

WIOA Strategic Workforce Development Plan

Regional Plan Template

PYs 2024-2027



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Regional Area Information

TN Regional Area: _____

Local Workforce Development Area(s) Contact Information:

Executive Director Name

Email Address

Regional Director Contact Information:

Regional Director Name

Email Address

Date of Form Submission: _____

Regional Plan Tracker (Sample)

Regional Plan Tracker- PY 2024-2027

Click the link above to use the sample tracker.

Regional Plan Guidance Tracker- SAMPLE

[illegible]

Regional Labor Market Analysis:

- a. Utilizing the data provided by TDLWD, WIRRED Report, provide an analysis of regional economic conditions, including existing and emerging in-demand sectors and occupations, and the employment needs of businesses in those sectors and occupations.

- b. Describe the knowledge, skills and abilities needed to meet the employment needs of businesses in those sectors and occupations.

- c. Provide an analysis of the regional workforce, incorporating current labor employment and unemployment data, information on labor market trends, and educational and skill levels of the workforce, including individuals with barriers to employment.

- d. How will these analyses be shared with all partners and used to influence decisions regarding the regional workforce system?

Support of State Initiatives:

- a. Labor Force Participation Rate (LFPR)
 - i. Describe how the region will coordinate a collective approach to focused advocacy and engagement to special populations in effort to increase in the local LFPR.

- ii. What initiatives will the region implement to positively impact LFRP efforts, and how will these initiatives be tracked and measured for success?

b. Business Engagement Plan

- i. How will the region ensure consistent implementation the TDLWD-WFS Business Engagement Plan to redefine “business engagement” pursuant to the state-wide framework and provide streamlined solutions to employer customers?

- ii. How will the RPC facilitate the sector partnerships necessary to drive sector strategies addressing the needs of business and industry?

- iii. Describe how the RPC will utilize TDLWD Regional Directors to facilitate the business engagement strategy and promote alignment with economic development within the region, including how the Regional Directors will report progress to the RPC.

- c. Summer Youth Employment Program (SYEP)
 - i. What opportunities exist for a collective approach to SYEP implementation across the region?

- ii. How will RPC leverage partnerships to increase SYEP participation and job placement within the region?

- d. AJC Operations Improvement: AJC Assessment
 - i. Provide an analysis of the KPMG assessment study results specific to the region, and contrast where results may differ across LWDAs.

- ii. How will the RPC facilitate innovative service strategies across the region in response to the assessment findings?

Regional Service Strategies:

- a. Provide an analysis of workforce development activities, including education and training, in the region.
 - i. What are the strengths and weaknesses of the workforce development activities and the collective capacity to provide workforce development activities to address the education and skill needs of the workforce, including individual with barriers to employment.

- b. How will the RPC support alignment and integration of education, workforce and economic development across the region?
 - i. How will the RPC track and measure effectiveness of integrated workforce strategies?

- c. Describe the RPC's strategic vision in supporting state initiatives that foster regional economic growth.
 - i. What innovative service strategies will be used to address regional educational and training needs?
 - ii. What cooperative procedures, either formal or informal, will the partners establish to best align regional services and coordinate regional delivery?

Sector Initiatives for In-Demand Sectors or Occupations:

- a. Identify in-demand industry sectors and occupations for the region.

- b. Describe the development and implementation of sector initiatives for in-demand industry sectors or occupations.

c. How will these sector initiatives be tracked and measured for success?

Economic Development/Business Engagement:

- a. Describe how economic development and workforce investment activities will be coordinated in the region.

- b. Describe how the RPC will collectively utilize the TDLWD-WFS Business Engagement Plan to provide consistent messaging and services to employers within the region.

- c. What innovative initiatives, utilizing tools such as registered apprenticeships, incumbent worker training programs, on-the-job training programs, and customized training solutions, will the RPC coordinate to meet the training needs of employers across LWDAs?

Coordination of Supportive Services:

- a. Describe how supportive services will be coordinated throughout the region.

- b. Explain where diverse demographics make regional coordination of supportive services a challenge and describe how the RPC will ensure barriers are equitably addressed.

Performance Accountability:

- a. Describe strategies relating to the performance accountability measures based on performance indicators to include State and Local Measures (Key Performance Indicators), to include:
 - i. How the RPC will work with each LWDA to achieve the negotiated measures
 - ii. How the measures will be monitored and progress tracked.

- b. What additional metrics, outside of KPIs, will the region measure to determine success of regional strategies and initiatives?

Coordination of Cost Arrangements:

- a. Describe the coordination of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate.

- b. Identify any additional funding resources the region plans to collectively seek, including opportunities for LWDAs to partner towards application of non-WIOA grants.

- c. Identify opportunities for the RPC to collaborate with industry groups or sector partnerships to coordinate cost-sharing arrangements, or to partner towards application of sector-based grant funds.

Public Comment:

- a. Describe the process used by the region to provide a period of no more than 30 days for public comment.

Stakeholder Involvement:

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

- b) Describe outreach efforts to all required planning partners and provide relevant information on all planning meetings, listening sessions, or other public meetings related to the planning process.

