

## **Northwest TN Workforce Board Outreach and Opportunities Committee**

**Tuesday, January 24, 2023 – 11:00 a.m.**

DSCC Gibson County Center, Room 112, 2071 Hwy 45 Bypass, Trenton, TN 38382 or Zoom

### **Minutes**

**Committee Members Attending via Zoom:** Kelly Buffington, Ronnie Gunnels, Ben Marks, Landy Fuqua, Jon Dougherty, Lindsay Frilling, David Parrish, AJ Douglas, Brad Hurley, Justin Crice

**Staff and Contractors Attending in-person:** Jennifer Bane, Laura Speer, Erica Nance (OSO)

**Staff and Contractors Attending via Zoom:** Lana Burchfiel, Gina Johnson, Connie Stewart (CSP), James Starnes (OSO)

**Guests Attending in-person:** Gina Abbott; **Guests Attending via Zoom:** JD Cantu (pending board member)

**Review and Approval of Minutes of 10/25/22 Meeting:** Ben Marks called the meeting to order and asked for comments regarding the prior meeting's minutes.

- **MOTION:** Brad Hurley moved to approve the 10/25/22 minutes as presented and Justin Crice seconded the motion. All were in favor and the motion carried.

**Talent Pipelines & Special Populations Updates:** Jennifer Bane, Executive Director, presented the attached Talent Pipelines report detailing career exploration and talent pipelines efforts and programs. Staff are currently working with Amteck on outreach for the next REAP pre-apprenticeship program. High schools will have the opportunity to Amteck so students can experience firsthand what being an electrician is like. A new grant to serve Justice-Involved Individuals (JIIs) has also been received.

- **Youth Services Report:** Connie Stewart, CSP Executive Director, provided an update on youth services. Enrollments have been steady and additional funding was requested and received. Lake and Gibson counties' high schools continue to refer several students for the youth work experience program.
- **Youth Participant/Parent Report:** The scheduled speaker was unable to attend, so Connie provided an update on James Deaton, an Adult Education Hi-Set student co-enrolled in a Work Experience position at the Benton County Farmer's Co-op. He has since earned his HiSet and been hired by the worksite. Another work experience participant, co-enrolled with Vocational Rehabilitation, has also been hired at their worksite, Discovery Park.
- **Adult Education (AE) Report:** AJ Douglas, NW TN AE Program Director, provided an update on services in NW and Madison County. Classes are taking place in most jails and the Day Reporting Center (DRC), and will hopefully be added to parole offices soon, in addition to public classes. They are looking to hire a part-time instructor in Madison County to teach ESL classes, and are starting an ESL class in Martin. A full-time Career Coach works with students to bridge the gap between graduation and postsecondary education or workforce, including financial literacy classes and FAFSA assistance. AE is looking to enter in more workplaces. There is currently an AE class in Tyson (Union City), and the goal is to be in a workplace in every county. The total current number of enrollees is 200.
- **Vocational Rehabilitation (VR) Report:** David Parrish, CTWC West Area Manager, showed a video featuring Hayes Otel, explaining how the work-based training is changing and how vocational rehabilitation is changing their focus. This past year has resulted in several changes for the Community Tennessee Rehabilitation Centers. Although this name is still accurate legally, on 1/1/23 VR began to recognize certain staff as the Community Services Unit. These are the staff that are currently preparing our customers for employment on an individual basis by providing career readiness, pre-vocational, pre-employment and job support services. VR has gone from facility-based services to providing services in the community whenever possible, and has made a concerted effort over the past year to provide work-based learning opportunities in the community. In 2022, 22 customers were served through work-based learning. Of those, 9 were co-enrolled with Title I and 7 have been hired.

