



# State of Tennessee

## State Workforce Development Board Meeting

### MEETING MINUTES

Friday March 25, 2022 - 10:00 AM – 12:34 PM CDT

#### Board Members Present

Martha Axford (East)	Rick Isaacson
	J. Paul Jackson
	Commissioner Jeff McCord
Assistant Commissioner Jay Baker	Vonda McDaniel
Jason Bates	Mayor E.L. Morton
Tim Berry	Designee: Policy Director Tony Niknejad for Governor Bill Lee
Proxy Sarah Noel for State Representative Clark	Stuart Price
Rhonnie Brewer	Barry Ray
	Designee: Director Ann Thompson for Commissioner Bob Rolfe
Michelle Falcon	Jeff Vance
Ben Ferguson (Southwest)	Kevin Vaughn
	Ruste Via
Marshall Graves (Southeast)	Ron Wade (Greater Memphis)
Ann Hatcher	
Christine Hopkins (Southern Middle)	

#### Board Members Present by Proxy

Deputy Commissioner Cherrell Campbell-Street for Commissioner Clarence Carter – Michelle Joyner, Proxy

Designee: Chief Jean Luna-Vedder for Commissioner Penny Schwinn – Matthew Spinella, Proxy

Assistant Commissioner Kevin Wright – Julie P. Johnson, Proxy

#### Members Absent

Proxy Brandy Foust for State Senator Paul Bailey

Mayor Kevin Brooks

Jonathan Cantrell

Bill Godwin

Kyle Spurgeon

*Location in parenthesis represents the state board member's membership on a local workforce board.*

#### Call to Order and Welcome

Chairman Berry called the meeting to order at 10:00 a.m. After a welcome and some preliminary protocol reminders, Chairman Berry introduced Kevin Wright as the new Assistant Commissioner for the Division of Rehabilitation Services. Mr. Wright is replacing former Assistant Commissioner Mandy Johnson who took a position in the private sector. Although Mr. Wright was unable to attend today's meeting, we look forward to getting to know him at the next meeting.

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Chairman Berry expressed his appreciation to the board for taking the time last month to review the State Plan Modification which was submitted to our federal partners on March 11. He thanked the 14 state staff across many divisions for their work on the changes to hundreds of pages. We're waiting on federal feedback and the board will receive a status update at the next meeting.

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### Roll Call

Iler Bradley conducted the roll call and established the presence of a quorum.

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### Approval of Minutes (vote required)

Chairman Berry requested a motion to approve the November 12, 2021 minutes. It was moved by Vonda McDaniel and seconded by Rhonnie Brewer to approve the minutes as presented. The motion passed.

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### Workforce Advisory Overview – Dr. Jeff McCord, Commissioner – TN Department of Labor and Workforce Development (TDLWD)

Commissioner McCord recapped where we are two years out from the beginning of the pandemic to frame the reason for our current direction. Before the pandemic in February 2020:

- 1) our unemployment rate was 3.4 percent and we're at 3.4 percent as we speak,
- 2) our labor force was at 3.3 million people and our workforce is at 3.3 million people now,
- 3) the number of people who were employed was 3.2 million and we're at 3.2 million people employed now.

Tennessee has come out of the pandemic, but those numbers aren't the same across the country: there's a lot of lag happening. Decisions were made here in TN in consultation with the private sector, public sector, and nonprofits that helped us to be where we are.

From the workforce side we can look at those numbers say we're fully recovered but we're not. The difference between February 2020 and now is growth: we still have the same number of people working which gives validity to our two-fold strategy of focusing on the skills gap (which we still have) and on labor workforce participation. A lot of states and workforce boards continue to talk about the skills gap but leave the whole labor force participation conversation unsaid and maybe lament that people don't want to come back to work. Well, they all came back, and we still have an issue so that's where we're headed.

Commissioner McCord thanked the board for the last couple of years, the level of engagement and the time commitment given to labor and workforce development in Tennessee.

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### Committee Updates

#### Oversight Committee – Presented by Vice Chair Rhonnie Brewer

The Operations Committee had a very active conversation as they discussed a few key things.

Budgeting and Reporting: They are looking at some changes in this area regarding how information is tracked.

Three key areas that they're looking at right now are labor force participation, employers offering family-sustaining opportunities, and education around post-secondary credentials obtained.

In addition they discussed the opportunity to reinvest some funds that we already have that are currently being unused because we have unprecedented low numbers in rapid response. For clarity, rapid response is when we have large layoffs by employers and a team goes out and helps those individuals get back to work. Since everybody needs employees right now we haven't had a large need for that, so it was suggested that the board realign some of those funds for dislocated workers by reducing the amount that was recently set aside for rapid response down by just over \$3.3 million and utilizing that for dislocated workers.

Policy Work Group: A work group is looking at all our statewide policies and making recommendations to us as a board on things that we could do to tighten and improve the policies, whether it is just the layout or actual content of the policy. It may be necessary to have some policy segmentation:

a. Some policies which have either expired already or will be expiring are the policies that generally we look at annually and we vote to continue to renew them. Many of them do not require change so the oversight committee voted to recommend to the board that we consider voting to extend those with the caveat that we also include an automatic annual renewal with internal review by the labor and workforce department. Unless there are issues that come up or the law changes or reasons for us to change it's an automatic renewal process.

b. For those policies currently under review by the policy work group that need cosmetic changes or updates, the oversight committee asked two things:

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1) there would be an in-service day for the board to review them collectively versus reading those individually to ensure that we understand and have clarity prior to voting and,  
2) we try to group policies that will need to be changed into one session versus voting in June and then coming back in August, etc. which makes it an ongoing process.  
There was also a recommendation that we create timelines so we have some definitive guidelines around when we're going to look at the policies. The Oversight committee voted to recommend to the full board that we consider the policies to be looked at in this fashion.

**Chairman Berry:** What would be the next steps then for taking that recommendation and putting that into place?

**Rhonnie Brewer:** Justin will present this information more succinctly to the board by June.

**Tony Niknejad:** You mentioned some changes to rapid response. Was there a specific instance or circumstance that led to this discussion or was it just kind of an evaluation assessment that we probably need to make some changes?

**Rhonnie Brewer:** It's not necessarily going to be changes to rapid response overall: it's just because the current funds are unused and we have a need somewhere else so we're just shifting them only for one year so it will continue as it always has moving forward.

