersburg, Charms L.P. in Covington, and Unilever/Slim Fast Foods in Covington.

“I commend Governor Bredesen and Commissioner

Neeley for awarding the Incumbent Worker Training grant to Unilever-Slim Fast Foods,” said Speaker Jimmy Naifeh. “This will help keep Tipton County workers employed and help improve our economy.

“The Incumbent Worker grants are a wonderful tool for companies to train their workers in the latest technology and production skills,” said Representative Craig Fitzhugh.

In total the Incumbent Worker Training Grants in northwest Tennessee impacted the skill sets of 832 employees.

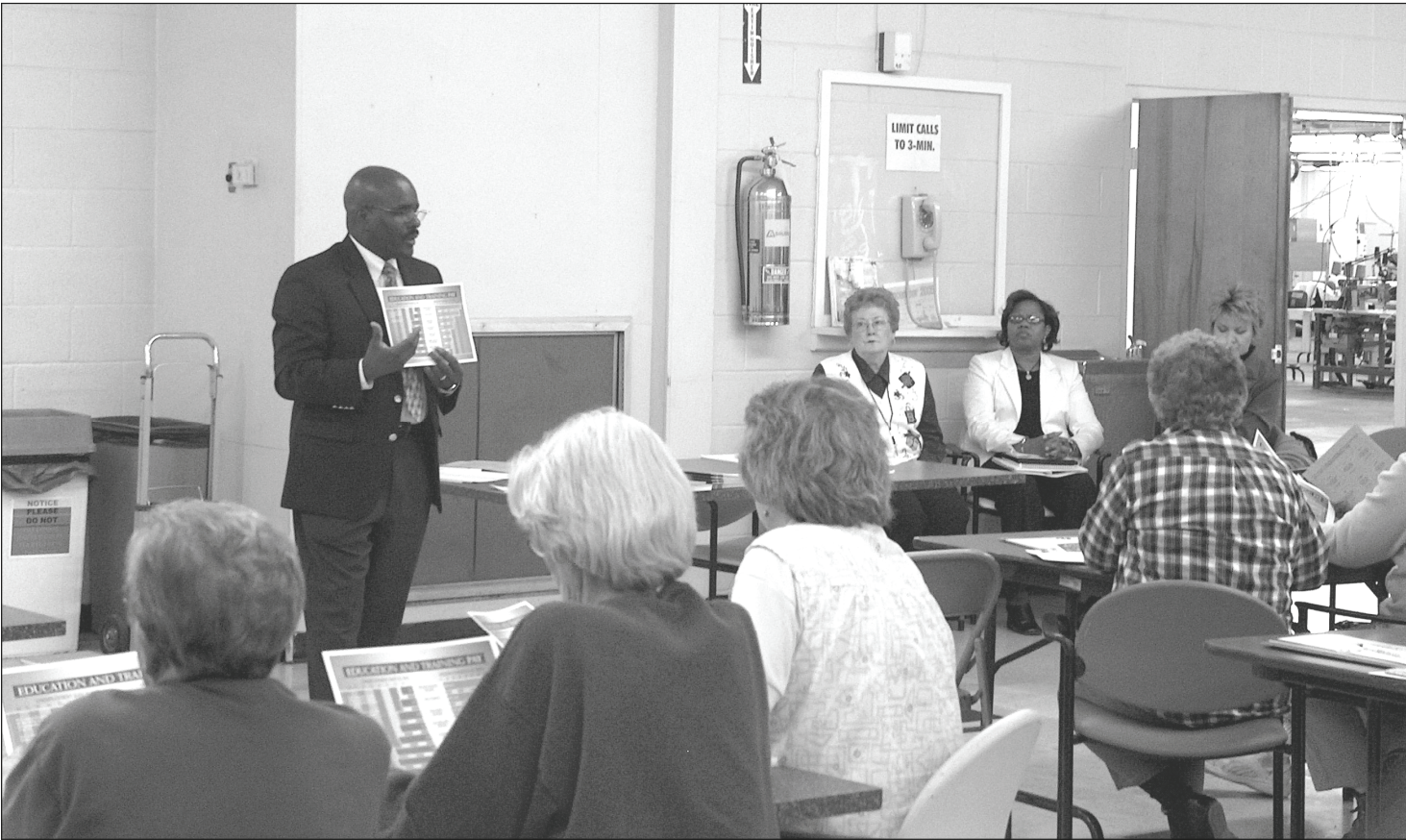
Training included lean manufacturing, industrial maintenance skills, leadership skills, safety & environmental awareness, ISO-9000, quick changeover, problem solving, mistake proofing, certified safety professional courses, Kaizan facilitator training, decision making, employee guardianship, and electrical safety training among many other training modules.

