Northwest TN Workforce Board Outreach and Opportunities Committee

Wednesday, July 25, 2018 – 3:00 p.m. Humboldt Higher Education Building, Room 25 1751 E. Main Street, Humboldt, TN Conference Call – 1-877-216-1555 #845157

Chair – Ben Marks
Vice Chair – TBD

Minutes

Committee Members Attending: Ronnie Gunnels, Ben Marks, Dr. Karen Bowyer, and Glad Castellaw

Others Attending: Margaret Prater, LeAnn Lundberg, Laura Speer, Lana Wood, and Connie Stewart

Review and Approval of Minutes of May 3, 2018 Meeting

Ben Marks called the meeting to order and asked the group for comments regarding the prior meeting's minutes. Ronnie made a motion to approve the minutes and Glad seconded the motion. All agreed and the motion carried.

Election of Vice Chair

The former Vice Chair has been removed from the Board due to being from Lauderdale County. Typically a private set

Consideration of Eligible Training Provider List (ETPL)

New Programs

- on the new program beginning in September. The 1,500-hour program leads to a diploma and will cost \$5,762. The labor market information for the counties within a 50-mile radius of Ripley shows a 0.5% growth between 2018 and 2023, or 6 new jobs. The hourly wage ranges from \$9.73 to \$17.95 per hour. The vast majority of jobs are located in Shelby County. There were 451 program graduates in 2016 with 153 job openings. Additional labor market information and information on tracking graduates has been requested from the provider but has not been received. Due to the low demand and wages, lack of response from the provider, and difficulty in tracking graduates, there was no motion to recommend the program for approval. After the transition of Lauderdale County to the Greater Memphis area 10/1/18, the provider can apply to that Board for approval.
- o TN College of Applied Technology McKenzie Major Appliance Repair: the 1,728 hour program will lead to a diploma and will cost \$7,170. The labor market information for the counties within a 50-mile radius of McKenzie shows a 6.8% growth between 2018 and 2023, or 35 new jobs. The hourly wage ranges from \$15.48 per hour to \$19.56 per hour. The jobs are mainly located in Madison and Gibson counties. There were 31 completions in 2017 with 62 openings. Margaret also stated that Tyson will be hiring refrigeration technicians at their new Humboldt facility. A motion was made by Ronnie and seconded by Dr. Bowyer to recommend approval of the program. All agreed and the motion carried.

• Program Renewals

- O Dyersburg State Community College AAS Health Science: Jennifer reviewed several potential occupations for graduates. Average hourly wages range from \$15.63 to \$18.26 per hour with annual openings between 2 to 30. A motion was made by Ronnie, seconded by Ben, and approved by all with Dr. Bowyer abstaining from voting and discussing.
- TN College of Applied Technology Ripley Manufacturing Technology: Hourly wages for Production Workers range from \$12.93 to \$14.61 per hour within the local area and surrounding counties with up to 33 annual openings. The group also discussed ongoing and upcoming expansions in the manufacturing industry providing additional employment opportunities for graduates. A motion was made by Ronnie and seconded by Ben to recommend the program for renewal on the ETPL. All agreed and the motion carried.

Promising Practices/ Supplemental Grant Updates

- Bongards Creamery Community Grant: the project has been ongoing for approximately a year.
 Bongards is investing \$175,000 in equipping a tractor trailer, provided by TCAT Jackson, with manufacturing equipment to promote careers in manufacturing at middle schools, high schools, and various other locations, such as jails. A fulltime staff person will be sought to oversee the project. The truck will also be used in events such as Manufacturing Day.
- DSCC Delta Community Health Services Grant Career Coach and EMSI Developer: a grant
 partnership with Dyersburg State Community College has allowed for the implementation of
 EMSI' Career Coach software. The program is available to the public on the NWTNJobs.org
 website. The software allows customers to complete career assessments and review available
 training programs that lead to credentials related to the matched careers. The grant also
 allowed for the Board staff to upgrade their EMSI Career Analyst to EMSI Developer software
 which is used to provide Labor Market Information to area employers and chambers, as well as
 prospective industries.
- <u>LEAP Grant Final Report CPT</u>: Margaret reviewed final performance of the LEAP grant, which ended 5/31/18. The grant, originally supposed to be a yearlong program, has be going for about 3 years. During the program, 1114 students were assessed with 78%, or 866, earning a certificate. The grant allows for local high schools to continue to access the training for free. DSCC will continue to serve as an overseer for the program, but CTE Directors will be able to order courses through MSSC.
- <u>Strengthening Working Families Transition to Greater Memphis</u>: the NWTNWB will continue maintain the grant through 9/30/18. Since the grant provides services for Lauderdale and Tipton county, it will also be transitioned to the Memphis area.

Special Populations Updates

Youth Services – Registered Electrical Apprenticeship Preparation (REAP) – Lake: Amteck offered an electrical apprenticeship program for seven graduating students from Lake County High School. All seven completed the two-week program. At the end of the program, two interested students were offered to continue training with Amteck. One student continued the program and is expected to complete his work experience hours next week. He will then begin full-time employment with Amteck and will continue in the 4-year Registered Electrical Apprenticeship program. The group discussed the possibility of continuing the program next year and means of identifying best practices in order to improve the results. Additionally, the TDLWD has applied

- for a waiver from the U.S. Department of Labor (USDOL) to allow for 50% of Youth funds to be spent on In-School Youth. This could allow for additional In-School Youth programs, like the former Peer Tutoring Program.
- Youth Work Experience challenges and successes: While some participants have been successful, there have been many challenges. Many of the participants have been asked to leave job sites for unprofessional and / or inappropriate behavior. Others have voluntary quit. Many of the potential participants coming into the AJC don't follow through with enrollment. Despite the many challenges, our area has served more Youth Work Experience participants than any other area in the State.
- Offenders Re-entry Advanced Manufacturing Program (RAMP) pilot Gibson & Dyer counties: The Dyer County program is focusing on female inmates while Gibson County is offering the program to male programs. TCAT Jackson is offering the training in Gibson County. The first 7-week class completed with 9 of 10 inmates passing certifications in Safety, Quality, Manufacturing Processes, and Maintenance Awareness. The remaining inmate will continue to work with the instructor to pass Quality and Manufacturing Processes. AJC partners have offered workshops on resumes and interviewing, and employers have toured the program. A graduation will be held for the first class and the second class will begin next week. The equipment ordered has been delayed so equipment has been loaned to the program. DSCC is offering the program in Dyer County. Of the 13 enrolled in the course, 9 are still participating. All 9 have passed Safety; 7 of 8 have passed Quality; and 4 have taken passed Manufacturing Processes. The AJC will be scheduling workshops and DSCC will work with those near release to continue their education.
- <u>Dislocated Workers / Veterans / Individuals with Disabilities</u>: The Career Coach has held events at the Vocational Rehabilitation Centers in Dyersburg and Union City.

Re-alignment Transition Update

Transition of Lauderdale and Tipton counties to the Greater Memphis Area is underway. The transition will be effective 10/1/18. Lana, Margaret, and other staff have met with staff from the Memphis Area and their OSO / Service Provider. New agreements in our area have also been enacted for the new nine county area in advance of the July 1, 2018 deadline. A newly approved board for local area has been submitted. Members from Lauderdale and Tipton counties have been removed which created an opening for a private sector member. Stacey Weeks from Dyersburg has been selected. By October 1, 2018 a new OSO and Service Provider must be selected. The possibility of a Regional OSO for West TN was discussed among the local areas in West TN but was not feasible at this time. A new Memorandum of Understanding, Infrastructure Funding Agreement, and Eligible Training Provider List (ETPL) must be implemented by November 1st. There will not be any ETPL changes necessary in our area since we are not gaining new counties. New Board bylaws are due by December 1st. Our updated bylaws will be presented at the August 28th meeting. Funding has also been requested from the State for transitional activities.

Other

With no other business, the meeting was adjourned.

Respectfully Submitted,

Jennifer Bane Chief Operating Officer

Northwest TN Workforce Board Outreach and Opportunities Committee

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> Chair – Ben Marks Vice Chair – TBD

> > Agenda

Welcome and call to order

Review and Approval of Minutes of May 3, 2018 meeting

Election of Vice Chair

Consideration of Eligible Training Provider List

- New Programs
 - TN College of Applied Technology Ripley Cosmetology
 - TN College of Applied Technology McKenzie Major Appliance Repair
- Program Renewals
 - Dyersburg State Community College AAS Health Science
 - TN College of Applied Technology Ripley Manufacturing Technology

Promising Practices/ Supplemental Grant Updates

- Bongards Creamery Community Grant
- DSCC Delta Community Health Services Grant Career Coach and EMSI Developer
- LEAP Grant Final Report CPT
- Strengthening Working Families Transition to Greater Memphis
- Other

Special Populations Updates

- Youth Services Registered Electrical Apprenticeship Preparation (REAP) Lake
- Youth Work Experience challenges and successes
- Offenders Re-entry Advanced Manufacturing Program (RAMP) pilot Gibson & Dyer counties
- Dislocated Workers
- Veterans
- Individuals with Disabilities

Re-alignment Transition Update

Other

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Outreach and Opportunities Northwest TN Workforce Board Committee Meeting May 3, 2018

Attending Members: Ronnie Gunnels

Mary Jones Ben Marks

Members Via Conference Call:

Jon Dougherty Attending Staff: Jennifer Bane LeAnn Lundberg

Lindsey Frilling Margaret Prater Landy Fugua **Brad Hurley** Kim Simpson

Laura Speer

Welcome and Announcements: Ronnie Gunnels opened the meeting and welcomed everyone. Ronnie turned the meeting over to Ben Marks, Committee Chair, upon his arrival.

Approval of Minutes - January 30, 2018: Members reviewed the January 30, 2018 minutes that were previously emailed and distributed at the meeting.

Motion: Ronnie Gunnels made a Motion to approve the minutes as presented. Mary Jones seconded the motion. All were in favor and the motion carried.

