Department of Labor & Workforce Development

WIOA Strategic Workforce Development Plan

Local Plan Modifications Template

PYs 2026-2027



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Local Area Information

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Date of Submission: April 24, 2026

Local Plan Tracker (Sample)

Local Plan Tracker- PY 2026-2027

Click the link above to use the tracker.

***Local Plan Tracker will be updated in coordination with TDLWD after the LWDB receives plan approval from the Tennessee State Workforce Development Board. ***

Local Plan Guidance Tracker- SAMPLE									
LOCAL AREA:									
				Milestone		Milestone		Milestone	
Priority Initiative	What State initiative or regional priority does this support?	Goal Description- what is success?	Targeted Success Date	Action Items	Targeted Success Date	Action Items	Targeted Success Date	Action Items	Targeted Success Date

Regional and Local Analysis:

a. Provide an updated analysis of regional economic conditions, including how conditions may have shifted since the 2024-2027 plans were drafted and inclusive of the following areas:
   i. Existing and emerging in-demand sectors and occupations,
   ii. The employment needs of businesses in those sectors and occupations; and
   iii. How the LWDA compares to the region and any unique contributors to the regional economic conditions and business needs.

The Northeast Tennessee Local Workforce Development Area (NETLWDA), governed by the Northeast Tennessee Local Workforce Development Board (NETLWDB), is part of Tennessee ' s East Region, which includes the East, Northeast, and Southeast Local Workforce Development Areas. Anchored by the Kingsport – Bristol, TN/VA and Johnson City, TN Metropolitan Statistical Areas. The NETLWDA operates within a shared regional labor market characterized by cross boundary commuting and interrelated industry sectors. This Local Plan reflects both the unique workforce needs of Northeast Tennessee and its alignment with broader East Region strategies and priorities.

" Northeast TN labor market remains tight. Unemployment in Dec 2025 stood at 3.6% in Kingsport – Bristol and 3.3% in Johnson City, both at or below the Tennessee statewide rate of 3.6%.

" Growth concentrated in health care; logistics steady; manufacturing stable. Education & Health Services (EHS) expanded through late 2025 across both MSAs (e.g., Kingsport – Bristol EHS up ~3% year over year; Johnson City EHS up ~3% year over year), while Trade, Transportation & Utilities (TTU) was flat to modestly higher and manufacturing held essentially flat.

" Demographics shape demand. The labor shed skews older (median age ~45.7 in Kingsport – Bristol and 42.6 in Johnson City vs ~39 nationally), is car dependent (most commute by car; mean commute ~22 – 24 minutes; ~2 vehicles per household), and thus benefits from completion focused pathways, paid work based learning (WBL), and transportation supports.

" Credential intensity is rising. National hospital nursing vacancy and turnover remain elevated (2024 RN vacancy ~9.9%, turnover 16.4%), while Tennessee reports declines in active LPN and CDL licensees, reinforcing the need to expand local credential pipelines and license recovery supports.

1) Updated regional economic conditions (how 2026 differs from the 2024 – 2027 plan baseline)

Labor market level set

" Unemployment (not seasonally adjusted, Dec 2025): 3.6% Kingsport – Bristol; 3.3% Johnson City; by comparison, U.S. metro average around 4.1%

b. Provide an updated description of the knowledge, skills, and abilities needed to meet the employment needs of businesses, including those in in-demand sectors and employing individuals in demand occupations.

Employers across the Northeast Tennessee Local Workforce Development Area (NETLWDA) report continued demand for foundational, cross sector knowledge, skills, and abilities (KSAs) to support business productivity, safety, and retention, particularly within healthcare, transportation and logistics, and advanced manufacturing, which remain the region ' s primary in demand sectors. Major regional employers include Ballad Health, Eastman Chemical Company, Domtar, HSN, FedEx Ground, and associated suppliers and distribution operations along the I-81 corridor. Additionally, JOBS4TN has identified the most frequently advertised job skills. These skills align with those KSA identified by local employers in the regional employer needs assessment.

Consistent with the Tennessee WIOA State Plan and America ' s Talent Strategy, employers emphasize work readiness, digital proficiency, safety awareness, and adaptability in addition to occupation specific technical skills.

Cross Sector Digital and Technical Competencies
Across sectors, employers require baseline proficiency in digital productivity and technology enabled workflows. Regional employers such as Ballad Health and Eastman Chemical Company report routine use of Microsoft Office and cloud based collaboration tools, electronic scheduling and reporting systems, and enterprise platforms for documentation, inventory, quality control, patient records, and regulatory compliance.

Employers also expect basic data literacy, including accurate data entry, use of dashboards, and familiarity with data supported decision making embedded in enterprise systems used across healthcare, logistics, and manufacturing environments.

In alignment with U.S. Department of Labor guidance, familiarity with AI enabled tools integrated into workplace systems has emerged as a foundational skill. Employers in healthcare, manufacturing, and logistics increasingly deploy AI supported scheduling, documentation assistance, predictive maintenance alerts, and logistics optimization tools. These technologies are embedded within existing software platforms rather than used as standalone technical systems, reinforcing employer demand for practical use, ethical awareness, and human oversight rather than advanced AI development skills.

Workplace Safety and Regulatory Awareness
Workplace safety competencies remain essential across all in demand sectors, particularly in manufacturing and logistics environments. Employers including Eastman Chemical Company, Domtar, and regional logistics providers report consistent demand for knowledge of OSHA aligned safety practices, proper PPE use, equipment and machinery safety, hazard recognition, and compliance awareness.

Healthcare employers, led by Ballad Health, additionally emphasize patient safety, confidentiality, infection control, and regulatory compliance as foundational employability requirements. Safety competencies are integrated into onboarding and ongoing training and

c. Provide an updated analysis of the regional and local workforce, including how conditions may have shifted since the 2024-2027 plans were drafted and inclusive of the following areas:
   i. Current labor force employment and unemployment numbers;
   ii. Information on any trends in the labor market; and
   iii. Educational and skill levels of the workforce in the region, including individuals with barriers to employment.

Current labor force, employment, and unemployment

The Northeast Tennessee labor market is best represented by the Johnson City – Kingsport – Bristol Combined Statistical Area (CSA) and its two MSAs (Johnson City; Kingsport – Bristol). Unless noted, figures are not seasonally adjusted and reflect the latest statewide release.

" State context (December 2025). Tennessee ' s unemployment rate was 3.4% (NSA), with 3,527,850 in the labor force and 3,409,536 employed. On a seasonally adjusted basis, the statewide rate was 3.6%. The labor force participation rate (LFPR) was ~60.4% (NSA).

" Northeast Regional CSA (Johnson City – Kingsport – Bristol, TN – VA). Labor force: 262,691 | Employed: 253,279 | Unemployed: 9,412 | Unemployment rate: 3.6% (Dec 2025).

What ' s changed since our 2024 – 27 plan: Local unemployment remains low and stable (3.3% – 3.6% range in Dec 2025 across our MSAs)—broadly consistent with the statewide 3.4% – 3.6% picture and slightly lower than late 2024 statewide levels—while LFPR has edged up modestly in 2025.

ii. Labor market trends

State and regional sector momentum. Tennessee closed 2025 with steady but slower job growth, and our East Region mirrors that moderation:

" Statewide nonfarm jobs: growth of ~0.7% year over year in Dec 2025; softness in manufacturing (-1.0% YoY) and construction (-1.5% YoY); growth in education & health (+0.8%), other services (+4.5%), and government (+0.9%).

" Kingsport – Bristol MSA detail (Dec 2025 vs. prior year): stable total nonfarm employment (127.0k); continued strength in education & health (~+3.2% YoY), while leisure & hospitality and professional & business services were flat to slightly down; construction continued to cool.

Health care and behavioral health capacity expansion. Ballad Health ' s 2024 – 25 investments (new outpatient behavioral clinics; emergency department expansion; pediatric capacity) indicate durable health services demand and related workforce need (clinicians, behavioral health techs, care coordinators), reinforcing our pipeline strategy with ETSU, TCATs, and community colleges.

Participation and demographics. Tennessee ' s LFPR trended near 60% through late 2025—below the U.S. average—which means our growth strategy must keep pulling nonparticipants into work (older workers, individuals with disabilities, justice involved populations).

Youth labor dynamics. Nationally, the youth (16 – 24) unemployment rate rose to ~10.8% in

d. Provide an updated analysis of workforce development activities, including education and training, in the region. Include any changes and necessary adjustments since the 2024-2027 plans were developed.
   i. Identify strengths and weaknesses of these workforce development activities, and;
   ii. Discuss the LWDB's capacity to provide workforce development activities to address the education and skill needs of the local workforce, including individuals with barriers to employment, and the employment needs of businesses.

Statewide labor-market data through late 2025 show steady overall job levels with slower growth and softness in manufacturing and construction, while education & health services and government/other services remain relatively resilient; this has informed our training mix (more health/behavioral health, care coordination, allied health; measured growth in skilled trades; continued IT/user support) and our on the job training (OJT)/apprenticeship emphasis.

Ballad Health ' s expansion of behavioral health outpatient clinics and capacity investments in the Johnson City medical hub signal sustained demand for behavioral health and nursing—reinforcing our clinical rotations, pre apprenticeships, and incumbent worker upskilling with ETSU/TCAT/CC partners.

Consistent with the TN State Plan modification and ATS, we ' re increasing co enrollment across Titles I/II/III/IV at the AJCs, sharpening our Eligible Training Provider List (ETPL) toward programs with verifiable placement/wage outcomes, and tightening performance management to emphasize results over activity.