**Special Grants & Projects Updates:** Jennifer Bane presented the attached report detailing cumulative services and expenditures through December under the National Dislocated Worker Grant (DWG), RESEA grant, Apprenticeship Grant, SNAP E&T 50+ Technical Assistance project, and the Rural Public Health Workforce Training Grant. RESEA funding has been greatly decreased and contracted staff is focused only on Benton and Weakley Counties due to the lower funding. Other counties are being served by state staff in the comprehensive AJCs. We are working with UT Extension offices to do surveys for the SNAP 50+ Project. Individuals can get a \$35 gift card for completing a survey.

### **Eligible Training Provider List (ETPL) Programs**

- **New Program: TCAT Paris, Criminal Justice—Corrections Officer:** Laura Speer presented the attached handout outlining the program details as well as the related labor market information. Staff recommended approving this program.
  - **MOTION: Brad Hurley moved to approve the TCAT Paris Criminal Justice—Corrections Officer program as presented on the attached handout and Ronnie Gunnels seconded the motion. All were in favor and the motion carried.**
- **ETPL Program Renewals:** Laura reviewed the attached handout detailing the programs due for renewal, related performance information, and related labor market information. We still have issues collecting data as noted at the bottom of the handout. The Certified Production Technician (CPT) programs showing low performance are the programs being offered within county jails. Staff recommend all programs remain on the list.
  - **MOTION: Ronnie Gunnels moved to renew the ETPL programs as presented on the attached handout and Landy Fuqua seconded the motion. All were in favor and the motion carried.**

**Other Business:** Jennifer Bane informed the group that a staff person from Workforce Services will be making a presentation at the next board meeting regarding the strategic and tactical roles of local boards. Jennifer requested feedback from committee members on enhancing strategy and it was suggested that local rather than state priorities drive strategy. Jon Dougherty noted efforts to increase participation in the REAP program and asked for any suggestions on enrollment strategies. Jennifer also noted that we are in need of a new Labor Union Representative on the Board.

**Future Meeting Dates & Upcoming Events:** Jennifer Bane reviewed the information listed on the attached agenda.

*Respectfully submitted,*

*Lana Burchfiel, Public Information Specialist*

**NW TN Workforce Board  
Outreach and Opportunities Committee**

**Tuesday, January 24, 2023 – 11:00 a.m.**

DSCC Gibson County Center, Room 129  
2071 Hwy 45 Bypass  
Trenton, TN 38382

[Join Zoom Meeting](#)  
Meeting ID: 811 1431 8670  
Passcode: 473561

Chair – Ben Marks  
Vice Chair – Glad Castellaw

**Agenda**

1. Welcome and Call to Order Ben Marks, Chair
  - a. New Member: JD Cantu, Regional Director, Fast Pace Urgent Care
2. Review and Approval of Minutes of October 25, 2022 Meeting **(Vote Required)** Ben Marks
3. Talent Pipelines & Target Populations Updates Jennifer Bane, Executive Director
  - a. Youth Services Report Connie Stewart, CSP Executive Director
    - o Youth Participant / Parent Report
  - b. Adult Education (AE) Report AJ Douglas, NW TN AE Program Director
  - c. Vocational Rehabilitation Report David Parrish, CTCRC West Area Manager
4. Special Grants & Projects Updates Jennifer Bane
5. ETPL Updates Laura Speer, Director of Performance & Compliance
  - a. New Program: TCAT Paris, Criminal Justice – Corrections Officer **(Vote Required)**
  - b. ETPL Program Renewals **(Vote Required)**
6. Other Business
  - a. Strategic Boards Presentation Jennifer Bane
  - b. Labor Union Board Vacancy Jennifer Bane
  - c. Committee Member Updates