“The Incumbent Worker Training Grants are essential to help Tennessee’s workers look to the future with job growth and stability,” said Governor Bredesen.

“These grants help keep companies competitive and increases the skills of their talented employees.”

“The Incumbent Worker Training program provides grant funding for customized training for existing businesses,” said Commissioner Neeley. “I am proud to award this grant money to keep area workers on the job.”

For more information on the grant program, contact Ann Pennell (866) 286-3585 or pennell@nwtworks.org.



Henry Lewis, Northwest Tennessee Workforce Board Director, addresses employees being displaced due to plant closure.

Rapid response teams deploy across northwest Tennessee

Rapid Response mass meetings were held across northwest Tennessee as an efficient way to distribute information to a large group of dislocated workers displaced from one employer.

Mass meetings were held at the employers places of business rather than the Career Center to better accommodate the employer and employees needs.

However, all Career Center partners were present to assist in the dissemination of information.

The Career Center System is designed to bring together many separate partners to

seamlessly provide an array of services, from resume preparation to job search to placement to support services, to any person who wishes to have access to these services.

Partners represented at the meetings included: Vocational Rehabilitation, Adult Education, Economic and Community Development, Tennessee Department of Human Services, Tennessee Department of Labor and Workforce Development, and Workforce Investment Act.

Dislocated workers and employers served during the 2006 program year include:

- Dr. Pepper Pepsi Cola
- Bekaert Steel Wire Corp.
- Pentair Water
- Keneric Corporation
- Wilson Sporting Goods
- In total, 327 employees received valuable information to help them get back on their feet and back into the workforce quickly.
- Specific information imperative to recovery included:
 - Career Counseling
 - Job search assistance
 - Resume preparation
 - Interviewing skills workshops
 - Labor market information
- Unemployment insurance
- Education and training opportunities
- Health and benefits pensions and much more.
- “We experienced fewer mass meetings this year than in years past” said Henry Lewis, Northwest Tennessee Workforce Board Director.
- “The Rapid Response team hopes to see that trend continue in the future resulting in fewer employees being dislocated due to mass layoffs and plant closures” concluded Lewis.

On-the-Job Training Grants awarded to area businesses

Two northwest Tennessee area employers were awarded On-the-Job Training (OJT) grants through the Northwest Tennessee Workforce Board and the Tennessee Department of Labor and Workforce Development.

Hobbs Bonded Fibers in Trenton and Goodyear Tire and Rubber in Union City were awarded OJT grants totaling \$366,080 to hire and train 404 employees.

The OJT is a unique program designed to promote, educate, and expand a com-

pany’s workforce. All new hires require on-the-job training, even if it is not subsidized by Workforce Investment Act funds.

Employers are enabled to provide the training at their workplace and the Northwest Tennessee Workforce Board provides job-ready applicants who are willing to learn.

In addition, the Northwest Tennessee Workforce Board reimburses the employer a portion of the wages paid to the employee while in training.

The Workforce Investment Act On-the-Job Training provides an array of benefits to employers including:

- A reduction in the number of walk-ins filling out applications in response to paid advertising.
- Assistance in developing job descriptions and human resource policies.
- A reduction in training costs by up to half of the new employees wages.
- Minimal paperwork.
- Quality workers who benefit from hands-on training

and become more valued employees.