Given elevated national youth joblessness in 2025 ' s summer peak, we expanded paid work based learning and pre apprenticeships and aligned more youth ITAs to short cycle credentials that connect to health care, transportation, and entry level IT.

B) Strengths and weaknesses of current workforce development activities

i) Strengths

" Staff currently participates in two existing employer led, industry driven partnerships. This current state sets us up to move ahead with ATS Pillar I (" industry driven strategies ") and the State Plan ' s emphasis on employer validation and demand alignment.

" AJCs deliver coordinated services (assessment, career services, training navigation, and supportive services) and facilitate co enrollment across Titles—improving continuity of care and reducing handoffs.

" Northeast utilizes the state ETPL (Jobs4TN) to steer participants to programs with demonstrable outcomes, and we apply the State Board ' s eligibility and performance criteria to initial/continued provider eligibility—enhancing consumer choice and

Support of State Initiatives:

a. Labor Force Participation Rate (LFPR)

i. How will the LWDB ensure a local workforce system that helps more people, particularly those within special populations, enter, reenter, and advance within the labor market, in effort to increase in the local LFPR?

ii. What regional or local initiatives will the LWDB support to promote reemployment and career mobility through multiple avenues: work-based learning, short-term credentials, stackable training opportunities, and pathways that recognize prior experience and demonstrated ability?

Ensuring the local workforce system helps more people enter, reenter, and advance (to raise LFPR)

Since 2024-2027 plans were drafted, the East Region labor force grew by 16,854 (+1.47%). LFPR (~58.8%) trails the state average; poverty is ~14.17%. Disability unemployment is ~18.3%. Northeast ' s lower attainment and higher youth/disabled unemployment justify LFPR targeting, co enrollment, and barrier removal.

The Northeast TN Local Workforce Development Board (NETLWDB) will continue to integrate and co enroll across core partners (Titles I – IV) with priority of service. Use AJC intake and Jobs4TN workflows to screen for Adult (priority of service), Youth, Wagner-Peyser, Adult Education, and Vocational Rehabilitation eligibility; co-enroll when it unlocks training, placement, or supportive services (transportation, childcare, devices, accessibility) and reduces duplication.

Scale Registered Apprenticeship (RA), pre apprenticeship, OJT, and other WBL as default reemployment options. Evidence from DOL/Urban Institute, GAO, and the AAI evaluation shows RA/WBL raise earnings, retention, and employer ROI—benefits that draw out-of labor force adults back into employment and keep them engaged.

Increase SCSEP + Title I co-enrollment for older workers. Use SCSEP community service assignments as paid WBL, then bridge to unsubsidized jobs through AJCs; DOL guidance and evaluations document SCSEP as an effective reentry pathway for low income adults 55 and older.

Expand mobile AJCs and virtual appointments to reduce access frictions. Tennessee ' s Mobile AJCs bring job search, assessments, and workshops to rural and high barrier neighborhoods; statewide Virtual AJCs provide remote navigation and scheduling—both approaches align with One Stop Operations guidance under WIOA.

Use RESEA/UI and rapid response funnels to accelerate reemployment. Tie UI claimants and dislocated workers to WBL and short cycle training through AJC case

b. Business Engagement

i. How will the local area support and utilize TNWorks to provide consistent messaging and streamlined solutions to employer customers?

ii. How will the local area Business Services staff, including LWDB staff and AJC Business Services Teams, work in coordination and alignment with the TNWorks strategy?

NETLWDA is part of the ecosystem and provides parallel services that supports TNWorks. TNWorks branding and information will be provided through the local AJCs and will be added to AJC workshops including AJC orientation and job seeker workshops. TNWorks will be promoted in AJC recruitment events, career fairs, and Rapid Response activities. The NETLWDB will coordinate with TNWorks for OJTs, IWT, customized training, apprenticeships, WIOA enrollments, and supportive services. Priority sectors for training will include:

Advanced Manufacturing
Healthcare
Logistics (including transportation)
Technology
Construction
Energy (including nuclear)
Hospitality & Tourism
Education

The AJC staff will be trained on all TNWorks program categories so they can identify opportunities for employers and job seekers. Outreach will include supporting TNWorks as the statewide coordination hub. NETLWDA will utilize a single employer intake (TNWorks-aligned), a common service menu, and standardized CRM ticketing with monthly outcome reviews. A standardized referral system will be utilized for local staff to refer to TNWorks staff. Employer inquiries can be routed through the TNWorks process when broader support is needed, especially incentives, business expansion, and large-scale hiring. Job fairs and recruitment events will be coordinated with TNWorks. In addition, the BST will route sector-aligned requests and log outcomes to a shared dashboard maintained by the OSO. If appropriate, local staff will be assigned to serve as TNWorks liaisons.

c. Youth Employment Program (YEP)
   i. Describe how the LWDB will expand YEP in the local area and focus on youth work experiences within high demand industries?
   ii. Describe how the LWDB will leverage partnerships and current connections with both in-school and out-of-school youth, as well as employers, to increase YEP year-round participation.
   iii. How will the LWDB conduct outreach to employers and youth participants to ensure increased youth skills and work experience satisfaction?

The YEP program will continue to adapt training priorities based on employer demand and labor market data. Local staff will utilize the Econovue platform for targeting in-demand sectors such as healthcare, advanced manufacturing, logistics, information technology, hospitality, education, and construction trades. Prioritizing work experience opportunities with in-demand industry employers to meet the 50% in-demand industry employer goal and support alternative youth pathways and employment opportunities after YEP participation. The NETLWDB will continue to coordinate regionally through the RPC to advance YEP understanding and effective employer engagement strategies in use across the region.

The NETLWDB will continue to partner with local community organizations, school systems, in-school work-based learning programs, and local institutions of higher education to capture eligible in-school youth and recently graduated out-of-school youth. The NETLWDB will prioritize out-of-school youth, youth with disabilities, and foster youth, and youth who have not participated in YEP before to obtain a 50% new participant rate.

The program will administer soft skills training to all participants before placements and will provide surveys to both employers and participants during the fourth quarter to assess program performance metrics and customer service. Findings from these surveys will be utilized to guide data-driven program improvements and ensure alignment with grant objectives.

d. State Registered Apprenticeships
   i. Describe how the LWDB plans to expand State Registered Apprenticeships through diversifying and accelerating apprenticeship programs.
   ii. Describe how the LWDB plans to scale apprenticeships, aligning education and training programs to career pathways, and targeting federal and state investments toward employer-led upskilling initiatives designed to fill talent shortages in priority industries.

The NETLWDB strongly supports industry-driven pathways that ensures education, training, and workforce systems are responsive to local workforce needs while equipping both adults and youth with the skills and credentials necessary for long-term career development. To advance this commitment, NETLWDB has expanded its apprenticeship efforts by partnering with a local school system and employers to provide funding, using both state and federal apprenticeship funding, for pre-apprentices participating in a state-certified pre-apprenticeship program for future teachers. Upon completion of this pre-apprenticeship program, participants are well-positioned to enter registered apprenticeship programs that lead to full teacher certification. This career pathway streamlines the transition from student to teacher and serves as a strategic approach to addressing teacher shortages in the region. In addition to education, the Northeast is pursuing apprenticeship development in the other regional priority sectors.

Traditionally, companies in the Northeast that have registered apprenticeships are in the manufacturing and healthcare sectors. Aligning with America's Talent Strategy Pillar I's mandate to direct investments toward employer-led up-skilling initiatives designed to fill talent shortages in priority industries, the NETLWDB will expand apprenticeships to serve in-demand sectors, consistent with Northeast's employer registered apprenticeships. The NETWLDB will support the development of new apprenticeship programs in the demand sectors. The sectors in Northeast will include hospitality and tourism and education.

e. Infrastructure
   i. Provide an updated plan for how the LWDB will implement an innovative and effective funding structure to incorporate the blending and braiding of resources.
   ii. What additional funding sources, beyond WIOA formula dollars, does the LWDB plan to seek?
   iii. How does the LWDB plan to staff and administer any programs funded through non-WIOA sources?

i. The NETLWDB plans to implement an innovative and effective funding structure to incorporate the blending and braiding of resources through collaboration with WIOA staff, community partners, and stakeholders. To achieve this, the NETLWDB will:

- Braid funding and resources for eligible programs to support participants and increase equal access to workforce opportunity.

(a) Continue pre-apprenticeships and YEP funding braiding to provide effective placements and services to eligible customers-participants and employers alike.

(b) Continue to braid funding and resources for YEP and Vocational Rehabilitation to coordinate and provide both paid work experience through YEP and additional services through VR, helping to create a web of services aimed to increase workforce entry and retainment.

- Continue to expand partnerships with key stakeholders and industry leaders in the local area to develop future joint initiatives.

(a) The NETLWDB will seek funding sources beyond WIOA formula dollars as opportunities arise, as well as collaboratively with the East Region, especially ARC programs given the Northeast's geographic location within the Appalachian Regional Commission service area.

(b) The NETLWDB will staff and administer non-WIOA programs with non-WIOA resources or by procuring and contracting with external partners.

- Integration of Workforce Pell

(a) The NETLWDB will implement Workforce Pell coordination consistent with Tennessee's statewide framework. WIOA Title I ITA funding will supplement Workforce Pell for eligible programs and provide case management, supportive services, and training costs not covered by Pell.

Strategic Planning Elements:

a. How has the LWDB's strategic vision and goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment, been updated to align with State Plan Modifications and federal strategic priorities?

   i. How do the local area's workforce development programs, including programs provided by partner agencies, support this updated strategic vision?

   ii. How will the local area, working with the entities that carry out the core programs, align available resources to achieve the updated strategic vision and goals?