Consideration for Eligible Training Provider List-

New Program - TN College of Applied Technology Paris-Outdoor Power Equipment: Jennifer Bane, Chief Operating Officer, reviewed the handout of the Eligible Training Provider List. (Handout attached). She stated that the TCAT Paris-Outdoor Power Equipment is a one-year program costing \$4,152.88. According to the labor market information provided there has been growth in this job market. The staff recommends this program for the provider list.

MOTION: Brad Hurley made a Motion to Approve TN College of Applied Technology Paris-Outdoor Power Equipment Program to the Eligible Training Provider List. Ben Marks seconded the motion. All were in favor and the motion carried.

Funding Status-TN College of Applied Technology Ripley-Patient Care Technician: Jennifer Bane, Chief Operating Officer, reviewed the handout titled Medical Assistants Occupation Snapshot. (Handout attached). She stated that this program had previously been on the eligible provide list. There were some problems with similar programs a few years back. Either participants were not completing the program or completing the program but not getting jobs in the occupation trained for. TCAT- Ripley asked us to revisit program since they have been successful with it. Connie Stewart, Career Service Executive Director said that she was in favor of reinstating the program for funding. Her staff will monitor results and provide data if not successful. According to the labor market information provided there has been growth in this job market. The staff recommends this program for reinstatement of funding on the eligible provider list.

MOTION: Ronnie Gunnels made a Motion to reinstate funding for TN College of Applied Technology Ripley-Patient Care Technician Program on the Eligible Training Provider List. Ben Marks seconded the motion. All were in favor and the motion carried.

Promising Practices/Supplemental Grants

Bongards Creamery Community Grant: Margaret Prater reviewed the attached handout and stated that mobile training unit is still in progress. Bongards Community Investment Grant has contributed approximately \$175,000 toward the Advanced Manufacturing Truck. TCAT Jackson will own the truck and trailer which will help with cost, including insurance and upkeep, etc. TCAT Jackson will move the trailer from to different middle and high schools and community events in Gibson County. There are plans to hire one staff person to work on the Mobile Unit. The salary and benefits will be approximately \$74,000 per year.

DSCC Delta Community Health Services Grant- Career Coach and EMSI Developer: DSCC asked NWTN Workforce Board to collaborate with them on a grant. As part of the grant, the Board requested funding for EMSI Career Coach and an enhancement to the labor market software. The Career Coach provides access to assessments, labor market information and career pathways to programs on the Eligible Training Provider List. The system is very user friendly and will be available to jobseekers, students and the general public. It is intended to be operational in June, after all providers have confirmed their data is correct. The labor market information software was updated from the Analyst version to Developer, which provider greater flexibility and more data.

<u>LEAP Grant:</u> Connie Stewart said that the LEAP grant ends in May. Bradford High School was recently added. High School students continue to earn credentials in Safety, Quality and Manufacturing Processes and Maintenance Awareness.

Strengthening Working Families: Connie Stewart reported that Melissa Bane has been picking up Certified Production Technician students. The numbers are getting better but it is still a challenge. The gas cards are helping but the low numbers are partially due to the lack of childcare that was the original intent of the grant. This is a 4-year grant which is now at the end of 2 years. There are still new enrollments, but it is not a very vibrant program. The grant is through Memphis Bioworks.

Special Populations:

Registered Electrical Apprenticeship Preparation (REAP): Amteck is the employer sponsor for the REAP program. They are working solely with Lake County High School Seniors. These students started Monday, April 30, 2018 and are making \$10.00. This is a 10-week program, starting with two weeks training at Lake County High School, then off a week for graduation. Beginning June 4th, the participants will be transported for the remaining eight weeks to Amteck in Dyersburg. They will receive training and be placed with crews with various employers during these eight weeks. Once completed, they will enter a 4-year Registered Apprenticeship as a Journeyman Electrician. They will be sent to different locations nationwide. The pay for the Registered Apprenticeship starts at \$12.50 per hour and will receive automatic increases to over \$22 per hour as the student progresses. Workers will also receive a \$30 a day food stipend and hotels will be paid by Amteck. This is the first time that Amteck has offer such a great opportunity.

- Margaret stated that Lake County will be home to the new Excel Boat Manufacturing Company. They will employee 200 employees and will be working with the AJC.
- Weakley County will be home to the new Dong-A Manufacturing Company. This is the first manufacturing company to open there is approximately 34 years.

Youth Services: Connie Stewart stated that the Youth Work Experience Youth went down this week, but she has been talking to several employers and has some that are willing to hire youth. She stated that transportation is a problem for youth workers.

Other Target Groups: RAMP: Re-Entry Advanced Manufacturing Program: RAMP is a new program that is being offered to offenders in the Gibson County and Dyer County jails. Gibson County focus on male inmates and Dyersburg on female inmates. TN College of Applied Technology will be teaching at the Gibson County facility, Dyersburg State Community College at the Dyer County. Once inmates complete the Certified Production Technician Program and are released, the American Job Center partners will assist with placement and support services.

Disabled Workers: Lana Wood, One-Stop Operator stated that Huntingdon and Dyersburg American Job Centers are getting a new representatives to help individuals with disabilities.

Dislocated Workers: Lana Wood updated the committee on recent lay-off's including that Futurist (formerly Kongsberg) and Caterpillar had both been approved for Trade benefits. Trade designation

provides additional benefits to workers, including training funds, extended UI during training, relocation assistance, wage differential replacement for workers over 50 years old, etc.

Veterans: Connie Stewart stated that there are several Job Fairs scheduled for Veterans.

Review of American Job Center Cost/Services for Reduction of Centers: Margaret Prater stated that the following are proposed cuts to help reduce costs:

- Career Services and Board Staff: Layoffs
- Dyer County: move no cost savings but better building
- Lake County: currently paying \$500 rent and extremely high utilities; looking in Ridgley
- Lauderdale County: tried with TCAT Ripley, but not large enough. Working with UT Martin for a classroom or the old Bank of Ripley. The Bank of Ripley has building on site of college that we might be get for \$500 or less per month.
- Obion County: was free; now \$400 per month (but we get an extra room for this price)
- Tipton County: propose to be Comprehensive Center which will reduce our cost
- Gibson- currently paying \$2429; moving to Gibson Higher Education at \$425
- Crockett County: \$500 lease + utilities; can move to Higher Ed building for \$400, but small space
- Henry County: no change (may rent out space)
- Benton: just beginning to look
- Carroll: will remain in same building
- Weakley County: \$1000 + huge utilities; identified a smaller location for \$650 all inclusive
 ** Expecting Policy for Part-time Centers

State Update:

- Requirements to Re-bid One-Stop Operator and Career Services- USDOL has said that LWDA 12 and 9 (Nashville) will have to Re-bid their One-Stop Operators and Career Services (LWDA 12 only). Nashville is having to because they only allowed three weeks for bids to be placed. We are having to re-bid because they say that Margaret wrote a significant portion of the RFP while she was still employed by DSCC. Margaret does not agree with the review. Margaret has asked if the Career Services can stay in place and only rebid the OSO. She stated that new enrollments will be starting soon and without some stability in a Career Service Provider, she is concerned about services to participants.
- Review of Potential Re-alignment of LWDA 12- The potential for re-alignment looks very likely. This means losing Tipton and Lauderdale Counties. The changeover on paper should take place on July 1, 2018. Tipton and Lauderdale allocations total \$806,000, which is 27 percent of our budget. Preliminary allocations came out and Tennessee lost which means we lost \$210,000. The overall impact of the allocation cut and potential loss of counties is \$937,000. Margaret sent a request today, asking for \$500,000 to cover current and new participants.

OTHER: The Workforce Board Administrative office will be moving out of the current office. The Directors will be working from offices that will be set up in their homes. There are plans to have a small central office with the location to be determined at a later date.

There being no further business to discuss, the meeting was dismissed.

Respectfully submitted,

Kimberly Simpson

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[Staff Services]

Provider Profile General Locations Contacts Case Notes Documents	Provider Programs Provider Activities Program Services Invoices Contracts Self Service Education Programs
Program Services Suppo	rt Services Contracts Self Service Education Programs
Provider: TENNESSEE COLLEGE OF APPLIED	TECHNOLOGY AT RIPLEY
Self-Service Education Program Details	
	this item was changed 06/06/2018. [<u>View History</u>]
Data indicates this	s item was changed 06/06/2018. [<u>View Detail History</u>]
Program / Service Details	
* Status:	Active
* Service Name:	Cosmetology
* Service Description:	A program that generally prepares individuals to cut, trim, and style scalp,
	facial, and body hair apply cosmetic preparations perform manicures and
	pedicures massage the head and extremities and prepare for practice as
A Camila Tour	licensed cosmetologists in spec
* Service Type:	PS - CRS
* Alternate Service Type: * State Use 1:	Not Applicable
* State Use 2:	
* State Use 3:	
* State Use 4:	
* State Use 5:	
* Green Job Training:	No
* This program of study leads to:	An industry-recognized certificate or certification A license recognized by the State involved or the Federal Government
* This program leads to a postsecondary	
credential or degree:	Yes
*Cipcode:	120401 - Cosmetology/Cosmetologist, General.
*Date Program First Offered:	09/04/2018
*WIOA Program:	This is a WIOA Program.
*Pell Grant Eligible:	Yes
*Is this program in a partnership with busin	
*Program-Business Partnership Description *LWIA Submitted:	:
	TTC Divisors
*Completion Level: * Attain Credential:	TTC Diploma Occupational Skills certificate or credential
* Other Credential Type:	Occupational Skills Certificate of Credential

N/A

State Certification or License

*Certification/License Title:

*Certification/License Type:

*Grievance Procedure:

https://tcatripley.edu/current-students/student-handbookcatalog https://tcatripley.edu/current-students/student-handbookcatalog

*Refund Policy:

Daily

*Class Frequency:

1500 Hours

*Duration:

Day

*Day or Night Classes: *Weekend Classes:

Day

*Class Time:

No

*Class Time

30 Hours

*Lab Time:

0 Hours

*Other Time:

0 Hours

*Class Size:

Minimum: 15 Maximum: 20

*Number of instructors:

•

*Drug/Alcohol Screening Required:

No

*Describe the qualifications of all instructors in

800 characters or less:

*Describe the minimum entry level requirements or prerequisites in 800

characters or less:

*Describe any equipment used in this program and its adequacy and availability in 800 characters or less:

*Please provide a reasonable explanation regarding why this is a new program:

*Projected hourly wage after Program

\$ 9.00

Completion:

*Accessibility:

On-Site Parking

Program Credentials

*Number of credits:

*Credit earned duration:

External Approvals

* State Approving

Board of Cosmetology/Barber Examiners

Agency:

*State Approving Agency Approved

Status:

*State Approving Agency06/30/2025

Approval Expiration

Date:

* Staff Created ID:

[7819693]

* Date Created:

05/16/2018

* Staff Last Edited ID:

[7819693]

* Date Last Edited:

06/06/2018

[Edit Program / Service Details]

Program / Service Registered Apprenticeship Registered Apprenticeship

*Is this Education Program a Registered Apprenticeship?