**Future Meeting Dates & Upcoming Event**

Meeting / Event	Date and Time	Location
West Tennessee Regional Planning Council	February 22 <sup>nd</sup> , 11:00 am	Zoom
Next Northwest Tennessee Workforce Board Meeting	February 28 <sup>th</sup> , 10:00 am (note new time)	Zoom / Milan Chamber of Commerce (1069 S. Main)
Virtually Speaking Webinar: Building Your Workforce Through Partnerships in WBL	March 2 <sup>nd</sup> , 9:00 am	Zoom
Southeastern Employment & Training Association (SETA) 2023 Spring Conference	March 12 <sup>th</sup> , 11:00 am – March 15 <sup>th</sup> , 11:00 am	The Peabody 149 Union Ave, Memphis
State Board Meeting	March 24 <sup>th</sup> , 8:30 am – 12:00 pm	Nashville / YouTube
Future 2023 Committee Meetings	April 25 <sup>th</sup> , July 25 <sup>th</sup> , and October 24 <sup>th</sup> , 11:00 am	TBD / Zoom
Future 2023 Board Meetings	May 23 <sup>rd</sup> , August 22 <sup>nd</sup> , (annual / joint meeting with SW), November 28 <sup>th</sup>	TBD / Zoom
Future Virtually Speaking Webinars	June 1 <sup>st</sup> , September 7 <sup>th</sup> , and December 7 <sup>th</sup> , 9 am	Zoom

## **Northwest TN Workforce Board Outreach and Opportunities Committee**

**Tuesday, October 25, 2022 – 1:00 p.m.**

DSCC Gibson County Center, Room 112, 2071 Hwy 45 Bypass, Trenton, TN 38382 or Zoom

Chair – Ben Marks

Vice Chair – Glad Castellaw

### **Minutes**

#### **Attending**

**Committee Members Attending via Zoom:** David Parrish, Kelly Buffington, Ronnie Gunnels, Ben Marks, Landy Fuqua, Glad Castellaw, Jon Dougherty

**Staff and Contractors Attending in-person:** Jennifer Bane, Ginger Powell, Laura Speer, Erica Nance (OSO)

**Staff and Contractors Attending via Zoom:** Lana Burchfiel, Gina Johnson, LeAnn Lundberg, Connie Stewart (CSP), James Starnes (OSO), Kena Hamm

**Guests Attending via Zoom:** Kristie Bennett, Kiersten Watts, Wanda Malin

**Review and Approval of Minutes of July 25, 2022 Meeting:** Ben Marks called the meeting to order and asked for comments regarding the prior meeting's minutes.

- **MOTION:** Glad Castellaw moved to approve the July 25, 2022 minutes as presented and Ronnie Gunnels seconded the motion. All were in favor and the motion carried.

#### **Special Populations Updates:**

- **Target Populations Report:** Erica Nance presented the attached report. Between July and September there were 520 active Title I cases including 300 youth-aged individuals, 9 Veterans, 50 individuals with a disability, and 348 individuals with barriers to employment including 38 basic skills deficient, 140 underemployed, 69 SNAP recipients, 55 offenders, 31 in a high poverty area, and 245 low-income individuals.
- **Youth Services:** Wanda Malin, worksite supervisor, and youth work experience participant, Kiersten Watts spoke about their experiences with the work experience program. Kiersten was working on earning her HiSet and sought assistance in obtaining her first job from Benton County Career Advisor Connie Wright. Kiersten was placed in a work experience at the Benton County Courthouse. Wanda spoke very highly of Kiersten, praising her for being a hard worker, quick learner, and always being on time. Kiersten did such a wonderful job that they hired her and are encouraging her to grow her career with the County Clerk's office.
- **Offenders/RAMP:** Ginger Powell provided an update on the Re-entry Advanced Manufacturing Program (RAMP) and reviewed the attached report. There have not been many new enrollments, only a few in Dyer County where there are rolling classes by module. The jails continue to see low number of individuals eligible to participate in classes. Quite a few participants have exited since the last report. Ginger stated that staff are working on a proposal for a new re-entry grant.