The LWDB has refined its strategic vision to align with State Plan Modifications, TNWorks, and America ' s Talent Strategy, with a focus on industry demand, workforce mobility, integrated systems, accountability, and innovation. The updated vision emphasizes ensuring that all individuals—including youth and those with barriers to employment—have equitable access to education, training, and employment opportunities leading to sustained employment and wage growth.

Key updates include:

" Expanding access to in demand jobs and training through industry driven career pathways.

" Strengthening employer partnerships to develop talent pipelines using work based learning, training, and work experience.

" Promoting upward mobility and skill progression through ongoing credential attainment and post placement retention strategies.

" Enhancing data tracking to measure employment, retention, and earnings outcomes.

i. Programmatic Support for the Updated Strategic Vision

Local workforce development programs and partner agencies support this vision by delivering coordinated, participant centered services that emphasize skills development and career advancement.

This includes:

" Expanding work based learning opportunities such as pre apprenticeships, internships, job shadowing, and youth employment programs to support career exploration and real world skill development.

" Partnering with employers, Career and Technical Education (CTE), Adult Education, Vocational Rehabilitation, and postsecondary institutions to ensure training aligns with industry validated competencies.

" Delivering targeted services for individuals with barriers to employment, including supportive services and flexible service delivery models.

" Advancing career pathways that connect education, training, and employment across multiple entry and exit points.

b. Describe the LWDB's goals relating to accountability and workforce system impact. What assessments will be made outside of federal and state performance metrics? How will the LWDB know if the workforce needle is moving?

The NETLWDB aims to track participants through the life cycle of services provided and measure impact and program effectiveness outside of federal and state performance metrics through:

(a) continued employment rate of participants who recently completed services

(b) employer satisfaction with program, program participants, and identify key trainings and/or skills necessary to increase continued employment rate

(c) Coordination with employers to understand their labor needs and to recapture customers no longer employed

The NETLWDB will also align its performance specific goals related to performance accountability measures with state and federal performance measures to ensure the effectiveness of its workforce programs and initiatives.

c. Provide a description of how the LWDB will support the strategy identified in State Plan modifications and work with the entities carrying out core programs and other workforce development programs, including those authorized under the Carl D. Perkins Career and Technical Education Act to support service alignment.

Both the TDLWD State Plan and Tennessee's Perkins V State Plan prioritize preparing learners and job seekers for high-skill, high-wage, and in-demand occupations identified through labor market information and employer engagement. Tennessee uses labor market data, economic development priorities, and industry input to define priority sectors and occupations, ensuring that workforce and CTE investments are aligned with current and emerging employer needs. This shared emphasis ensures that Perkins-funded Career and Technical Education (CTE) programs and WIOA-funded workforce training support the same occupations and sectors, reducing duplication and strengthening career pathways.

This partnership aligns with Pillar II - Worker Mobility of TDLWD's modified state plan and America's Talent Strategy: Building the Workforce for the Golden Age.

Also see answer to question 41.

Local One-Stop System:

a. Describe the LWDA's progressive service strategy focusing on flexibility and innovation and prioritizing increased access through virtual appointment services. How will the annual Partner's Memorandum of Understanding (MOU) will support the implementation of this strategy?

The NETLWDA ' s progressive service strategy is centered on meeting customers where they are, both physically and digitally, by emphasizing flexibility, innovation, and expanded access. A key component of this approach is the prioritization of virtual appointment services, which allow job seekers, employers, and partners to engage with workforce services without the constraints of location, transportation, or traditional office hours.

The strategy promotes flexible service delivery models that blend in-person and virtual options. This includes video conferencing, phone consultations, online workshops, and digital resource platforms. By leveraging technology, NETLWDA can quickly adapt to changing customer needs, economic conditions, or public health considerations. Innovation is further reflected in the use of integrated systems, shared data tools, and streamlined processes that enhance coordination among partners and improve the overall customer experience. Virtual appointments significantly broaden access, particularly for individuals in rural areas, those with disabilities, working individuals with limited availability, and others facing barriers to in-person participation. These services reduce wait times, eliminate travel burdens, and provide more scheduling options, thereby increasing engagement and service utilization. Virtual platforms also support continuity of services during disruptions and enable more consistent follow-up and case management.

The NETLWDB will support the statewide deployment of the Tennessee Benefits Cliff Dashboard tool, which is scheduled for rollout to all Tennessee AJCs by Summer 2026 This tool will enable AJC career counselors to model the wage progression impact on participants' public benefit eligibility, supporting transparent, data-informed career planning that encourages advancement without financial penalty. The LWDB will also coordinate with TDHS to support enhanced SNAP Employment and Training (E&T) participation, consistent with the state's operational goal of increasing SNAP E&T enrollments by 10 percent, and will partner with TDHS to connect able-bodied adults without dependents (ABAWDs) subject to federal work requirements with AJC employment and training services.

The annual MOU is a critical mechanism for implementing this strategy. The MOU formalizes the roles, responsibilities, and resource commitments of each partner in the workforce system. The MOU outlines how virtual services will be offered, coordinated, and integrated across partners to ensure a seamless customer experience. The IFA will identify funding, technology infrastructure, staff capacity, and training needed to sustain virtual service options. The service strategy and the annual MOU create a structured yet adaptable framework that enables NETLWDB and its partners to deliver accessible, efficient, and customer-centered workforce services.

b. Identify programs that are part of the local area's one-stop system, highlighting any additional or non-traditional parters included since the 2024-2027 plans were developed, and describe the role and resource contribution of each, including:
   i. Core programs;
   ii. Additional partner programs, including those that support alignment under the Carl D. Perkins Career and Technical Education Act of 2006; and
   iii. Other workforce development programs, if applicable.

The NETLWDB has not added any partners since the 2024-2027 plan was developed. However, the NETLWDB is looking to add partners in 2026-2027 program year, including community-based organizations that serve justice involved individuals and foster youth.

c. Describe how the LWDB will support modified state plan strategies and work with the entities carrying out programs in the one-stop system to coordinate and support service alignment.

The NETLWDB supports the state plan strategies ensuring that workforce services are integrated, accessible, and responsive to both job seekers and employers. Further, the NETLWDB aligns its local plan, policies, and investments with the priorities outlined in the state plan, such as sector-based strategies, in-demand occupations, work-based learning, career pathways, and services to priority populations.

The NETLWDB works closely with required and additional partners in the one-stop system to create a seamless, service delivery strategy. This includes:

* Quarterly partner coordination meetings to review co-enrollment data, referral outcomes, and integrated service delivery performance

*Cross training opportunities for staff across partner programs to improve awareness of available services and strengthen referral quality

*Streamlining entry into services so customers can access multiple programs through a common intake and assessment process

*Shared data systems and participant tracking protocols (where permissible under applicable confidentiality requirements) to enable coordinated case management through Jobs4TN

*Annual MOU review processes that evaluate and update partner resource contributions, cost-sharing arrangements, and service delivery commitments

Through ongoing evaluation, feedback from partners and customers, and updates to local policies and agreements, the board maintains a responsive and cohesive workforce system.

The NETLWDB supports Tennessee's modified state plan by aligning local strategies with state priorities and fostering strong collaboration among one-stop partners. This ensures a coordinated, efficient, and accessible workforce system that delivers meaningful outcomes for job seekers and employers.

Workforce Development and Career Pathways

a. Describe how the LWDB will work with providers to facilitate the strengthening of career pathways utilizing stackable credentials, particularly within in-demand sectors and occupations, including co-enrollment in core programs and academic training programs when appropriate.

The NETLWDB will operationalize an industry-led, credential-based career pathways model that reflects Northeast Tennessee's economic profile—advanced manufacturing, healthcare, and transportation/logistics—and embed stackable credentials linked to work-based learning and co enrollment across core programs. This is aligned with WIOA law, TDLWD's Regional/Local Planning policy, and the federal strategy's Pillar I (Industry-Driven), Pillar II (Worker Mobility), Pillar III (Integrated Systems), and Pillar IV (Accountability).

1) Sector partnerships and employer validation (industry-driven)

• Continue working toward the development of sector partnerships with anchor employers and associations across:

o Advanced manufacturing & chemicals (a regional strength in Northeast Tennessee),
o Aerospace/aviation (regional programs and employers),
o Healthcare, transportation/logistics, construction trades, and IT.

Employers will assist mapping occupational ladders, defining skill requirements, and specifying credentials of value used for hiring and advancement. Identify opportunities for the utilization of Workforce Pell funding in coordination with employer demand. This responds to the federal call for employer led pipelines and targets industries prominent in Northeast Tennessee.

2) Examples of potential local provider alignment to stackable pathways (ETPL/credit articulation)

• Northeast State Community College (NESCC): Integrate Aviation Technology (A.A.S. with Airframe & Powerplant concentration) and the Aviation Maintenance Technology technical certificate into an A&P licensure aligned pathway, with course to degree articulation and embedded short credentials (e.g., safety, electrical/hydraulic systems). These are designed to stack into the A.A.S. and align with industry hiring for aviation maintenance technicians.

• TCAT Elizabethton: Align Welding (AWS/ASME aligned certificates → diploma) and Practical Nursing (CNA → LPN diploma → RN bridge at partner colleges) as stackable sequences feeding advanced roles in manufacturing and healthcare. These programs run on multiple campuses and instructional sites across the district to increase access.

• ETPL and in demand crosswalk: The LWDB will require providers to show credential-to occupation crosswalks against TDLWD's In Demand Occupations dashboards and local employer postings, ensuring training maps to real jobs in the eight county NETN area.
3) Co enrollment and braided funding (integrated systems)

b. Describe how the LWDB will increase worker mobility by working with providers to improve access to activities leading to recognized postsecondary credentials.
   i. Explain how the LWDB will ensure these credentials are industry-driven and transferable to other occupations or industries ("portable").
   ii. Explain how the LWDB will ensure these credentials are part of a sequence of credentials that can be accumulated over time ("stackable")? If yes, please explain.