[Edit Program Registered Apprenticeship]

Program / Service Occupations

ENIGHT OUTLOOK Indicates a bright outlook occupation.

Code Occupation Title Provider Title

39501200 Hairdressers, Hairstylists, and Cosmetologists

[Edit Occupation Details]

Program / Service Cost Details

Cost Title	Cost Value
Total CRS Training Costs	\$5,762.00
Tuition/Fee	\$4,462.00
Books	\$225.00
Tools	\$1,044.00
Other Costs	\$31.00
Comments	Total Cost for 1500 hours
Total Amount	45.750.00
Total Amount	\$5,762.00

[Edit Cost Details]

Program / Service Locations

Address Bill Address

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT RIPLEY 127 Industrial Drive

127 Industrial Rd. Ripley, TN - 38063

Ripley, TN - 38063

[Edit Location Details]

Program / Service Skills

Selected Skills

cut or permanently wave hair

dress wigs

use hair, cosmetic, or nail care instruments

[Edit Program Skills]

Program / Service Performance

PY	Program	Completion Rate	Employment Rate (Exiters)	Employment Rate (Completers)	Rate Related	Credential Rate	Employment Rate 2nd Quarter after Exit	Employment Rate 4th Quarter after Exit	Average Wage	MEDIAN hourly wage
2017	Overall	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$0.00
2017	WIOA	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	N/A	\$0.00
				[<u>Edit P</u> i	<u>rogram Perfor</u>	mance]				

Program / Service Application Confirmation

Agreed to the confirmation statement:

Yes

Submit program for WIOA Approval:

Yes

[Edit Confirmation]

Program / Service Review Status

This program / service has not been reviewed.

WIOA-Program has not been enabled for ITA-Approved Status.

Review Date:

Application Status:

Applied For

Review Status:

Not Reviewed

Reapplication Date:

Eligibility Type:

Expiration Date:

[Edit Program Review]

Cosmetologists Occupation Snapshot

Emsi Q2 2018 Data Set

June 2018

Northwest Tennessee Workforce Board



708 E. Court Street Dyersburg, Tennessee 38024



Parameters

Occupations

Code	Description
39-5012	Hairdressers, Hairstylists, and Cosmetologists

Region - 50 Mile Radius

16 items selected. See Appendix A for details.

Timeframe

2018 - 2023

Datarun

2018.2 - Employees

Hairdressers, Hairstylists, and Cosmetologists in 16 Counties

Hairdressers, Hairstylists, and Cosmetologists (SOC 39-5012):Provide beauty services, such as shampooing, cutting, coloring, and styling hair, and massaging and treating scalp. May apply makeup, dress wigs, perform hair removal, and provide nail and skin care services. Excludes "Makeup Artists, Theatrical and Performance (39-5091), "Manicurists and Pedicurists" (39-5092), and "Skincare Specialists" (39-5094).

Sample of Reported Job Titles: Hair Stylist, Stylist, Beautician, Hairdresser, Cosmetologist, Master Cosmetologist, Manager Stylist, Hairstylist, Hair Dresser, Barber Stylist.

Related O*NET Occupation: Hairdressers, Hairstylists, and Cosmetologists (39-5012.00)

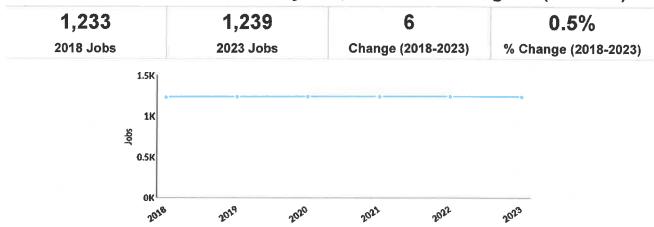
Occupation Summary for Hairdressers, Hairstylists, and Cosmetologists

 1,233
 0.5%
 \$12.99/hr

 Jobs (2018)
 % Change (2018-2023)
 Median Hourly Earnings

 27% below National average
 Nation: 6.1%
 Nation: \$11.66/hr

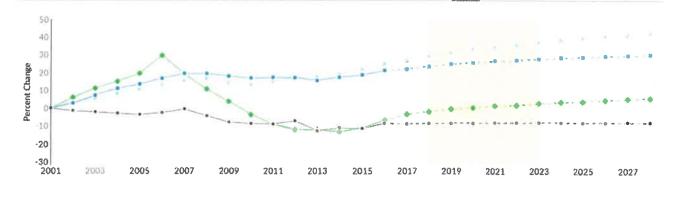
Growth for Hairdressers, Hairstylists, and Cosmetologists (39-5012)



Percentile Earnings for Hairdressers, Hairstylists, and Cosmetologists (39-5012)

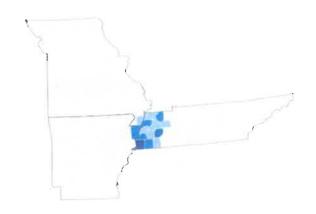
\$9.73/hr	\$12.99/hr	\$17.95/hr		
25th Percentile Earnings	Median Earnings	75th Percentile Earnings		
\$35				
\$30				
ည်း \$25				
E				
₩ \$20 ≥				
Se \$25 E \$20 E \$15				
의 \$20 첫 \$15 \$10	•	8		

Regional Trends



	Region	2018 Jobs	2023 Jobs	Change	% Change
•	Region	1,233	1,239	6	0.5%
•	State	14,238	14,705	467	3.3%
•	Nation	364,803	386,962	22,159	6.1%
•	Local Workforce Development Area 12	97	102	5	5.2%

Regional Breakdown



County	2023 Jobs
Shelby County, TN	1,068
Madison County, TN	79
Weakley County, TN	32
Fayette County, TN	14
Tipton County, TN	12

Job Postings Summary

59	2:1	7 days
Unique Postings	Posting Intensity	Median Posting Duration
124 Total Postings	Regional Average: 4 : 1	Regional Average: 27 day
124 Total Postings		Regional Average: 27



There were **124** total job postings for your selection from January 2018 to April 2018, of which **59** were unique. These numbers give us a Posting Intensity of **2-to-1**, meaning that for every 2 postings there is 1 unique job posting. This is lower than the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they may not be trying as hard to hire for this position.

Occupation Gender Breakdown



	Gender	2017 Jobs	2017 Percent
•	Males	80	6.5%
•	Females	1,152	93.5%

Occupation Age Breakdown



	Age	2017 John	2017 Percent
	Age	2017 3005	2017 Percent
•	14-18	11	0.9%
•	19-24	229	18.6%
•	25-34	360	29.2%
•	35-44	243	19.7%
•	45-54	209	17.0%
•	55-64	119	9.7%
•	65+	60	4.9%

National Educational Attainment



	Education Level	2017 Percent
•	Less than high school diploma	6.7%
•	High school diploma or equivalent	44.3%
•	Some college, no degree	31.8%
	Associate's degree	10.5%
	Bachelor's degree	5.7%
	Master's degree	0.6%
•	Doctoral or professional degree	0.3%

Occupational Programs

5		451	153
Programs (2016)		Completions (2016)	Openings (2016)
CIP Code	Prog	ram	Completions (2016)
12.0401	Cosn	netology/Cosmetologist, General	436
12.0413	Cosn Instru	netology, Barber/Styling, and Nail uctor	15
12.0406	Make	e-Up Artist/Specialist	0
12.0407	Hair	Styling/Stylist and Hair Design	0
12.0499		netology and Related Personal Grooming Other	0

6

Industries Employing Hairdressers, Hairstylists, and Cosmetologists

Industry	Occupation Jobs in Industry (2017)	% of Occupation in Industry (2017)	% of Total Jobs in Industry (2017)
Beauty Salons	789	64.0%	51.0%
Other Personal Care Services	147	12.0%	50.9%
Nail Salons	104	8.5%	51.0%
Barber Shops	50	4.1%	50.5%
Diet and Weight Reducing Centers	45	3.6%	51.1%



Appendix A - Regions

Code	Description
5093	Mississippi County, AR
29155	Pemiscot County, MO
47017	Carroll County, TN
47033	Crockett County, TN
47045	Dyer County, TN
47047	Fayette County, TN
47053	Gibson County, TN
47069	Hardeman County, TN
47075	Haywood County, TN
47095	Lake County, TN
47097	Lauderdale County, TN
47113	Madison County, TN
47131	Obion County, TN
47157	Shelby County, TN
47167	Tipton County, TN
47183	Weakley County, TN



Appendix B - Data Sources and Calculations

Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

State Data Sources

This report uses state data from the following agencies: Arkansas Department of Workforce Services; Kentucky Office of Employment and Training; Missouri Department of Economic Development; Tennessee Department of Labor and Workforce Development, Research and Statistics Division



