

2022 -2024 Southeast Tennessee Local Plan Modification

Operating Systems and Strategies

- Provide information regarding service strategies implemented both in the physical AJCs, as well as virtually, to include a description of:
 - How the one-stop system is implementing and transitioning to more integrated, technology-focused operations to improve outreach to jobseekers and employers, provide intake, and enhance case management for programs carried out under all partners included in the workforce

The state utilizes Jobs4TN.gov, also referred to as the Virtual One-Stop (VOS), which provides an integrated, technology-enabled intake and case management information system. This system supports functions for job seekers and employers as well as a customer management information system with common intake and exit for partner programs such as Title I Adult, Dislocated Worker and Youth, Title II Adult Education (AE), Title III Wagner-Peyser Employment Services, Trade Adjustment Assistance (TAA), Reemployment Services and Eligibility Assessments (RESEA), and SNAP Employment and Training. The system also integrates the Unemployment Insurance, Labor Market Information, the Eligible Training Provider List, providing a single technology-based tool for an integrated service delivery system. The state continually collaborates with the vendor, Geographic Solutions, Inc. to develop and implement new features to increase the use of technology through VOS, including the addition of electronic signature capture added in 2020 which expedited the use of electronic forms. Currently, Vocational Rehabilitation (VR) does not utilize VOS.

The transition to virtual technology has made programs more accessible via technology, as well as a means for better coordination and communication between partner programs. Additionally, the state launched the Virtual AJC, an electronic access point accessible online 24/7 that matches individuals with services and serves as a connector to the AJCs. Additional improvements are forthcoming, including a scheduling tool. Plans to expand on the technology-enabled services are ongoing. Southeast plans to establish procedures to allow direct access to the AJCs from access points throughout the local area, improving accessibility. This initiative currently being under development by the board will be implemented and managed through the One-Stop Operator when launched.

The OSO is responsible for the overall functional alignment of the services integration in the American Jobs Centers. The OSO manages the daily operations, overall customer experience including staffing and service delivery expectations, performance metrics, including federal, state, and local metrics of all centers within the Southeast local area. The OSO serves as primary functional leader by being accountable for coordination of staffing and staff training of all the core partners within the system. The OSO provides the leadership necessary for an integrated service delivery system through the management and mentoring of the three Teams: Welcome Function, Skills Training, and Business Services. Additionally, the OSO is responsible for the coordination of partners and referrals among partners, both on-site and off-site. Southeast has a framework for the OSO staff to coordinate the referral of individuals for appropriate services, including maintaining a listing of all partner programs to assure that all staff in the AJC have up-to-date information for referral.

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Once registered and assessed for job-readiness, the Welcome Team makes referrals (warm handoffs) to partners as agreed upon by the Site Leads. Off-site referrals are made by phone or electronically. All referrals are to be captured and tracked in the Virtual One-Stop for all partners using VOS. More information related to the functions of the OSO can be found the Southeast LWDA MOU between partners.

- Provide a description of the initiatives the LWDB (including all partners) are implementing or will be implemented to ensure accessibility to programmatic services.

Partners in the Southeast Tennessee LWDA are aware of the need to provide services to individuals where they are and are intently taking services to rural communities, jails, other partner locations, and/or virtually to expand the reach of the public workforce system and to ensure accessibility to programmatic services. New partnerships also provide the means to ensure accessibility to programmatic services and expansion of Access Points with strategic partners will strengthen this approach. Transitioning to a more integrated, technology-focused operation will help to ensure accessibility to programmatic services.

Virtual options have replaced the need to travel for workshops, job fairs, online training, partner collaborations, and other services that support service accessibility.

- How will technology continue to improve the connection to partners across the workforce system? Include the advances made during, as well as those to continue post-COVID.