The NETLWDB will expand access to recognized, portable postsecondary credentials that enable cross occupation and cross industry movement—with a sharp focus on the region ' s priority sectors (advanced manufacturing, healthcare, logistics).

i) Industry driven & portable

1. Employer/association endorsement

o Prioritize credentials vetted by regional employers and national/industry bodies—e.g., AWS/ASME (welding), A&P/FAA Part 147 – aligned coursework (aviation), state licensure for LPN (healthcare), CDL/OSHA (logistics/construction), and CompTIA style IT certificates—so workers can carry the credential across companies and into adjacent industries.

2. ETPL + In Demand data

o Use the ETPL and TDLWD In Demand Occupations dashboard to ensure each funded training leads to in region jobs with documented openings and wages; remove or remediate offerings that don ' t meet placement and wage progression thresholds.

3. Regional sector validation

o Leverage regional analysis that identifies chemical manufacturing and other advanced manufacturing niches as distinctive strengths in Northeast Tennessee; align funded credentials to those high wage subsectors to maximize portability and earnings.

ii) Stackable (credential sequencing over time)

1. Examples of potential laddered sequences with credit articulation
o Aviation: Short aviation maintenance certificate A.A.S. Aviation Technology (Airframe & Powerplant) employment as Aviation Maintenance Technician with progression to avionics/inspection roles. [northeaststate.edu]

o Manufacturing/Welding: Shielded/GMAW/GTAW certificates Welder diploma advanced AWS/ASME endorsements, supervisor/QA pathways in metals fabrication and chemical

Access to Employment and Services:

a. Through flexibility and innovation, describe how the LWDB and its partners will modify the current plan to expand access to employment, training, education, and supportive services for eligible individuals, particularly individuals with barriers to employment.

Workforce Pell will expand Pell Grant eligibility to short term, career focused training programs. The NETLWDB will implement Workforce Pell coordination consistent with Tennessee's statewide framework. WIOA Title I ITA funding will supplement Workforce Pell for eligible programs and provide case management, supportive services, and training costs not covered by Pell. Local areas will have the flexibility to enroll participants into short-term training programs and provide the participants with supportive services needed to successfully complete training. The short-term program enrollments will result in lower costs to WIOA programs, resulting in larger enrollment numbers and a reduced cost per participant. Participants will have lower-cost alternatives with access to minimal training time and direct ties to employers and greater chances of securing jobs.

The NETLWDB will have the opportunity to deepen collaboration with employers and training providers and will help ensure training aligns with real employer needs and regional labor demands.

b. Provide an updated description of how the LWDB will provide services to priority populations as outlined in the State Plan, including:
    i. Directions and accountability measures given to the One-Stop System Operator to ensure priority for adult career and training services is given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
    ii. How the LWDB will determine priority populations and how to best serve them, along with any other state requirements.

The NETLWDB will support the TDLWD's modified state plan to ensure workforce services are focused on individuals who face the greatest barriers to employment. The One-Stop Operator's job description defines the standards that ensures priority for adult career and training services is given to recipients of public assistance (ex. SNAP, TANF, and Medicaid); other low-income individuals (as defined under WIOA § 3); and individuals who are basic skills deficient. In the event of limited funding, the OSO applies the priority of service established by the NETLWDB, giving first priority to veterans, followed by the priority populations listed in the modified state plan.

c. Update how the local area will facilitate access to services though the One-Stop delivery system, including remote areas, though the use of technology and virtual appointments.

The local area facilitated access to services through the One-Stop delivery system by utilizing a combination of in-person, virtual, and technology-based solutions to ensure equitable access for all participants, including those in remote and underserved areas.

To expand accessibility, staff offer virtual appointments using secure video conferencing platforms, such as Teams and Zoom, as well as phone and email communication, allowing individuals to receive career services without the need to travel to a physical American Job Center. Online tools and case management systems are leveraged to support enrollment, document submission, eligibility determination, and ongoing case management.

For individuals in remote areas or with limited access to transportation, the local area promotes the use of digital resources, including workforce websites, job search platforms, and virtual workshops. Staff will also provide guidance and technical assistance to participants who may need support navigating these tools.

Additionally, coordination with partner agencies ensures that access points such as libraries, community centers, and partner locations can serve as alternative sites for connecting to virtual services when needed and space to meet cusomers where they are.

Expanding virtual services options are expected to significantly benefit participants, particularly those with limited transportation or other barrieres to in-person attendance. Through these strategies, the local area is committed to reducing barriers to service, increasing flexibility, and ensuring that all individuals have timely and meaningful access to WIOA services regardless of geographic location.

d. Focusing on integrated systems, update how AJCs are implementing and transitioning to an integrated technology enabled intake care management information system.

The LWDA accesses a unified, technology-enabled intake and case management model centered on Jobs4TN (VOS) with shared intake, electronic case files, co-enrollment workflows, and common-exit. Grants/CRM functions run through the SmartSimple, while Jobs4TN remains the system of record for participant services. This approach aligns with WIOA one-stop requirements for seamless and electronic access, the TDLWD's modified state plan emphasizes integrated service delivery and co-enrollment, and ATS Pillar III on integrated systems. Ongoing data validation and monitoring ensure data integrity and performance accountability.

e. Provide an updated description and assessment of the type and availability of programs and services provided to adults and dislocated workers in the local area, including how the LWDA ensures these programs and services align with local and regional industry needs.

The NETLWDB coordinates planning, policy, and sector strategies based on real-time labor market analysis. The LWDAs conduct assessments of economic conditions that identify in-demand occupations and industries. AJC services remain the same with business services expanding to meet local needs.

AJC services are aligned with local and regional industry needs by maintaining strong, ongoing connections with employers and community partners. Staff conduct regular outreach through email and in person visits, build partnerships with staffing agencies, which currently hosts multiple weekly hiring events at the AJCs.

AJCs also organize job fairs and hiring events, participate in community based recruitment activities hosted by partner organizations, and use these opportunities to promote available services. To directly support employer needs, staff create job orders in VOS and share qualified resumes that match specific job requirements. Engagement with local Chambers of Commerce further strengthens relationships with businesses and ensures that AJC services remain responsive to evolving workforce demands.

Programs for Adults and Dislocated Workers in the local LWDA are comprehensive, accessible, and aligned with industry needs. Through the coordination of AJCs, WIOA-funded services, employer partnerships, and robust labor market analysis, the region ensures that training and employment services support both job-seekers and the economic growth of Northeast Tennessee.

f. Describe how workforce activities will be coordinated with the provision of transportation and childcare, along with other appropriate supportive services in the local area, to support worker mobility and more people entering the workforce.

The NETLWDB recognizes that the coordination of workforce activities with the provision of transportation and appropriate supportive services is essential to ensuring that individuals can successfully participate in local employment and training programs.

The board routinely evaluates barriers and the supportive services needs of job seekers and program participants and determines a daily monetary rate of support for each enrollee. The daily rate helps participants offset the costs associated with participating in employment and training programs, including transportation, childcare, internet service, etc.

Through the initial assessment process, Career Specialists determine supportive service needs. Supportive services are coordinated for participants who are co-enrolled in partner programs such as SNAP E&T, TAA, and VR.

The board also partners with other programs to leverage resources and other supportive services that meet participant needs, as transportation options are limited in the local area. Some priority populations may receive gas cards, bus passes, or assistance with limited public transportation to and from job sites and training locations. Career Specialists have access to referral services guides and can connect individuals with other resources as needed.

g. Provide an updated description of services available to veterans and eligible spouses, to include priority of service and the use of available Jobs for Veterans State Grants (JVSG) staff.

In NETLWDA, veterans receive access to services before non-veterans. Priority applies across programs such as WIOA adult, dislocated worker, Wagner-Peyser employment services, SCSEP, NDWG, CRRG, and all other DOL-funded workforce programs. Veterans and eligible spouses receive priority, starting with those who also meet WIOA's statutory adult priority (low-income, public assistance recipients, or basic skills deficient).

The Northeast AJCs offer the following services to veterans and eligible spouses:
* Career counseling, job search assistance, résumé development, employment planning
* Labor market information and referrals to training and education programs
* Job match and placement assistance
* Workshops and job fairs
* Access to WIOA ITA-funded training programs
* Apprenticeships and work experience
* Skills upgrading and sector-based training
* Guidance on navigating veteran-specific supports and benefits

JSVG staff in the local area include DVOPs and LVERs.

DVOP Specialists: Focus on direct services to veterans who face significant barriers to employment. Their work includes:
* Individualized career services; Helping veterans create employment plans tailored to their goals.
* Job readiness support; Résumé building, interview preparation, translating military skills, and confidence-building;
* Referrals to supportive services; Housing programs, mental health resources, training opportunities, and more;
* Case management; Ongoing, personalized support for veterans who need more intensive assistance.

LVERs: Focus on employer relationships/employment for veterans by:
* Developing relationships with local employers
* Promoting the benefits of hiring veterans and eligible spouses
* Connecting employers with qualified veteran candidates
* Organizing hiring events and job fairs
* Educating AJC staff and partners on veteran employment resources

JVSG staff provide training to all AJC partners at every quarterly cross-training.

h. Provide an update on initiatives the LWDB plans to implement to best serve individuals who have been justice involved?