- A pre-screened applicant pool.
- Possibility to qualify for tax credits; and more.
- “The OJT program has proven very beneficial to area employers” said Ann Pennell, Business Services Coordinator.

Pennell continued, “Especially for employers hiring a large number of new employees. It’s a win-win situation for employers and jobseekers alike.”



Tennessee Career Center staff, partner programs, employers, government officials, and community supporters were present for the ribbon cutting ceremony October 6, 2006. Pictured left to right in front row are: Edd Goodman, TNDOLWD; Dr. Karen Bowyer, President, Dyersburg State Community College; Henry Lewis, Director, Northwest Tennessee Workforce Board; Phillip Pinion, State Representative; James Neeley, TNDOLWD Commissioner; Denise Reynolds, Career Center Manager; John Tanner, U.S. Congressman; Benny McGuire, Obion County Mayor; Houston Patrick, Weakley County Mayor; Maudie McCullar, First State Bank; Darlene Bacigalupo, Tennessee Technology Center at Newbern; Terry Hailey, Union City Mayor; and Billy Jack Cranford, Chamber Board.

New Career Center for Union City dedication

Tennessee Department of Labor and Workforce Development Commissioner James Neeley and special guests attended the ribbon cutting ceremony held October 2006 at the new Tennessee Career Center at Union City at 126 East Main, Suite C. The new center relocated from their previous location at 1418 Stad Avenue in late August. The new location features a remarkable state-of-

-the-art resource center with computers and a resource library. There is also a classroom available for training activities and for employers to utilize. The center offers employers free access to the center for interviewing and screening potential job applicants.

“I am proud of our local staff and partners that serve this community”

Commissioner James Neeley

Denise Reynolds is the Career Center Manager. Don Dugger serves as the Workforce Investment Act (WIA) Case Manager. Interviewers include Linda Sullivan, Rose Andreozi, Natalie Cantrell, and Larry Fife. Sue Hendrix serves as a claims adjudicator. Dyersburg State Com-

munity College is the local partner and local administrative entity for the WIA program. Commissioner James Neeley spoke at the ceremony. “I am proud of our local staff and partners that serve this community. They consistently show their teamwork and dedication to the dislocated workers, job-seekers, and employers in this area.”



Frances Clark, Senior Community Service Employment Program (SCSEP) participant, serves refreshments at the TN Career Center at Dyersburg's Employ Older Workers Week Open House celebration.

TN Employ Older Workers Week

Governor Bredesen proclaimed September 24th to 30th Employ Older Workers Week. “I am pleased the Governor has dedicated this week to Tennessee’s older workers” said James Neeley, Commissioner of TN Department of Labor and Workforce Development. “Their experience and wisdom have contributed greatly to our economy and to our communities.” Tennessee along with the rest of the nation is experiencing the graying of America’s workforce and a looming labor shortage. The last week in September was dedicated to older workers to bring awareness of this issue to both older workers and employers.

While some workers are remaining in their jobs beyond the traditional retirement age, others are re-entering the job market. Some are coming out of retirement. Others have lost their jobs and cannot afford to retire. Still others, such as widows whose benefits have been depleted, are entering the job market for the first time. Virtually all of them are finding that the search for jobs is difficult. In honor of our older workers, the Tennessee Career Center at Dyersburg offered an open house September 29, 2006. In 2005, the event proved quite a success with 890 seniors across the state visiting the Tennessee Career Centers and nearly 100 employers participating. Similar results occurred during the 2006 open house.

Workers age 40 and beyond are classified as older workers and received a tour of the Tennessee Career Center at Dyersburg and learned about all services including partner services offered. “I am pleased to dedicate this week to our older workers. Their talent and energy have helped strengthen Tennessee’s families and communities” said Governor Bredesen. “The open houses at the Tennessee Career Centers across the state are a wonderful opportunity for older workers and employers to connect.”

“When we help the baby boomer generation with employment, the needs of employers are also benefited,” said Commissioner Neeley. “Last year we successfully connected many workers with employers at our open houses across the state. Many of those older workers and employers are still working together today.”