#### **Promising Practices/Supplemental Grant Updates & New Opportunities**

- **Apprenticeship Updates:** A new State Apprenticeship Grant has been received and projected employers and apprentices to be served had to be submitted when requesting funds. The initial request had to be reduced, and as of now it looks like all proposed contracts will come to fruition. Trenton Light and Water is now registered as an apprenticeship.
  - **Registered Electrical Apprenticeship Preparation (REAP):** Over the last few years we have seen a decrease in enrollments and are implementing new recruitment strategies for 2023 to include starting earlier, in the fall, before students have set plans for after high school. Field trips will be hosted in November for early exposure at Amteck (11/14 and 11/28). Jon Dougherty stated that there will also be a starting pay increase to \$15 for the new class instead of \$13.25. Amteck has eleven new apprentices enrolling today.
- **RESEA Grant:** Jennifer Bane went over the attached report. RESEA participants increased slightly for the quarter, but numbers are still low as unemployment numbers continue to be low. We will be receiving significantly less RESEA funding this year.
- **National Dislocated Worker Grant (DWG):** The DWG received to address the COVID-19 pandemic was scheduled to end 6/30/22 but has been extended to 6/30/23. We had spent almost all of our \$807,777 except for about

\$15,849 for disaster-relief employment to providing screening, cleaning, and other COVID-19-related services. We requested additional funds to provide more training services, but we are still waiting for the contract which should be effective 7/1/22. An additional 76 individuals were proposed to be served with the additional funding.

- Other Grants and Projects: Jennifer provided an update on several new grant initiatives.
  - SNAP E&T/AARP Grant: The attached report details the program objectives and outcomes to date for our project with the Greater Memphis area.
  - EDA Good Jobs Grant: A handout was provided with additional details about the grant. New short-term training programs and new accelerated skills training centers will be established under the grant. An industry council for each of the targeted sectors is charged with developing the course curriculum. Employer representatives are still needed to serve on the councils.
  - TANF Opportunity Act—GROWWTH: Services to the 2,500 families proposed under the grant will be offered through the AJCs in NW, SW, and GM. Participants will participate in a three-week readiness academy and then follow a track directly to employment, to training, or to starting a business. Additional funds will be available for expanded supportive services.
  - Rural Health Workforce Training Grants (Baptist Hospital & JSCC Partnerships): Jennifer reported that the NW and SW areas are partners for a Rural Health Workforce Training grant with Jackson State Community College. The grant focuses on increasing students in billing and coding programs and positions by targeted outreach to dual enrollment students, Adult Education students, and other AJC customers. Ginger Powell reported that the NW staff are partners in a similar grant with Baptist Hospitals in Union City and Huntingdon to meet the needs for EMTs / Paramedics and Respiratory Care. Board staff will receive some funding to offer outreach events at area high schools.

**Eligible Training Provider List (ETPL) Program Renewals**: Laura Speer presented the attached list of programs due for renewal including corresponding labor market information and performance data. There is still demand for all programs, but there are reporting issues right now affecting our ability to accurately track performance. At this time, we have been advised by TN Department of Labor & Workforce Development staff to not rely on performance information in VOS. Staff recommend continued approval of all programs due to no known performance issues and continued demand.

- **MOTION: Glad Castellaw moved to approve the ETPL programs as presented on the attached handout and Ronnie Gunnels seconded the motion. All were in favor and the motion carried.**

**Policy Changes**: Jennifer Bane reviewed the attached summary of proposed changes which are also indicated in the attached policies. The goal is to align the NW and SW policies as much as possible. There are not any significant changes proposed but rather additional details added to align to SW policies which already included more procedural details. The Youth Eligibility policy was updated to include updated poverty data and a few additional barriers to align with SW.

- **MOTION: Ronnie Gunnels moved to approve the proposed changes to the policies listed below as described in the attached summary and detailed in the attached policies as presented. Glad Castellaw seconded the motion. All were in favor and the motion carried.**

- |                                    |  |
|------------------------------------|--|
| ○ Grievance & Complaint Resolution | ○ Veterans & Spouses Priority of Service |
| ○ Training Provider Approval       | ○ Youth Eligibility                      |
| ○ Priority of Service              | ○ Youth Program Design & Incentives      |

**Other:**

- 2023 Committee Dates/Format: The committee discussed the proposed dates for 2023 and elected to continue with a hybrid format.
- Future Meeting Dates & Upcoming Events: Jennifer Bane reviewed the information listed on the attached agenda.