The NETLWDB will continue to implement initiatives to better serve individuals who have been justice involved through:

- Outreach and engagement: the NETLWDB staff will continue to establish partnerships with local reentry organizations and employers to create a network of justice involvement friendly businesses and organizations for additional services, training, and work experience opportunities.

- State funded work experience programs: continue to administer and coordinate the Community Reentry Reinvestment Grant and the Justice Involved Youth Initiative to serve local justice involved individuals to provide work experience through program partners and reduce recidivism.

- Education and training programs: Develop education and training programs tailored to the needs of justice involved individuals with a focus on local in demand industries and skills to provide industry-recognized credentials for gainful employment.

i. Provide updates on any MOU agreements in place to enhance the quality and availability of services to people with disabilities, such as cross training to staff, technical assistance, or methods of sharing information.

There have not been any additions or changes to the MOU agreement since plan submission. The NETLWDB is working on additional partnerships for 2026-2027 including community-based organizations serving justice-involved individuals and foster youth.

j. Describe how One-Stop System Operators and One-Stop partners will comply with the nondiscrimination requirements of the Workforce Innovation and Opportunity Act (WIOA) (section188), and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding:
   i. The physical and programmatic accessibility of facilities, programs, and services;
   ii. Technology and materials for individuals with disabilities; and
   iii. Providing staff training and support for addressing the needs of individuals with disabilities.
   iv. Describe the roles and resource contributions of the One-Stop partners related to the nondiscrimination requirements of WIOA (section 188), and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

i. Physical and programmatic accessibility of facilities, programs, and services

Policy foundation & scope. All AJC sites (comprehensive and affiliate) in the NETLWDA will continue to meet the nondiscrimination and accessibility requirements including equal access, reasonable accommodation, effective communication, and programmatic/technology accessibility. These requirements apply to all recipient programs and all one stop partner services offered as part of the one stop delivery system.

State certification & continuous improvement. Consistent with 20 CFR §678.800, the NETLWDB certifies one-stop centers against objective criteria for effectiveness, physical and programmatic accessibility, and continuous improvement. Tennessee ’ s one stop certification policy requires evidence of ADA/WIOA §188 compliance as a condition of certification; our LWDB maintains records of findings, corrective actions, and re certification.

Facility access. All comprehensive AJCs in the NETLWDA will maintain ADA compliant routes, doors, restrooms, counters, and service areas aligned with ADA regulations and design standards; any renovations will trigger the applicable ADA Standards for Accessible Design. We use the State ’ s accessibility checklists during site reviews and document remediation timelines in center improvement plans.

Programmatic access. Program rules, procedures, and schedules are reviewed to remove barriers—for example, offering services outside traditional scope where a workforce need is identified and ensuring access by appointment and walk in. The one stop system must provide access to programs via electronic means, where practicable, without replacing in person access; all electronic delivery must comply with WIOA §188 and Part 38.

Service integration and equal opportunity checks. Our internal monitoring incorporates Part 38 requirements into customer flow reviews and partner MOUs, ensuring equal opportunity for individuals with disabilities in all career, training, and follow up services.

Business Engagement:

a. How will the LWDB ensure employers play a central role in defining in-demand skills, validating training models, and steering investments toward the roles and credentials that matter most? Include how the LWDB will prioritize results and reward programs that place workers directly into apprenticeships or other work-based learning opportunities leading to in-demand jobs.

1. Employer Led Sector Partnerships and Industry Governance
The LWDB will continue work toward formalizing employer led sector partnerships and industry advisory councils in healthcare, advanced manufacturing and transportation/logistics, where no sector-based partnership already exists.
These bodies will be chaired/governed by employers and are responsible for:

- Defining current and emerging in demand skills
- Reviewing and validating occupational standards
- Approving curricula, credentials, and assessments before WIOA funds are committed
- Advising on technology adoption, automation, and skill shifts impacting local jobs

This structure reflects the America ' s Talent Strategy emphasis on industry driven pipelines and employer control over skill definitions to ensure training aligns with real hiring demand, not program convenience.

The LWDB already benefits from an active Tourism and Hospitality Council, which continues to guide workforce strategies in that sector, as well as two Chamber led Workforce Development Committees where LWDB staff participate regularly. Activity from these existing employer forums will be integrated into sector partnership governance to ensure consistency, avoid duplication, and strengthen employer voice across the system.

2. Employer Validation Before Public Investment
No training program, credential, or career pathway will be funded unless it has been:

- Reviewed and validated by employers within the relevant sector partnership
- Aligned to documented job openings, hiring standards, and wage expectations
- Mapped to clearly articulated career pathways, including advancement opportunities

This reflects the federal strategy ' s call to replace fragmented programs with integrated, employer aligned systems that reduce waste and focus resources on what works.
Employer validation will be documented and incorporated into:

- Eligible Training Provider List (ETPL) decisions
- Individual Training Account (ITA) approval criteria
- Requests for Proposals (RFPs) and contract renewals

3. Prioritizing Apprenticeships and Work Based Learning

b. How will local area initiatives (such as registered apprenticeships, incumbent worker training programs, on-the-job training programs, and customized training solutions) be modified to facilitate increased engagement of businesses, including small businesses and businesses in in-demand sectors and occupations, and how will their impact be measured?

The NETLWDA utilizes the ETPL for ITA training programs that align with industry needs and lead to industry recognized credentials. The NETLWDB is providing apprenticeship funding to 16 companies and 136 registered apprentices and state certified pre-apprentices. The NETLWDB is provided funding to 15 employers to train 298 incumbent workers. The NETLWDB is utilizing 20% of WIOA dislocated worker funding to expand the current IWT program for 5 additional employers to train 31 incumbent workers to meet the substantial demand for incumbent worker funding and to further align with industry-driven strategies and worker mobility.

To align with the federal pillars of industry-driven strategies and worker mobility, the NETLWDB provides funding to employers, both previously sponsored and newly engaged, who are in good standing with the TDLWD Office of Apprenticeship. This includes small businesses and businesses in in-demand sectors and occupations. To further advance this commitment, NETLWDB continues to diversify its efforts and has expanded its apprenticeship program by partnering with a local school system and employer to provide funding, using both state and federal apprenticeship funding, for pre-apprentices participating in a state-certified pre-apprenticeship program, Teacher as a Profession, for future teachers. Upon completion of this pre-apprenticeship program, participants are well-positioned to enter registered apprenticeship programs that lead to full teacher certification. This career pathway streamlines the transition from student to teacher and serves as a strategic approach to addressing teacher shortages in the region. This partnership and expansion into pre-apprenticeships further aligns with both the federal pillars of industry driven strategies, worker mobility and flexibility, and innovation and the state strategies related to apprenticeships and pre-apprenticeships.

c. Provide an updated description of how the LWDB will drive the partnerships necessary for effective business engagement, focusing on the use of established regional and local business intermediaries, employer consortiums, and economic development groups.

Leveraging Established Business Intermediaries
As previously mentioned, the LWDB is already participating with trusted regional and local intermediaries, including chambers of commerce, industry associations, and sector partnerships—that already convene employers and understand real-time workforce demand. By integrating established business intermediaries, Northeast's Business Services Team will expand employer reach, build trust, reduce duplication, and deliver employer-driven workforce solutions that improve employment outcomes while using our limited resources more efficiently. This approach aligns with the U.S. Department of Labor ' s Sector Strategies Framework, which identifies intermediaries as essential for sustained, employer-driven engagement.

Employer Consortiums & Sector Partnerships
The NETLWDB will support and participate in employer consortiums within priority sectors (healthcare, transportation/logistics, advanced manufacturing) to jointly define competencies, validate credentials, and co-design work-based learning models. Consortium-based engagement reduces transaction costs for employers and enables shared apprenticeship and OJT pipelines, a model shown to improve adoption and scale of learn-and-earn strategies.

Alignment with Economic Development Organizations (EDOs)
The NETLWDB will formalize coordination with local and regional economic development groups (e.g., city/county EDCs, regional development authorities) to align talent strategies with business recruitment, expansion, and retention priorities. Through shared data, joint employer outreach, and rapid-response planning, the workforce system will anticipate skill needs tied to new investment and industry expansion—consistent with WIOA's emphasis on integrating workforce and economic development functions.

One-Stop Business Services & Shared Outreach
Using the American Job Center (AJC) network as the front door, the LWDB will coordinate employer services (recruitment, screening, WBL placement, incumbent worker training) across partners, including Wagner-Peyser, Adult Education, VR, and SCSEP. Mobile AJCs and virtual engagement will be deployed in partnership with intermediaries and EDOs to reach employers in rural and industrial corridors, lowering access barriers and increasing participation.

Accountability & Continuous Improvement
Employer partners will be embedded in continuous improvement cycles, reviewing placement, retention, and earnings outcomes tied to apprenticeships and WBL. Funding and technical assistance will prioritize intermediaries and consortiums that demonstrate direct placements into in-demand jobs and measurable employer ROI—an approach supported by DOL and GAO evidence on earn-and-learn effectiveness.

d. Describe how the local area's workforce development programs and strategies will be coordinated and integrated with economic development activities to increase and enhance the region's economic competitiveness.
    i. Describe how these programs will promote entrepreneurial skills training and microenterprise services.

The local area's workforce development programs and strategies will be coordinated and integrated with economic development activities to increase and enhance the region's economic competitiveness by operating as an integrated network that aligns priorities and supports businesses and jobseekers. Local workforce programs and strategies should be coordinated with economic development activities.

Local economic development representatives and TDLWD's Business and Workforce Director are members of the NETLWDB and work together with board staff to share labor market data, industry trends, high-growth and target industries, job creations,etc. The NETLWDB utilizes the Business Services Team to bring all partners together and provides joint outreach to avoid duplication and improved services.