Several of the core partners were able to switch to technology enable services early in the pandemic, utilizing Zoom for virtual connections. Staff also adapted quickly to the use of electronic signatures and guiding clients through document uploads for contactless service delivery. Title I Adult, Dislocated Worker, and Youth programs, and Vocational Rehabilitation have relied on technology to increase enrollments. Title II Adult Education has used online learning to meet upskilling requirements. Areas of opportunity to increase the connection of partners across the workforce system include Title III Wagner-Peyser Employment Services who are tasked with connecting work-ready, qualified job seekers to employment, and the Senior Employment Community Service Program who provides subsidized employment to older workers, often in person, who may need digital literacy skills to effectively utilize technology.

Technology will continue to be utilized to improve the connection to partners across the workforce system. Southeast LWDA seeks to enable virtual connections between Access Points and the comprehensive One-Stop locations using virtual meeting technology, with oversight from the One-Stop Operations staff. Zoom, Webex, and similar tools will be considered for access to workforce system through technology, providing the connection through the Access Points without the need to travel to a comprehensive center or affiliate.

- Describe how the Local Board will support the strategy identified in the TN Combined State Plan and work with entities carrying out core programs, including a description of:

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- Expanding access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including individuals with disabilities

Expanding access requires a collective effort of core partners to meet individuals where they are. This means increased outreach efforts to places and communities that are not visiting the American Job Centers, including rural communities and the urban core where disability rates and unemployment are higher and labor force participation is lower. Solutions are needed to assist individuals with navigating the benefits cliff because a slight raise could potentially cause a shortfall, preventing them reach their full potential. For this reason, Southeast LWDA stands ready to support those entities in the local area that received TANF Opportunity Planning Grants and have potential to be awarded implementation pilots.

Individuals with disabilities face significant barriers to education and employment. This population is important to the local workforce and represent an underutilized talent pipeline. Vocational Rehabilitation relies on an Order of Selection and Priority Categories, so other partner organizations should enroll or co-enroll individuals with disabilities who desire to work. VR can provide assistive technology along with other supportive services, but braided funding is recommended.

- Facilitating the development of career pathways and co-enrollment, as appropriate, in core programs and improving access to activities leading to a recognized post-secondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable)

Southeast LWDA facilitates career pathway development through targeted services for individuals with significant barriers to employment, providing a clear path of education and training that results in self-sustaining wages. Alignment with in-demand industry sectors occurs with the local board approval of training programs on the Eligible Provider List, including degree programs and short-term certificate programs as well as other models like integrated education and training, apprenticeships, and pre-apprenticeships. Career pathways and co-enrollment are supported through integrated service delivery, where the lead partner agency provides the career counseling and participants are co-enrolled to braid funding and optimize supports needed to achieve career and educational goals.

The board recognizes the need to strengthen the workforce ecosystem for targeted industry sectors. Sector-based strategies would bring industry and strategic partners together to develop employer-led training resulting in industry-recognized credentials, with the strategic partners having resources for recruitment and co-enrollment.

- Describe the employer engagement strategy to better connect business with well-trained and qualified applicants.
 - Provide a description of how the LWDB will implement initiatives such as apprenticeships, incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways

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initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of employers in the corresponding region in support of the business service strategy.

Southeast LWDA continually seeks opportunities to expand apprenticeships in the local area in support employer-led training. Employers are experiencing a tight labor market, even with unemployment nearly recovering to pre-pandemic levels. Labor market participation has declined but earn and learn models such as apprenticeships are lucrative opportunities to gain skills and credentials while getting paid.

Southeast also has a long history of supporting Incumbent Worker Training (IWT), which allows businesses to train incumbents to remain competitive by learning recent technology, leadership skills and other growth opportunities. The board utilizes Consolidated Business Grants (CBG) when available by the state and can set aside up to 20 percent of Adult and Dislocated Worker formula funds if there is adequate funding to support participants. With WIOA Adult and Dislocated formula funding in decline, a 20 percent set aside could prove challenging without impacting services to individuals with barriers.