*Respectfully submitted, Lana Burchfiel, Public Information Specialist*

# Talent Pipelines

## Manufacturing Day



High Schools  
Participating

Students  
Participating

Employers  
Participating



24



998



26

## Youth Work Experience



33

New Enrollments

25

Worksites

3

Incentive Enrollments

## TRANSFR Virtual Reality Headsets

7  
High Schools  
Participating

412  
Students  
Participating (Goal 225)

453  
Simulations Completed



## Registered Electrical Apprenticeship Preparation (REAP)



4

ENROLLED



3

COMPLETED  
CLASSROOM TRAINING



1

EMPLOYED  
WITH AMTECK



2

EMPLOYED



2

UNEMPLOYED

## Justice Involved Individuals

\$72,000 awarded  
to serve 40  
Justice Involved  
individuals

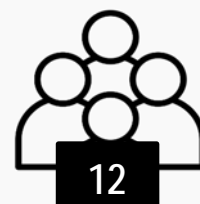


High Schools  
Participating

Students  
Participating



1



12

# Special Grants & Projects

## National Dislocated Worker Grant



## Reemployment Services and Eligibility Assessments (RESEA)



\$42,541 / \$68,797  
Expended

Approaching Target

32  
New  
Orientations

89  
Subsequent  
Visits

## Apprenticeship USA Grant



25 / 33  
Apprentices

Approaching Target



\$0 / \$81,821 Expended

Off Target

## SNAP Employment & Training 50+ Technical Assistance Project

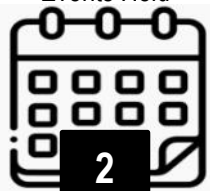
New Enrollments 6 / 10

Enrolled in Training 3 / 4

Completed Training 0 / 1

## Rural Public Health Workforce Training Network Grant

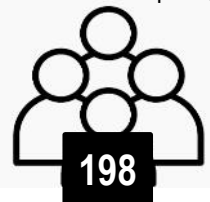
Events Held



High Schools Participating



Students Participating



Expended



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.

## Upcoming Projects:

- 1 GROWWTH:  
Growing Relational & Occupational Wealth in West TN Households (TANF Pilot)
- 2 OPPORTUNITY NOW!  
EDA Good Jobs Challenge



3.6% ▲

Unemployment Rate  
(November 2022)



## ETPL Application

### Education Program Information

<b>Provider:</b> TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT PARIS	<b>Program:</b> Criminal Justice:Corrections Officer	<b>Program ID:</b> 1010356
<b>CIP Code:</b>		
<b>General Information</b>		
<b>Status:</b> Active	<b>Purpose for adding program:</b> Submit for ETPL Approval and accept participants	<b>Education Program Type:</b> PS - Approved Provider Training - ITA
<b>Associated Services Code(s):</b> 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	<b>Apprenticeship:</b> No	<b>Education Program is a Registered Apprenticeship :</b> No
<b>Industry Recognized Apprenticeship Program (IRAP)?</b> No	<b>CIP Code:</b> 430102 - Corrections	<b>Education Program Name:</b> Criminal Justice:Corrections Officer

**Education Program Description:** A program that prepares individuals to study the theories and principles of correctional science and to function as professional corrections officers and other workers in public and or private incarceration facilities.