The NETLWDB administers training grants to assist local employers with apprenticeships, Incumbent Worker training, and work experience opportunities.

e. Provide an updated description on how the LWDB will coordinate its workforce investment activities with statewide rapid response activities.

The NETLWDB coordinates with the State's Rapid Response Unit to ensure early identification and joint planning for layoffs and closures triggered by WARN notices, mass layoffs, and disasters. The NETLWDB has aligned its rapid response polices and coordinates its rapid response activities with the state, beginning with the notification of layoffs and/or business closure. Once notification has been received, the local Rapid Response Coordinator reaches out to the affected employer to schedule a meeting, during which time rapid response services are explained and offered to the employer and affected employees.

NETLWDB's Rapid Response Team assists dislocated workers who lose their jobs because of permanent business closures or mass layoffs, adverse economic or trade conditions, or as a result of natural or man-made disasters. Some of the services offered to affected businesses and their employees are:

* Presentations to employees on AJC services, including referrals to AJC partner programs.
* Reemployment prospects, including organizing job fairs to give other area employers the opportunity to recruit individuals who are being laid off, leading to rapid re-employment.
* Information on unemployment insurance benefits, employment and training activities, and labor market information.
* Trade Adjustment Assistance program (when applicable), Adult Education, skills upgrading, and high school equivalency preparation and testing.

The NETLWDB has expanded rapid response services to include on-site resume preparation workshops to affected employees and coordination of on-site job fairs and hiring events. The Rapid Response Coordinator will arrange for mobile AJC services when appropriate.

Local investments will be deployed through the American Job Center (AJC) network—including on site orientations, mobile AJCs, and virtual appointments—to provide immediate access to UI information, career services, assessments, and reemployment workshops. This approach aligns with One Stop Operations guidance and Tennessee ’s Rapid Response protocols to minimize time to reemployment.

The LWDB will implement rapid co enrollment into WIOA Title I Dislocated Worker, Wagner Peyser, Adult Education (Title II), Vocational Rehabilitation (Title IV), to unlock training, supportive services, and accommodations without duplication. Co enrollment accelerates access to benefits and aligns with WIOA guidance and state policy.

Local funds will prioritize work based learning (WBL)—including OJT, Registered Apprenticeship (RA), and incumbent worker training—as first line reemployment options, and support layoff aversion strategies (e.g., upskilling, Short Time Compensation referrals) to prevent or shorten unemployment. These practices are required components of Rapid

Training Services

a. Update how the local area will provide adult and dislocated worker employment and training activities aligning with industry needs. This should include industry-recognized credentials, registered apprenticeships and pre-apprenticeships, incumbent worker, on-the-job, and customized training programs.

The NETLWDA utilizes the ETPL for ITA training programs that align with industry needs and lead to industry recognized credentials.

The NETLWDB is providing apprenticeship funding to 16 companies and 136 registered apprentices. In addition, the NETLWDB has expanded its apprenticeship efforts by partnering with a local school system and employers to provide funding, using both state and federal apprenticeship funding, for pre-apprentices participating in a state-certified pre-apprenticeship program, Teacher as a Profession, for future teachers. Upon completion of this pre-apprenticeship program, participants are well-positioned to enter registered apprenticeship programs that lead to full teacher certification. This career pathway streamlines the transition from student to teacher and serves as a strategic approach to addressing teacher shortages in the region.

The NETLWDA has provided funding to 15 employers to training 298 incumbent workers. The demand for IWT has been so substantial that the NETLWDB is utilizing 20% of WIOA dislocated worker funding to expand the current IWT program.

b. Describe how contracts will be coordinated with the use of Workforce Pell and Individual Training Accounts (ITAs).

Workforce Pell will expand Pell Grant eligibility to short term, career focused training programs. Local areas will have the flexibility to enroll participants into short-term training programs through ITAs and provide the participants with supportive services needed to successfully complete training. Based on student need, the LWDA has the flexibility to enroll participants and only offer supportive services if tuition is covered with the Pell Grant. The short-term program enrollments will result in lower costs to WIOA programs, resulting in larger enrollment numbers and a reduced cost per participant. Participants will have lower-cost alternatives with access to minimal training time and direct ties to employers and greater chances of securing jobs.

The NETLWDB will have the opportunity to deepen collaboration with employers and training providers and will help ensure training aligns with real employer needs and regional labor demands.

c. Describe how the LWDB will focus on in-demand occupations and priority sectors while ensuring informed customer choice in the selection of training programs regardless of how training services are provided.

The NETLWDB will prioritize funding for in demand occupations and targeted industry sectors that demonstrate strong current and projected employment opportunities, competitive wages, and clear career advancement pathways. Priority sectors will be identified through the analysis of local and regional labor market information, employer input, economic development strategies, and alignment with state workforce priorities. This data-driven approach ensures that training investments support both business workforce needs and long-term economic growth.

NETLWDB will maintain and regularly update the ETPL and emphasize programs aligned with high-growth and high-demand occupations. Training programs included on the ETPL will be evaluated based on performance outcomes such as credential attainment, employment rates, earnings, and alignment with identified priority industries. Employers and industry partners will be actively engaged to validate skill requirements and to inform the selection and continuous improvement of training opportunities.

Concurrently, the NETLWDB will ensure informed customer choice remains in all training decisions. Customers will receive clear, accessible, and up-to-date information on training options, including:

* Occupations in demand and associated wage data
* Program costs, duration, and credential outcomes
* Program performance and completion rates
* Training delivery formats (e.g., classroom, online, hybrid, work-based learning)

Career services staff will provide objective guidance and career counseling to help individuals understand how different training options align with their career goals, skills, aptitudes, and personal circumstances. Customers will be empowered to select training programs that meet their individual needs while still aligning with labor market demand.

The NETLWDB will ensure that customer choice is preserved regardless of how training is delivered. Training may be provided through public or private institutions, community and technical colleges, apprenticeships, on-the-job training, incumbent worker training, distance learning, or other approved methods, provided the program meets quality and performance standards. Decisions will be based on relevance to in-demand occupations, program effectiveness, and participant suitability.

By combining labor market – driven priorities with transparent information, individualized guidance, and multiple training delivery options, the LWDB will support informed decision-making, maximize employment outcomes for jobseekers, and ensure accountable, strategic use of workforce resources.

d. Provide an updated description of how the LWDB will ensure continuous improvement of eligible training providers of services and evaluate that the providers are meeting the needs of local employers and jobseekers.

Continuous Improvement of Eligible Training Providers
The LWDB will utilize a structured, ongoing engagement and evaluation process that emphasizes accountability, alignment with labor market demand, customer choice, and continuous quality improvement.

Quarterly Eligible Training Provider Engagement
The LWDB will implement a quarterly communication and outreach process with all local Eligible Training Providers to support compliance, strengthen partnerships, and promote high-quality training outcomes. This process will include, at a minimum, the following activities:

1. Verification of Provider Contact Information
* Quarterly confirmation and updating of key personnel and administrative contacts to ensure effective communication regarding ETPL requirements, performance reporting, and program updates.

2. Ongoing Communication and Provider Engagement
* Regular outreach to reinvigorate dialogue between the LWDB and training providers regarding program performance, participant outcomes, employer engagement, and emerging workforce needs.
* Identification of opportunities for technical assistance or clarification related to state and federal ETPL requirements.

3. Continued Eligibility and Data Submission Reminders
* Quarterly reminders to all providers of the requirement to submit performance and outcomes data to the State of Tennessee each May to maintain continued eligibility on the ETPL, consistent with WIOA Section 122 and state policy.
* Reinforcement of timelines, reporting expectations, and the impact of noncompliance on program eligibility.

4. ETPL Program Management Guidance
* Inclusion of clear information regarding processes for adding new programs, updating existing programs, and removing inactive or discontinued programs from the ETPL.
* Communication of how program changes affect consumer choice, reporting requirements, and eligibility status.

This quarterly approach supports a proactive model of continuous improvement rather than relying solely on annual compliance reviews.

Alignment with Local Workforce and Employer Needs
To ensure training investments support regional economic growth, the LWDB will:
* Use local and regional labor market data to inform training priorities.
* Incorporate employer feedback and sector partnership input when assessing the relevance and effectiveness of training programs.
* Promote training that leads to industry-recognized credentials and skills valued by local employers.

This approach ensures that ETPL programs remain demand-driven and responsive to the needs of both employers and jobseekers.

Program Coordination:

a. Provide an updated description of how education and workforce investment activities will be coordinated in the local area. This must include:
   ii. Coordination of Perkins V and relevant secondary and postsecondary education programs;
   iii. Co-locations and activities with education and workforce investment to coordinate strategies and enhance services; and
   iv. A description of how the LWDB will avoid duplication of services.

WIOA and Perkins V share the common purpose of preparing learners for high-skill, high-wage, and in-demand careers. While Perkins V supports career and technical education (CTE) at the secondary and postsecondary levels and WIOA provides co-enrollment opportunities for training and work experience programs with local CTE programs. In addition, the NETLWDB partners with secondary CTE programs to provide supportive services and other remaining need for students enrolled in dual credit and early college programs, connecting seamlessly to postsecondary training and WIOA services.

TNDLWD strongly encourage local areas to align these systems into a unified talent development system that reduces duplication, improves transitions, and better meets employer needs. The NETLWDB will support the state's plan and guidance in partnering with Perkins V.

b. Describe updated plans, strategies, and assurances concerning the coordination of services provided by the State employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.), to improve service delivery and avoid duplication of services.