Program	Trimeste	rCourse Cod	Description	Hours	Award
Cosmetology	1	COS 0001	Worker Characteristic	6	
Cosmetology	1	COS 1010	Orientation	8	
Cosmetology	1	COS 1020	Sterilization, Bacteriology	30	
Cosmetology	1	COS 1030	Anatomy and Physiology	10	
Cosmetology	1	COS 1040	Shop Ethics and Salesmanship	10	
Cosmetology	1	COS 1050	State Law	20	
Cosmetology	1	COS 1060	Tech Foundations	30	
Cosmetology	1	COS 1070	Shampooing and Rinsing	80	
Cosmetology	1	COS 1080	Hair and Scalp Care	40	
Cosmetology	1	COS 1090	Hair Shaping	20	
Cosmetology	1	COS 1100	Hairstyling	48	
Cosmetology	1	COS 1110	Facials	10	
Cosmetology	1	COS 1120	Manicuring and Pedicuring	30	
Cosmetology	1	COS 1130	Permanent Waving	20	
Cosmetology	1	COS 1140	Hair Structure and Chemistry	70	
Cosmictology		COS 11 10	Shampooist		rtificate
Cosmetology	2	COS 0002	Worker Characteristic	6	
Cosmetology	2	COS 2010	Sterilization, Bacteriology II	20	
Cosmetology	2	COS 2020	Anatomy and Physiology II	40	
Cosmetology	2	COS 2030	Shop Ethics & Salesmanship II	15	
Cosmetology	2	COS 2040	Shampooing and Rinsing II	20	
Cosmetology	2	COS 2050	Hair and Scalp Care II	20	
Cosmetology	2	COS 2060	Hair Shaping II	40	
Cosmetology	2	COS 2000	Hairstyling II	60	
	2	COS 2070	Facials and Eyebrows	20	
Cosmetology	2	COS 2080	Manicuring and Pedicuring II	25	
Cosmetology	2	COS 2090	Permanent Waves II	48	
Cosmetology	2	COS 2100	Hair Relaxers	23	
Cosmetology				69	
Cosmetology	2	COS 2120	Hair Color and Lightening		
Cosmetology	2	COS 2130	Hair Structure & Chemistry II	26	
C	2	COC 0003	Montes Chamataristis	6	
Cosmetology	3	COS 0003	Worker Characteristic	20	
Cosmetology	3	COS 3010	Sterilization Bacteriology III		
Cosmetology	3	COS 3020	Anatomy and Physiology III	18	
Cosmetology	3	COS 3030	Shop Ethics & Salesmanship III	25	
Cosmetology	3	COS 3040	Hair Shaping III	60	
Cosmetology	3	COS 3050	Hairstyling III	58	
Cosmetology	3	COS 3060	Facials and Eyebrows II	20	
Cosmetology	3	COS 3070	Permanent Waves III	75	
Cosmetology	3	COS 3080	Hair Relaxers II	45	
Cosmetology	3	COS 3090		80	
Cosmetology	3	COS 3100	Sculptured Nails	25	
				1296	

Cosmetology	4	COS 0004	Worker Characteristic	6
Cosmetology	4	COS 4010	Sterilization, Bacteriology IV	15
Cosmetology	4	COS 4020	Shop Ethics & Salesmanship IV	25
Cosmetology	4	COS 4030	State Law II	5
Cosmetology	4	COS 4040	Hair Shaping IV	15
Cosmetology	4	COS 4050	Hairstyling IV	28
Cosmetology	4	COS 4060	Permanent Waving IV	30
Cosmetology	4	COS 4070	Hair Relaxers III	30
Cosmetology	4	COS 4080	Hair Color and Lightening IV	50
			Cosmetologist	1500 Diploma

[Staff Services]

Provider Profile General Locations Contacts Case Notes Documents	Programs Provider Activities Program Services Enrollments Support Services Invoices Contracts Self Service Education Programs
Program Services Suppor	t <u>Services</u> <u>Contracts</u> Self Service Education Programs
Provider: TENNESSEE COLLEGE OF APPLIED	TECHNOLOGY AT MCKENZIE
Self Service Education Program Details	
Data indicates the	nis item was changed 05/08/2018. [<u>View History</u>]
Data indicates this	item was changed 06/04/2018. [<u>View Detail History</u>]
Program / Service Details	
Status:	Active
' Service Name:	Major Appliance Repair
Service Description:	Major Appliance Repair
Service Type:	PS - CRS
Alternate Service Type:	Not Applicable
State Use 1:	
State Use 2:	
State Use 3:	
State Use 4:	
State Use 5:	
Green Job Training:	No
This program of study leads to:	An industry-recognized certificate or certification
This program leads to a postsecondary redential or degree:	Yes
Cipcode:	470106 - Appliance Installation and Repair Technology/Technician.
Date Program First Offered:	01/01/2018
WIOA Program:	This is a WIOA Program.
Pell Grant Eligible:	Yes
ls this program in a partnership with	No
business?	
Program-Business Partnership Description LWIA Submitted:	:
	TTC Diploma
Completion Level: Attain Credential:	TTC Diploma Occupational Skills certificate or credential
Other Credential Type:	Occupational Skins certificate of Credential
Certification/License Title:	N/A
Certification/License Type:	Certification or License Does Not Apply
Grievance Procedure:	condition of accesse bots Not Apply

Daily

*Refund Policy:
*Class Frequency:

*Duration: 16 Months

*Day or Night Classes: Day
*Weekend Classes: No

*Class Time: 1728 Hours
*Lab Time: 0 Hours
*Other Time: 0 Hours
Minimum: 5

*Class Size: Maximum: 30

*Number of Instructors:

*Drug/Alcohol Screening Required:

*Describe the qualifications of all instructors in 800 characters or less:

- *Describe the minimum entry level requirements or prerequisites in 800 characters or less:
- *Describe any equipment used in this program and its adequacy and availability in 800 characters or less:
- *Please provide a reasonable explanation regarding why this is a new program:

*Projected hourly wage after Program \$

Completion:

*Accessibility: On-Site Parking

Program Credentials

*Number of credits:

*Credit earned duration:

External Approvals

* State Approving

Tennessee Board of Regents

Agency:

*State Approving

(nothing selected)

Agency Status:

* Staff Created ID: [3204441]

* Date Created: 05/08/2018

* Staff Last Edited ID: [3204441]

* Date Last Edited: 05/08/2018

[Edit Program / Service Details]

Program / Service Registered Apprenticeship

Registered Apprenticeship

*Is this Education Program a Registered No Apprenticeship?

[Edit Program Registered Apprenticeship]

Program / Service Occupations

BRIGHT OUTLOOK Indicates a bright outlook occupation.

Code Occupation Title Provider Title

49903100

Home Appliance Repairers BRIGHT OUTLOOK

[Edit Occupation Details]

Program / Service Cost Details

	Cost Title	Cost Value	
7	Total CRS Training Costs		\$7,170.00
	Tuition/Fee		\$4,984.00
	Books		\$2,186.00
	Tools		\$0.00
	Other Costs		\$0.00
	Comments		
1	otal Amount		\$7,170.00
		[Edit Cost Details]	

Program / Service Locations

Address Bill Address

No data available

[Edit Location Details]

Program / Service Skills

Selected Skills

No data available

[Edit Program Skills]

Program / Service Performance

PY Program Completion Employment Employment Employment Credential Employment Employment Average MEDIAN Rate

Rate

Rate

Rate

Rate Related

Rate 2nd

Rate 4th

Wage hourly wage

(Exiters)

(Completers) Occupation

Quarter after Exit

Quarter after Exit

No data available

[Edit Program Performance]

Program / Service Application Confirmation

Agreed to the confirmation statement:

Yes

Submit program for WIOA Approval:

Yes

[Edit Confirmation]

Program / Service Review Status

This program / service has not been reviewed.

Program/Service Skills have not been entered.

WIOA-Program has not been enabled for ITA-Approved Status.

Review Date:

Application Status:

Applied For

Review Status:

Not Reviewed

Reapplication Date: Eligibility Type:

Expiration Date:

[Edit Program Review]

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Occupation Snapshot

Emsi Q3 2018 Data Set

July 2018

Northwest Tennessee Workforce Board



708 E. Court Street Dyersburg, Tennessee 38024



Parameters

Occupations

Code	Description
49-9031	Home Appliance Repairers
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Regions

16 items selected. See Appendix A for details.

Timeframe

2018 - 2023

Datarun

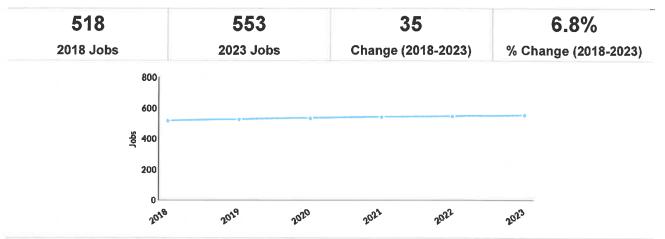
2018.3 - Employees

2 Installation, Maintenance, and Repair Occupations in 16 Counties

Occupation Summary for 2 Installation, Maintenance, and Repair Occupations

518	6.8%	\$17.51/hr	
Jobs (2018)	% Change (2018-2023)	Median Hourly Earnings	
22% above National average	Nation: 8.0%	Nation: \$22.23/hr	

Growth



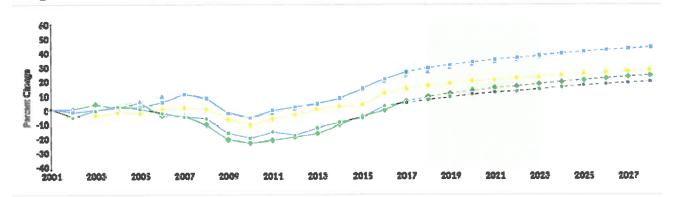
Occupation	2018 Jobs	2023 Jobs	Change	% Change
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)	499	535	36	7%
Home Appliance Repairers (49-9031)	18	18	0	0%

Percentile Earnings



Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Heating, Air Conditioning, and Refrigeration Mechanics and Installers (49-9021)	\$15.54	\$17.52	\$19.52
Home Appliance Repairers (49-9031)	\$13.22	\$16.68	\$21.46

Regional Trends



	Region	2018 Jobs	2023 Jobs	Change	% Change
•	Region	518	553	35	6.8%
•	State	12,933	13,825	892	6.9%
•	Nation	361,223	389,977	28,754	8.0%
•	Local Workforce Development Area 12	326	353	27	8.3%
r. • (LWDA12 Surrounding Counties	2,485	2,622	137	5.5%

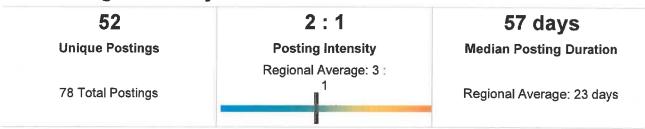
Regional Breakdown



County		2023 Jobs
Madison County, TN		185
Gibson County, TN		56
Henry County, TN		37
.ıl Emsi	Emsi Q3 2018 Data Set www.economicmodeling.com	4

County	2023 Jobs
Humphreys County, TN	35
Weakley County, TN	33

Job Postings Summary



There were **78** total job postings for your selection from January 2018 to June 2018, of which **52** were unique. These numbers give us a Posting Intensity of **2-to-1**, meaning that for every 2 postings there is 1 unique job posting. This is lower than the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they may not be trying as hard to hire for this position.