<b>Potential Outcome(s):</b> A secondary school diploma or its equivalent	<b>This program leads to a credential or degree:</b> Yes	<b>Name of Associated Credential:</b> Master Correctional Officer Certificate
<b>Completion Level:</b> Certificate < 1 year	<b>Attain Credential:</b> Occupational Skills certificate or credential	<b>Other, Specify</b>
<b>Certification/License Title:</b>	<b>Certification/License Type:</b> Certification or License Does Not Apply	<b>Green Job Training:</b> No

**Partner Business:** No

**Description of the partnership or plans to develop partnership:**

**LWDB Submitted:**

### Apprenticeship

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



### ETPL Application

<b>Program Sponsor Name:</b>	<b>Address 1:</b>	<b>Address 2:</b>
<b>Zip:</b>	<b>City:</b>	<b>State:</b>

#### Additional Details

<b>Financial Aid Available:</b> Institutional Scholarship; Other; Pell Grant	<b>URL of Training Program:</b>	<b>Program Prerequisites:</b> None
<b>Date and Program First Offered:</b> 01/04/2023	<b>Please provide a reasonable explanation regarding why this is a new program:</b> Program being offered for the first time at TCAT Paris.	<b>Minimum Class Size:</b>
<b>Maximum Class Size:</b> 25	<b>Number Of Instructors:</b> 1	
<b>Describe the minimum entry level requirements or prerequisites:</b>	<b>Drug/Alcohol Screening Required:</b> No	<b>Accessibility:</b> On-Site Parking
<b>Describe any equipment used in this program and its adequacy and availability:</b>	<b>Grievance Procedure:</b>	<b>Grievance Procedure URL:</b> <a href="https://www.tcatparis.edu">https://www.tcatparis.edu</a>
<b>Refund Policy:</b>	<b>Refund Policy:</b> <a href="https://www.tcatparis.edu">https://www.tcatparis.edu</a>	<b>Quality Pre-Apprenticeship:</b>
<b>State Use 1:</b>	<b>State Use 2:</b>	<b>State Use 3:</b>
<b>State Use 4::</b>	<b>State Use 5:</b>	

#### Related Training and Instruction

<b>Provider Name:</b>	<b>Location:</b>	<b>Organization Type:</b>	<b>Provider for Profit:</b>	<b>Leads to Credential/Degree</b>	<b>CIP Code:</b>	<b>Status:</b>
<b>Code</b>						
<b>Occupation Titles</b>	<b>Occupation Title</b>	<b>Providers' Alternate Occupation Title</b>				
33301200	Correctional Officers and Jailers					
<b>Selected Occupation is not noted as in local bright outlook – provide evidence that it is in demand</b>					Bright Outlook	

#### Occupation Skills

## ETPL Application

<b>Skill Description:</b>	0091, apply appropriate physical restraint, 0725, enforce laws, ordinances, or regulations, 1044, monitor inmate activity, 1767, follow law enforcement methods or procedures, 1829, use rescue procedures, 1885, write legal documents, 2315, escort prisoners, defendants or individuals needing protection, 6379, patrol or guard area or premises, 6678, cooperate with court personnel or other law enforcement agencies, 6727, prepare records of prisoner bookings or status	
<b>Completion Expectation</b>		
<b>Number of Credits:</b>	<b>Credit Earned Duration:</b> Semester	<b>Hourly wage :</b>
<b>Scheduling</b>		
<b>Class Time:</b> 6	<b>Lab Time:</b>	<b>Other Time:</b>
<b>Class Frequency:</b> Daily		
<b>Clock/Contact Hours:</b> 864	<b>Full-time weeks:</b> 29	<b>Program Format:</b> Hybrid or Blended Program
<b>Duration</b>		
<b>Duration Title:</b> Trimester	<b>Primary Duration:</b> True	<b>Duration:</b> 2
<b>Schedule Intensity:</b> Full-Time	<b>Weekly Schedule:</b> Mon-Friday 8:00 am - 2:30 pm	<b>Class Offered:</b> Day
<b>Location</b>		
<b>Location Name:</b> TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT PARIS	<b>Address:</b> 312 South Wilson Street, , Paris, TN, 38242	<b>Billing Address:</b> 312 South Wilson Street, , Paris, TN, 38242
<b>External Approvals</b>		
<b>State Approving Agency:</b> Tennessee Board of Regents	<b>State Approving Agency Status:</b> Approved	<b>Approval Expiration Date:</b> 01/01/1900
<b>Other State Approving Agency Approved Programs:</b> No	<b>DOE Approved:</b> No	<b>Community College Chancellor's Office Approved:</b> No
<b>Community College ID:</b> NO	<b>Listed on another state's ETPL?</b> NO	
<b>Cost Details</b>		
<b>Cost Structure(s):</b>	<b>Total Cost:</b> \$3,200.00	
<b>Line item</b>	<b>Amount</b>	
<b>Books/Fee</b>	\$2,672.00	
<b>Books</b>	\$528.00	