Sector strategies are an effective way to connect business with a well-trained workforce. Southeast Tennessee Development District recently submitted a proposal to Economic Development Administration's Good Job Challenge, coordinating sector-based strategies efforts around Construction, Healthcare, Manufacturing, and Transportation with third party backbone organizations that have convening power within these sectors. As a strategic partner, the local workforce board, chambers of commerce, adult education, other workforce serving organizations, community-based organizations and others will serve as strategic partners, offering resources and funding to connect workers to high-wage, high demand occupations. Sector-based strategies are viewed as a promising practice, but solutions are needed to support ongoing efforts, including a top-down focus from all partners to align and leverage resources, training partners, and economic development.

- How will you measure the effectiveness of the strategy outside of mandated business performance measures?

Southeast Tennessee will measure effectiveness through increased labor force participation, equity of services, and decreased number of counties that are designated as at-risk or distressed. While half of the local area is designated as transitional by the Appalachian Regional Commission, transitional counties have pockets of high unemployment and high poverty, including the urban core in Chattanooga. Intentional efforts to take the training to the urban core and the rural communities that lack the resources are required for the desired outcomes. Efforts to reach these areas as targets of opportunity have potential to impact labor force participation rates and decrease the number of areas and counties that are distressed.

- Include information to support the increase of Labor Force Participation Rates.

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There are approximately 101,419 individuals in the Southeast LWDA who are not in the labor force according to the 2020 – 2021 Reference Guide Tennessee’s Economy, citing the U.S. Census Bureau, 2015 -2019 American Community Survey, 2019, 5-year estimates. Of those, 66,352 individuals not in the labor force have a disability, and 126,740 are without a disability. Individuals who are not in the labor force but want to work have significant barriers that must be addressed to obtain and maintain employment, highlighting the need for a collective impact of the workforce partners to increase labor force participation rates.

Efforts to engage those who are incarcerated or returning to their communities upon release from incarceration are needed to increase labor force participation. A significant percentage of this population are individuals with disabilities. Another target is the number of women, including Hispanic and Latina or women of color who are disconnected from the labor force due to the lasting impacts of the COVID-19 pandemic.

- In relation to the Governor’s key priorities, provide an overview of current and/or new strategies being implemented by your Local Workforce Development Board (LWDB) to ensure workforce partners collaborate on the 1) implementation of programs to best serve the rural communities, including economically distressed and at-risk counties; 2) criminal justice reform; 3) vocational and workforce development; and 4) other individuals in priority populations

An overview of the Southeast LWDB strategies to address the Governor’s key priorities are provided below:

1. **Programs to best serve the rural communities, including economically distressed and at-risk counties:** Southeast LWDB has opened a specialized center in Grundy County which is economically distressed and a persistent poverty county. There has also been a location developed for Bledsoe County for staff to meet with job seekers and clients, which is also distressed.

Coordination of short-term training within the rural communities, especially our distressed and at-risk counties, continues to be a strategy in Southeast. In the past, Southeast partnered with Chattanooga State Community College for use of the welding labs at Grundy County High School for adult learners outside of the school calendar, supporting three separate cohorts. One cohort was transported from Grundy County Jail, with all earning certification from the American Welding Society. All participants were able to become employed in the work release program. Southeast seeks additional partnership with local school districts in rural communities for adult learning, especially those who are economically distressed or at-risk.

2. **Criminal justice reform:** Connecting justice involved individuals to lucrative employment opportunities reduces recidivism and increases labor force participation. During this tight labor market, justice involved individuals can provide an eager workforce for employers that are struggling to source talent. The Southeast LWDA is implementing strategies to assist individuals with justice involvement, connecting them to work.

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Staff from the Disabled Veterans Outreach Program attend Veteran’s Court, and other programs are working directly with jails to offer workforce programs. Adult Education is offering high school equivalency and skills upgrades to those who are currently incarcerated. Adult Education is leading efforts to offer Commercial Driver’s License training in Bradley County Jail, with support from City Fields, the workforce board, SNAP Employment & Training, and Vocational Rehabilitation.