“I am proud of our friendly and helpful staff who work hard to get people back to work or change direction in their careers. The Tennessee Department of Labor & Workforce Development is committed to exceeding the needs of our customers and promoting economic growth” concluded Commissioner Neeley. The Tennessee Department of Labor & Workforce Development also offers a senior friendly website at www.tennessee.gov/labor-wfd/boomer. The website offers baby boomers age 40 and beyond information on Tennessee job search, career transition, guidance on education and training, resume writing, and career counseling at the Tennessee One-Stop Career Centers. The site goes one step further in assisting the boomer generation with links to resources that can help them remove obstacles in their job search such as caring for an older family member.

Governor Bredesen declares Hire Veterans First Week Nov. 7-11

Governor Bredesen declared November 7-11 Hire Vets First Week. “As the Commissioner of the Department of Labor & Workforce Development, I am pleased the Governor has dedicated this week to our veterans. “Veterans’ experience and dedication to our country has contributed significantly to Tennessee’s economy and to our communities” said James Neeley.

Tennessee’s veteran population is approximately one-half million. Every year Tennessee Career Centers provide employment services to more than 31,000 veterans. Tennessee’s local veterans’ program is the best in the southeast United States and one of the best programs in the country.

In 2005, 72 percent of veterans seeking Career Center services entered employment. The Career Center System offers a one-on-one approach in matching employer needs with veterans to make the transition from military to civilian work a little easier.

Career Center services include employment-related testing, training information, skills assessment, assistance with job referral, and job search techniques and local job market information.

During the November 9, 2006, Hire VETS First Week Open House held locally at the Tennessee Career Centers at Dyersburg and Union City,

employers were encouraged to hire veterans based on their qualifications and the wonderful benefits they bring to the workplace. “Veterans are a tremendous resource for all Tennessee employers” said Neeley. “They are very capable and well rounded.”

The military places a great deal of emphasis on the training of their employees and thus demands a great deal in return. Many of their skills are highly valuable and easily transferable onto civilian occupations.

“They are real-world tested and can greatly enhance an organization’s productivity” continued Neeley.

Veterans also understand the rigors of tight schedules and limited resources.

They have developed the capacity to accomplish priorities on time, and they are able to stick with a task until it is complete regardless of stress levels.

Prospective employers can take advantage of track records of integrity and trustworthiness with veterans.

Veterans are familiar with the need for office and organizational policies and procedures and their necessity within a business that wishes to profit and function well.

They can find their place within an organization’s framework and take responsibility for subordinates’ actions as well as complying



Veterans Rep. Marvin Koontz raises the flag at the Career Center.

with the wishes of higher supervisory levels. Veterans can make excellent team players and understand how genuine teamwork grows out of a responsibility to one’s colleagues.

In honor of northwest Tennessee’s veterans and Hire Vets First Week, the Tennessee Career Centers at Dyersburg and Union City held

Open Houses November 2006 and welcomed veterans and employers. Career Center tours were offered and career center services showcased.

In addition, the new Veterans website that assists veterans with employment information was introduced.

For more information, visit www.hirevetsfirst.gov.

Disability Awareness Word Search Puzzle Challenge—answer key (see page 6 column 1)

Y	E	E	A	N	E	M	E	I	L	L	C	H	E	A	A	T
T	I	T	B	L	I	N	D	N	E	S	S	A	I	N	E	I
I	B	N	I	A	D	S	Z	O	O	M	T	E	X	T	S	S
L	L	E	P	M	S	H	O	A	E	A	C	I	A	N	T	E
I	M	M	O	I	N	E	D	I	A	B	E	T	E	S	Q	A
B	Z	R	L	N	O	L	B	A	A	T	R	Y	B	N	U	P
A	A	I	A	A	I	I	G	L	Y	O	E	O	L	I	A	L
S	N	A	R	E	T	E	V	D	E	L	B	A	S	I	D	C
I	N	P	E	C	A	N	I	A	Y	I	R	R	V	E	R	P
D	C	M	Q	I	D	S	E	R	O	T	A	G	I	V	A	N
G	A	I	A	V	O	T	A	M	B	L	L	D	Y	R	P	D
N	N	H	X	R	M	D	O	U	P	R	P	A	A	S	L	M
I	C	C	D	E	M	C	P	P	T	O	A	P	O	I	E	O
N	E	E	C	S	O	I	M	O	B	I	L	I	T	Y	G	S
R	R	E	I	S	C	A	A	M	S	E	S	E	L	A	I	I
A	G	P	V	G	C	E	T	O	G	S	Y	M	V	L	A	A
E	O	S	D	I	A	G	N	I	R	A	E	H	E	E	E	E
L	C	I	S	P	R	I	A	H	C	L	E	E	H	W	D	L