Attachments:

- a. Documentation of CLEO approval (sample provided)

Regional Plan Signatures

This Regional Plan represents our area's collective efforts to maximize and coordinate efforts and resources available under Workforce Innovation Opportunity Act. (WIOA)

Instructions:

The Chief Local Elected Officials in this region must sign and date this form.

By signing below, the Chief Local Elected Officials in this region request approval of region's 2024-2027 Regional Plan.

Chief Local Elected Official Name

Signature

Date

Mayor John Penn Ridgeway, Northwest

John Penn Ridgeway

4-2-2024

Chief Local Elected Official Name

Signature

Date

Mayor Mike Creasy, Southwest

Mike Creasy

4/2/2024

Chief Local Elected Official Name

Signature

Date

Mayor Lee Harris, Greater Memphis

Lee Harris T.F.

04/03/24

Regional Plan Guidance Tracker- SAMPLE									
REGIONAL AREA: West									
Priority Initiative	What state initiative does this support?	GOAL description- what is success?	Targeted Success Date	Milestone		Milestone		Milestone	
				Action Items	Targeted Success Date	Action Items	Targeted Success Date	Action Items	Targeted Success Date
Expand SYEP - Youth Work Experiences p. 14-15	Increase/Sustain competitive labor force participation rate								
Implementing CRM / Zendesk for tracking p. 11, 17, 19, 25	Expand data research								
Align ECD & Workforce on metrics used to measure success with businesses p. 20, 24, 27	Superior service delivery across the public workforce system								
Asset Mapping (Resource Guide to share with partners) p. 11, 18	Implement agency-wide Business Engagement Plan								
Explore the healthcare sector and talent pipelines, including the need for nursing instructors p. 22, 24, 33	Superior service delivery across the public workforce system								
Address impact of migration of workers to BOC and building a steady talent pipeline for new and existing businesses p. 11, 18, 20	Increase/Sustain competitive labor force participation rate								
Cooperative agreements for resource sharing p. 18	Superior service delivery across the public workforce system								
Explore the possibility of MOUa with Training Providers p. 19	Superior service delivery across the public workforce system								
Explore how to leverage data provided by stakeholders such as TCAT data on employer satisfaction surveys p. 23	Expand data research								
Consider developing regional/local KPIs for partners/initiatives not already captured in State KPIs. P. 29, 30	Expand data research								
Explore funding opportunities to supplement nursing instructor salaries to combat the shortage of nursing instructors p. 33	Increase/Sustain competitive labor force participation rate								