3. **Vocational and workforce development:** Support of Career and Technical Education is a priority of the Southeast Tennessee LWDA. Demand for middle-skill workers is high in the local area. One concern of the local board is the need to highlight these careers as lucrative with the opportunity to attend training through programs such as Tennessee Promise and Tennessee Reconnect.

The local area works closely with core programs as well as secondary and post-secondary partners to expand work-based learning (WBL) opportunities, including WBL panel discussions, consulting with industry partners on apprenticeships and pre-apprenticeships.

Southeast LWDA recognizes the need to introduce the emerging workforce and those who may not be participating in the labor force to in-demand occupations. The local area has invested in Virtual Reality (VR) licenses that provide an immersive experience in manufacturing, automotive, and other technical careers. This initiative promotes the in-demand occupations that students may have skills for but never considered. VR headsets have been used in the classrooms, career fairs, demonstration events, and with employers. Middle school and high school students are the primary audience for this technology as a career exploration tool.

4. **Other individuals in priority populations:** Southeast LWDA seeks to serve individuals with significant barriers in other priority populations. This includes women, communities who are typically underserved, and individuals with substance use disorder. Outreach to these populations and efforts to advocate for their employment are a priority for the local area.

SETD and local workforce board staff have participated in efforts across all ten counties in the service area to identify resources and establish an ecosystem to connect those with SUD to meaningful employment in support of recovery.

- Describe any partnerships, new collaborations, or innovative practices you would like to share that include connections with non-profit or other community organizations.

Expansion of Work-Based Learning:

Southeast LWDA partners with local school districts to expand work-based learning. Recently, the board was included in efforts to create an apprenticeship with a Chattanooga-based employer that will include students from three different county school districts in the local area. Activities included core team meetings to plan and develop the program, sharing best practices and resources, and

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touring a local employer with a successful work-based learning program. The labor standards unit is scheduled to conduct a site visit to determine the jobs suitable for work-based learning students.

Re-Entry Partner:

Project Return is a new partner in Southeast Tennessee, expanding to Chattanooga after more than thirty years of successful re-entry programming in Nashville. The mission of Project Return is to provide services and connect people with the resources to return to work and community after incarceration. Southeast Tennessee Local Workforce Board is proud to have Project Return in the local workforce area and seeks to strengthen the developing relationship.

Project Return operates three social enterprises as an innovative approach to providing economic growth and mobility to clients who need engagement services upon release. Returning individuals are at higher risk of recidivism when they do not have a job or housing, so they serve as the first employer and provide wrap around services such as door to door transportation through PROe and PROPS. Transitional employment provides clients with the appropriate mix of coaching and support needed for successful employment.

In Southeast, Goodwill's Senior Community Service Employment Program SCSEP has a recent pilot initiative providing dual assistance for clients with driver's license reinstatement challenges. Goodwill/SCSEP is exploring other partnership opportunities such as dual client enrollment for hard skills training and certification, transitional employment opportunities, and uniform/clothing support for clients.

Counseling Services:

Goodwill/SCSEP also has a new initiative with Southern Adventist University's Counseling and Emotional Wellness Center that allows SCSEP/Goodwill participants who need and request counseling to receive free services via video conferencing at Goodwill's office. The counseling is available at no cost to the job trainee/participant. The service is provided by graduate students in the university's professional counseling program, and each session is strictly supervised by licensed professionals. The program is accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP).

Southeast LWDA is working with TANF Opportunity Pilot planning grant partners to leverage the resources of the public workforce system in efforts to connect low-income individuals to jobs earning sustaining wages, ending the dependence on the safety net. This includes a partnership with the City of Chattanooga as the lead agency and United Way of Greater Chattanooga, and other partners in Chattanooga and Hamilton County.

Secondary School Initiatives in the LWDA:

Southeast LWDA would like to highlight innovative high school approaches to workforce development. Bradley County Schools' PIE Innovation Center – Partnerships in Industry and Education innovates the student experience through direct collaboration with business, industry, and non-profit organizations that will co-locate in support of learning pathways, embedded work-based learning, and

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experiential STEM learning. Bradley County Schools has PIE on Wheels, a bus outfitted with equipment for Career Exploration at the middle school level to help better prepare them for selection of the high school program of study.