Career Center System partners serve northwest Tennessee residents

The Tennessee Career Center System was designed with valuable input from businesses and private industry statewide. The result is a system able to provide maximum workforce results from one convenient location.

Tennessee Career Centers are where people and jobs connect. Tennessee has a network of centers across the state where employers can go to find the workers they need and job seekers can get assistance and career information.

Each center offers computerized labor market information, internet access, workshops, and an online talent bank, in addition to job placement, recruitment, and training referrals. Many specialized services are offered through career center partner programs. A sample of partner programs includes:

Adult Education— The Division of Adult Education administers the Adult Education and Family Literacy Act (AEFLA) grant funds that provide educational opportunities for those adults seeking: basic skills upgrades, General Educational De-

velopment (GED) exam preparation, English for Speakers of Other Languages (ESOL) and basic workplace computer skills. These services are offered in every county at Adult Learning Centers and to employers on-site at their request.

Senior Community Service Employment Program (SCSEP)— The SCSEP, funded under Title V of the Older Americans Act, serves persons with low incomes who are 55 years old or over and have poor employment prospects. The program has two purposes: to provide useful community services and to foster individual economic self sufficiency through training and job placement in unsubsidized jobs.

Trade Adjustment Assistance (TAA) Program— TAA is a federally funded program that provides assistance to workers affected by job loss or their hours and wages are cut due to increased imports or a shift in production to a foreign country. The goal of the Trade Act program is to help trade-affected workers

return to suitable employment as quickly as possible. The Employment and Training Administration of the U.S. Department of Labor administers the program. TDLWD acts as an agent of the Department of Labor in administering this program in TN.

TAA certified workers may access a variety of services that include relocation allowances, job search allowances, health care tax credit, or retraining to obtain suitable employment.

Vocational Rehabilitation— The Division of Rehabilitation Services helps persons with disabilities become self-sufficient, gain or retain competitive employment, or receive timely and accurate decisions on their applications for disability benefits.

Veterans Assistance— Tennessee Career Centers serve as an outreach to veterans and ensure veterans’ preference in referral to jobs and other services. Employment-related testing, training information, skills assessment, referral, and case management are among the services provided.



Tennessee’s Disability Program Navigators (DPN) include (front row from left): Rubka Tamerat, Tonya Randolph, Natasha Knight, Heidi Oechsel, Alma Moore, Layla Wright, and Gary Thornton. (back row from left): Harvey Buchanan, Warren Secrest, Carol Rose, Joy Margrave, TN State Lead Navigator; Ann Pennell, Ken Powis, and Charles West.

Disability Program Navigator grant awarded to LWIA 12

The Tennessee Department of Labor (DOL) and the Social Security Administration (SSA) have jointly established a new position with the Tennessee Career Center System, the Disability Program Navigator.

The Disability Program Navigator position was designed to help people with disabilities “navigate” through the enormous challenges of seeking work.

Complex rules surrounding entitlement programs along with fear of losing cash assistance and health benefits can often discourage people with disabilities from working.

DOL and SSA have established the Disability Program Navigator initiative to better inform beneficiaries and other people with disabilities about the work support programs now available at the Tennessee Career Centers. These centers provide information, training and other employment-related services at a single, customer-friendly location.

