



State of Tennessee  
Department of Labor and Workforce Development  
State Workforce Development Board Meeting

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## MEETING MINUTES

February 8, 2019 (8:30 AM – 2:00 PM)

### Board Members Present

Rogers Anderson (Northern Middle)	Dr. Penny Schwinn (Designee: Casey Haugner Wrenn)
Martha Axford (East)	Greg Persinger
Danielle Barnes (Designee: Cherrell Campbell-Street)	Bob Ravener
Jason Bates	Bob Rolfe (Designee: Ann Thompson)
Tim Berry	Kevin Vaughn
Rhonnie Brewer	Governor Bill Lee
Michelle Falcon	(Designee: Tony Niknejad)
Ann Hatcher	
Christine Hopkins (Southern Middle)	
Warren Logan (Southeast)	
Susan Lynn	
Jeff McCord	
Vonda McDaniel	

### Board Members Present by Proxy

Martha Axford (Ann Hatcher)  
Warren Logan (Rhonnie Brewer)  
Susan Lynn (Sarah Noel)

### Members Absent

John Clark  
Damon Prince  
Yolanda Shields

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*Location in parenthesis represents the state board members' membership to the local workforce board.*

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### Welcome & Update

Chairman Tim Berry introduced himself and then acknowledged Bob Ravener for the good work that he has done. He thanked him for the years he served and leading this board through what is one of the most comprehensive overhauls of the system that has been so successful that other states are coming to us, asking how that is done and how can we do the same. So a lot of credit goes to Bob for navigating the board through that process. Mr. Ravener was presented with a gavel and Commissioner McCord presented a flag from the TDLWD and a proclamation.

Mr. Ravener thanked everyone and talked about the things he has learned during his five year tenure. We've learned that private and public partnerships can work, that working together does make a difference. Tennessee is a leader in this country, a leader among other states. For all the work we've been able to do and will continue to do. He referred to meetings with WFS staff where he's told other states keep calling to find out how we get things done. He stated he is excited about the future in Workforce.

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### Roll Call

Nakeisha Ricks conducted the roll call and established the presence of a quorum.

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### Approval of Minutes (vote required)

Mr. Berry requested the November 9, 2018 minutes be approved as written. Rhonnie Brewer moved to approve the meeting minutes, Michelle Falcon seconded the motion, and the motion passed.

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- o Their primary focus has been the 75% rate which they have found to be successful. The 50% ISY rate is a concern because they feel eligibility requirements will be harder to fulfill. Also, they don't feel like they have the population to spend 50% of funding on ISY. They see a need in the OSY population in their area, and are focusing on that population.

Cherelle Campbell Street – VR provides pre-employment transition services for ages 14-21, and they have had the honor to touch around 9000 students across the state. Have you reached out to VR for referrals?

- o Yes, they are reaching out to VR for referrals and to build that partnership.

Rogers Anderson– What are you doing for Veterans, on the Ag side, and regarding STEM programs?

- o They have new DVOP they are building a partnership with. Affiliates AJCs utilize a military services form at intake, for referrals to VET services program. They are building a partnership with pathways to fund postsecondary credentials for Agriculture Business degrees. Dyer county schools have STEM mobile lab that is used as a recruitment tool.

### Southwest

Jimmy Bell presented based on the Southwest Tennessee Local Workforce Development Board Local Plan submission.

Casey Haugner Wrenn– The plan indicates SW is opting out of the waiver to serve ISY at 50% rate, why was that decision made? What do services to OSY look like?

- o Have a big basis for ISY population, and have strived to get population served, and were afraid to lose that population

Jeff McCord – What is the board working on in the area of career pathways?

- o They have had discussions with junior high and high school administrators, who have asked them to come in to the schools and present to the students local area jobs that require training or certification, and work with schools to educate students on those career fields that do not require degrees.

Tim Berry – Asked for additional details on what the pathways look like.

- o They have good relationships with the school administrators, and are building a plan for implementation.

Casey Haugner Wrenn – Suggested they add a little more detail in the plan regarding pathways.

### West Tennessee Regional

Jimmy Bell presented based on the West Tennessee Regional Workforce Development Board Regional Plan submission.

Bob Ravener – Commented on the increase in truck drivers shown in the presentation, and impressed upon the importance of CDLs and truck drivers within the economy. The board can look at providing incentives for organizations and people to move out of their current circumstances, and truck drivers are a perfect example of this. We've got to keep working on ways in which we can break down barriers that keep people in their current circumstances, and think of ways to give employers and individuals ways to improve their lives.

Jason Bates – Greater Memphis is part of this region, can you please comment on the reason the Board is not seeing their presentation today?

- o Deniece advised Greater Memphis has not submitted their plan at this time. They have put their plan out for public comment, which was approved by their local board as of Jan 30. The board cannot approve until it comes off of public comment, and the plan will be looked at during next board meeting.