In 2019, Hamilton County Schools implemented Future Ready Institute, CTE learning communities that combine classroom instruction with hands on learning to develop a future talent pipeline. Schools are paired with industry partners to support the innovative approach to career readiness. Students are able to attend the institute of choice based on their career pathway, rather than by district zoning.

Smart Factory Institute:

Finally, Southeast LWDA is home to the Smart Factory Institute operated by Peak Performance, which is part of the global network of Deutsche Messe Technology Academies supporting the adoption of Industry 4.0 advanced manufacturing operations. The Smart Factory Institute, which is located at the former Volkswagen Academy in Chattanooga, is the first and only in North America. The Smart Factory Institute is a collaborative effort between the Tennessee Manufacturers Association, Deutsche Messe Technology Academy, and the University of Tennessee Chattanooga.

The local workforce board staff follows the webinars and events offered by the Smart Factory Institute to better understand the transformation of advanced manufacturing and the resulting workforce trends as adoption of Industry 4.0 increases. The ongoing pandemic accelerated investment in robotics, Artificial Intelligence, and machine learning which will disrupt some of the jobs we have today, requiring individuals to be re-skilled for the jobs of the future.

- How is the local area leveraging these valuable partnerships?

Southeast is leveraging these valuable partnerships to achieve the best possible outcomes from the collective, leveraging the expertise and funding of each partner. Meetings have served as important networking opportunities with partner organizations, as well as to share information and best practices. Non-profit organizations and other partners have flexibility with funding which can be challenging to coordinate with workforce programs. Southeast continues to discuss ways to leverage the restrictive funding with unrestrictive to achieve the best outcomes, including expansion and strengthening of the workforce ecosystem.

- Has the LWDB considered utilizing fee for services to employers as revenue opportunities to further support WIOA allowable activities? If so, provide details of these opportunities.

Southeast has not considered utilizing a fee for services to employers as revenue opportunities to further support WIOA allowable activities.

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Performance Goals and Evaluation

- How will your LWDB increase physical and programmatic access for each of the fourteen (14) significant barriers to employment (SBE) groups as outlined within Workforce Services Policy-Key Performance Indicators Section 1(B)?

Southeast LWDB seeks to expand programmatic access for individuals with significant barriers to employment by creating Access Points with strategic partners who are already serving the target population. Access Points are not staffed but will expand the reach of the American Job Center network. Access Points planned during the last two years proved unsuccessful due to the ongoing pandemic. Planned partner locations were closed or transitioned to virtual services, and/or saw a decline of traffic.

- Provide in the form of a table: Lead organization (community-based organization, nonprofit, a state agency, etc.), a brief narrative strategy, a list of primary supportive services catered to the SBE’s specific needs, and the monitoring methodology/frequency for each SBE group.

Significant Barriers to Employment (SBE) group	Lead Organization	Narrative Strategy	Primary supportive services catered to the SBE’s specific needs	Monitoring Methodology/Frequency
Displaced Homemakers	Mid Cumberland Human Resource Agency – WIOA Dislocated Worker program	The WIOA Dislocated Worker program assists individuals who have become displaced with entering or re-entering the workforce as quickly as possible, including workforce education, training, and employment programs.	Transportation Assistance, Childcare, Tools, Uniforms, Test Fees, Other supports needed to overcome barriers to education and employment	Desktop monitoring/Quarterly Data Element Validation/Annually
Low-income individuals/recipients of income-based public assistance	Mid Cumberland Human Resource Agency – WIOA Adult and Youth programs	The WIOA Adult program provides employment and training activities and must give priority to recipients of public assistance and other low-income individuals.	Transportation Assistance, Childcare, Tools, Uniforms, Test Fees, Other supports needed to overcome barriers to education and employment	Desktop monitoring/Quarterly Data Element Validation/Annually
Native Americans	Native American Indian Association of	NAIA provides classroom training assistance, career counseling, and job place to eligible Native	Books, supplies, fees, other	Monitoring determined at federal/state levels