**Ivan Greenfield:** Just a little clarity: we would actually need two votes here today on those recommendations. The first on the rapid response we're asking the board for approval to reduce the rate from 25% under the law to 5% and what that does is it allows us to put more funding out to the local boards instead of reserving those funds here at the state. This upcoming year you'll note that in my presentation the state reserve dollars were reduced significantly. We lost about \$4.4 million and so we're looking at reducing this reserve rate to be able to put more funding out to the local boards in the form of dislocated worker dollars. The first vote is to reduce that rate from approved 25% to 5%.

**Commissioner McCord:** Just as an aside that's a good thing that we don't need money for rapid response so we can use the money for the things we do need.

Chairman Berry called for the motion. It was moved by Tony Niknejad and seconded by EL Morton. Chairman Berry asked for any other discussion or questions about the recommendation as Ivan presented it.

**Marshall Graves:** Is there any need for reserve or something? We don't need it today but when we need it we're going to need it, so is there any need for some kind of reserve?

**Ivan Greenfield:** Yes so that five percent we did keep back to help with the business and other things. We didn't put the whole thing out we just kept five percent back.

**Ben Ferguson:** Are those funds required to go back to dislocated worker? For the same reason that rapid response isn't as prevalent right now, dislocated workers is kind of in the same vein: there's not as many folks getting dislocated as they typically would be.

**Ivan Greenfield:** So if they don't get used in the first year, the funds are good for three years and so we can use them for other statewide activities.

**Commissioner McCord:** That was my question too Ivan. This decision is just for a year so we can flip back if we need to.

After no further discussion or questions, the motion passed.

**Ivan Greenfield:** Then also just a little clarification on the policy part, we're asking for a recommendation from the Oversight committee to present to the full board. The change in the way we present our policies would be twofold: one is for any existing policies where there was no significant material change in the policy or the law didn't change that we have an automatic renewal feature for those policies that would expire. Our policies run on a state fiscal year from July to June so anything that would expire we would automatically renew those: again no material change and no change in the law.

Anything that's new or has significant revisions would then come to the board for full review. There was a proposal to have an interim session before the board meeting with the board or the committees to review the policies. That way when they came up for review in the board meetings, you would have information for those new policies or revised policies that have significant changes.

So again existing policies automatic renewal with the caveat that there would be in that next board meeting - generally the third quarter - a listing of the policies that were renewed no material change things of that nature so that we could as a staff mitigate some of the administrative burden on those existing policies, and then for newer policies or revised policies that we would have an interim session for the board to have some familiarity with those policies before voting on those policies in the next board meeting.

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After asking if everybody understood the recommendation as presented, Chairman Berry called for the motion. It was moved by EL Morton and seconded by Jason Bates to accept the recommendation for policy improvements as presented. After hearing no further discussion, questions or clarification, the motion passed.

Operations Committee – Presented by Chair Stuart Price

The Operations committee received updates from three different work groups.

Job Seeker Workgroup - This work group is chiefly centered around identifying barriers for job seekers and equipping job seekers with the knowledge of how to engage our different agencies. We have six agencies and part of their first steps were identifying redundancies and areas where they could mutually support each other and a job seeker. One element that they've come up with is the No Wrong Door approach: if there are different agencies that a job seeker should engage, the engagement should happen regardless of agency they approach. This was their first focus and it's ongoing.

They have also focused on barriers to child-care which was launched back in January. They've had eight referrals as of February, but they've had zero enrollments which has been cause for some consternation and focus that they've had because we intuitively feel that this is an area that job seekers will take advantage of and presents a challenge for many of them. We feel as if we're lacking in guidance documentation for job seekers to understand the steps they need to take to avail themselves of this. Also we need to educate them on funding for it and eligibility criteria because it's not the same as other programs.

A job seeker tool kit has been developed and it'll be a resource hub for job seekers to obtain information and resources for needed support. Next steps include technical assistance sessions which will be occurring, creating labor market information and dashboards, continued child-care access, career pathway expansion, and a benefit screener tool.

Business Services Workgroup - This work group has identified employers across the state who form an advisory committee. What they've understood from the beginning is there's a lack of a common technology platform for business engagement. Access to services for the business community is still largely a mystery and so unraveling that for them is the focus of this advisory committee which consists of members representing the business community across the state. They meet every month and one of the things they're particularly excited about adopting is the Coursera platform which is a training platform that offers 8,000 classes currently of course that's no doubt growing but we have 6,000 licenses for anyone with a Jobs4tn account who can access that and enroll their employees and participants in training and track it. That's something we're really excited about and something we know that will be well-received from the business community.

Apprenticeship and Work-Based Learning Workgroup: The objective of this work group is to create a landscape where a student in high school who would not track towards a college degree could go through a craft training or trade training or other type of skills training program. We would get them enrolled in a pre-apprenticeship program with the objective of translating that into an apprenticeship program and into employment. They have been very active: they have set and are meeting very detailed goals.

For example, in terms of pre-apprenticeship creation for Adult Education, they met their goal of five; for CTE Programs, they met their goal of 10; for Colleges and TCATs they have a goal of five and have three, with two more to enroll by December 2022; and for Corrections, they have a goal of three and have two at this point with the objective of adding another one by December 2022. Regarding engagement, there are currently 6,957 Tennesseans participating in registered apprenticeship programs with 2,082 completers. Regarding overall active apprentices, Holly made a point that there is a dip in January 2022 but explained that we are going from federal oversight to state oversight and the transition there requires a lot of complicated unraveling of information. There have been 58 new sponsors across the state. In terms of pre-apprenticeship outcomes, from October to December, eight have completed the entire process successfully and all eight were hired across logistics and healthcare and construction. Looking ahead, upcoming milestones include career exploration events for student development of videos by industry, and marketplace to connect opportunities to students. The goal of three in-person events by December 2021 was completed and a goal of three additional events for spring of 2022 was added. Two of those have already happened. Another milestone is developing apprenticeship sponsor capability in all TCAT and community colleges which is ongoing.

Commissioner McCord noted that work-based learning and pre-apprenticeships are aligned with introducing young students to work and maybe changing some trajectories that are again aimed at the longer-term labor force participation rate. Thanks to this board's support and guidance we have an infrastructure for pre-apprentices and

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apprenticeships that we didn't have three or four years ago and we're able to partner with the funds coming into Education and help them get into workplaces. The infrastructure is being built, and when see those funds come in (assuming the budget's approved) we should see those numbers really take off.

Chairman Berry also noted that regarding the growth of labor needs in the state, this opens a pipeline to feed that labor need. It's great if we can get career paths into the minds of those students early on and get them to stay and feed into the growth of the jobs in TN.