Appendix

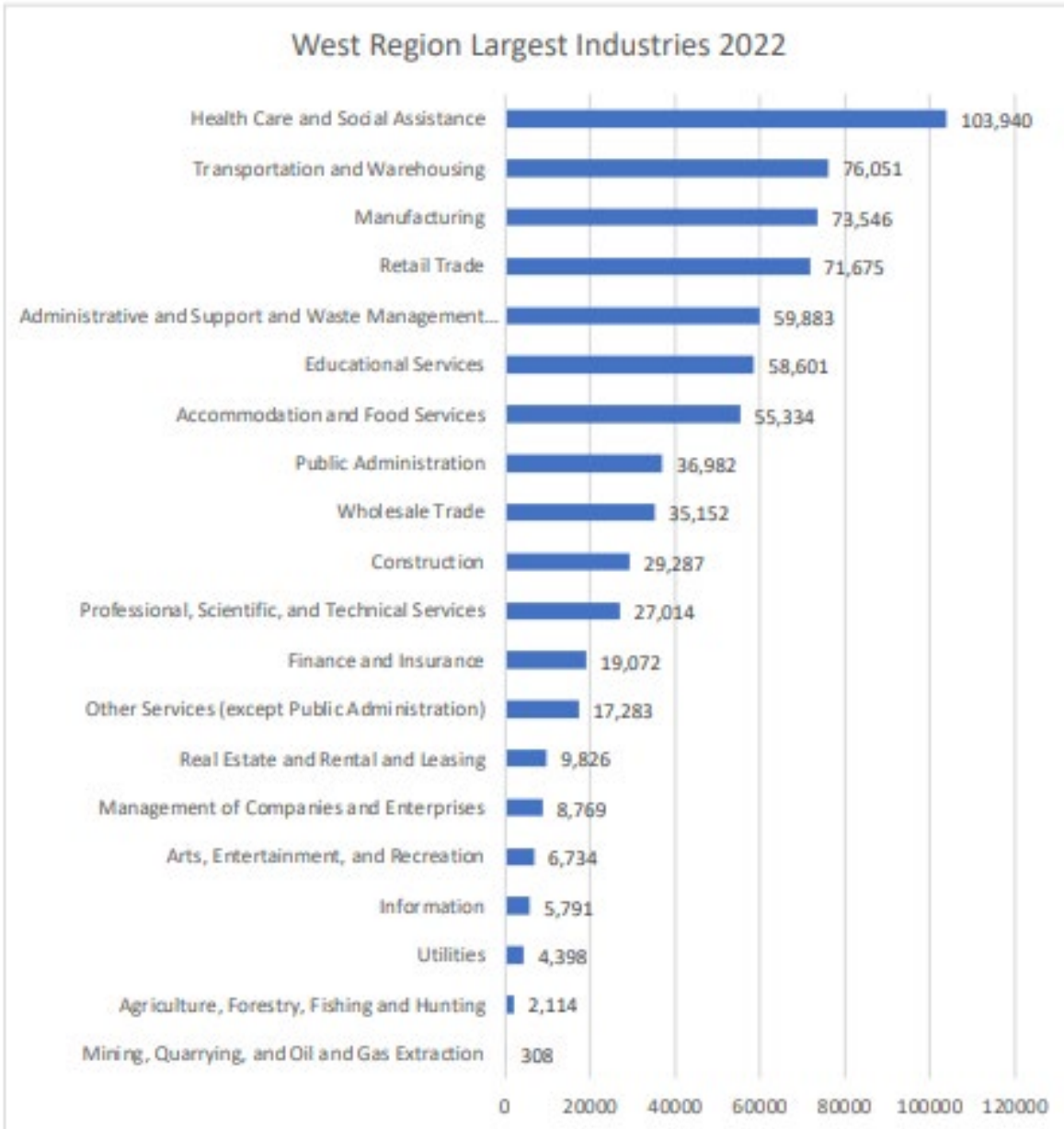


Figure 1

Source: TN Department of Labor and Workforce Development, WIR2ED Division

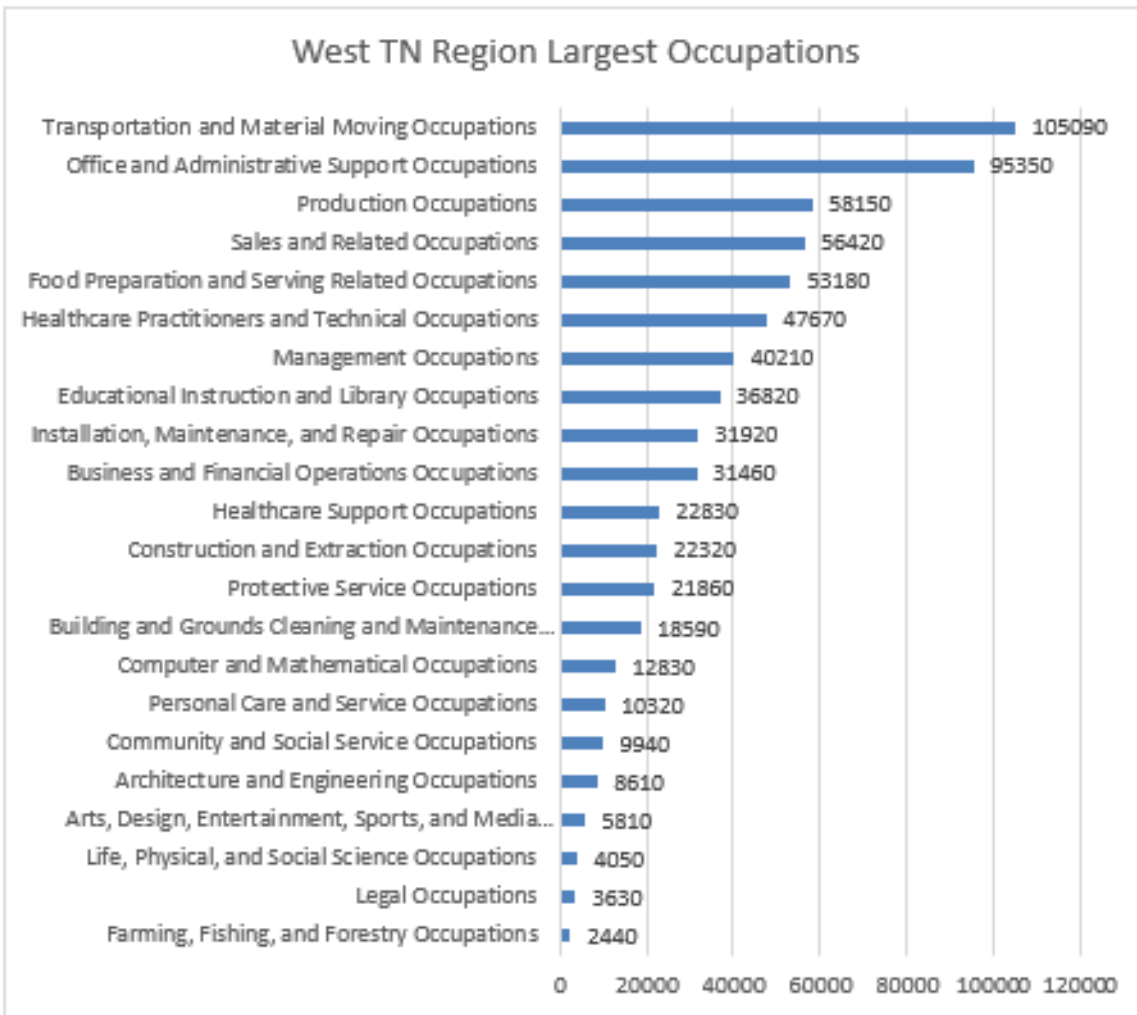


Figure 2

Source: TN Department of Labor and Workforce Development, WIR2ED Division



Figure 3

Source: TN Department of Labor and Workforce Development, WIR2ED Division

Table 1: West TN Occupations in Demand

Occ. Code	West LWDAs In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDAs in Demand	Entry Level Wage
17-3023	Electrical and Electronic Engineering Technologists and Technicians	1	1	1	AS	3	\$42,313
17-3026	Industrial Engineering Technologists and Technicians	1	1		AS	2	\$37,458
29-1126	Respiratory Therapists	1	1	1	AS	3	\$54,196
29-2032	Diagnostic Medical Sonographers	1		1	AS	2	\$28,760
31-2021	Physical Therapist Assistants	1	1	1	AS	3	\$32,692
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	1	1	1	AS	3	\$41,469
15-1232	Computer User Support Specialists	1	1	1	SC	3	\$36,615
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1	1	1	SC	3	\$28,534
29-2055	Surgical Technologists	1		1	PSN	2	\$36,873
29-2061	Licensed Practical and Licensed Vocational Nurses	1	1	1	PSN	3	\$46,871
31-9091	Dental Assistants	1	1	1	PSN	3	\$28,974
31-9092	Medical Assistants	1	1	1	PSN	3	\$29,229
31-9097	Phlebotomists	1		1	PSN	2	\$29,997
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	1		1	PSN	2	\$35,517
49-3023	Automotive Service Technicians and Mechanics	1		1	PSN	2	\$39,681
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1	1	1	PSN	3	\$31,048
53-3032	Heavy and Tractor-Trailer Truck Drivers	1	1	1	PSN	3	\$37,627

Occ. Code	West LWDAs In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDAs in Demand	Entry Level Wage
11-3071	Transportation, Storage, and Distribution Managers	1	1	1	HS	3	\$39,034
11-9051	Food Service Managers	1	1	1	HS	3	\$34,011
11-9141	Property, Real Estate, and Community Association Managers	1		1	HS	2	\$39,179
21-1093	Social and Human Service Assistants	1	1	1	HS	3	\$26,193
27-1026	Merchandise Displayers and Window Trimmers	1		1	HS	2	\$27,948
29-2052	Pharmacy Technicians	1	1	1	HS	3	\$40,436
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1	1	1	HS	3	\$35,497
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1	1	1	HS	3	\$28,807
37-2021	Pest Control Workers	1	1	1	HS	3	\$24,048
39-9031	Exercise Trainers and Group Fitness Instructors	1	1	1	HS	3	\$29,629
41-1011	First-Line Supervisors of Retail Sales Workers	1	1	1	HS	3	\$48,153
41-1012	First-Line Supervisors of Non-Retail Sales Workers		1	1	HS	2	\$24,890
41-3021	Insurance Sales Agents	1	1		HS	2	\$30,253