This initiative is developing new and ongoing partnerships to achieve seamless, comprehensive, and integrated access to services, creating systematic change, and expanding the workforce development system’s capacity to serve employers and customers with disabilities.



Pennell

Ann Pennell is spearheading the grant for Local Workforce Investment Area 12. “The Disability Program Navigator position has been an excellent fit for the Career Center System” said Pennell. “It has given Career Center staff an opportunity to step back and look at ways to make the center more accessible and it has served as a creative outlet to think outside the box to create accommodations for persons with disabilities.”

Pennell offered a variety of reasons why employers should hire individuals with disabilities.

“Research continues to demonstrate that people with disabilities are competent, productive, have good job performance ratings, and high retention rates” said Pennell. “But what the research fails to point out is how employers can tap into this talent pool and make this workforce strategy work for their business.”

As the Disability Program Navigator, Pennell offered a list of benefits workers with disabilities bring to the workplace:

- ⇒ Skills and knowledge
- ⇒ Average and above performance and attendance ratings
- ⇒ Low turnover
- ⇒ Problem-solving skills to effect creative business solutions
- ⇒ Teamwork experience
- ⇒ Motivation
- ⇒ A fresh vision of new applications for products
- ⇒ Active involvement in lifelong learning
- ⇒ The ability to help your company build brand loyalty among a diverse community

Disability Awareness Word Search Puzzle *Challenge*

Y	E	E	A	N	E	M	E	I	L	L	C	H	E	A	A	T
T	I	T	B	L	I	N	D	N	E	S	S	A	I	N	E	I
I	B	N	I	A	D	S	Z	O	O	M	T	E	X	T	S	S
L	L	E	P	M	S	H	O	A	E	A	C	I	A	N	T	E
I	M	M	O	I	N	E	D	I	A	B	E	T	E	S	Q	A
B	Z	R	L	N	O	L	B	A	A	T	R	Y	B	N	U	P
A	A	I	A	A	I	I	G	L	Y	O	E	O	L	I	A	L
S	N	A	R	E	T	E	V	D	E	L	B	A	S	I	D	C
I	N	P	E	C	A	N	I	A	Y	I	R	R	V	E	R	P
D	C	M	Q	I	D	S	E	R	O	T	A	G	I	V	A	N
G	A	I	A	V	O	T	A	M	B	L	L	D	Y	R	P	D
N	N	H	X	R	M	D	O	U	P	R	P	A	A	S	L	M
I	C	C	D	E	M	C	P	P	T	O	A	P	O	I	E	O
N	E	E	C	S	O	I	M	O	B	I	L	I	T	Y	G	S
R	R	E	I	S	C	A	A	M	S	E	S	E	L	A	I	I
A	G	P	V	G	C	E	T	O	G	S	Y	M	V	L	A	A
E	O	S	D	I	A	G	N	I	R	A	E	H	E	E	E	E
L	C	I	S	P	R	I	A	H	C	L	E	E	H	W	D	L

accommodations
anxiety disorder
blindness
cane
diabetes
learning disability
paraplegia
speech impairment
wheelchair
ADA
autism
Braille
cerebral palsy

Disabled Veterans
mobility
quadriplegia
SSDI
ZoomText
ADHD
bipolar
cancer
developmental
hearing aides
Navigator
service animal
SSI

Fiscal & Performance

Workforce Board maintains budget and reports performance

The Northwest Tennessee Workforce Board of Local Workforce Investment Area 12 accepts the financial responsibility of a federally funded grant program.

“We watch the budgets very closely” said Margaret Prater, Assistant Director of Administrative Services. “We want to make sure we are serving everyone we possibly can while staying within budget allocations.”

Coming into the 2006-2007 program year, the Northwest Tennessee Workforce Board and staff were extremely concerned about proposed budget cuts and talks about a federal rescission.

Although the rescission has not yet occurred, LWIA 12

did suffer a reduction in funds for the program year.

However, the Commercial Motor Vehicle Operator Safety Training grant of \$234,901 awarded in September 2006 greatly supplemented the Adult funding stream which was most at risk of drying up early in the year.

