



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

## MEETING MINUTES

May 11, 2018 (10:00 AM – 12:00 PM)

### Board Members Present

Rogers Anderson (8)	Burns Phillips
Martha Axford (3)	(Designee: Melinda Williams)
Danielle Barnes	Stuart Price
(Designee: Cherrell Campbell-Street)	Bob Ravener
Jason Bates	Bob Rolfe (Designee: Ann Thompson)
John Clark	Kevin Vaughn
Ann Hatcher	James Williamson (12)
Christine Hopkins (6)	Sandra Woods
Candice McQueen	Governor Haslam
(Designee: Casey Wrenn)	(Designee: Jayme Simmons)
Warren Logan (5)	
Greg Persinger	

### Board Members Present by Proxy

Timothy Burchfield (Ann Hatcher)  
John Clark (Bob Ravener)  
Mark Norris (Susan Lynn)

### Members Absent

Timothy Burchfield  
John Clark  
Mark Norris  
Yolanda Shields

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

## Welcome & Update

Chairman, Bob Ravener welcomed board members, state and LWDA staff, and guests and called the meeting to order. Quarterly Highlights:

- Current Tennessee unemployment rate of 3.4%
- Company Expansions/Growth
  - Alliance Bernstein will move Headquarters to Nashville, invest 70 million and bring 1,000 jobs
  - Van Hool, a Belgium maker of buses and coaches will invest 47 million and bring 640 jobs to Morristown
  - Denso, a global automotive supplier will expand in Athens investing 190 million and add 320 jobs
  - Dong-A Hwa Sung Co., Inc. will invest 13 million in Weakley Co. and add 220 jobs
  - Dorman Products will invest 55 million in Robertson Co. and bring 215 jobs
  - AtlasBx will locate its first US manufacturing office in Clarksville, investing 75 million and bringing 200 jobs to Montgomery Co.

## Remarks

Steven Smith, Chief of Staff for the Governor thanked the Board and stated how important this role is with implementing the Governor's vision for the State of Tennessee. The vision is for Tennessee to lead the Southeast in high quality jobs. He mentioned how proud the Governor is with the unemployment rate but that we must keep pushing forward. He stated that today we will look at Realignment for 13 local workforce areas down to 9, to be more effective in delivering services. "We can lead, and we will lead."

---

---

## Roll Call

Lane Marks conducted the roll call and established the presence of a quorum.

---

---

## Approval of Minutes (vote required)

Mr. Ravener requested the February 9, 2018 minutes be approved as written. Ann Hatcher requested a review of policy clarification to be sent. moved to approve the meeting minutes, seconded the motion, and the motion passed.

---

---

## Department Overview

Commissioner Phillips spoke to the 4 year journey to bring Tennessee to prominence in the eyes of the US Department of Labor. July 2014 was when WIOA signed into law, core regional economic developments and implementing the State Plan in 2016. During this time, we introduced business tools to gather information that was accurate and timely. This allows us to show USDOL that we are transparent, accountable and have performance metrics to show that we are accomplishing our part in WIOA and able to keep our funding.

We have our new Wired Unit that allows us to gather information from the field and elsewhere to make informed decisions with performance metrics. We can provide dashboards to those making decisions. All of these tools have equipped our Workforce System to the ever changing needs that will be coming our way in the future.

The realignment of Workforce areas is the next step in the WIOA implementation and meeting the Governor's vision. This will help :

- Reduction to welfare dependency
- Increase economic self sufficiency
- Meet Employer needs
- Enhance the productivity of urban and rural counties in an economic region

We have progressed to be the leader nationwide in "How" to create a Workforce System. We know what we are doing is working because the USDOL is asking us to be an example for the other States.

---

---

## Workforce Services Division

Deniece Thomas reviews highlights from the WIOA implementation:

- Required modifications to the Combined State Plan were submitted timely by March 15<sup>th</sup>. Mrs. Thomas thanked all the Partners that helped with their part. Tennessee was the only State to submit on time in the Southeast. There will be follow up items that will need to be addressed at a later time.
  - The Operations Committee will talk about Waiver Requests and we are looking to see how to move towards the innovation phase of WIOA implementation. We have identified several barriers in the area of Youth, and how to ask the USDOL for a relax in standards but not outcomes to better serve.
  - Rolling work based learning opportunities out for Youth. We will have a 6 week on the job training pilot this summer and will share data after the program ends.
  - The State hosted two statewide trainings in Nashville:
    - Trade/Rapid Response/Business Services had representatives from Alabama, Georgia, North Carolina, and South Carolina. Had training on how we are delivering services to the employees and employers during layoffs, and onboarding.
    - Systems Training involving training on how to extract data on Grants4TN and Virtual One Stop System.
    - May 16-18 we will be hosting a Veteran's Training which is being taught by NVTI out of Dallas. Apprenticeship will be heavily promoted on the Business Services side.
  - Several Staff attended SETA, Southeastern Training Association Conference in Memphis. Anna Smith who represents local area 5, is the President of this organization.
  - May 22 there will be an Apprenticeship Summit. We would like to thank Economic and Community Development, ECD and Ann Thompson who has led the way with apprenticeship across the state. Our
- 
-

- 
- partners from Education will be there also with Pathways for Tennessee. Casey has helped lead the way.
- Thanked Chris Cannon who is our Communications Director who allowed us to talk about Workforce Services with Tennessee Weekly. This is a video series that allows us to update our citizens on workforce issues.
  - Would like to recognize Lisa Howard and her team that worked on Tennessee Economic Data that has performance metrics and fiscal data from the workforce area. This can be provided in one place for everyone to be able to view. We will send this link and how to extract the data out when ready.
  - We have met with all the County Mayors about Realignment and to reestablish our commitment to getting additional funding out to rural areas. We will have more on this at the August meeting.
- 

## Committee Reports & Discussion

Committee notes are compiled and available upon request.