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1	1	1	HS	3	\$32,642
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products		1	1	HS	2	\$26,365
41-9022	Real Estate Sales Agents	1		1	HS	2	\$26,735
43-3021	Billing and Posting Clerks	1	1		HS	2	\$30,909
43-3051	Payroll and Timekeeping Clerks	1		1	HS	2	\$46,508
43-4051	Customer Service Representatives	1	1	1	HS	3	\$34,837
43-4071	File Clerks		1	1	HS	2	\$30,541
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1	1	1	HS	3	\$27,859
43-5051	Postal Service Clerks		1	1	HS	2	\$27,789
43-5061	Production, Planning, and Expediting Clerks	1	1	1	HS	3	\$23,733
43-5071	Shipping, Receiving, and Inventory Clerks	1	1	1	HS	3	\$34,417

Occ. Code	West LWDAs In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDAs in Demand	Entry Level Wage
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1		1	HS	2	\$30,910
51-4041	Machinists	1		1	HS	2	\$29,739
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1		1	HS	2	\$29,647
51-4121	Welders, Cutters, Solderers, and Brazers	1	1	1	HS	3	\$28,334
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1		1	HS	2	\$32,008
51-4199	Metal Workers and Plastic Workers, All Other		1	1	HS	2	\$34,838
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders		1	1	HS	2	\$27,539
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	1	1	1	HS	3	\$26,713
51-9111	Packaging and Filling Machine Operators and Tenders	1	1	1	HS	3	\$37,627
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1	1	1	HS	3	\$27,967
51-9161	Computer Numerically Controlled Tool Operators	1		1	HS	2	\$31,283
51-9198	Helpers—Production Workers		1	1	HS	2	\$27,637
51-9199	Production Workers, All Other		1	1	HS	2	\$21,842
53-3033	Light Truck Drivers	1	1	1	HS	3	\$27,967
41-2021	Counter and Rental Clerks	1		1	NC	2	\$33,263
47-2051	Cement Masons and Concrete Finishers	1		1	NC	2	\$40,166
47-2061	Construction Laborers	1	1	1	NC	3	\$30,220
47-2141	Painters, Construction and Maintenance	1		1	NC	2	\$42,036
51-3021	Butchers and Meat Cutters	1	1	1	NC	3	\$33,236
51-3099	Food Processing Workers, All Other	1	1		NC	2	\$35,801
53-7051	Industrial Truck and Tractor Operators	1	1	1	NC	3	\$31,283
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1	1	1	NC	3	\$27,637

Occ. Code	West LWDAs In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDAs in Demand	Entry Level Wage
53-7081	Refuse and Recyclable Material Collectors	1	1		NC	2	\$21,842

Education Key: AS Associate's degree; SC Some College; PSN Post secondary non degree credential; 4 High school diploma or equivalent; NC No credential required.