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	Tennessee, Inc. (NAIA)	American, Native Hawaiian, and Alaskan Native individuals.		
Individuals with mental or physical disabilities, including the recipients of Social Security Disability Insurance	Tennessee Dept. of Health – Vocational Rehabilitation (VR)	VR provides services to individuals with a disability to assist them in achieving their employment goals.	Transportation, childcare, meals, assistive technology, uniform, tools, vehicle modifications, equipment, information, and referrals	Monitoring determined at federal/state levels
Those age 55 and older	Goodwill – Senior Community Service Employment Program (SCSEP)	SCSEP is an employment training program for low-income, unemployed individuals aged 55 years and older who are currently unemployed and need to upgrade their skills.	Transportation assistance and referral, Wardrobe/uniform, Driver’s license reinstatement assistance and referral (Pilot Stage) Tools, and equipment, Test fees, and referrals for other supportive services	SCSEP staff conduct assessments at enrollment and reassessments of participant progress and needs every six months When a SCSEP participant is hired, program staff contact the person quarterly for 12 months and provide supportive and monitoring services for up to 24 months after exiting
Justice-Involved Individuals	Mid Cumberland Human Resource Agency – WIOA Adult, Dislocated Worker, Youth programs	WIOA programs provide additional support for Justice-Involved Individuals including training programs, including classroom and on-the-job training, and/or wrap-around services	Transportation Assistance, Childcare, Tools, Uniforms, Test Fees, Other supports needed to overcome barriers to education and employment	Desktop monitoring/Quarterly Data Element Validation/Annually
Individuals experiencing or have experienced homelessness	Mid Cumberland Human Resource Agency – WIOA Adult, Dislocated Worker, and	The WIOA Adult program provides employment and training activities and must give priority to recipients of public assistance and other low-income individuals	Transportation Assistance, Childcare, Tools, Uniforms, Test Fees, Other supports needed to overcome barriers	Desktop monitoring/Quarterly Data Element Validation/Annually

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	Youth programs		to education and employment	
Youth in or have aged out of the foster care system	Mid Cumberland Human Resource Agency – WIOA Youth	The WIOA Youth program is a comprehensive youth workforce development program for serving eligible youth, ages 14-24, who face barriers to education, training, and employment. Services made available through the 14 elements prescribed in WIOA.	Transportation Assistance, Childcare, Tools, Uniforms, Test Fees, Other supports needed to overcome barriers to education and employment	Desktop monitoring/Quarterly Data Element Validation/Annually
Individuals who are English language learners, individuals who have low levels of literacy, individuals facing substantial cultural barriers	Adult Education (AE) – Tennessee College of Applied Technology - Athens	AE programs are designed to assist immigrants and other English language learners in improving reading, writing, speaking and comprehension skills in English and math; and, acquiring an understanding of the American system of government, individual freedom, and the responsibilities of citizenship by local providers.	High School Equivalency test (HiSET) fees paid with vouchers purchased by the TNDLWD Adult Education Division. State “General” grant funds to cover other test fees such as: certifications that lead to employment opportunities, e.g., CDL, Welding, and Construction licensures.	Fiscal and programmatic monitoring are at least once per 3-year contract. Desktop monitoring at any given time as requested by the State office of Adult Education, but average at least once per 3-year contract period.
Eligible Migrant and Seasonal Farmworkers	Tennessee Opportunity Programs	Provides case management, skills training, and related assistance to aid farmworkers in meeting their employment goals and achieving economic self-sufficiency	Provides referrals to supportive services	Monitoring determined at federal/state levels
Individuals within two years of exhausting	East Tennessee State University - TANF	TANF is a workforce development and employment program that emphasizes work, training, and	Temporary cash assistance, transportation, childcare assistance,	Monitoring determined at federal/state levels