**Michelle Falcon:** What industries are benefiting from apprenticeships?

**Commissioner McCord:** It's across industries: our highest one is IT and manufacturing/construction but also Tennessee's the first to have a teacher apprenticeship program as well. Matthew do you want to talk about that one?

**Matthew Spinella:** Sure - over quite a bit of time we've recognized the staffing shortage in the classroom. To fill those staffing needs and to overcome a number of barriers to entry that many face with teaching, Holly Free-Ollard and previously also Tyra Copas as well as Commissioner Schwinn and Dr. Luna-Vedder at TDOE conducted a lot of research and provided a lot of data for the U.S. Department of Labor to get a registered apprenticeship program for teachers. The cost of the credential and the license itself is significantly diminished and the pathway is significantly streamlined. The term "grow your own" is really something we believe in greatly. Many of our districts use the Teaching as a Profession program of study in our Career and Technical Education programs to inform our students about it and later help them accelerate their pathway to becoming a classroom teacher while still making sure that there's enough significant attention paid to the preparation that's needed to get into the classroom. This is not a program that happens over the course of 12 months so over the next few years we do hope to see a larger influx of teachers and less staffing shortages.

**Commissioner McCord:** Across all industries, you usually think of that as manufacturing or construction, you need to build that pipeline to create ways for folks to advance. Your retention rate's going to be a lot higher, and your skill level is going to be a lot higher if you go through an apprenticeship program, but you must hold two things in your hands at the same time: we know while this is happening, companies are currently automating and using AI continuously and that will take away the first couple layers of organizations. The number of entry level positions is going to shrink so how do you hire someone economically if that's usually done at an entry level position? The answer is apprenticeship programs, and you'll hear this called job for the future and the future of work. It's a two-prong strategy now and in the future. In the state of TN we really didn't have that infrastructure and so we're really focused on that now. Part of what's going to happen in the private sector is if you can't find people, if you can't find labor, you invest in capital which will be the reason you have to check out of the grocery store and there's nobody there. For us it's not just a strategic plan to solve the current issue: it's a way to set us up to be competitive as we go forward and for employers to be able to operate economically.

**Rhonnie Brewer:** Matt, where are the teachers getting the RTI: Required Training Instruction?

**Matthew Spinella:** Within each LEA they are to select the RTI provider, but the same systems are in place for a teacher to obtain a license across the board in our college system - some of which can come through community colleges and others from four-year universities as well as your masters' programs. It's the same curriculum and content: it's up to the employer to then make sure that the content is covered to be documented within the rapid system.

Someone in the audience noted that with the help of Holly [Free-Ollard] and Charlene Russell, the Clarksville-Montgomery County school system registered 100 teacher apprentices this quarter. Rhonnie Brewer commented on her excitement about the apprenticeship program as a step in the right direction. She noted that there are so many people in Tennessee who cannot afford just to go to school: they really need to earn a livable wage while they're doing that, and apprenticeship really opens that door. She also truly appreciates how this office is thinking outside of the norms of how people have used apprenticeship in the past. Rick Isaacson asked how employers connect to this program, and Commissioner McCord introduced State Apprenticeship Director Holly Free-Ollard who spoke briefly and offered to give her contact information. Commissioner McCord also noted that for the first time, the governor invested state funds to setup an infrastructure from a business perspective. Chairman Berry was glad to see people excited about the program and the results that are exceeding the original expectations.

#### Innovation Committee – Presented by Chair Kevin Vaughn

The Innovation committee had three speakers this morning. Ryan Allen gave an update on the WIOA Data and Performance Workgroup, noting the members, the departments they support, and how the individual sector scores are affected by the feds. Overall we've performed well for the year 2020 then we looked at the quarter ending December 2021 in which we performed well and met all our targets. Other projects that they're working on are the Coleridge Initiative, the P20 Connect TN, and virtual AJCs that are open 24 hours a day.

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Their second presenter was Ben Passino who discussed our KPIs and which ones are nominated for best work practices. He discussed where we are, where we're going, and how we're doing with the KPIs. Overall performance has improved. Their last speaker, Teresa Smith, gave them a quick look at the LFPR map which led to a lot of good conversation.

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### [National Governors Association \(NGA\) Update – Deniece Thomas, Deputy Commissioner - TN Department of Labor & Workforce Development \(TDLWD\)](#)

Deputy Commissioner Thomas thanked the board for their leadership and noted that her visits to Washington DC give her the opportunity to talk about some of the innovations that this board has led. She gave a brief national workforce update on the following topics:

WIOA Reauthorization – The energy and a potential push toward reauthorization that started several months ago has slowed. She reported to the board about nine months ago that she was asked to testify before the Senate and do some other things to try to talk about Tennessee's position. The draft for the House was due today (3/25/22) but it is delayed. The Senate HELP committee will not be convening and talking about WIOA reauthorization at least in the foreseeable weeks to come which is disappointing.

ARPA and situational funding around WIOA reauthorization do not take the place of long-term sustainable funds that we can use to build and grow a workforce system particularly unique to the needs of our state. There are also still concerns primarily around funding and flexibility so even with ARPA there are some things we can do short term but when it's time to transition those programs over to us so we can own them, it doesn't quite line up with the rules in WIOA.

### Continuing Challenges –

- We continue to see antiquated funding formulas that do not reflect our needs. In Deputy Thomas' opinion, this is particularly harmful to southern states where we've seen a recent economic development boom, but it doesn't account for some of the factors that we would like to see. We will continue to push for funding formulas that are modernized both for workforce programs and for unemployment insurance.
- There are projected decreases in workforce funding which could be as much as 10% or better. This is significant when we know the investments we need to make particularly for priority populations where the spend is going to be higher and we need every dollar that we can manage.
- We continue to see rules that really impact our ability to be flexible. The biggest outcry we hear from businesses is that we're not nimble enough to address the need so we're going to be asking for additional flexibility like removing caps from incumbent worker for example.
- We're also repurposing data in metrics. While it's important and we're proud to say that Tennessee meets the federal performance metrics, these measures don't translate to a business leader's world of work. When we talk about second and fourth quarter after exit that means very little to an employer. We can have these federal metrics but there are additional things we should be measuring that shows the value of the workforce system more than some of the things we're asked to spend a tremendous amount of time gathering and reporting on right now.
- We need to diversify services from a majority place-based model. Since Tennessee is a majority rural state there will always be an opportunity for place-based services and we're not suggesting that that goes away. But for those individuals that can do self-assisted services, they can connect to our system on their own. We need to have a space for them to do that, but our funding does not necessarily support that innovation.