Occupational Programs

1 Programs (2017)		31 Completions (2017)	62 Openings (2017)
CIP Code	Progra	m	Completions (2017)
47.0201	Refrige	g, Air Conditioning, Ventilation and ration Maintenance slogy/Technician	31



Industries Employing 2 Installation, Maintenance, and Repair Occupations

Industry	Occupation Group Jobs in Industry (2017)	% of Occupation Group in Industry (2017)	% of Total Jobs in Industry (2017)
Plumbing, Heating, and Air-Conditioning Contractors	330	65.1%	28.5%
Fuel Dealers	18	3.6%	10.4%
Local Government, Excluding Education and Hospitals	15	2.9%	0.2%
Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	13	2.5%	4.3%
Elementary and Secondary Schools (Local Government)	12	2.3%	0.1%



Appendix A - Regions

Code	Description
21035	Calloway County, KY
21075	Fulton County, KY
21083	Graves County, KY
21105	Hickman County, KY
47005	Benton County, TN
47017	Carroll County, TN
47033	Crockett County, TN
47039	Decatur County, TN
47053	Gibson County, TN
47077	Henderson County, TN
47079	Henry County, TN
47085	Humphreys County, TN
47113	Madison County, TN
47131	Obion County, TN
47161	Stewart County, TN
47183	Weakley County, TN



Appendix B - Data Sources and Calculations

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Program Cost Breakdown

Books, Supplies, and Tuition needed for enrollment at TCAT - McKenzie **SPRING TRIMESTER JANUARY----APRIL 2018**

Major Appliance Repair Trimester Contact Hours 1728

First Trimester

2017-2018 Year

	Item/Description		TO	TAL
Fees	Maintenance Fee			1169.00
	Technology Fee			67.00
	Student Activity Fee			10.00
	Fee Totals		\$	1,246.00
Books/Supplies/Tools				
9781337370042	Refrigeration & Air Conditioning		\$	245.00
9781305578708	Refrigeration & Air Conditioning - lab Manual		\$	65.00
	Electricity for Refrigeration, Heating & Air Condition	ioning	\$	235.00
	Electricity for Refrigeration, Heating & Air Conditi		\$	60.00
	Dewalt HVAC Technician Certification Guide		\$	46.00
	Tee Shirts (5)	15.00	\$	75.00
	R22 Super Slide Chart		\$	5.00
	R410A Super Heat Slide Chart		\$	5.00
	Safety Glasses		\$	6.00
	Tool Tote		\$	39.00
	42005 Manifold R-22		\$	70.00
	11958 Refrigerant Charging Hoses R-22		\$	74.00
	19209 Quick Coupler 90degree		\$	16.00
	19109-REC Quick Coupler straight (2)	\$ 16.00	\$	32.00
	Calculator		\$	4.00
	Flash Drive		\$	11.00
	OSHA 10 Safety Exam		\$	25.00
	Total Books/Supplies/Tools		\$	1,013.00
FIRST TRIMESTER TO	OTALS		\$	2,259.00

Second Trimester

	Item/Description	TOTAL
Fees	Maintenance Fee	1169.00
	Technology Fee	67.00
	Special Activity Fee	10.00
	Fee Totals	\$ 1,246.00
Books		
	EPA MANUAL	\$ 7.00
	EPA EXAM	\$ 25.00
	Air Conditioning Competency Test	\$ 15.00
	Heat Pump Competency Test	\$ 15.00
	Gas Heat Competency Test	\$ 15.00
	Electrical Competency Test	\$ 15.00
	Psychrometer	\$ 101.00
	Clamp Meter	\$ 150.00
	SEN-00856 Pipe Clamp K-TYPE	\$ 55.00
	42004 Manifold W/Low Loss Hoses 60"	\$ 115.00
	IR Thermometer	\$ 82.00

	Tatal Danks (Counting (Tanks	¢ 505.00
Second Trimester To	Total Books/Supplies/Tools otals	\$ 595.00 \$ 1,841.00
Second Trimester To	otals	
	otals	
	Third Trimester	\$ 1,841.00
,	Third Trimester Item/Description	\$ 1,841.00
	Third Trimester Item/Description Maintenance Fee	TOTAL 1169.00
,	Third Trimester Item/Description Maintenance Fee Technology Fee	TOTAL 1169.00
,	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee	TOTAL 1169.00 67.00
Fees	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee Fee Totals	TOTAL 1169.00 67.00
Fees	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee Fee Totals	TOTAL 1169.00 67.00 10.00 \$ 1,246.00
Fees	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee Fee Totals Universal R-410A Book	TOTAL 1169.00 67.00 10.00 \$ 1,246.00
Fees	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee Fee Totals Universal R-410A Book Universal R-410A Exam	TOTAL 1169.00 67.00 10.00 \$ 1,246.00 \$ 30.00 \$ 25.00
Fees	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee Fee Totals Universal R-410A Book Universal R-410A Exam 78050-REC Digital Manometer	TOTAL 1169.00 67.00 10.00 \$ 1,246.00 \$ 25.00 \$ 127.00
,	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee Fee Totals Universal R-410A Book Universal R-410A Exam	TOTAL 1169.00 67.00 10.00 \$ 1,246.00 \$ 30.00 \$ 25.00
Fees Books/Supplies/Tools	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee Fee Totals Universal R-410A Book Universal R-410A Exam 78050-REC Digital Manometer 91188110 Vacuum Gauge	\$ 1,841.00 TOTAL 1169.00 67.00 10.00 \$ 1,246.00 \$ 25.00 \$ 127.00 \$ 336.00
Fees	Third Trimester Item/Description Maintenance Fee Technology Fee Student Activity Fee Fee Totals Universal R-410A Book Universal R-410A Exam 78050-REC Digital Manometer 91188110 Vacuum Gauge	TOTAL 1169.00 67.00 10.00 \$ 1,246.00 \$ 25.00 \$ 127.00

Fourth Trimester

	Item/Description	TOTAL
Fees	Maintenance Fee	1169.00
	Technology Fee	67.00
	Student Activity Fee	10.00
	Fee Totals	\$ 1,246.00
Fourth Trime	ster Totals	\$ 1,246.00
	1770187 Troubleshooting and Repairing Major Appliances	\$ 60.00

Total Program Cost MAJOR APPLIANCE REPAIR

TUITION	4 Trimesters @	\$ 1,246.00 each	\$	4,984.00
Total Tuition BOOKS		\$ 2,186.00	\$ \$	4,984.00 2,186.00
TOTAL ESTIMATED COST			\$	7,170.00
Total cost of programs may vary depending on time School Year- 2017-2018	of completion an	nd price increases.		
****Allowance for Possible Increases for Books ****Allowance for Possible Tuition Increase		10% 15%	\$	218.60 747.60
Total Possible Increase			\$	966.20
****Total Estimated Cost With Increase			\$	8,136.20

For more information about our graduation rates, the median debt of students who completed the programs, and other important information, please visit our website at www.tcatmckenzie.edu

Eligible Training Providers - By Program Status

RIPLEY	TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT Manufacturing Technology TTC Diploma		COMMONITY COLLEGE			Provider Name			
0	anufacturing Technology			AAS - Health Sciences		Program Title			
-			Associate's Degree						
	08/22/2017			App Review Date					
Production Workers, All Other (NWTN+surrounding counties)	Production Workers, All Other (NWTN)	Healthcare Support Workers, All Other	Health Technologists and Technicians, All Other	Medical Records and Health Information Technicians	Emergency Medical Technicians and Paramedics	Occupation Title			
274	41	6	2	7	33	Annual Openings			
\$	€9	49	€	€9	€9	Avg. Hourly Earnings			
14.61	12.93	18.26	18.04	15.63	16.37	/g. ings			
2300	340	46	24	103	443	2018 Jobs			
2333	341	48	28	106	473	2018 Jobs 2023 Jobs			
33	->	2	4	ω	30	2018 - 2023 Change			

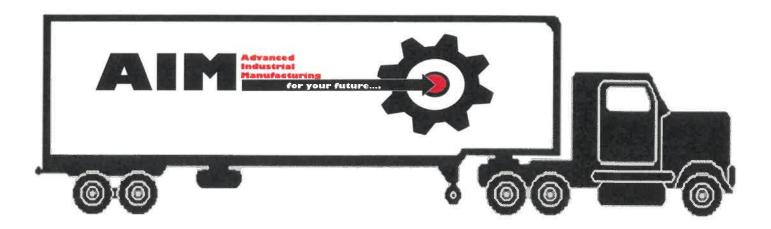
Gibson County Advanced Manufacturing Mobile Unit

The Northwest TN Workforce Board and Tennessee College of Applied Technology at Jackson, are pleased to partner with Bongards Creameries and additional public and private partners to build awareness in manufacturing career pathways, provide hands-on foundational manufacturing skills and create excitement among young people about the opportunities in manufacturing in Gibson County, Tennessee. Our plan is to design, purchase and deploy an Advanced Manufacturing Mobile Training Unit to middle schools, high schools and community events in Gibson County.