### Oversight Committee Report, Ann Hatcher

2 items were presented. Approve funding for consolidated business grants for the next year. Last year, 3 million was issued in CBG expenditures. The full amount was used but only half of companies applying were approved for grants. Ms. Hatcher asked for a motion to increase funding to \$5 million because of the demand.

The motion was made by Jimmy Williamson and seconded by Sandra Woods. The motion passed.

Ann Hatcher presented a follow up from the February meeting. The State had concerns about Fiscal Integrity and how that data is showing up in different systems. The main areas are Service Providers being reimbursed on a timely basis, accurate reporting on different grants and recoding of administrative and program expenses. The committee has met three times since Feb. with State Staff. The committee has reviewed January, February, and March data concerning these topics and more. The committee is seeing improvements on the data being reported. Much of the improvements are based on the Trainings and Meetings the State has been holding. The Committee will continue to review reports and data and make sure they are all moving in a positive direction. There are some local areas that are at a risk for recapture if they haven't met the expenditure per participant.

A question was asked if Voss will ever communicate directly with Grants4TN? Deniece Thomas replied that there are additional capabilities that could capture the fiscal information in Grants4TN, but needs to be researched further.

Motion Passed.

### Operations Committee Report, Rogers Anderson

Rogers Anderson presented two updates that were voted on today. Certification Update: There are 3 AJC Centers which are conditionally certified. All 3 will be expected to be certified by the extended August date.

Susan Lynn made a motion to approve; Warren Logan seconded. Motion passed

The second update was on Policy Modification and Waivers. The One Stop System Design, which is having a name change (TNWIOA 1612). Clarification is needed to the functions to the Staff, Staff to Board, One Stop System, and Service Providers and adherence to language.

One Stop Certification (TNWIOA 16-3), an update to better describe roles and responsibilities of the local board and certification criteria as defines the One Stop System.

Stuart Price made a motion to approve: Susan Lynn seconded. Motion passed

### Opportunities Committee Report, Warren Logan

Tennessee is requesting 5 Waivers under the Youth Program Waivers

1. Out of School Youth
    - Would like to include TN Promise numbers in Performance Outcomes
-

- 
- Increase the TN Promise age from 23 to 24
2. In School Youth
    - Reduce expenditures from 75% to 50%
  3. At Risk Youth
    - TN to provide individual training accounts to at risk, in school youth. This would include work based training opportunities, Apprenticeships
  4. Performance Outcomes
    - Extension to provide by 2020
  5. Eligible Training Services
    - Reduce reporting for WIOA participants

Susan Lynn made a motion; Casey Wrenn seconded. Motion passed

Mr. Logan gave updates on the Tour of 5 Cities with Apprentice Program and Dashboard Report. He recognized the May 22 Apprenticeship Summit.

Susan Lynn made a motion to approve; Greg Persinger seconded. Motion passed

*Copies of these policies were provided during the committee meetings. Approved policies are available on the State Workforce Development Board webpage.*

---

### Alignment/Re-designation Discussion

Deniece Thomas recapped the alignment discussion from the past three Board Meetings. From the February meeting, the Board recommended Grundy County, area 6 to realign with area 5. The Governor approved this realignment in Tennessee and to continue the alignment with the other counties. \*Maps were shown so that everyone could see which counties would be affected. The State sent out these maps and had an open period where any questions could be asked. Mrs. Thomas yielded to the Board for a vote.

Mr. Ravenear commended the State and Commissioner for all the Town Hall Meetings that were held with the CLEO's and Mayors. They had an opportunity to express concerns and ask any questions. There was no formal opposition. This realignment aligns Economic Development with Workforce Development which is a great partnership. It also aligns with the Governor's Goals. There has been a great deal of time put into this plan and highlights Tennessee in the Nation and with USDOL.

Mr. Ravenear called for a vote.

Mayor Anderson asked a question about WIFI and a Broadband Map in the rural areas.

Ann Thompson commented that Amanda Martin with her office leads these efforts and can provide a Map to the Board

Christine Hopkins had concerns for these Rural Areas. She wants to make sure all counties could be served. Wifi and Broadband are important with Communication.

Mrs. Thomas stated that she will get this Broadband Map out to the Board Members. She also wants the rural communities to be partners in this. She is resuming meetings across the State with the Mayors in these rural areas to accomplish:

1. Get more funds out to the rural communities
-

---

2. Support Local Boards in being strategic  
These counties will not lose funding. The funding goes with the County.

Mr. Ravenear called for the vote. Motion passed.

---

### Closing Remarks & Adjourn

Mr. Ravener thanked the Board and State Staff for all the work and efforts towards the Realignment. We believe this change is for the better to help the Economic Development and Workforce Development to be sustainable over time. Kevin Vaughn requested for a motion to adjourn the meeting, and seconded by Sandra Woods, motion passed

---

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.



Deniece Thomas, Assistant Commissioner

---

10/5/18