### Call to Action - Deputy Thomas is asking the board to continue to work with them on:

- A list of policy recommendations that we can really put in a position paper and share with the U.S. Department of Labor and all the federal partners to better understand what our needs are. We would do this in conjunction with our local boards, businesses, and others that have a stake in where we go, and those priorities will be reflective of the unique needs of Tennessee. She noted that it's very important for each state to be able to have some room to design systems based on their citizenry instead of a broad brushstroke which we see right now.
  - A strategy that's very diversified for business that can go from a to z. While the energy in the room around apprenticeship and some of the other things we are doing is great, we need to hear from business leaders where we're falling short and how we can make some of those adjustments particularly when it comes to things like upskilling workers and even incumbent worker training to become more exact on what those needs are.
  - Gathering feedback from our job seekers. The view is different from someone who's struggling to feed themselves trying to make a decision on child-care or going to work so we need to hear from them and somehow include that information in what we share with our federal partners.
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- Solidifying collaboration. When considering how to fund energized cross-agency innovation cohorts, we're incredible fortunate in Tennessee to have agencies that will work and dream together but this collaboration needs to be solidified in federal rules and not just accidental collaboration which is what we have right now.

**J. Paul Jackson:** The most obvious question is why the delays at the federal level? What is the causation of that?

**Deputy Thomas:** Some of this onus is on the states. I often tell my peers I think we spend a lot of time complaining and we don't really formalize why the need to speed up is important to us. Often our 'asks' are shrouded in funding. So they [give us] all this ARPA money [thinking] we've got time to wait and that can buy some time and that's only partially true. So now we're looking to sort of back up and say to the group – and we had congressional staffers there by the way and they took copious notes because we gave them a lot to write down - the reason why it's so important is if you don't give us the flexibility with the money, the money isn't spent. And we're starting to see that right now. Obviously with the war in Ukraine we heard that's also a reason for the slow down. We anticipate or we hope at least in August that some of those conversations may ramp back up but that's what we got from the staffers that were available to us to speak to the WIOA reauthorization.

**Jason Bates:** What can we as a board do to support the organization in helping to move this along? Are there some things that we can do to support this initiative?

**Deputy Thomas:** Thank you so much for asking that Jason. What we would like to do is really spend some time and have a planning session with the board where we can really sort of slow down a bit, talk about some of the ramifications of some of the decisions that have been made in the past, and put together a list from this board through the Governor's Office of key priorities that we would like to see as a state. It's not unusual: we've seen a couple of other states put together some formal positions on what they would like to see. It has a lot more prowess I can tell you coming from the state board than just us practitioners that are kind of mired in the minutia. To me that would be a good step to kind of get the board together, talk about some of the facts that we're seeing, and also bring back information that we gain from our stakeholders, from other business leaders, from job seekers, and from local boards and bring that back into consideration so we can have one succinct Tennessee blueprint on where we want to move forward. That would be my recommendation. I can see this being an ongoing round of conversations until we can get to reauthorization.

Chairman Berry thanked Deputy Thomas for her excellent report and for being our voice on that platform.

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### [DIDD's Medicaid Alternative Pathways to Independence program \(MAPs\) - Carrie B. Brna, State Director of Employment Innovation & Community Inclusion - TN Department of Intellectual and Developmental Disabilities \(DIDD\)](#)

Carrie Brna discussed the Department of Intellectual and Developmental Disabilities' (DIDD) new program called MAPs (Medicaid Alternative Pathways) to Independence. This new program has been designed to truly empower and enable people living with intellectual and developmental disabilities to live the independent life of their choice. It provides a pathway to community membership and participation which hopes to allow folks to reap the rewards of independent achievement.

MAPs has funding to serve up to 1,250 people. Enrollment will be targeting high school students during the last three years leading up to graduation who are waiting for traditional Medicaid waiver services as well as those who may have recently exited the school system. Enrollment is anticipated to begin in the fall of 2022 and will be limited to three years with an annual budget of up to \$20,000 per participant.

MAPs helps participants achieve the following home, work, and community outcomes:

Home: Home safety, Health and hygiene, Personal finances, Smart home technology  
Work: Pre-Employment, Employment, Career advancement, Enabling Technology for work  
Community: Connecting with people, places, and activities; Getting around independently; Interests, hobbies, and recreation; Volunteering; Enabling technology for community

These outcomes are supported by the following six (6) services which will be offered by DIDD:

- Community Navigator - designed to strengthen individuals' social valued roles and create true opportunities for membership in their communities.
- Independence Coaching - focuses on functional life skill development and is intended to teach and prepare a person for independent or semi-independent living.
- Employment Innovation - designed to help people obtain, maintain and/or advance in competitive integrated employment, including customized or Self-Employment



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- Peer Mentoring - Process through which a person encourages a peer to develop his or her potential within an area of interest. (DIDD, in direct partnership with the Tennessee Believes program, will be working with Tennessee's Inclusive Higher Education Programs to establish a pool of mentors.)
  - Enabling Technology - equipment and/or methodologies that, alone or in combination with associated technologies, provides the means to support the individual's increased independence in their homes, communities, and workplaces
  - Semi-Independent Living - for people who wish to live on their own, or with others of his/her choosing, in a home under their own control.

Participants will be receiving support from a MAP certified case manager. Support starts with the virtual community resource map. A community map is plotted to personalize locations that have meaning to the program participant: work, support circles, etc. Personalization can include adding pictures to the plotted locations to establish a reference point for what occurs at the location. Travel routes (bus routes, etc.) are then plotted to these locations. MAPs helps a participant holistically see what is in their community to help them achieve their goals.

Ms. Brna gave a comprehensive overview of the virtual community map and the six services listed above to help participants achieve their home, work, and community goals.

Ms. Brna gave the following answers to questions posed by board members:

**Commissioner McCord/Outreach to employers:** DIDD is doing this already on several levels so she would imagine they will just incorporate the MAPs conversation in their current training efforts. Her staff has just completed Windmills Training which is focused on employer education and why they should open their doors to hiring people with disabilities. They're going to be partnering with some VR staff who are also trained to do some targeted employer outreach so those efforts will be ramping up.

**Rick Isaacson/Informing employers of participants' skills, abilities, and competencies -** DIDD can generate reports tailored for jobs that will tell employers exactly what that person's good at, what their interests are, and where their skills are so employers have a really good understanding of what support they might need on the job site to be successful.

**Mayor Morton/Driver for number of participants in program:** This number (1,250) was driven by how the funding worked out: this is ARPA state funding.