ETPL Application

Tools	\$0.00
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EMSI / Lightcast Labor Market Information

SOC	Description	Avg. Hourly Earnings	2023 Location Quotient	2023 Jobs	2027 Jobs	2023 - 2027 Change	Avg. Annual Openings	2021 Resident Workers	Typical Entry Level Education
33-3012	Correctional Officers and Jailers	\$19.16	1.42	299	305	6	30	357	High school diploma or equivalent

Eligible Training Provider List (ETPL) Program Renewals

Provider Name	Program Name	Overall Completion Rate*	Overall Employment 2nd QTR after Exit*	WIOA Total Enrolled	WIOA Completion Rate*	Overall Employment 2nd QTR after Exit*	Lightcast Occupational Title	2022 Jobs	2027 Jobs	2022 - 2027 Openings	Average Annual Openings	Average Hourly Earnings
DSCC	AAS IN ADV. EMERGENCY MEDICAL TECH. CONCENTRATION	95%	84%	8	25%	100%	Emergency Medical Technicians	117	135	62	12	\$ 14.90
	AAS-PARAMEDIC CONCENTRATION	0%	0%	4	0%	100%	Paramedic	92	103	44	9	\$ 19.97
	Advanced Programmable Logic Controllers	0%	0%	0	0%	0%	CNC Tool Operator	114	132	84	17	\$ 21.14
	ASSOCIATE OF APPLIED SCIENCE - BUSINESS	96%	22%	6	40%	40%	Business Operations Specialist	213	241	109	22	\$ 25.88
	ASSOCIATE OF APPLIED SCIENCE - COMPUTER INFORMATION TECHNOLOGY	75%	63%	3	0%	50%	Computer and Information Systems Manager	73	87	43	9	\$ 51.98
	ASSOCIATE OF APPLIED SCIENCE - EARLY CHILDHOOD EDUCATION	100%	60%	5	50%	100%	Education and Childcare Administrators	29	33	15	3	\$ 19.92
	ASSOCIATE OF APPLIED SCIENCE - HEALTH INFORMATION TECHNOLOGY	80%	80%	3	0%	0%	Medical Records Specialist	78	77	28	6	\$ 17.62
	ASSOCIATE OF APPLIED SCIENCE - NURSING	94%	73%	137	51%	93%	Registered Nurses	1,135	1,144	317	63	\$ 30.77
	ASSOCIATE OF APPLIED SCIENCE - NURSING - MAJOR & CONCENTRATION ADVANCED STANDING	44%	100%	15	44%	100%	Registered Nurses	1,135	1,144	317	63	\$ 30.77
	ASSOCIATE OF APPLIED SCIENCE IN ENGINEERING SYSTEMS TECHNOLOGY	75%	50%	5	50%	50%	Engineering Technicians	23	24	13	3	\$ 25.44
	ASSOCIATE OF APPLIED SCIENCE-CRIMINAL JUSTICE	67%	67%	1	0%	100%	Detectives and Criminal Investigators	57	60	24	5	\$ 25.05
	CERTIFIED PRODUCTION TECHNICIAN	25%	31%	61	25%	31%	Production Worker	525	558	336	67	\$ 16.00
	COMPUTER SYSTEMS OPERATIONS & MAINTENANCE TECHNICAL CERTIFICATE	0%	0%	0	0%	0%	Computer Network Support Specialist	54	57	24	5	\$ 26.37
	CORRECTIONS AND LAW ENFORCEMENT CERTIFICATE	0%	0%	0	0%	0%	Police and Sheriff's Patrol Officers	462	492	210	42	\$ 19.99
	EARLY CHILDHOOD EDUCATION TECHNICAL CERTIFICATE	50%	100%	2	0%	100%	Preschool Teachers	343	384	224	45	\$ 14.92
	ELECTRONIC HEALTH RECORD TECHNICAL CERTIFICATE	0%	0%	0	0%	0%	Medical Records Specialist	78	77	28	6	\$ 17.62
	EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC CERTIFICATE	100%	0%	3	100%	0%	Emergency Medical Technicians	117	135	62	12	\$ 14.90
	MEDICAL CODING TECHNICAL CERTIFICATE	100%	25%	0	0%	0%	Medical Records Specialist	78	77	28	6	\$ 17.62
	PROGRAMMABLE LOGIC CONTROLLERS	100%	100%	0	0%	0%	CNC Tool Operator	114	132	84	17	\$ 21.14