Source: TN Department of Labor and Workforce Development, WIR2ED Division

Table 2: Emerging/High Growth Industries 2020-2030

NAICS	Emerging / High Growth Industries	Estimated Employment (2020)	Projected Employment (2030)	% Growth (2020-2030)
51	Information	42,982	60,948	41.8
5112	Software Publishers	5,952	15,750	164.6
5121	Motion Picture and Video Industries	6,186	9,078	46.8
5182	Data Processing, Hosting, and Related Services	6,523	9,319	42.9
62	Health Care and Social Assistance	409,022	489,592	16.7
623200	Residential Intellectual & Developmental Disability, Mental Health, & Substance Abuse Facilities	13,783	22,453	62.9
623300	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	16,010	25,641	60.2

NAICS	Emerging / High Growth Industries	Estimated Employment (2020)	Projected Employment (2030)	% Growth (2020-2030)
624100	Individual and Family Services	32,004	43,695	36.5
621300	Offices of Other Health Practitioners	17,593	23,235	32.1
54	Professional, Scientific, and Technical Services	147,283	169,838	15.3
541500	Computer Systems Design and Related Services	21,868	30,896	41.3
541200	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	23,902	30,502	27.6
541900	Other Professional, Scientific, and Technical Services	12,715	15,884	24.9
541700	Scientific Research and Development Services	9,454	11,263	19.1
541300	Architectural, Engineering, and Related Services	22,353	26,462	18.4
23	Construction	130,059	145,093	11.6
236200	Nonresidential Building Construction	13,643	18,311	34.2
237300	Highway, Street, and Bridge Construction	7,135	8,649	21.2
238900	Other Specialty Trade Contractors	12,890	15,625	21.2
237100	Utility System Construction	7,653	9,056	18.3
31-33	Manufacturing	334,899	373,881	11.6
335900	Other Electrical Equipment and Component Manufacturing	2,123	5,377	153.3
336100	Motor Vehicle Manufacturing	17,171	35,955	109.4
334200	Communications Equipment Manufacturing	319	575	80.3
48-49	Transportation	195,966	239,220	22.1
488500	Freight Transportation Arrangement	8,679	12,391	42.8
491100	Postal Service	12,668	17,094	34.9
492100	Couriers	43,631	56,517	29.5
493000	Warehousing and Storage	49,220	61,662	25.3
484000	Truck Transportation	59,370	64,369	8.4

Source: TN Department of Labor and Workforce Development, WIR2ED Division

Table 3: Table 3 - West LWDAs Top Certifications in Advertised Jobs, December 2023

LWDA	Advertised Certification Group	Advertised Certification Sub-Category	Job Opening Match Count
GM	American Association of Nurse Anesthetists (AANA) Certifications	Nursing	81
GM	American Heart Association (AHA) CPR & First Aid Certifications	Nursing	2,900
NW	American Heart Association (AHA) CPR & First Aid Certifications	Nursing	492
SW	American Heart Association (AHA) CPR & First Aid Certifications	Nursing	730
GM	American Institute of CPAs (AICPA) Certifications	Financial Specialists	264
NW	American Institute of CPAs (AICPA) Certifications	Financial Specialists	15
SW	American Institute of CPAs (AICPA) Certifications	Financial Specialists	17
GM	American Red Cross - First Aid Certifications	Nursing	84
NW	American Society of Phlebotomy Technicians (ASPT)	Medical Testing	13
SW	American Society of Phlebotomy Technicians (ASPT)	Medical Testing	19
SW	Cardiovascular Credentialing International (CCI) Certifications	Medical Testing	16
GM	Commercial Drivers License (CDL)	Ground Transportation	570
NW	Commercial Drivers License (CDL)	Ground Transportation	84
SW	Commercial Drivers License (CDL)	Ground Transportation	96
NW	Council for Professional Recognition - Credentials	Personal Care and Service - All Other	12
SW	Human Resource Certification Institute (HRCI)	Human Resources	16
NW	Internal Revenue Service (IRS) Certifications	Financial Specialists	11
GM	National Board for Respiratory Care (NBRC)	Medical Treatment and Therapy	58
NW	National Board for Respiratory Care (NBRC)	Medical Treatment and Therapy	13
SW	National Board for Respiratory Care (NBRC)	Medical Treatment and Therapy	16
GM	National Registry of Emergency Medical Technicians (NREMT)	Fire Rescue	107