“The Adult funds were going to be expended early based on our projections” said Prater. “The CMV grant could not have come at a better time.”

“We were able to fund students in truck driver training through the specialized CMV grant funds, freeing up Adult grant funds for students seeking other types of training.”

Along with the funding comes performance standards.

Each Local Workforce Investment Area has seventeen (17) negotiated performance measures each year.

“We are doing well managing our performance” said Donna Mealer, Assistant Director of Field Operations.

“We are improving yearly.”

The Tennessee Department of Labor and Workforce Development awards incentive grants for meeting performance standards.

For program year 2005, LWIA 12 earned a \$14,000 incentive award for performance.

The amount awarded increased in 2006 to \$50,590.

“It is a great achievement and recognition goes to the WIA Career Center Case Managers for all their hard work and dedication” concluded Mealer.

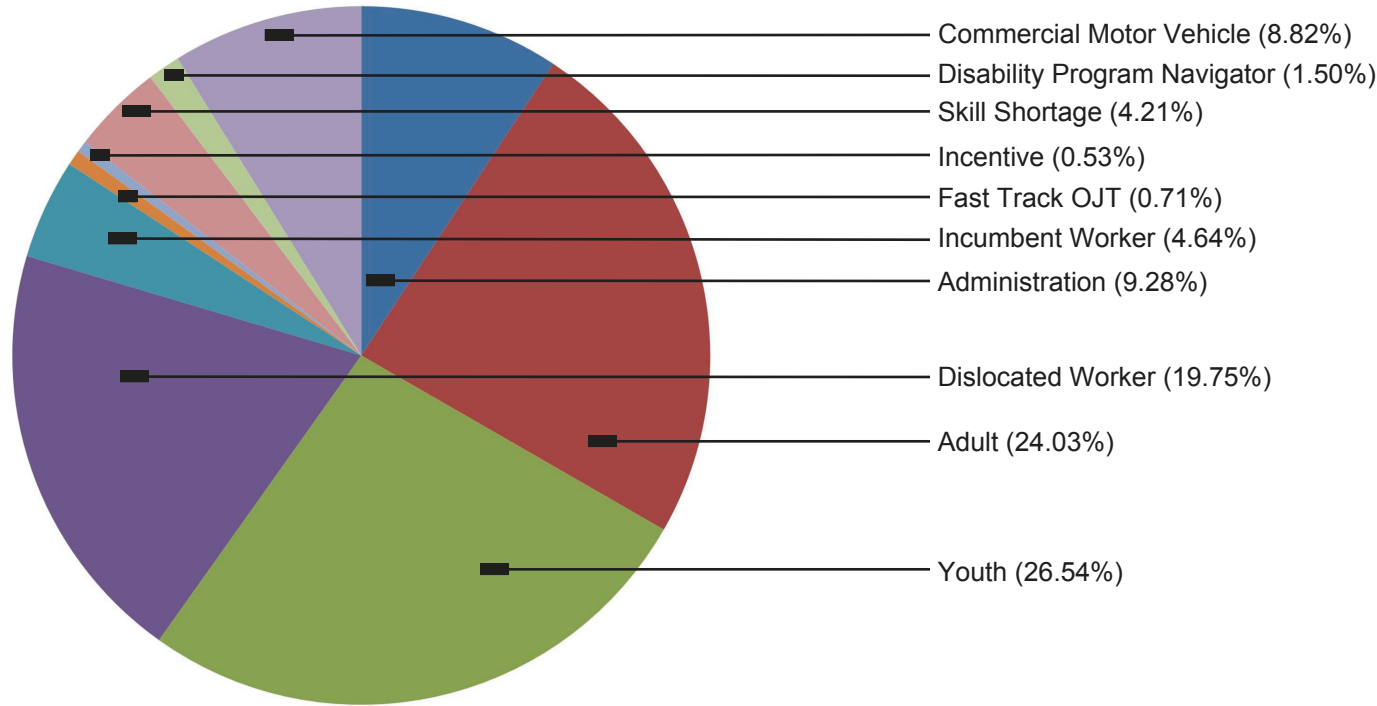
The Department of Labor and Workforce Development encourage local areas to use the incentive awards for capacity building activities to strengthen and provide co-enrollments, partner collaboration, and economic development.