**Marshall Graves/Number of people across the state who identify as having disabilities:** Ms. Brna did not know the total number of people who identify as having disabilities. DIDD serves around 7,000 folks currently through the UCF choices program. They're serving anywhere from 3,500-4,000 potentially now who are already receiving traditional services, but they know there's so many people who are just waiting for services and or haven't engaged already in the system so they're hoping to catch those people too.

**Rhonnie Brewer/Cost of case management portion (because of the importance of this component):** Ms. Brna has not been working that contract so I have not seen that line item but it's something she is sure they could eventually release and show as the contract is finalized. There's going to be extensive training for this program because it's so unique – them MAPs case managers will be certified, so they are really pushing the envelope with their expectations of these case managers.

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## [Local and Regional Plan Modifications; SWDB Evaluation and Certification Follow-up - Steve Playl, Workforce Services Assistant Commissioner - TN Department of Labor & Workforce Development](#)

Assistant Commissioner Steve Playl gave an update and announcements on the events below.

Veterans Advantage Cycle Across Tennessee – Through their Veterans Services team, WFS has organized a bicycling event literally from Memphis to Kingsport - it's 577 miles - in shorter daily rides from April 4-21. They will stop at American Job Centers, Chambers of Commerce, businesses, etc. along the route to conduct hiring events and to share some of the advantages that hiring a veteran in Tennessee can pose for employers. We've got a big group of veterans and spouses and significant others who either transition out of the military or return to Tennessee after military service and these are incredibly talented, incredibly trained, skilled individuals that we want to help transition to civilian employment.

Re-entry/Second Chance Month - Last year, the Office of Reentry was presented to the board along with the significant work that is being done by Dr. William Arnold and Sophia Young. The office has grown and additional staff have been added. We're ready to promote this population: the justice involved community is another incredible

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resource that we need to help improve our labor force participation rate. April is nationally designated as Second Chance Month and we have three events scheduled in Tennessee to promote re-entry services provided to those who are transitioning back into society:

- April 1 in Nashville at the Hadley Park Community Center from 9 a.m. to 2 p.m. CST
- April 8 in Memphis at the Shelby County Office of Re-Entry from 9 a.m. to 2 p.m. CST
- April 22 in Knoxville at the American Job Center on Middlebrook Pike from 9 a.m. to 2 p.m. EST

AC Playl had a great conversation with J. Paul Jackson about this population that is really not served. WFS is excited about increasing services and the infrastructure that has been developed because of the support of this board and Governor Lee.

AC Playl also noted that they are hosting a training summit at the end of the month for internal and local board staff to increase awareness and improve the training for those who assist justice involved individuals who are transitioning. He provided information to register for this event and noted that SWDB members can attend.

Regional and Local Plan Modifications - Just as the (2020) state plan is being modified, [2020] regional and local plans are also being modified as required by WIOA. This is necessary to meet the goals of the state board ensuring efficient delivery of services, supporting our Tennesseans with the greatest number of barriers to entering the workforce, creating a trained workforce to meet our current industry needs and future industry needs, and then measuring our effective engagement with all our participants across the system. They are trying to establish clear and aligned strategies at the local level which can support our businesses as we are trying to develop a highly skilled workforce.

There are three regions: East, Middle, and West, and nine local boards, three in each region. Regional planning council consists of representation from all the core partners and any other partners that engage in the workforce system in that region. They submit a regional plan modification to:

- a. Update any labor market information or economic conditions;
- b. Describe regional strategies for service integration and delivery;
- c. Outline regional vision, strategies, and goals; and
- d. Respond to compliance questions.

The local plan modification is very similar but at a local level they:

- a. Add context to the information that was provided in the regional plan;
- b. Update their fiscal information and outline a budget of how they're going to expend their funds and how they're going to sustain services outside of WIOA as well;
- c. Update their structure and strategies to support the local plan;
- d. Respond to compliance questions.

WFS has been talking with regions and local areas and has provided a technical assistance training series call in January and again in February on the submission process. Today is the deadline to submit regional plan modifications and local plan modifications are later in April. WFS is reviewing the modifications and then no later than May 11 they will submit their recommendations for those regional and local plan modifications to this board for approval at the June 3 SWDB meeting. WFS would provide essentially an overview to the board of these regional and local plans and their recommendations for either approval or if we are unable to come to an agreement or consensus with a local area then we would ask them to essentially state their case, present that and their plan to the board for the board to decide if you would recommend approval.

State Workforce System Evaluation and the Board Certification Project – Mr. Playl noted that Chairman Berry charged WFS to do two things around this project: 1) determine a way to evaluate the quality of our Tennessee workforce system, making sure it goes beyond KPIs and looking at the general quality and evaluation of the quality of our system as a whole and the way we operate, and 2) establish a framework for excellence to designate the state workforce board that could then be used as a model for local boards. WFS really didn't know how to approach this, so they began talking with other states that in large part are not thinking along these lines but are focused on the federal outcomes we must report on. WFS also considered whether there was an evaluation for quality that already exists that they could use for a workforce system evaluation, and they found one in partnership with the University of Tennessee Center for Industrial Services (UTCIS). UTCIS partners with industries across the state and across non-profits - all sorts of different entities and industries – to conduct evaluations of their processes and the quality of their work. WFS has started the process of an interagency partnership and agreement where they will conduct research on the system, conducting interviews with the local boards, our staff, and the state workforce board at large to discuss what we are currently doing and how we can improve. They will also provide recommendations for us and for the system as a whole. UTCIS implements the state Baldrige Excellence Program. The Baldrige Foundation is a nationally established foundation around performance excellence. WFS had a

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conversation with UTCIS yesterday to confirm that no other state government, state workforce system, or workforce board that has ever received the Baldrige national award and Mr. Playl wants us to be the first to achieve the award if that's the direction the board wants to go.

**Martha Axford:** How is this evaluation going to differ then from the one that we did a couple of years ago with Ernst & Young? I don't remember seeing any results from that.

**Mr. Playl:** Great question - Ernst & Young conducted an evaluation a couple years ago of this system that was immediately prior to the pandemic. Things have obviously changed and shifted because of the pandemic. There were some things we were planning to do because of that evaluation. UTCIS will take that evaluation and will be using that as part of their research. We had that conversation very early on with them they have that information already.

Marshall Graves and Christine Hopkins thanked AC Playl for the novel approach of a bike ride to engage with veterans in our state. Mayor Morton asked if we apply for Baldrige, and Mr. Playl said he would defer on that question until we get through the evaluation process. Chairman Berry thanked Mr. Playl for the excellent report, good updates and agreed with the enthusiasm that Mr. Playl brings to the role.