LWDA	Advertised Certification Group	Advertised Certification Sub-Category	Job Opening Match Count
NW	National Registry of Emergency Medical Technicians (NREMT)	Fire Rescue	22
SW	National Registry of Emergency Medical Technicians (NREMT)	Fire Rescue	40
GM	Nursing Credentials and Certifications	Nursing	1,735
NW	Nursing Credentials and Certifications	Nursing	420
SW	Nursing Credentials and Certifications	Nursing	681
GM	Pharmacy Technician Certification Board (PTCB)	Pharmaceutical	77
GM	Social Worker Credentials & Certifications	Social and Human Services	108
NW	Social Worker Credentials & Certifications	Social and Human Services	17
SW	Social Worker Credentials & Certifications	Social and Human Services	40

Online advertised jobs database, jobs4tn.gov, December 2023

Source: TN Department of Labor and Workforce Development, WIR2ED Division

Table 4: Advertised Job Skills Table for West Region

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	7,297
2	Preventative maintenance	Maintenance Technician Skills	612
3	Inventory control	Bill and Account Collectors Skills	547
4	Inventory management	Bill and Account Collectors Skills	530
5	Cash handling	Cashier Skills	515
6	Risk management	Risk Analyst Skills	484
7	Welding	Welding Skills	462
8	Typing	Office Clerk Skills	424
9	Developing new business	Business Development Skills	418
10	Food preparation	Food Preparation Worker Skills	411

Source: TN Department of Labor and Workforce Development, WIR2ED Division

Table 5: West TN Region – Significant Barriers to Employment

	Greater Memphis LWDA	Northwest LWDA	Southwest LWDA	West Region	State Total
Number of American Indians or Alaskan Natives alone	1693	635	450	2778	15,219
Population Ages 15-19	71,528	16,602	17,066	105,196	438,290
Population Ages 20-24	70,250	15,814	15,821	101,885	443,703
Population Ages 55+	257,242	74,673	73,582	405,497	1,784,308
Number of Veterans 2022	61,449	16,650	15,368	93,467	449,163
Number Below Poverty	185,116	39,562	38,752	263,430	927,587
Number With Disability	141,247	49,867	42,863	233,977	1,019,661
Number of Single Parent Families	231,628	48,580	47,669	327,877	1,234,824
Probationers and Parolees 2023	10,397	2,876	3,878	17,151	71,142
Community Correction	370	142	445	957	3,401
Mental Health Court Statistics (FY 2023)	39	0	0	39	96
Limited English Speaking	6566	496	865	7,927	42,056
Foster Care Services - Youth Aged 2022	138	30	23	191	801
Clients In Recovery Courts 2023	208	110	67	385	1,399
Disadvantaged Youth and Adults	123,895	32,555	34,240	190,690	693,590
TANF 24 Months From 2022	454	86	126	666	1,819
Prison Population 2023	1,887	5,206	0	7,093	19,063
Jail Population 2023	4,043	1,199	1,276	6,518	25,696

Source: TN Department of Labor and Workforce Development, WIR2ED Division

Table 6: West Region Educational Attainment

Educational Attainment	West Region White Only	West Region Black Only	West Region Hispanic or Latino Only	Statewide White Only	Statewide Black Only	Statewide Hispanic or Latino Only
Population 25 years and over	568,046	392,468	37,801	3,701,360	725,820	194,222
High school graduate only	186,266	145,900	9,886	1,171,517	247,651	54,356
Percent high school graduate only	32.79%	37.18%	26.15%	31.65%	34.12%	27.99%
High school graduate or higher	514,538	340,256	23,074	3,317,421	636,892	125,079
Percent high school graduate or higher	90.58%	86.69%	61.04%	89.63%	87.75%	64.40%
Bachelor's degree or higher	185,313	74,402	6,151	1,114,827	159,001	33,770
Percent bachelor's degree or higher	32.62%	18.95%	16.27%	30.12%	21.91%	17.39%

Source: TN Department of Labor and Workforce Development, WIR2ED Division

Emails and Communication about planning meetings and listening sessions:

[EXT] West TN Regional Planning Council



Bane, Jennifer <jbane@nwtworks.org>

No Response Required



Required Angela Hollingsworth; AJ Douglas; David Parrish; Tessa Kyle; Janna Hellums; Blake Swaggart; Forster; Erica Nance; Connie Stewart; wendy.mercer; **+14 others**

Tue 1/16/2024 12:12 PM

Optional jimmy_williamson@att.net; Ben Ferguson; Mike Creasy; jpridgeway@henrycountyttn.org; Teresa K. Bruner; Amber Covington

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Regional Plan Guidance Template- 2024 to 2027.pdf
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Business Engagement Plan..docx
1 MB

Tuesday, January 30, 2024 10:00 AM-12:00 PM

West Tennessee AgResearch and Education Center (605 Airways Blvd, Jackson, TN 38301)

10 AM	West TN Regional Planning Council West Tennessee AgResearch and Education Center (605 Airways Blvd, Jackson, TN 38301) Bane, Jennifer	West TN Regional Planning Council Meeting West Tennessee AgResearch and Education Center (605 Airways Blvd, Jackson, TN 38301) Bane, Jennifer
11 AM		

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Good afternoon! Please see the attached template that we must complete for the 2024-2027 Regional Plan. I have also attached the Business Engagement Plan that is referenced in the template. We have not yet received the labor market reports or KPMG study results that are also mentioned in the template. I will share those as soon as we receive them.