With approximately \$175,000 from Bongards Community Investment Grant, we are confident that we can raise additional funds or in-kind contributions from both private sector and public sector partners to fully equip and hire a staff member to provide instruction. TCAT Jackson has already secured a donation of a 53 foot trailer for the project and will donate use of a truck from their commercial truck driving program to pull the trailer to various locations. TCAT Jackson may also provide some of the design and trailer development as part of their various technology programs. The trailer will be professionally "wrapped" to include branding campaign and logos of contributors. "AIM for your future" (Advanced Industrial Manufacturing) is a *suggested* branding/logo (see below).

With the major cost of the truck and trailer taken care of, the grant funds and sponsor donations will be utilized to equip the trailer with industry identified technology and provide staffing. Equipment to be donated or purchased may include, but not be limited to, a 3D Printer, Laser Engraver/cutter, Welding simulator, CNC Milling, Electricity/Electronics, Pneumatics, Hydraulics, Mechanisms, Pneumatic Robotics, Programmable Logic Controls (PLC), and a Truck Driving simulator (already secured by TCAT Jackson). Flat screen TVs will provide videos of local sponsor companies demonstrating the equipment and sharing critical information about careers in manufacturing. A full-time staff member will be hired by TCAT Jackson to provide hands-on demonstration and provide instruction to coordinate with STEM and Career Technical Education coursework at the middle and high schools. Salary and benefits for a full-time staff will be approximately \$75,000 annually.

The Advanced Manufacturing Mobile Training Unit, is the one of many steps that Gibson County has taken to assure there is a pipeline of workers for the future.



	South Fulton High School	Ripley High School	Peabody High School	Obion County Central High School	Munford High School	Milan High School	Lake County High School	Humboldt High School	Henry County High School	Halls High School	Gibson County High School	Dyersburg High School Welding	Dyersburg High School	Dyer County High School	Crockett County High School	Covington High School	Carroll County Technical Center	Brighton High School	Benton County Technical Center	Bells injection Molding	Bradford High School	LEAP 2015-2018 Final Results	
202	0	12	17	ool 0	0	86	0	43	0	12	0			0	0	0	0	0	0	L	10	17-18	
200	6	12	17	0	0	86	0	43	0	12	0	14			0	0	0			0	10	17-18	198
197	a	12	17	0	0	85	٥	43	0	12	0	13	0	0	٥	0	٥	0	0	0	9	17-18	Ship Ship Challer
99%	100%	100%	100%	0%	0%	99%	0%	100%	0%	100%	0%	93%	0%	0%	0%	0%	0%	0%	0%	0%	30%	17-18	Cate Call Se
32	0	0	0	0	0	17	0	1	0	12	٥	0	0	0	0	0	0	0	٥	۲	0	17-18	Sign Sign Sign Sign Sign Sign Sign Sign
29	0	•	٥	0	0	16	٥	1	٥	11	٥	٥	٥	0	0	0	0	0	0		0	17-18 17-18	18 18 18
94%	0%	0%	0%	0%	%0	94%	0%	100%	0%	92%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%		
3	0	-	17	0	0	1	0	10	0	12	0	0	0	0	0	0	0	0	0	0	9	17-18 17-18	A Secretarial Control
36	0	-	11	٥	0	1	0	00	٥	11	0	٥	٥	٥	٥	0	0	0	0	0	4	17-18	
7007	200%	100%	0%	0%	0%	100%	0%	100%	0%	92%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	44%	17-18	Salar Salar
5	0	1	٥	٥	٥	1	0	1	0	12	0	0	0	0	0	0	0	0	0	1	0	17-18	
ń	9 1	-3	٥	0	0	12	0	1	0	11	٥	٥	0	0	0	0	0	0	0	1	0	17-18	A CONTROL OF THE PROPERTY OF T
94%	0%	100%	0%	0%	0%	100%	0%	0%	0%	92%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	17-18	
14						++		1		11										12		17-18 15-17	Tar Certification
1110	45	65	101	77	16	201	5	73	13	109	76	50	16	4	127	3	10	24	21	58	19		
	4	27	4	-	-	198	ω	66		=	72	32	6	=	90	2	7	12	6	52	13	15-17 (5-17	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
7,92	97%	73%	58%	510	100°	99%	60%	9000	62%	25.55	3,50	64	38%	1000	71	67%	70"	10.	29"	1000	988		1 20 1 20 1
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Con reproper	TCAT Nawhorn	TCAT Birls	DSCC	Obion County Central HS	DSCC	TCAT Jackson	DSCC	Humboldt HS	TCAT Paris	DSCC	Gibson Co. HS	TCAT Newbern/DHS	TCAT Newborn	TCAT Newbern	Crockett County-HS	TCAT Covington	CCTC	SCC	встс	TCAT Newbern	Bradford High School	Provider	
140	200	1	1777	117	48	594	9	198	24	282	216	96	88	12	270	6	21	36	18	156	39	Potential Credit hours and DSCC for Advance ed Integral Industrial all Technology Program	

Total Enrolled 2015-2016
Total Enrolled 2016-2017
Total Enrolled 2017-2018

Total Certifications Earned 2015-2016
Total Certifications Earned 2016-2017
Total Certifications Earned 2017-2018

Full CPT Earned 2015-2016
Full CPT Earned 2016-2017
Full CPT Earned 2017-2018

Career Coach



The American Job Center's **Career Coach** helps students make the connection between educational/training programs and quality career outcomes. With Career Coach, students can quickly find a career that's right for them based on relevant job market information and enroll in a program at institutions that best fit their goals. The result? Students engaged in their coursework and passionate about career outcomes associated with specific programs.

- <u>Take a Career Assessment</u> to learn about yourself and Career Coach will give you career suggestions based on your interests
- <u>Browse Careers</u> and we will give you relevant data on wages, employment, and the training you need.
- Browse Available Programs that lead to the career you want.
- Are You a Veteran? Find Civilian Careers related to your military occupation.
- <u>Build Your Resume!</u> Our eay-to-use resume builder will help you create a professional resume.

Click here to begin!

Welcome to Career Coach

Discover majors and in-demand careers and education based on your interests!

Take Career Assessment

Take a Career Assessment to learn about yourself and Career Coach will give you career suggestions based on your interests.

Take the Assessment

Browse Careers

Browse careers and we will give you relevant data on wages, employment, and the training you need.

Browse Careers

Browse Programs

Browse the available programs that lead to the career you want.

Browse Programs

Are You a Veteran?

Find civilian careers related to your military occupation.

Get Started with Military Search

Build Your Resumé

Our easy-to-use resumé builder will help you create a professional resumé.

Sign Up and Build Your Resumé



Re-entry Advanced Manufacturing Program

NWTN Workforce Board & American Job Center Partnership with Gibson and Dyer County Jails

Instruction by:

TN College of Applied Technology – Jackson
Dyersburg State Community College

Executive Summary

Recidivism of justice involved individuals is a concern not only in federal and state prisons, but also in local county jails, where according to a recent Department of Corrections study, recidivism is higher among prisoners released from jails than prisons. By providing programing for mental health, substance abuse, education and job skill training, the recidivism rate can be reduced to as low as 15%. Rural counties, such as Gibson and Dyer, often have additional challenges related to resources and employment opportunities which contribute to higher recidivism rates.

Members of the Northwest TN Workforce Board (NWTNWB), including representatives of employers, have discussed the need to provide services to justice involved individuals. But there is always the looming question, "will employers hire them?" Based on comments from Board members and success of other re-entry programs, the answer is "yes, on a case by case basis". Employers will consider hiring justice involved individuals who have shown personal improvement while incarcerated or since release.

The NWTNWB in Local Workforce Development Area (LWDA) 12 has developed a partnership with the Gibson County and Dyer County Sheriff's Offices to establish an occupational skills training program for jail inmates who are nearing release. The training program will be supported by other services offered through the American Job Center (AJC). Re-entry Advanced Manufacturing Program (RAMP) will provide instruction in the Manufacturing Skills Standard Council (MSSC) Certified Production Technician (CPT) program to incarcerated individuals onsite at the jail. The credentials, currently recognized by local employers, include four (4) nationally recognized certifications — Safety, Quality, Manufacturing Processes and Maintenance Awareness. The training will be provided by the TN College of Applied Technology (TCAT) at Jackson and Dyersburg State Community College (DSCC), who will award credit toward their respective advanced manufacturing programs and will accept the credit of the other program for future training. TCAT Jackson will award up to 432 clock hours of credit, DSCC up to 12 college credits for those completing the entire program. Interim certifications will be issued for partial completion. Both colleges have experience offering the program curriculum. In addition to increasing the employability/occupational skills of the inmates, the program supports the goals of the Governor's Drive to 55.

Inmates will be identified and referred to the program by the Sheriff's Offices. Ideal candidates will have a desire to train and work in manufacturing, have a functional reading level of 6th grade or above, be within 6 months of release date and have a record that does not include violent crimes. Referrals will be expected to have already received any necessary mental health and/or substance abuse services needed before referral to the program. Gibson County plans to target male inmates, while Dyer County will focus on female inmates. Each may change their focus depending on the number of candidates available. The goals of the program are to increase employment opportunities and lower recidivism rates, by increasing occupational skills and developing a career pathway to manufacturing.

Program Objectives

With unemployment rates around 5% and the continued introduction of new jobs into rural northwest Tennessee, our employers are beginning to question where employees will be coming from in the future. The recent announcements of 1500 jobs by Tyson in Gibson County, along with 150 for Develey Mustard and 100 for Frazier Industrial in Dyer County, on top of multiple local expansions, mandates workforce development to seek out target populations who may be underserved due to barriers. The objective of the Re-entry Advanced Manufacturing Program (RAMP) will be to provide intervention to current inmates in Gibson and Dyer County to increase their skills to meet employer needs.