LWIA 12 has earmarked incentive award funds for staff development and the introduction and implementation of the Career Readiness Certificate (CRC) project launching statewide in late October 2007.

NWTNWB program year 2006-2007 expenditures report

Work Units	Available 2006-07	Expenditures	Percent Expended	Balance
Administration	\$399,177	\$246,986	62%	\$152,191
Adult	962,167	639,733	66%	322,434
Youth	1,506,156	706,498	47%	799,658
Dislocated Worker	708,444	525,858	74%	182,586
Incumbent Worker	160,887	123,404	77%	37,482
Fast Track OJT	124,000	18,877	15%	105,122
Incentive	14,000	14,000	100%	0
Skill Shortage	594,489	111,991	19%	482,497
Disability Navigator	99,000	40,023	40%	58,796
Commercial Motor Vehicle	234,901	234,901	100%	0
Total Grants	\$4,803,224	\$2,662,274	55%	\$2,140,949

Percent of Total Expended



The \$2,662,274 expended during program year 2006-2007 enabled the Northwest Tennessee Workforce Board and the Tennessee Career Center System in northwest Tennessee to serve 2,037 persons through the Workforce Investment Act

grant programs. Of the \$2,140,949 remaining balance, all but \$41,229 will roll over to the 2007-2008 program year. The \$41,229 will be returned to the Tennessee Department of Labor and Workforce Development as third year funds.

Performance Goals Exceeded

The Northwest Tennessee Workforce Board has 17 negotiated Performance Standards to attain each program year. There are eight different measures with four of those measures broken down by funding stream. Measures include:

- Younger Youth Diploma
- Younger Youth Skill Attainment
- Entered Employment Rate
 - ⇒ Adult
 - ⇒ Dislocated Worker
 - ⇒ Older Youth
- Employment and Credential Rate
 - ⇒ Adult
 - ⇒ Dislocated Worker
 - ⇒ Older Youth
- Retention Rate
 - ⇒ Adult
 - ⇒ Dislocated Worker
 - ⇒ Older Youth
 - ⇒ Younger Youth
- Average Earnings (Adult/Dislocated Worker); Earnings Increase (Older Youth)
 - ⇒ Adult
 - ⇒ Dislocated Worker
 - ⇒ Older Youth
- Customer Satisfaction
 - ⇒ Participants
 - ⇒ Employers

The outcomes presented herein are based upon the most recent State Quarterly Report, Program Year 2006—4th Quarter Report. LWIA 12 staff will continually be in discussions with State staff through December 31, 2007. The final Program Year 2006 Performance Report will not be available until February 2008. (Goals set at 80% of rate excluding Customer Satisfaction.)

Program Year 2006	Goal	Actual
Younger Youth Diploma	53.6%	75.0%
Younger Youth Skill Attainment	70.4%	85.2%

Program Year 2006	Goal	Actual
Entered Employment Rate		
Adult	66.4%	89.6%
Dislocated Worker	68.8%	95.3%
Older Youth	57.6%	79.2%

Program Year 2006	Goal	Actual
Employment and Credential Rate		
Adult	60.0%	84.4%
Dislocated Worker	60.0%	82.4%
Older Youth	44.8%	48.3%

Program Year 2006	Goal	Actual
Retention Rate		
Adult	68.0%	86.5%
Dislocated Worker	74.0%	92.1%
Older Youth	66.8%	87.1%
Younger Youth	51.2%	68.0%

Program Year 2006	Goal	Actual
Average Earnings / Earnings Increase		
Adult	\$10,720	\$12,519
Dislocated Worker	\$11,200	\$13,801
Older Youth	\$2,480	\$2,670

Program Year 2006	Goal	Actual
Customer Satisfaction		
Participants	81.0%	85.0%
Employers	80.0%	80.0%