Christine Hopkins – Is the Board voting for approval or approval with conditions?

- o Approved as recommended, which is conditional.

Ann Hatcher – Commented that the plan was well organized and well written, and that conditions should be met easily.

Motion to approve Northwest local plan as recommended: approval with conditions. NW: Motion to approve: Christine Hopkins Motion seconded: Ann Hatcher

Motion to deny Southwest plan as recommended: denied. Motion to deny: Jason Bates Motion seconded: Vonda McDaniel

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Casey Haugner Wrenn – The plan indicates NM is opting out of the waiver to serve ISY at 50% rate, why was that decision made?

- In relation to the work they did in collaboration with ECD, and how they define a career ready student, they want to make sure during their transition process, that they can best compliment this process. They are thrilled about the energy around career-ready, and there are a lot of good things going on in this space.

### Southern Middle

Tim Berry- It is recommended to postpone presentation due to untimely plan submission.

To honor the groups that submitted according to the process, we will postpone hearing this plan until the next meeting.

Christine Hopkins – Will postponing cause a hold on funding?

- We will continue the funding, and they will have to present a plan that is then approved or approved with conditions at the next Board meeting. We are trying to stress compliance with the process.

### Upper Cumberland

Sean Monday and Becky Hull presented based on the Upper Cumberland Local Workforce Development Board Local Plan submission.

Jeff McCord – The focus on students exiting high school without a plan is an emerging theme and it is very beneficial to the rural areas to focus on those students.

Cherelle Campbell Street – Does the Remote Area Medical clinic go to each county area? How do you determine how it flows through your region?

- Cookeville has the nickname “hub city” and people come from all around the region to this clinic.

Cherelle Campbell Street – What are the eligibility requirements for this clinic?

- The uninsured are eligible.

Casey Haugner Wrenn– You had a clear vision; however why did Upper Cumberland opt out of the 50% ISY waiver?

- The Highlands is very important to ISY. We chose to opt out because we have strong partnerships with the Highlands, and our success with OSY, we intend to do what is best for our region.

### Middle Tennessee Regional

Sterling van der Spuy presented based on the Middle Tennessee Regional Workforce Development Board Regional Plan submission.

Vonda McDaniel – I appreciate your candidness around the challenges. Do you think you will be able to remedy challenges within 30 days?

- They are getting a new OSO and CSP and create structure, and they don't see being able to do that within 30 days.

Ann Hatcher – Did Middle Tennessee have less time for submitting plans?

- No.

Ann Hatcher – I am surprised at the state the region is in. Can you provide the top two or three things your leadership team is going to do to remedy this?

- They are going to spend some time together and relationship build, and create opportunities for dialog.

Tim Berry – Take back to your regional folks the urgency to fix the situation, as March 6 may not be soon enough.

Ann Thompson – Use dashboard metrics to help measure your success, and allow us to identify where the dollars are going. The plan needs more focus on childcare and housing. Northern Middle needs more people in the game.

Cherelle Campbell Street, DHS – The areas that partner and partner well are the ones in which we see the greatest return in investment. The combined state plan is intended to have a robust plan, and what I am noticing is the shout outs to our partners, and we need to be mindful that we are all responsible. If this area fails, Tennessee fails.

Casey Haugner Wrenn– We know realignment has been hard, but the regions are all the same and there are growing pains. But, we are all here to come together and offer Technical Assistance.

Jeff Mc Cord – In summary: We are not going to pretend this will be solved this in 30 days, but compliance is priority.

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Also can you talk about low K-12 engagement?

- o East TN is conglomeration of three previous areas, with different staff and training. We have a long way to go towards engaging K-12 partners. Plan to go to career fair and get some ideas for K-12 partnerships.

Casey Haugner Wrenn – Address in the plan what is being asked of K-12 partners and where you are going with them.

Motion to approve Northeast local plan as recommended: approval with conditions NE: Motion to approve: Christine Hopkins  
Seconded: Greg Persinger

Postponing East Local Plan

Motion to approve Southeast local plan as recommended: approval with conditions SE: Motion to approve conditionally: Jason Bates  
Seconded: Christine Hopkins

Postponing East Tennessee Regional Plan

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### Closing

Deniece Thomas updated the Board on a past request that Ernst & Young will be going out to all Nine Areas and doing a complete Report. This will be completed by the end of June. We will have the results of this report at a future Board Meeting.

Tim Berry commented that today had been full of incredible discussions and strong questions. A few of the Areas have some work to do but he is confident that this will get done.

Mr. Berry asked for a motion to adjourn: Rhonnie Brewer  
Seconded: Ann Thompson

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



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Tim Berry, Chairman, State Workforce Development Board

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5/10/19