RAMP will provide instruction in the Manufacturing Skills Standard Council (MSSC) Certified Production Technician (CPT) program to incarcerated individuals onsite at jails in Gibson and Dyer counties. Inmates will have the opportunity to earn four (4) nationally recognized credentials – Safety, Quality, Manufacturing Processes and Maintenance Awareness. (see attached course outline). The training will be provided by Tennessee Board of Regents institutions - Tennessee College of Applied Technology Jackson (TCAT Jackson) will award up to 432 hours of credit and Dyersburg State Community College (DSCC) up to 12 college credits for those completing the entire program. Interim certifications will be issued for partial completion. In addition to increasing the employability of the individuals, and meeting the growing demands of employers, the program supports the goals of the Governor's Drive to 55 to increase credentials. The program will encompass a wide variety of American Job Center partner services to help inmates address barriers to employment.

Specific numeric objectives are included below. Although we will strive for 100% completion of all modules, this is probably unrealistic considering that inmates could be removed from the program for various reasons, and/or be released before completion and the modules build on each other.

Total Enrollments: 80

Complete at least 1 Module: 75

Complete at least 2 Modules: 70

Complete at least 3 Modules: 65

Complete all 4 Modules: 60

Employed 2nd Quarter after Exit: 58

Employed 4th Quarter after Exit: 56

Returned to Jail: 16 or less

Statement of Problem

According to Sheriff Jeff Box, Dyer County, there is a growing consensus across the state of Tennessee that our criminal justice system is in need of reform. "The way we've always done things is simply not making our communities safer and costs too much money. By failing to address systemic problems, we have effectively installed revolving doors in our jails and prisons. Nearly half of those who leave a state prison will be locked up again in three years and the rate is often higher in our local jails." Since Sheriff Box implemented the Jail2Jobs program, providing career services and work experience three 3 years ago, there has been improvement in the rate; however, the Jail2Jobs program is only available to a limited number of men assigned to the Work Center. It has not been available to female inmates. Although Dyer County Sheriff purchased a license for the MSSC CPT program, it has not been utilized to it's fullest capacity due to the employer demand for workers taking precedence. Most workers selected for placement have previous manufacturing experience, leaving those who do not to literally sit and wait for their time to be served. By making the CPT program available to the general inmate population, including a focus on female inmates, a greater number of the general inmate population will be prepared for work in the manufacturing sector.

Sheriff Paul Thomas also sees first hand the "revolving door", citing a 83% recidivism rate in 2014. Funding for intervention programs in Gibson County has been pretty much non-existent, including the status as a "workhouse" jail which would allow inmates work for the private sector, similar to the Dyer County Jail 2Jobs program. Sheriff Thomas houses over 300 inmates, many who have little or no work experience.

Members of the NWTNWB, including representatives of employers, have discussed the need to provide continued services to justice involved individuals for some time. With low unemployment rates and continued employment growth expected, individuals with criminal records will be needed in the labor force. But the question is, "will employers hire them?" Board members say "yes, on a case by case basis". Employers will consider hiring justice involved individuals who have shown personal improvement while incarcerated or since release. Personal improvements could be earning a high school diploma, learning a new skill, paying off fines, successful work experience, etc.

Statistics and Background

Approximately one in three adults in the U.S. has a criminal record, and men with criminal records account for about 34% of all nonworking men ages 25 to 54. Nationally, there is a total estimated loss to the economy of \$78 to \$87 billion every year as a result of people with criminal records being unemployed or underemployed. Policymakers across the political spectrum recognize the scope and importance of this issue, and employment has been identified as a key reentry issue that must be addressed to reduce recidivism and improve public safety. National Reentry Resource Center, (2017, May). What Corrections and Reentry Agencies Need to Know. Retrieved from URL https://csgjusticecenter.org/wp-content/uploads/2017 /06/6.13.17 WIOA WhatCorrections-and-Reentry-Agencies-Need-to-Know.pdf

County governments and local communities benefit directly from reentry programs. The average per daily cost to incarcerate an individual in a local jail in Tennessee is roughly \$60.00 per day. The average Tennessee county has a recidivism rate ranging between 60-70%. Gibson county cited 83% in 2014.

It is important to understand the unique challenges offenders face when returning to rural areas. Barriers to employment faced by rural offenders are often more challenging due, in a large part, to the unavailability of support services and the unique features of rural life. There is a significant gap in reentry services and organizational capacity for Jlls in rural Tennessee. The Rural Task Force in Tennessee was created to bring resources together to advance rural communities and economic development throughout Tennessee. The long-term objective of this task force is to implement statewide policies and programs that improve the economy in all rural communities so that fewer counties are at risk and no counties are distressed.

Action Steps and Service Plan

The Northwest TN Workforce Board will secure WIOA funding through the TN Department of Labor and Workforce Development to provide instructional cost to serve up to eighty (80) inmates in RAMP by June 30, 2019.

Inmates will be identified and referred to the program by the Sheriff's Office. Ideal candidates will have:

- a desire to train and work in manufacturing;
- a functional reading level of 6th grade or above;
- be within 6 months of release date:
- have a record that does not include violent crimes.
- have already received any necessary mental health and/or substance abuse services

Gibson County plans to target (50) male inmates, while Dyer County will focus on thirty (30) female inmates. Each may change their focus and referral criteria depending on the number of candidates available.

RAMP will provide instruction in four (4) Manufacturing Skills Standard Council modules that result in national industry certifications in the following areas – Safety, Quality, Manufacturing Processes, and Maintenance Awareness. The four certifications culminate to the award of the Certified Production Technician credential. Tennessee College of Applied Technology Jackson will teach 5 sessions with 10 students. TCAT Jackson students will also qualify for up to 432 clock hours of post-secondary credit and TCAT Certifications as an Advanced Manufacturing Production Associate and Advanced Manufacturing Production Technician. Dyersburg State Community College will teach 3 sessions with 10 students each. DSCC students will also qualify for up to 12 credit hours of post-secondary credit toward an Associate of Applied Science Degree in Advanced Integrated Industrial Technology Concentration.

The Northwest TN Workforce Board will work with the One Stop Operator to coordinate American Job Center partner services including:

- Title II Adult Education will test inmates using the CASAS assessment to determine basic skill
 functioning levels and address remediation issues. Any inmate who does not have a high school
 diploma will be offered an opportunity to take classes to prepare for the High School Equivalency
 exam.
- Title 1 Career Advisors will meet with all prospective candidates to continue an initial assessment, determine eligibility for WIOA and develop an educational/employment plan. Candidates selected for the program will be enrolled in WIOA Title I for training services. Funds will be authorized in VOS for payment of tuition/fees to the appropriate training provider, as well support services for MSSC registration and assessment fees. Career Advisors will provide case management, including referral to additional partner services, throughout the program, during the job search phase, and for 12 months following program exit.
- Title III AJC staff will arrange for or offer workshops such as resume writing, interviewing, job search techniques, federal bonding, work opportunity tax credit eligibility, and financial literacy. This may include bringing the Mobile Career Coach and other presenters onsite to the jail.
- Title IV Vocational Rehabilitation will be available for referral of any inmates with a disability who may need assistive technology or other rehabilitation services.
- Temporary Assistance for Needy Families counselors will provide services for inmates whose spouse and/or children receive welfare assistance focusing on the family through a two generational approach.
- AJC Business Services Team (BST), which includes all AJC partners, will meet with inmates to
 discuss employment opportunities. The BST will promote successful inmates to employers
 through various means including, direct hire, and when necessary, transitional work experience
 or On the Job Training.
- Upon release, inmates will be encouraged to come to the AJC, where they already have many "familiar faces" who can help them on their transition into gainful employment.
- AJC partners will coordinate with probation officers, when appropriate.

Organizational Structure of RAMP

RAMP will be a collaborate partnership between the NWTNWB, AJC partners, Sheriff's Office/county jail and probation officers (as appropriate).

- The NWTNWB will make the initial investment for one (1) MSSC license for Certified Production Technician Training (10 seats) and appropriate hands-on equipment/tool kit for the Gibson County program. In the event Gibson County no longer elects to participate in the program, the license and equipment may be moved to another location within LWDA 12 or the region, and may be utilized by another training provider.
- In Dyer County, the Sheriff already purchased the 10 seat MSSC CPT license from local funds. The NWTNWB will purchase appropriate hands-on equipment/tool kit for the Dyer County program. The Dyer County Sheriff has agreed to implement "inmate exchange" in the event there are not sufficient participants for the program. "Inmate exchange" would

- allow inmates from another county/region who meet the criteria to be moved to the Dyer County Jail to participate in the program.
- DSCC and TCAT Jackson will provide instruction through tuition based Individual Training Accounts/Contracts as authorized in the Virtual One-Stop (VOS) reporting system.
 Support services including MSSC registration and assessment fees will be authorized by inmate in VOS.
- In accordance with TEGL 19-16, the NWTNWB will enter into a Training contracts based on the following criteria: The most appropriate training could be provided by an institution of higher education in order to facilitate the training of a cohort of multiple individuals for jobs in-demand sectors or occupations, and the contract does not limit consumer choice.
 - O Tennessee College of Applied Technology Jackson and Dyersburg State Community College are both a part of the Tennessee Board of Regents higher education system. Both programs have had experience offering the Certified Production Technician program to other student cohorts.
 - The cohort will be current inmates of the Gibson County Jail and Dyer County Jail.
 Gibson County plans to target males, Dyer County females.
 - O The Certified Production Technician program provides credentials in Safety, Quality, Manufacturing Processes and Maintenance Awareness. These skills were identified by a group of 15 employers in the development of Dyersburg State Community College's Associate of Applied Science for Advanced Integrated Industrial Technology. The CPT curriculum was also the centerpiece of the initial LEAP program, approved and managed by the Northwest TN Workforce Board. An Occupational Summary from EMSI for production workers is included in the Appendix. In addition to this data, new industry announcements recently made include 150 jobs with Develey Mustard, Dyer County; 100 jobs with Frazier International, Dyer County; 1500 jobs with Tyson, Gibson County.
 - O Currently, the inmates at Gibson and Dyer County have no opportunity to attend post-secondary education while incarcerated. This pilot program will offer individuals interested in employment and/or future training in manufacturing careers the opportunity to earn national credentials and college credit. Once released, regardless of the training provider of the pilot program, if the graduate desires to continue their education, they will be able to select the program (multiple industrial options) and provider (TCAT or community college) via Individual Training Account. The national credentials earned will qualify for credit from the local TCAT or community college. The graduate may also participate in work experience, on-the-job training or be referred for direct hire.
- The One-Stop Operator will lead coordination efforts of all AJC partners to support the program as provided in Action Steps and Service Plan.