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### [Alternate Pathways to High School Equivalency Diploma Update - Jay Baker, Adult Education Assistant Commissioner - TN Department of Labor & Workforce Development](#)

Assistant Commissioner Jay Baker gave an update on the proposal that we discussed at our last board meeting in November around alternate pathways to a Tennessee high school equivalency diploma. He gave a quick review, noting that a high school equivalency diploma is an official Tennessee secondary school credential just like a high school diploma. It is the criteria determined by the State Board of Education for non-traditional learners or students who dropped out of regular high school, and it allows entry into post-secondary training, jobs, promotions - everything a regular high school diploma does: it is the gateway to everything else. About 450,000 Tennesseans lack a high school diploma or its equivalent and about 50 percent of this population is not in the labor force which is a really big number - about 225,000. The current pathway to get this diploma is quite narrow: we have the HiSET exam as the one and only way to earn this high school equivalency diploma which leads to relatively few graduates. We can broaden the workforce pipeline if we can create additional pathways for getting this diploma:

- 1) HiSET (still a viable option)
- 2) a TCAT diploma certificate which would automatically allow someone receipt of the diploma, and
- 3) a custom pathway with a combination of options showing competency in math, reading, writing, science, and social studies.

This will hopefully garner a much larger population of folks who are graduating with that diploma, going into the pipeline for continuing education training, and ultimately employment.

Some revisions they have made since November include adding science and social studies listed above. Work readiness was removed, and science and social studies were added based on feedback from this board during the November meeting as well as other stakeholder conversations. They were also added to align with K-12 requirements and to address questions of rigor. Work readiness is still super critical, but it's less objectively measured and there were a lot of lingering questions about how exactly they would measure it. Adult Education will still focus on work readiness: digital literacy, soft skills, general employability skills, etc. with their adult learner population however it has been removed as a requirement for the alternate options for getting the diploma. An updated checklist was also provided which lists the three options noted above. The combination option now includes science and social studies, and currently the only way to demonstrate competency in those two subjects is the HiSET exam.

Further conversation and endorsement from the Department of Education will hopefully occur in the ensuing months. Ultimately it's the State Board of Education that determines the final criteria and codifies it in their rules which will hopefully occur in the summer or fall with official implementation in 2023. Mr. Baker said AE will continue to seek feedback and make any updates and revisions known to this body.

**Commissioner McCord:** This is just the beginning: we are making a step and then another step. We already have the statewide infrastructure to do what Jay has talked about so we can make it easier and acclimate people to it and then maybe we'll be able to make another couple of steps after that.

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**Jason Bates:** I'm anticipating that this will all go through and everybody will approve it and support it. What is the plan of then getting this this new way of obtaining the diploma out to these individuals? Have we thought about that process yet?

**Jay Baker:** Somewhat yes: we currently have our infrastructure with our adult education providers who serve 10- to 15,000 students every year so there would be intensive training and technical assistance and outreach materials given to them as well as through our other WIOA system partners (Department of Education and LEA partners) to try to infuse the whole system as much as we can with necessary training as well as outreach materials. We don't have a formal plan in place that I could say here's exactly what we're going to do but we plan to leverage the partnerships and infrastructure that does exist.

**Rhonnie Brewer:** In this science area specifically, is there an opportunity for maybe like a project-based learning opportunity? For people who learn in a different way...and you just added the science and social studies back, but in areas like that can we think about a way of testing their intellect in a more hands-on way?

**Jay Baker:** We have constraints currently that make that very difficult and just in terms of resources and manpower frankly to have a robust kind of project-based learning evaluation. I would love to see us get to that point in a version 2.0 or 3.0 because certainly that exists in other education aspects and I think it's absolutely worth pursuing.

**J. Paul Jackson:** Do we do we have any data concerning HiSET graduates today and how many are entering workforce and how many are unemployed? Is just getting somebody that high school diploma actually going to get them into the workforce? Obviously there's some drive and will to want to get in the workforce if you're going through the trouble of getting a HiSET so I'm just asking as a baseline, do we have any data on that?

**Jay Baker:** Very good question: I do not have it that I could share right now but we can certainly get that for you and even present on it at a future board meeting. The data does show a lot of our students are in the workforce already: they are often underemployed and that goes back to the skills gap, so it's sort of a mixed bag... We will get more data for you that shows both those who are not in the labor force currently and what happens to them long term, as well as students who are in labor force who get their HiSET and what happens to them.

**Commissioner McCord:** These are not discrete things: going back to apprenticeship programs, they may be able to pick up all this stuff beyond the HiSET in an apprenticeship program...those apprenticeship programs may have that curriculum built in anyway - a lot of them do, so that's part of connecting those folks to work as well.

**Ben Ferguson:** I noticed you had WorkKeys as one of the routes at least for math and English and reading. There's obviously employer familiarity with WorkKeys, AJC familiarity with WorkKeys, and the science and social studies I'm sure Department of Education has a heavyweight on that. But from an employer standpoint, if you could bring candidates with a silver WorkKeys you've qualified the diploma discussion at the employer level. I think if that's the route you're going, reintroducing the funding to get that delivered at the AJC level would be a pretty quick step to providing quality jobs to those candidates.

**Commissioner McCord:** Agreed, and again this is the first step in navigating what we think we need to navigate, and that's why the WorkKeys is in there because you have industry-recognized credentials in there. But the most industry-recognized credential is a high school diploma.

**Chairman Berry:** Do you see any anything to set you off track before January 2023? Are you still in good shape: are you feeling good about it or not?

**Jay Baker:** There are certainly possibilities of barriers that we have not foreseen. We're trying to be optimistic but there are certainly big conversations that still need to happen with Education, and the State Board in particular.

**Commissioner McCord:** It's the right thing to do so we'll get it done...it's just that January date that we are concerned about.