The Northeast LWDB will strengthen day to day coordination with the State Employment Service (ES) under the Wagner – Peyser Act by (1) further operationalizing one-stop partner responsibilities in our MOU/IFA; (2) integrating intake, triage, and service delivery across WIOA Titles I – IV and UI; (3) codifying co-enrollment and shared case management; (4) aligning labor exchange and business services; and (5) using performance data for continuous improvement.

Compliance Foundation and Assurances

1. One-Stop Partner Integration & MOU/IFA.

We will reaffirm the ES (Title III) role as a required one-stop partner and update our local MOU/IFA to reflect: access to applicable career services (§678.430), data-sharing protocols, coordinated staffing plans, and clear business rules to prevent duplicative services. We will use the State ' s template language and requirements referenced in Part 678.

2. Co-Location and Merit Staffing.

ES staff will remain co-located in the comprehensive AJC as required by WIOA and 20 CFR Part 652, Subpart C. Our plan recognizes the Wagner – Peyser staffing rule requiring delivery by state merit staff and ongoing DOL updates on implementation timelines.

3. Universal Access & Nondiscrimination.

We will ensure universal access to labor exchange services in physical and electronic modalities (Jobs4TN), meet one-stop certification criteria for effectiveness and accessibility, and uphold WIOA Section 188/29 CFR Part 38 requirements.

4. MSFW and Complaint System Protections.

We will continue ES regulations on services to Migrant and Seasonal Farmworkers, the Monitor Advocate System, and the ES/Employment-Related Law Complaint System, including recent rule updates.

Updated Plans & Strategies to Improve Service Delivery and Avoid Duplication

A. Integrated Customer Flow and Triage

" Single Front Door. Adopt a common reception/intake at AJCs where ES and WIOA Title I staff jointly triage customers using a unified script and eligibility checklist, ensuring customers are routed to the right service once, not multiple times.

" Jobs4TN First. Require initial self-service registration in Jobs4TN for all jobseekers and employers to leverage a common platform for job orders, job matching, and referrals—reducing duplicate data entry.

B. Coordinated Career Services & Co Enrollment Protocols

" Common Assessment & ISS/IEP. Use a shared assessment and coordinated Individual Service Strategy/Employment Plan so that Title III career services (job search, workshops, labor market info) and WIOA training or supportive services are layered without

c. How will the LWDB update coordination of WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II?
   i. Include information on utilizing virtual services and mobile teams and units to expand access to employment, training, education, and supportive services provided through the local one-stop system for Title II participants with barriers to employment.
   ii. Include how the LWDB will carry out the review of local applications submitted under Title II consistent with WIOA Sec. 107(d)(11)(A) and (B)(i) and WIOA Sec. 232.

The LWDB will coordinate Title I and Title II through a shared intake and co enrollment model in Jobs4TN, supported by Virtual AJC and Mobile AJCs to reach participants with barriers. Title II partners will offer assessment and classes in AJCs and through hybrid delivery; Title I will provide job readiness, work-based learning/on-the-job training, and supportive services, with joint integrated education and training/integrated English language and civics education pathways aligned to employer demand. The Board will conduct the local review of Adult Education and Family Literacy Act applications pursuant to WIOA §107 (d)(11) and 20 CFR 679.370, using an alignment rubric grounded in 34 CFR Part 463/OCTAE guidance, and transmit written recommendations to the State. Practices align with the TN PY26 – 27 State Plan modification, ATS (Pillars III – IV), and WIOA Part 678 requirements for integrated, electronically accessible one stop services.

d. Provide an update on any currently executed or planned cooperative agreements that define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop system. This includes cooperative agreements for co-location of services.

The annually updated WIOA memorandum of understanding describes the service delivery system in NETLWDA. One-stop partners work together to engage in integrated service delivery strategies to better serve job seekers and customers. Additionally, routine meetings with partners assist with sharing information, cooperative efforts with employers, and common staff training, among other collaborative benefits.

The NETLWDB has executed contracts with Northeast State Community College to provide Title I career services and with the First TN Human Resource Agency to provide SCSEP (Older Worker) services in the NETLWDA. The NETLWDB has MOUs with FTDD to provide One-stop Operator services and Youth Work Experience. The NETLWDB has an agreement with TCAT-Elizabethton for co-location of an affiliate AJC for Carter County.

Contracts with service providers ensure that comprehensive workforce services are available, including assessments, case management and career counseling, job search assistance, education and training opportunities, and supportive services. The career services contracts cover a variety of services to address the needs of various populations, including youth, adults, dislocated workers, justice involved individuals, veterans, and individuals with disabilities. The career services contracts are awarded to agencies that provide services to the entire geographical workforce area. Contracts with providers target specific populations with barriers to employment. Service providers offer programs and services tailored to the needs, challenges, and goals of the targeted populations, ensuring that services are accessible and responsive to the needs.

Further, providers are required to include outreach and recruitment efforts to connect with customers who need workforce development services. Service providers conduct targeted outreach, participate in community events, and collaborate with other stakeholders to increase awareness of available services and to recruit participants.

e. Provide an updated description of how the LWDA's programs and strategies strengthen the linkages between the One-Stop delivery system and unemployment insurance programs?

"No wrong door" for UI claimants

Single front door via Jobs4TN + Virtual AJC. Claimants file and manage UI through Jobs4TN, are simultaneously connected to job search, training, and AJC locations, and can engage services online or in person through the Virtual AJC. This provides a unified experience and enables seamless referrals into ES and WIOA Title I.

Embedded UI – AJC customer flow.
o Claim filed on Jobs4TN results in an automatic ES registration, laying the groundwork for future interaction with AJC staff and services.
o RESEA selection triggers an AJC appointment for eligibility verification, an individualized reemployment plan, and LMI guided job search; RESEA is designed to reduce duration, strengthen UI integrity, and serve as an entry point to other AJC partner services.
o Warm handoff to WIOA Title I for training, supportive services, and sector placements where indicated; these applicable career services are delivered through the One Stop per regulation.
o UI staff co-located in the AJC promotes direct, individualized UI services for claimants.
Formal governance and shared costs. Our MOU/IFA documents UI's role, cost sharing, referrals, and accessibility standards, following Tennessee's One Stop infrastructure guidance and federal requirements.

Technology and data modernization. Tennessee's modernization of UI e services and Jobs4TN—including a mobile friendly claimant portal and digital assistant—improves claimant experience, program integrity, and operational efficiency while deepening the AJC – UI link.

Rapid reemployment with compliance support

RESEA centered reemployment pathway. RESEA sessions at our AJCs include a one on one eligibility assessment, an individualized reemployment plan, LMI, ES enrollment, and connection to training and supportive services—positioning RESEA as the on ramp to the full AJC system.

Work search coaching and verification. We provide coaching, workshops, job fairs, and documentation tools to help claimants meet Tennessee's weekly work search requirements (currently four activities unless waived), and we coordinate with UI on compliance and adjudication.

Labor exchange services tied to the UI work test (Availability for work, ability to work and actively seeking work). ES staff registers UI claimants and provides job finding and placement services in accordance with Wagner Peyser.

Youth Activities

a. Provide an updated assessment of the type and availability of youth workforce investment activities in the local area, including a description of how these activities will be focused towards in-demand and emerging sectors?

Youth service providers offer the 14 youth program elements required under WIOA sec. 129 (c) or ensure elements are provided through leveraged resources. To focus these elements towards in-demand and emerging sectors, the NETLWDB will:

- Continue to shift employer outreach demographic and work experience opportunities for youth activities towards in-demand industries and emerging sectors for the local area to establish a workforce pipeline

-Ensure paid/unpaid WEX provides youth with skills necessary to maintain employment, and create a valuable stepping stone for future employment

- Continue to implement training initiatives for occupational and soft skills training to support youth transition into the workforce, encourage worker mobility, and prepare youth for industry specific careers

- Provide labor market information to youth to foster better understanding of local employer needs and in-demand industries for employment

b. Provide an updated description of how providers and LWDB staff ensure the WIOA elements:
   i. Connect back to the WIOA Youth Program Design Framework, particularly the Objective Assessments and ISS; and
   ii. Are made available to youth with disabilities by describing specific program practices, tools, and services that are tailored to serve youth with disabilities.

The NETLWDB coordinates with service providers and disability subject matter experts to ensure that youth elements are aligned with the program design framework and to the unique needs of youth with disabilities. Youth program design for youth with disabilities requires that objective assessments and an ISS that includes specific strategies, accommodations, assistive technology, and other necessary services to ensure full participation and success in WIOA programs.

For youth with disabilities, service providers work with Vocational rehabilitation for co-enrollments to leverage resources, expertise and assistance in providing specialized support services for youth with disabilities and improve outcomes. In addition, youth service providers work with Transition School-to-Work Coordinators in local high schools to service students with disabilities.

Vocational Rehabilitation provides cross-training to all partner staff on disability inclusion, effective communication, reasonable accommodations, and understanding the needs of youth with various types of disabilities.

c. Provide an updated description of successful models for youth services from your local area, including but not limited to virtual work experiences, YEP, pre-apprenticeships, OSY recruitment and engagement strategies.

Successful models for youth services in the NETLWDA include:

- OSY recruitment and engagement: The NETLWDB employs the "no wrong door" approach for recruitment, ensuring that all entry points to employment and services are accessible and interconnected. We facilitate strong collaboration within the WIOA team as well as community partners to provide comprehensive access and outreach. We will be working to partner with local school systems as well to identify and offer services to soon-to-graduate at-risk youth as they exit the education system.

- Work experience opportunities: the NETLWDB leverages YEP and pre-apprenticeships as opportunities for participants to develop practical, career-relevant work experience that supports their long-term professional goals and enhances their readiness for future employment.