Budget

The total cost of RAMP for 80 inmates between March 2018 and June 30, 2019 is less than \$3,000 per, for a total of \$231,700. The Northwest TN Workforce Board is requesting Statewide Adult funding in the total amount of \$143,060 to provide the initial investment in MSSC License and equipment (\$53,500) and instructional cost (\$89,560) for 40 inmate enrollments through September 2018. Formula Adult funds will be utilized to provide funding (\$85,550) to TCAT Jackson and DSCC for instruction for the remaining 40 inmates for enrollments between October 2018 and June 2019. The NWTNWB will follow standard procurement policies for purchase License and equipment.

LWDA 12 Reentry Advance	ed Mai	nufa	cturing Pros	ran	n (RAMP)		
						Τ	
NWTNWB Budget		Mai	r 18-Jun 18	Jul	18-Sep 18	Sta	atewide
MSSC Module License		\$	22,000.00	\$	-	\$	22,000.00
AC/DC Electrical Trainer/Learning System		\$	15,750.00	\$	_	\$	15,750.00
Measurement Trainer/Learning System		\$	15,750.00	\$	_	\$	15,750.00
Subtotal NWTNWB Budget		\$	53,500.00	\$	-	\$	53,500.00
TCAT Jackson Contract		Mar	18-Jun 18	Jul	18-Sep 18	Sta	atewide
MSSC Student Registration	20	\$	600.00	\$	600.00	\$	1,200.00
Module 1 Tuition/Fee	20	\$	4,825.00	\$	4,825.00	\$	9,650.00
Module 2 Tuition/Fee	20	\$	4,825.00	\$	4,825.00	\$	9,650.00
Module 3 Tuition/Fee	20	\$	4,855.00	\$	4,855.00	\$	9,710.00
Module 4 Tuition/Fee	20	\$	4,825.00	\$	4,825.00	\$	9,650.00
MSSC Module Assessments	80	\$	2,000.00	\$	2,000.00	\$	4,000.00
Subtotal TCAT Jackson Contract		\$	21,930.00	\$	21,930.00	\$	43,860.00
DSCC Contract		Mar	18-Jun 18	1111	18-Sep 18	Cto	tewide
MSSC Student Registration	20	_	600.00	\$	600.00	\$	1,200.00
Module 1 Tuition/Fee	20		5,062.50	\$	5,062.50	\$	10,125.00
Module 2 Tuition/Fee	20	_	5,062.50	\$	5,062.50	\$	10,125.00
Module 3 Tuition/Fee	20	\$	5,062.50	\$	5,062.50	\$	10,125.00
Module 4 Tuition/Fee	20	\$	5,062.50	\$	5,062.50	\$	10,125.00
MSSC Module Assessments	80	\$	2,000.00	\$	2,000.00	\$	4,000.00
Subtotal DSCC Contract		\$	22,850.00	\$	22,850.00	\$	45,700.00
Total RAMP Program Budget	40	\$	98,280.00	\$	44,780.00	\$:	143,060.00

Reporting Elements

The NWTWB will require the training providers to report on no less than a quarterly basis and a final end of the program report to include:

- Number of inmates enrolled
- Number and type of CPT Credentials earned
- Other program successes

AJC Partners (via One-Stop Operator) will report no less than quarterly and a final end of program report to include:

- AJC Services Provided
- Number placed in Work-based learning (Transitional Work Experience, OJT)
- Number placed as direct hire
- Number of program exits
- Retention 2nd Quarter after exit
- Retention 4th Quarter after exit
- Median Wage
- Recidivism rate of graduates during follow-up period

The NWTNWB will forward training provider and AJC reports to the TDLWD as requested.

RE-ENTRY ADVANCED MANUFACTURING PROGRAM (RAMP)

Gibson County – TCAT Jackson

- The first class (7 weeks) completed with 9 of 10 inmates (males) passing certifications in Safety,
 Quality, Manufacturing Processes and Maintenance Awareness.
 - Other inmate will continue to work with instructor and peer mentors to pass Quality (failed by 1 point) and Manufacturing Processes.
- AJC and outside partners are providing workshops on resumes, interviewing, etc.
- Employer Tour was hosted and resulted in employers committing to hire graduates
- Graduation ceremony is being planned
- Next class to begin the first week in August
- Equipment order is on delay; company provided loaner substitute equipment.

Dyer County - Dyersburg State Community College

- 9 are currently participating, 13 total have enrolled, but dropped or were exited from class
- 9 of 9 passed Safety; 7 of 8 have passed Quality; 4 have taken and passed Manufacturing Processes.
 - o 4 are ready to take Manufacturing Process Assessment
 - o 3 are ready to take Maintenance Awareness Assessment
- AJC will be scheduling workshops for resume and interviewing and job placement
- DSCC will be working with those near release who want to continue their education

	NAME	SAFETY	QUALITY	MANUFACTURING PROCESS	MAINTENANCE AWARENESS
1		Tested 6/26/2018 Passed	Tested 7/17/2018 Passed	NEEDS Assessment AS OF 07/23/18	
2		Tested 6/26/2018 Passed	Tested 6/26/2018 Passed	Tested 7/5/2018 Passed	NEEDS Assessment AS OF 07/19/18
3	Managy Meio or	Tested 7/5/2018 Passed			
4		Tested 6/26/2018 Passed	Tested 6/26/2018 Passed	Tested 7/10/2018 Passed	NEEDS Assessment AS OF 07/19/18
5		Tested 7/19/18 Passed	NEEDS Assessment AS OF 07/19/18		
6	15 (15) 10, 155	LEFT PROGRAM 6/13/18	LEFT PROGRAM 6/13/18	LEFT PROGRAM 6/13/18	LEFT PROGRAM 6/13/18
7	0=10502_1-	LEFT PROGRAM 6/13/18	LEFT PROGRAM 6/13/18	LEFT PROGRAM 6/13/18	LEFT PROGRAM 6/13/18
8	consider Shipitor	Tested 6/26/2018 Passed	Tested 6/26/2018 Passed	Tested 7/17/2018 Passed	
9	-	Tested 6/26/2018 Passed	Tested 7/10/2018 Passed	Tested 7/17/2018 Passed	NEEDS Assessment AS OF 07/19/18
10		Tested 6/26/2018 Passed	Tested 7/17/2018 Failed 71	NEEDS Assessment AS OF 07/23/18	
11		LEFT PROGRAM 7/9/18	LEFT PROGRAM 7/9/18	LEFT PROGRAM 7/9/18	LEFT PROGRAM 7/9/18
12	50, GIA	LEFT PROGRAM 7/9/18	LEFT PROGRAM 7/9/18	LEFT PROGRAM 7/9/18	LEFT PROGRAM 7/9/18
13		Tested 7/5/2018 Passed	NEEDS Assessment AS OF 07/19/18		

WORK EXPERIENCE CHALLENGES AND SUCCESSES

Transitional Jobs:

- completed TWE and started on her OJT on 7/11/18
- started TWE on 6/26/18 at Royal Group.
- was working at Lauderdale Community Hospital. She has reported she has gained employment with another healthcare facility, but we have not received a check stub yet.
- was working at Lauderdale Community Hospital and is now employed at Charms through
 Staffmark.
- He has not been going to his worksite due to being in custody of the TBI in regards to his possible affiliation with a homicide in Henning.
- She was placed at the Royal Group, but was asked by employer not to come back. I have been working with Rodney Wright of Wright Cleaning Services / SRG in order for her to complete her Transitional at the facility. They are skeptical of allowing her to complete her Work Experience there because she is the girlfriend of and they are concerned about any affiliation with the homicide.
- Koriann is currently working with to place her at a Wealth Management office in Lauderdale County.

Youth Work Experience:

- went to the orientation at Develey and he was not placed because he had "attitude" and came in late to the orientation while watching a video on his phone. We met with him and gave him the opportunity to complete more assignments in Career Ready 101 and we would place him again. He started the assignments, but wasn't invested in doing the work to get another assignment.
- quite her worksite because it was hot. She will be working on Career Ready 101 before she is placed again.
- moved out of state
- left for college where he will play ball in Alabama. He should be junior status and we are looking at funding his school. His school is on the provider list, but we are working on having them fill out paperwork so he can receive funding from our region.
- Benton County- 3 youth pending worksites.
- terminated from Boys and Girls Club for playing inappropriate music for the kids. She also threw a water bottle and hit a child. She has to come in and work with us before we will place her again, but she hasn't come in.
- Gibson County has 3 potential youth: We are looking for a counseling site for a psychology student, one has no
 transportation so we will have to find one in walking distance of his home and the 3rd one has had numerous
 unsuccessful services through Voc. Rehab. I spoke with his mother myself last week and got them interested in TCAT
 Jackson's Welding program while we look for a placement where he works with very little people.

Youth Hired:

- DSCC hired completed her WE at the library. She was hired as an Employment Specialist for Obion and Lake County.
- In a former ISY that was a peer tutor in South Fulton. She was on a WE while at UTM in the AJC in Union City in 2016. She was hired by DSCC as the Employment Specialist for Weakley and Henry County.

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