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lifetime TANF eligibility		personable responsibility on a temporary basis with primary focus on gaining self-sufficiency	educational supports, other	
Single parents, including pregnant women	Mid Cumberland Human Resource Agency – Adult and Youth	<p>The WIOA Adult program provides employment and training activities and must give priority to recipients of public assistance and other low-income individuals.</p> <p>The WIOA Youth program is a comprehensive youth workforce development program for serving eligible youth, ages 14-24, who face barriers to education, training, and employment. Services made available through the 14 elements prescribed in WIOA.</p>	Transportation Assistance, Childcare, Tools, Uniforms, Test Fees, Other supports needed to overcome barriers to education and employment	<p>Desktop monitoring/Quarterly</p> <p>Data Element Validation/Annually</p>
Long-term unemployed (unemployed for 27 or more consecutive weeks)	Dislocated Worker – Mid Cumberland Human Resource Agency	The WIOA Dislocated Worker program assists individuals who have been unemployed for more than 27 weeks with re-entering the workforce, including workforce education, training, and employment programs.	Transportation Assistance, Childcare, Tools, Uniforms, Test Fees, Other	<p>Desktop monitoring/Quarterly</p> <p>Data Element Validation/Annually</p>
Other groups as the Governor determines to have barriers to employment	Mid Cumberland Human Resource Agency – Adult, Dislocated Worker, Youth	The WIOA Adult program provides employment and training activities and must give priority to recipients of public assistance and other low-income individuals.	Transportation Assistance, Childcare, Tools, Uniforms, Test Fees, Other	<p>Desktop monitoring/Quarterly</p> <p>Data Element Validation/Annually</p>

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		<p>The WIOA Youth program is a comprehensive youth workforce development program for serving eligible youth, ages 14-24, who face barriers to education, training, and employment. Services made available through the 14 elements prescribed in WIOA.</p>		
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Technical Requirements, Assurances, and Evaluation

- Budget Information
 - Provide a detailed budget that lists the sources and uses of Tennessee Department of Labor and Workforce Development (TDLWD) pass-through funds and all non-Federal matching funds by completing a provided budget toolkit (424A).

Southeast LWDA’s SF 424 A will be attached outlining TDLWD pass-through funds. Currently, there are no non-federal matching funds to report.

- As WIOA Title I formula allocations continue to decline, how does your LWDB leverage partner resources (funding, other) to help further sustain WIOA programs and services to job seekers and employers?

The Southeast LWDA strongly encourages co-enrollment within the American Job Center partner network to braid funding for the best possible service delivery and participant outcomes, and to avoid service duplication. The board encourages AJC staff across programs to collaborate on innovative service strategies through an integrated service delivery and functional team alignment. Program staff collaborate on training and supportive services involving funding (one program will pay for tuition costs and the other will pay for books or transportation) when appropriate. The One-Stop Operator monitors adherence to the local Memorandum of Understanding, ensuring that the appropriate mix of services delivered based on individual needs. Individual needs are identified through the common intake (enrollment into Jobs4TN) and an initial assessment to determine if the individual is job ready or needs referral for employment and training services.

An example is an innovative training approach is the CDL training program offered to males and females in the Bradley County jail through a collaborative effort between Adult Education, City Fields, the workforce board, Vocational Rehabilitation, and SNAP E&T. Adult Education developed an Integrated Education and Training (IET) with Tri-Star Trucking for AE students in the jail who were seeking high school equivalency or skills upgrades. City Fields used their program funds to pay Tri-

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Star's instructor during a six-week training offered via Zoom. Title I Adult, Dislocated Worker and Youth programs, Vocational Rehabilitation, and SNAP E&T programs committed support for required background checks, physicals, test fees, and any other requirements to enable released individuals to complete the CDL licensure and obtain employment.

- Is your LWDB considering a request for statewide or rapid response funds to support innovative initiatives? If so, what activities will your LWDB plan to support utilizing statewide or rapid response funds?