BETHEL UNIVERSITY	Associate of Arts in Customer Relationship Management	0%	29%	0	0%	0%	Customer Service Representative	952	1,001	665	133	\$ 15.40
	B.S. NURSING	40%	100%	17	40%	100%	Registered Nurses	1,135	1,144	317	63	\$ 30.77
	Bachelor of Science Business Administration	17%	0%	0	0%	0%	General and Operations Managers	1,170	1,349	691	138	\$ 48.96
	CRIMINAL JUSTICE	54%	38%	3	100%	100%	Detectives and Criminal Investigators	57	60	24	5	\$ 25.05
	SUCCESS PROGRAM	14%	12%	3	67%	100%	General and Operations Managers	1,170	1,349	691	138	\$ 48.96
TCAT AT PARIS	Industrial Maintenance Technology CPT	10%	37%	30	10%	30%	Maintenance and Repair Workers	1,089	1,221	671	134	\$ 18.75
City of Dyersburg Apprenticeship - Fire Fighter	Fire Fighter Paramedic Apprenticeship	N / A - Apprenticeship Programs (Performance tracked by USDOL)					Firefighter	189	205	89	18	\$ 14.73
DSCC Apprenticeship Fire Fighter	Fire Fighter Paramedic						Paramedic	92	103	44	9	\$ 19.97
Alliance Staffing Group, LLC - Apprenticeship	Industrial Production Technician						Production Worker	525	558	336	67	\$ 16.00

\*Discrepancies are noted in available data. TDLWD guidance received:

We have received some information on why the discrepancies are appearing in the example below. There are a lot of complexities here and I am happy to jump on a call to discuss at any time. One thing I will point out is that the system uses SSNs submitted by the ETP to match to WIOA cases in the system. When a SSN match is made between a training participant and a WIOA case file the information in the WIOA case file trumps information submitted by the ETP. A quick example:

An ETP submits an annual performance report that a student (with a legitimate SSN) completed their training and exited 5/6/2022 BUT the student's WIOA case file is ongoing (they are co-enrolled or perhaps received additional support related to job search, etc.) the case is not yet closed. The system will default to the WIOA case status which remains open, therefore the performance report generated by VOS will not reflect that the student has exited (thus skewing the numbers). While they, in fact, exited the ETPL training they have not completely exited the system.

There are several nuances like this that are impacting the performance data. As a result, we suggest using other means outside of VOS to evaluate provider performance at this time. Suggestions include but are not limited to Division of Postsecondary State Authorization (DPSA) sites, state authorizing agencies, and other information gathered locally about ETP successes/challenges. THEC's performance page is linked below.