Our meeting will be held at the UT West Tennessee Research and Education Center located at 605 Airways Blvd in Jackson. We will be meeting in room 150. Parking is at the rear of the building.

[EXTERNAL] RE: West TN Regional Planning Council



Bane, Jennifer <jbane@nwtwork>



Reply

Reply All

Forward



To Angela Hollingsworth; AJ Douglas; David Parrish; Tessa Kyle; Janna Hellums; Blake Swaggart; Forster; Erica Nance; Connie Stewart; **+19 others**

Mon 1/29/2024 3:40 PM

Cc jimmy_williamson@att.net; Ben Ferguson; Mike Creasy; jpridgeway@henrycountyttn.org

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Agenda_ West Regional Planning Council_1.30.24.docx
22 KB



Regional Plan Guidance Template- 2024 to 2027.pdf
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West TN Pages from A Existing Emerging Demand Ind Occ Sectors - Regions & LWDA.pdf

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Good afternoon! Friendly reminder of our Regional Planning Council meeting tomorrow from 10:00 am – 12:00 pm at the UT West Tennessee Research and Education Center located at 605 Airways Blvd in Jackson. We will be meeting in room 150. Parking is at the rear of the building.

Thanks!

Jennifer Bane | Executive Director
Workforce Innovations, Inc.
Northwest & Southwest TN Workforce Boards
731-286-3585, ext. 406
www.TNworks.org



West TN Regional Planning Council

Follow up ▾



This event occurred **3 weeks ago** (Tue 1/30/2024 10:00 AM - 12:00 PM)



West Tennessee AgResearch and Education Center

[Get Directions](#)



Bane, Jennifer <jbane@nwtworks.org> invited you [Didn't respond 30](#)

Messages

Meeting Details



Bane, Jennifer <jbane@nwtworks.org>



To: meka@code-crew.org; Heather.Sacks@tn.gov <heather.sacks@tn.gov>; **+2 others** Thu 1/18/2024 5:05 PM



Regional Plan Guidance Tem...
431 KB



Business Engagement Plan..d...
1 MB

2 attachments (2 MB) ☁ Save all to OneDrive - Greater Memphis Chamber ⬇ Download all

Good Afternoon-

Regional planning has begun for West TN. We are requesting that core partners of the AJC and GM Board Chair attend the in-person meeting in Jackson, TN. If you are unable to attend, please let me know. **Regional** plan guidance attached.

Regional Planning Council Meeting Agenda and Sign-In Sheets

WEST TN REGIONAL PLANNING COUNCIL MEETING AGENDA

Tuesday, January 30, 2024
10:00 am – 12:00 pm

UT West Tennessee Research and Education Center
605 Airways Blvd, Jackson

- | | |
|---|--|
| 1. Welcome & Introductions | Local Workforce Area Staff |
| 2. Overview of Regional Planning Council | TDLWD Training, Oversight, and Strategic Support (TOSS) Unit Staff |
| 3. 2024 – 2027 Strategic Plan Overview | TOSS Staff |
| a. Planning Timeline | |
| b. State Plan Overview & Top Priorities | |
| c. Targeted In-Demand Sectors | |
| d. Targeted Populations | |
| 4. Strategic Breakout Sessions | All |
| a. Jobseeker Services | |
| b. Business Services | |
| c. Group Report Out | |
| 5. Other Business | |
| a. Partner Updates | |
| 6. Adjourn | |
| a. Next meeting: Thursday, May 30 th , 10 am, In-Person Location TBD | |

Name (Please Print)	Organization	Email Address
Amber Quinston	HR Workforce Development Board	amquinston@memphischeer.com
David Perish	Voc Rehab	david.perish@tn.gov
Shalondria Shaw	TPLWD	shalondria.shaw@tn.gov
Ashley Mayton	ALC NW	ashley.mayton@mchra.com
Keva Dickett Wilson	Equus - Greater Memphis ASC	keva.wilson@equusworks.com
Jessica Simmons	TN/WIS JUS	jessica.simmons@tn.gov
Angela Spann	Mid Cumberland / ASD	Angela.Spann@mchra.com
Meth Equine Care	GM Welfare Board	meth@equine-care.org
Angela Salas	TDLWB	angela.salas@tn.gov
Elizabeth Black	TDLWD	elizabeth.black@tn.gov
Pam Sgill	Adult Ed	pamsgill@prodwest.net
Santa Alston	DSO - Greater Memphis	Santa.Alston@ajcmemphis.com
Carande Rousseau	DH	carande.rousseau@tn.gov
Leather Seck	VR	leather.seck@tn.gov
Janna Hellums	TN/CD	janna.hellums@tn.gov
Quinn Sutton	TIAT Memphis	quinn.sutton@tiat-memphis.com