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## [Blue Oval City \(BOC\) Update - Kristie Bennett, Interim BOC Project Lead - TN Department of Labor & Workforce Development](#)

Kristie Bennett gave an update on Blue Oval City (BOC) and where they are with implementation. Ford's investment is going to be a monumental game changer for Tennessee. This marks generational change for our state and they're super excited about this opportunity and this project. Commissioner McCord and the Tennessee Board of Regents Chancellor Tidings helped develop a core team that is working directly with Ford, and Deputy Thomas is the project advisor. This team: a) receives directives from Ford and they are responsible for dispensing that information across their departments to the key stakeholders; b) meets weekly to discuss the action items and project status; c) has created a communication plan. They met with Ford at the [TCAT] Smyrna Training Facility in early February to discuss state governance, agency communication plans, and potential academic/training plans. They spent a lot of time going over Tennessee culture, vetting the Ford mission and vision statements, and discussing the layout of the

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Blue Oval City campus. Ford collected assessments in 2021 from school districts, CTE programs, Chambers of Commerce, American Job Centers, and the Local Workforce Development Areas. Since the February workshop they've started working on a crosswalk with K-12, TCAT, community colleges, and universities and they're also working on a vet crosswalk to connect all of our veterans. Ford is going to have additional workshops in April. A Tennessee/Kentucky strategic partnership has been established to align their strategies with the BOC project because they understand this is going to be larger than just Tennessee. They also plan to expand this model to other states to promote continuity across the southeast region.

Ford had their second annual *Regional Pathway to Possibilities* 8th grade career fair in Ripley. This was a 10-county regional effort. Ms. Bennett gave special thanks to Robin Seeley who helped coordinate the event, our regional directors, and our local workforce development areas. The event included 80 exhibits, 250 participants, and over 100 volunteers that empowered over 3,000 students.

**Jason Bates:** Not a question but just a point of clarification and I'm taking off my workforce board hat and putting it on my employer hat as Toyota. You indicated this is the fourth OEM in Tennessee and I'd like to correct that. It's the fifth OEM in Tennessee: you don't have Toyota on there so if we can make that correction. Just a little point and don't want to make a big deal about it, but clearly this is going to be an impact in west Tennessee. Even though they are a competitor for us, we are excited for them to be there because we do believe it's going to help improve the overall workforce in our area. We are excited and we appreciate what you're doing to help make their transition successful.

**Ms. Bennett:** Thank you, thank you - we will definitely get that corrected. Thank you.

**Rhonnie Brewer:** What I noticed is that there's a lot of engagement with the LEIs and other areas that are governmentally connected and then on the other side throughout the different regions within Tennessee there's a lot of interaction with business but no one's really interacting with non-profits.

**Commissioner McCord:** What's been going on primarily is developing the product so we know what to recruit so we can engage and tell you what you need to develop - and that's getting close. There are huge spreadsheets from Ford about competencies so we are anxious to get to the recruiting...We have awareness but we can't really tell those eighth graders what exactly they need to do. We need that product and it's coming very soon: and then we'll be able to start that broader engagement that people are waiting on.

**Kristie Bennett:** Their analytic team will be gathering the data and having workshops in April to reveal the analysis so we'll know more by that time.

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## [Fiscal Update - Ivan Greenfield, Workforce Services Assistant Administrator - TN Department of Labor & Workforce Development - Workforce Services](#)

Ivan Greenfield presented the fiscal update in the following order: fiscal review for 2nd quarter ending December 31, 2021, some key performance indicators on federal and state level, our program year 22 state reserve budget which will require a recommendation and an approval by the board for that budget proposal, and challenges and opportunities ahead.

### Fiscal Review

Regarding the fiscal review for the 2nd quarter, we saw about \$137 million over our three core workforce program partners: Adult Education (AE), Vocational Rehabilitation (VR), and Workforce Services (WFS). Some key changes in the funding authorization piece include discretionary income: our discretionary number for Workforce Services went down. We had two deals that were about \$25 million in total, and you'll see the difference in that. We've added VR, and the way they report their numbers is their authorized funding is based on the amount of drawdowns in that period, so their authorized funding will equate to what their expenditures are for that period. Overall expenditures were about \$72 million.

When we look at it by partner, for WFS the discretionary funding dipped down from 24.6 to about 4 million so that was significant for WFS programs. Looking at the expenditures overall, our expenditures are tracking downward. Usually this number is about a third to two-thirds, where we see program administration being about a third of the cost and money that we put out to our local boards being two-thirds, which should be closer to 30 million. But we do have grants: our grant system, our reimbursements are kind of being done outside of the system right now and so our reports that are generated have been delayed as a result of that. We expect that this number will ramp up in the third quarter as we onboard that grants management system. Overall you see \$91 million in authorized funding versus \$34 million in expenditures. Looking at just participants served, you see that it's been flat over the last four quarters working out to be about 13,000 participants (new enrollments and as well as active enrollments being served). Regarding Adult Education we see \$13.9 million in total funds authorized with

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about 40 percent expended across their three sub programs. They're tracking to hit their enrollment numbers similar to what they hit last year with about just over 50 percent of that reported with 6,422 enrollments. VR's authorized funding equals their expenditures. Another thing to note is regarding enrollments, VR is about 75 percent of what they served last year so they're really getting it done.

### Key Performances Indicators

When we look at the federal measures there are about 19 measures over four programs. The feds say that we must hit a 90 percent threshold to be passing those measures so you'll see we're failing a couple of those measures that are not hitting that 90 percent threshold. Youth (Credential Attainment) looks at exactly that in over a 12-month calendar period and then Wagner Peyser looks at entered employment rate over a six-month period. [The failing measures are both in the same year of 2020 which we know is the first year of the pandemic: doors and institutions were closed so that's the reason for those two failing measures. Looking at the state, there are 14 KPIs across the three core partner programs. Regarding enrollments they're hitting about 80 percent of that number: 8 of the 14 are at 80 percent; 3 of the 14 are at 50 percent or more; 2 of the 14 are tracking just below 50 percent, and there's one that's not there that's percentage-based that looks at co-enrollments and that's below target as well.

### Program Year 22 State Reserve Budget Proposal

When we're talking about where the money comes from, we have \$13.2 million in carryover with \$8.4 million in estimated funding to be received July 1, and to put that number in perspective that number is down from last year when we had about \$11 million that we were looking at putting into that pot. We take out what it costs to run the programs less administrations so we're looking at a proposed budget of about \$18.3 million over the following areas:

- Governor's priorities (such as re-entry, funding to rural counties, career and technical education, etc.) which represents about 30 percent [\$5.6 million]
- Economic development (i.e. Blue Oval City and other ECD activities; providing incentive fundings to local boards around innovative type demonstration projects as well as other support to local boards) [\$6.5 million]
- Programmatic Evaluation (i.e. UTCIS, etc.) - \$1 million
- Program Monitoring and Oversight - \$1.3 million
- Systems Administration and Maintenance (primarily their case management system and the grants management system) - \$3.8 million.