Southeast LWDA will consider a request for statewide Career Exploration funds to provide career pathway support for K-12 partners. Career Exploration funding from the state purchased licenses for virtual reality headsets with career simulations through TRANSFRVR. The TRANSFR headsets are shared with local school districts for Career Fairs, summer programs, and classroom activities in both middle and high schools. Southeast will seek funding to continue providing this innovative technology for career exploration.

Additionally, Southeast LWDA will consider requesting Rapid Response funds to offer innovative training opportunities, including short-term training to reskill dislocated workers. Coordination between economic development, education partners, and community-based organizations are ongoing.

- Has your local area applied for and/or received any other grants which have provided additional resources? If not, does your local area plan to apply for additional resources to support regional activities?


SETD has applied for EDA's Good Jobs Challenge to provide additional funding to support sectoral partnerships that result in employer-led training and the required wrap around services needed to connect workers with significant barriers to employment with good jobs. The outcome of this application is not known at time of submission.

The board will continue to seek additional grants and resources to support workforce development activities.

Southeast Signature Page

The 2022-2024 Southeast Tennessee Local Plan Modification is submitted in accordance with the provisions of the Workforce Innovation and Opportunity Act. We further certify that we will operate the Workforce Development programs in accordance with the plans and applicable federal and state laws and regulations.

Southeast Tennessee Local Workforce
Development Board

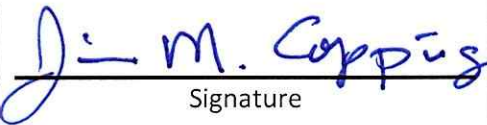


Signature

*Carri Smith
Board Chair*

04/22/2022

Chief Local
Elected Official



Signature

*Mayor Jim Coppinger
Hamilton County Mayor*

04/22/2022



2022 LOCAL PLAN MODIFICATION REVIEW

Southeast Local Workforce Development Board	
2022 Plan Modification Recommendation	Approval

The Tennessee Department of Labor & Workforce Development, Division of Workforce Services, has completed the review of the Southeast Local Workforce Development Board (LWDB) Local Plan Modification submitted during the 2022 Local Plan Modification Process. The 2022 Local Plan Modification Process required the LWDB to respond to questions and update the 2020 Local Plan regarding labor market and economic conditions, service delivery and employer engagement strategies, workforce partners’ collaborative efforts, innovative practices, as well as local area budget information.

Based on this review, the Southeast LWDB 2022 Local Plan Modification has **satisfied** the minimum compliance criteria outlined in the 2022 Regional and Local Plan Modification Guidance, released January 31, 2022. The Division of Workforce Services **recommends approval** of the Local Plan Modification by the State Workforce Development Board.

The Division of Workforce Services commends the following strategies identified in the LWDB 2022 Local Plan Modification.
COMMENDATIONS
<ul style="list-style-type: none"> • Prioritization of service delivery in economically at-risk and distressed counties, through multiple specialized centers and other participant engagement strategies, including counseling services provided by non-profit partners • Partnerships with educational providers, including Hamilton County Schools with the “Future Ready Institute,” the use of virtual reality headsets in K-12 schools to explore in-demand occupations, and with Title II – Adult Education providers with Project Return and to offer training programs which support justice-involved individual reentry • Acknowledging the decrease in “walk-in traffic” to the American Job Center and developing strategies to move staff into the community to “meet people where they are,” rather than waiting for potential participants to visit an American Job Center

The Division of Workforce Services observed the following which may require additional information and/or technical assistance to ensure compliance during implementation of the LWDB 2022 Local Plan Modification.
OBSERVATIONS
<ul style="list-style-type: none"> • Additional information will be requested and/or technical assistance may be necessary to: <ul style="list-style-type: none"> ○ coordinate and align strategies across core and additional WIOA partners to connect a broader range of employers with business services, including specific employer engagement strategies and how partners are involved ○ provide the local budget narrative for subsequent Program Years 2022-24 and strategies to utilize funding to serve individuals with Significant Barriers to Employment (SBEs) and support other priority populations