- Employers and community partners: the NETLWDB has an established network of partners who play a critical role in connecting participants to meaningful employment opportunities. These partnerships allow us to provide our participants with valuable work experience, and for employers to evaluate potential hires post program exit.

d. Provide an updated description of how the LWDB has defined the criterion of "requires additional assistance to complete an educational program, or to secure and hold employment" for OSY and ISY, including:
   i. Evidence supporting the established criteria, to include current labor market information, statistical evidence and other data deemed supportive;
   ii. A description of how the LWDB ensures regional alignment in this criteria; and
   iii. List any documentation required from the participant to support established criteria and any additional case management parameters the LWDB has deemed necessary.

How the NETLWDB defines "requires additional assistance to complete and educational program, or to secure and hold employment" has not changed and is as follows:

OSY Additional Assistance Criteria:
*Has dropped out of a post-secondary educational program during the past 12 calendar months;
*Has a poor work history, to include no work history, or has been fired from a job in the last 6 calendar months;
*Has been suspended from school at least within the last 12 calendar months;
*Has below average grades;
*Has been previously placed in out-or-home care (foster care, a group home, or kinship care) for more than 6 months and is between the ages of 16-24; -OR-
*Currently has incarcerated parent(s) or guardian.

ISY Additional Assistance Criteria:
*Has poor attendance patterns in an educational program during the last 12 months;
*Has been expelled from school within the last 12 calendar months;
*Has been suspended from school at least within the last 12 calendar months;
*Has below average grades;
*Has been previously placed in out-or-home care (foster care, a group home, or kinship care) for more than 6 months and is between the ages of 16-21; -OR-
*Currently has incarcerated parent(s) or guardian.

Documentation required includes basic skills assessment results, educational records, transcripts, or documentation of enrollment status to assess the participant's educational background and progress. Youth are required to complete an employment history document, if applicable, to understand their work experience and identify any challenges faced in securing and maintaining employment. Local foster care organizations supply documentation of foster care status. Legal documents are obtained to verify incarceration of parents. Staff exercise due diligence to secure source documents; however, self-attestation can be used as a last resort.

Administration

a. Identify the entity responsible for the disbursal of grant funds as determined by the Chief Local Elected Official(CLEO) or the Governor under WIOA sec. 107(d)(12)(B)(i).

First Tennessee Development District has been designated as the Fiscal Agent for disbursement of WIOA funds by the Chief Local Elected Official through the execution of an Inter-local Agreement signed by the mayors of each of the NETLWDA eight (8) counties. As the Fiscal Agent, First Tennessee Development District disburses WIOA funds and provides reports on all disbursements. First Tennessee Development is audited annually by the independent accounting firm of Blackburn/Childers/Steagall and undergoes annual fiscal monitoring by the TDLWD PAR unit.

b. Describe the competitive process to be used to award subgrants and contracts for WIOA Title I activities in the local area.

The FTDD and the NETLWDB have developed an RFP process that complies with 2 CFR Part 200/Uniform Guidance and complies with policies, guidance memos and directives issued by the TN Department of Labor and Workforce Development. These policies have been reviewed and approved by the NETLWDB and the FTDD board of directors.

c. Update the local levels of performance negotiated with the Governor and CLEO, and state KPIs, to be used to measure the performance of the local area and to be used by the LWDB for measuring the performance of the fiscal agent, eligible providers, and the One-Stop delivery system, in the local area.

Negotiated performance measures are shared with all partners and eligible providers in the Northeast and quarterly updates are provided at NETLWDB meetings to ensure that there is an understanding of WIOA federal requirements.

The levels of performance negotiated for PY 25 are as follows:

Adult Measures:
Employment Rate 2nd quarter after exit: 86.5%
Employment Rate 4th quarter after exit: 90.0%
Median Earnings 2nd Quarter after exit: $8,500
Credential Attainment w/in 4 Quarters after exit: 80.0%
Measurable Skills Gains: 69.0%

Dislocated Worker:
Employment Rate 2nd Quarter after exit: 86.0%
Employment Rate 4th Quarter after exit: 82.2%
Median Earnings 2nd Quarter after exit: $7,850
Credential Attainment w/in 4 Quarters after exit: 87.0%
Measurable Skills Gains: 71.5%

Youth:
Employment Rate 2nd Quarter after exit: 87.5%
Employment Rate 4th Quarter after exit: 86.5%
Median Earnings 2nd Quarter after exit: $5,000
Credential Attainment w/in 4 Quarters after exit: 61.3%
Measurable Skills Gains: 65.0%

State Key Performance Indicators:

Measure 1 - Youth Work Experience (YEP & WIOA) Total Enrollments:
TN Target: 3,936; NE Target: 440

Measure 2 - Title I/Title III Co-Enrollment - % of Title I participants co-enrolled in Title III:
Target: 90%

Measure 3 – Title I New Enrollments (Adult, Dislocated Worker, Youth):
TN Target: 6,256; NE Target: 251

Measure 4 – Title III New Enrollments:
TN Target: 34,188 / NE Target: 2,374

d. Describe the actions taken toward becoming or remaining a high-performing LWDB, consistent with the LWDB's assessment and certification by the University of Tennessee for Industrial Services (UTCIS), as overseen by the State Workforce Development Board.

The NETLWDB is aware of the assessment and certification process that will be provided by UTCIS; however, it has not yet been started in the Northeast. The NETLWDB is committed to achieving and maintaining high-performing Local Workforce Development Board status.

Public Comment:

a. Describe the process used by the LWDB to provide a period of at least 15 days, but no more than 30 days, for public comment on plan modifications.

The process for providing a period for public comment ensures transparency, engagement, and feedback from partners and community. Steps include:

* Issuance of a public notice to inform the community about the upcoming comment period. The notice is posted at the NETLWDB office and in the AJCs. The public notice is posted on the NETLWDB and FTDD websites and social media channels. The East regional plan and the Northeast local plan were posted on April 8, 2026.

* The public comment period was April 8, 2026 to April 23, 2026 to allow for a 15-day comment period.

* Documents, proposals, plans, and initiatives are made available to the public at accessible locations such as websites and the NETLWDB office.

* Public meetings are scheduled during the public comment period to all community members to express their views, ask questions, and provide feedback. The meeting for the East regional plan and the Northeast local plan was held on April 15, 2026 at 5:30 p.m. to satisfy the after hours mandate.

* Public comments, if any are received, are responded to and included in the local plan.

b. Include any comments submitted during the public comment period that represent disagreement with the plan modifications.

No public comments or feedback was received during the comment period.

Stakeholder Involvement:

a) Describe how stakeholder involvement requirements were met for the local plan modifications, pursuant to the TDLWD Regional and Local Plan policy.

The NETLWDB members were provided with plan guidance and engaged in the planning process. Members were encouraged to provide input into the development of the plan modification and information provided was included. Board members provided feedback that was included in the planning document.

Attachments

Attachment A- Required Policies

In the space below, please provide a link to the LWDB policy page, which must include the following required local policies:

- Property Management Policy
- Supportive Services Policy
- Youth Program Design Policy
- Priority of Service Policy
- Local Governance Policy
- Co-Enrollment Policy
- Electronic Case Files Policy
- Grievance and Complaint Resolution Policy
- Minimum Participant Cost Rate Policy
- Monitoring Policy
- Youth Eligibility Policy

Policies can be found at netnworkforce.org.

Attachment B- CLEO Signature page

Attachment B can be submitted one of two ways. If the LWDA has capacity for electronic signatures, it can be linked in the space below. In the alternative, the LWDA can provide via email. Please designate which option is selected.

☐ Attachment B is linked in the space below:

☑ Attachment B has been sent via email to Workforce.Board@tn.gov

Attachment C- Partners MOU & IFA

Please affirm the LWDA has previously submitted a Partner's MOU and Infrastructure Funding Agreement pursuant to TDLWD-WFS Guidance-WIOA Memorandum of Understanding (MOU)/One-Stop Service Delivery and Infrastructure Funding Agreement (IFA). In the space below, provide the date on which these documents were most recently submitted:

Northeast MOU and IFA documents have been submitted to GBU for PY25.

Attachment D- Additional Cooperative Agreements

Please provide any executed cooperative agreements, other than the Partner's MOU, to which the LWDA is a party. Any additional cooperative agreements can be provided as "Attachment D to Local Plan" via email to Workforce.Board@tn.gov. In the space below, please list the name of any additional cooperative agreement that will be included. If none exist, please state "none."

Northeast MOU and IFA documents have been submitted to GBU for PY25.

Attachment E- Budget Information and Supporting Materials

Please provide the following fiscal materials via email to Workforce.Board@tn.gov using the subject line "Local Plan Attachment E."

- Detailed budget listing the sources and uses of TDLWD pass-through funds and all non-Federal matching funds
- Supporting budget narrative explaining expenditures by line items listed on Standard Form 424A
  (Include purpose of travel and supply/equipment lists and describe expenses in the 'other' line item, if applicable. If the budget includes personnel or contractual expenses, cash or in-kind, estimate the number of hours/days and hourly rate, or portion of FTE and salary, for the time that is expected to be spent on the proposed project by key personnel, contractors, or consultants. If the budget includes land or buildings, provide an MAI appraisal or comparable appraisal. Include a description of all leveraged funds, including any fee based and/or revenue generated. Include description of any in-kind resources, including the methods used to determine their value).
- Letters of Commitment from each non-TDLWD funding source (federal state, local, or private) that specifies the amount and type of funds committed (grant, loan, cash, or in-kind)
- Any additional pertinent supporting materials, as applicable.

In the text box below, provide the date Attachment E was submitted and name of individual submitting:

Lisa Evans