**Marshall Graves:** We look at this stuff in context: a lot of times quarter over quarter, year over year, and it's very hard to track that because of the pandemic to know what that means. Is there a way to look at this like Tennessee versus the rest of the country? Do we have these kind of metrics? It'd be interesting to me to see if we're below our number, is everybody below their number? If we're going to be the best I just wonder how we track in that context.

**Mr. Greenfield:** Absolutely: for the federal measures we could. For the state they are kind of specific to the state but absolutely we could do that for the federal measures.

### Challenges

We continue to see:

- Low or flat enrollments –
  - Funding declination – mentioned earlier in our Title I programs of just about 9.2 percent or \$4.4 million.
- FTE churn - not just from our sister agencies but our local boards are losing people either to the private sector or folks not wanting to return to a job inside

### Opportunities

- Virtual American Job Center in effect for about five quarters and we've seen almost 32,000 visitors which is a plus.
- Workforce Alignment
  - o Looking at FTEs - Trying to set up the division so that we have the positions needed to really serve our customer base. We see the same thing with our VR partners: they've added new positions as well
  - o Policy And Guidance - Looking at policy not just to support compliance but to help drive performance
  - o Systems Upgrades - an ongoing process, and looking at how we can better connect the data to make more informed data-driven decisions. (They had some robust conversations in the Oversight meeting around a couple of options.)
- Performance And Incentives –

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- o Focusing on investing in our people helping them to traverse this transition towards virtual services
  - o Looking at opportunities to increase services through innovative-type programs (they have a local board proposing to use some kiosks)
  - o Continuing to promote best practices again in our local areas. A couple of boards are moving toward consolidating their fiscal agent role which is really moving the system towards regional alignment which we also want to promote and push

**Mayor Morton:** Broadband dollars are falling out of the sky but the production system can't get the fiber out fast enough. We've got \$6.5 million ready to go to work in my county but it's going to be five years before we can get the technology out there in those rural areas. We've got to continue to watch to ensure we don't have folks just drop out of the workforce because they can't connect.

**Mr. Greenfield:** That's a great point - thank you.

**Ben Ferguson:** I think something that - at least from a local area standpoint - those who are on local workforce boards are really cognizant of is there is a funding decline. At the same time we've got wage inflation and a lot of other things happening so our costs are going up significantly. I just encourage the state board to be cognizant of that as we go into this next year. We're asking the same groups to keep doing as much or more and then at the same time making it less cost effective to actually make that happen and so it makes for a pretty tough environment out there to retain and recruit the best possible people in that formula set up.

**Mr. Greenfield:** Absolutely that's a great point. And it also ties to what Deputy Thomas was talking about earlier as far antiquated allocations.

**Christine Hopkins:** I'm only speaking about rural communities: Is there money for marketing the American Job Centers and the services that are available because there seems to be lack of marketing in those areas which would cause low enrollments.

**Mr. Greenfield:** I think that's a great question. Outreach continues to be something that we work to improve but I think there's some other things that kind of go into that as well. Yes there are dollars whether it's the formula dollars that the local areas receive or they could also request additional dollars towards efforts like that however I think there's room for us to grow in that.

**Christine Hopkins:** If they don't know you're there, they're certainly not going to go, but the same would be true across the state. You wouldn't have to reinvent that same sign in ever county: the same one would work everywhere to save dollars and I just wondered if the dollars are there to do that marketing.

**Rhonnie Brewer:** In regard to the marketing...and being able to be innovative in that marketing...the way that you reach people is different in different areas. When the Commissioner came to Greater Memphis on his listening tour that was brought up. There is marketing that is the same no matter where you are, but it doesn't necessarily always speak to everyone the same way. We (Greater Memphis) had the huge billboards that said Jobs4tn.com but you're talking about people who still may not even have a computer at home so they don't think that you're looking for your next VP not necessarily your next robot wrangler.

**Deputy Thomas:** I want to provide some context because I think this will really help the board when we start to talk about solutions. Please understand at the federal level in our current funding there is not even an allowance for outreach in marketing, so whatever we've done we've tried to be creative with the dollars that we've had. So understand when we say a hard no on some things it's not because we don't understand and even empathize. We have to have a stratified communication strategy to make sure that we're reaching people in various markets but that's the type of rigidity that we're talking about and the rules that we have to address and be very, very clear on how that's impacting the workforce. Two things: 1) We will continue to push on marketing and outreach for individuals particularly in certain demographics that need to know that we're there to serve them, and 2) I want to go back and emphasize a point during my presentation on the move away from place-based services: we also don't have the luxury to just be inside of our buildings and think that people are going to come, even if you market to them. Hybrid services have to go into communities where they are so, it's not talking to them it's being there among them and doing the work as well. Our approach and your feedback and guidance to help us get there will be critical: to ask for dollars that will provide effective outreach to individuals who need us but secondly how do we take our existing resources to the people. You don't have to fund a building when you take a staff person and a laptop and go set up in a library. Those are the types of things that we have to continue to work to diversify. As we start to move toward more strategic thinking and getting our priority settings for the board - and because you know your community is better than we do - we would welcome your feedback on those ideas so we can frame the right ask when we get our priority documents together.

**Eric Horton:** I was the one that spearheaded the bike ride across Tennessee with the sole purpose of being present in your communities. Part one of that message was veterans that retire and come out of Fort Campbell and Millington Naval Base don't actually know what is across Tennessee....When I sat down I said how can we do this differently because I've heard too many times that veterans say well I had no idea what was out there. I'm a 26-

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year army retiree and so I said how can we be creative and do something different if we don't have the money. I encourage everybody to be a part of that bike ride in some capacity because I'm trying to leverage the veteran's voice to spotlight your communities and veteran friendly employers in those communities and to highlight the full capabilities of what American Job Centers can do.

Jason Bates asked about the schedule for the bike ride across Tennessee and Mr. Horton referenced a link with the dates and the general schedule in each city/area along the route.

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### Closing Remarks and Adjourn

Chairman Berry noted the dates for the remaining 2022 meetings and asked members to prioritize these dates to attend. He also mentioned Deputy Thomas' reference to a strategy day and asked members pencil in June 2, the day before our June 3 board meeting, with more details to come.

It was moved by Rhonnie Brewer and seconded by J. Paul Jackson to adjourn the meeting. The motion passed at approx. 12:34 p.m.

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Note: An audio recording of this meeting is on file at the Tennessee Department of Labor and Workforce Development. All meeting minutes and dates are provided on the State Workforce Development Board website.



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Tim Berry, Chairman  
State Workforce Development Board

6/3/22  
Date

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