Name (Please Print)	Organization	Email Address
Jennifer Bane	NW/SW Workforce Board	jbane@wfiinc.org
Kenna Hamm	Workforce Innovations - SW	khamma@westworkforce.org
Ginger Powell	NW/SW Workforce Board	gpowell@wfiinc.org
Sabira Bledsoe	TPLWD	sabira.bledsoe@tn.gov
Wendy Mercer	MCHRA	Wendy.Mercer@mchra.com
Joe Grapes	TDOE	joseph.grapes@tn.gov
Paul Forster	DYER COUNTY JAIL	FORSTER@CO.DYER.TN.US
Erica Nance	MCHRA - AJC NW	erica.nance@mchra.com
Karla Beam	TN Labor	Karla.beam@tn.gov
Ashley Roberts	Voc Rehab	Ashley.r.roberts@tn.gov
Danna Criswell	VR	Danna.Criswell@tn.gov
Jackara Jones	Am TN Labor	jackara-jones@tn.gov
Blake Swygart	TN/CD	Blake.Swygart@tn.gov
Karla Henn	TDLWD	karla.henn@tn.gov
AJ Douglas	NW TN Adult Ed	aj.douglas@wsc12tn.net
Robert Wick	Greater Memphis	Robert.Wick@Equusworks.com
Melissa Lagans	Dept of Human Services	melissa.lagans@tn.gov
Amey Mahesh	TDLWB	Amey.mahesh@tn.gov
Tessa Kyle	TN/CD	tessa.kyle@tn.gov

Public Notice: Listening Session – Public Comment Period

Public Notice Local and Regional Strategic Plans Available for Public Comment Period

The Northwest Local Workforce Development Area serving Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, and Weakley Counties, and

The Southwest Local Workforce Development Area serving Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison, and McNairy Counties,

have each prepared a Local Strategic Plan for 2024-2027.

Additionally, the Northwest Area, Southwest Area, and Greater Memphis Area, serving Lauderdale, Tipton, Fayette, and Shelby Counties have prepared a Regional Strategic Plan 2024-2027.

The Local and Regional Strategic Plans are OPEN FOR PUBLIC COMMENT FROM

12:00 PM ON MARCH 11 to 12:00 PM ON APRIL 3, 2024

and will be available online at www.tnworks.org or
hard copies are available at any American Job Center
upon request during this time.

A Public Listening Session has been scheduled for
March 14, 2024 AT 5:30 PM

Northwest Meeting Location
Workforce Innovations, Inc.
208 N. Mill Ave., Ste. B, Dyersburg, TN

Southwest Meeting Location
American Job Center
1124 Whitehall St., Jackson, TN

Zoom Meeting ID: 849 9061 2536
Passcode: 100430

All meetings are open to the public.

Submit comments or questions in writing to Jennifer Bane, Executive Director, at 208 N. Mill Ave.
Dyersburg, TN 38024 or jbane@wfiinc.org.

This project is funded under an agreement with the TN Dept. of Labor & Workforce Development. EOE. Auxiliary aids/services available upon request. TDD# 711.

Greater Memphis Regional and Local Plan Listening Session

The Greater Memphis Workforce Development Board invites you to provide input on Greater Memphis 2024-2027 workforce development strategies for the Workforce Innovation and Opportunity Act (WIOA) regional and local plan. This new plan offers an opportunity to continue a systemwide and inclusive process of implementing lessons learned from various efforts over the past several years. Participants will be invited to openly discuss concepts for addressing challenges and opportunities for improving the system over the next four years. This session is an opportunity to participate in a robust conversation about Greater Memphis workforce system's future.

This plan will establish broad goals for a comprehensive workforce development system that focuses on:

- Industry Partnerships, Employer Engagement and Career Pathways
- Youth
- Continuous Improvement of the One-Stop System
- Barrier Remediation for target populations
- Clear integration with economic development
- Outcome visibility

The listening session presents an opportunity for the public to:

- Discuss broad goals of the local plan,
- Identify areas of concern, and
- Discuss ideas for innovation and improvements.

The Virtual Session will be held on March 18, 2024, via Zoom from 5PM to 6:30PM.

Topic: Greater Memphis Regional & Local Plan Listening Session

Time: March 18, 2024, 05:00 PM Central Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/84919442047?pwd=Fm1LbxGIY2vpLKb7FF5SXwIub5Pm9f.1>









Meeting ID: 849 1944 2047

Passcode: 392973

<u>Date</u>	<u>Meeting Description</u>
1/09/2024	Draft planning guidance shared with Regional Planning Council via email
1/16/2024 and 1/18/2024	Email notification sent to Regional Planning Council (RPC), including local stakeholders, with Regional Plan Template and Business Engagement Plan in preparation for January 30, 2024 RPC meeting
1/23/2024	Email notification sent to RPC, including local stakeholders, with West TN and local labor market and workforce analysis reports provided by WIRED
1/30/2024	RPC meeting held from 10:00 am to 12:00 pm. Meetings were open to the public.
3/8/2024 – 4/7/2024	Local and regional strategic plans posted for public comment. Email notification sent to local and regional stakeholders, posted on area website, and in all American Job Centers. (NW and SW public comment period is 3/11 through 4/3/2024.
3/14/2024 and 3/18/2024	Public listening session for local and regional strategic plans held at 5:30 pm.
Jan. – April, 2024	Information regarding the regional plan was shared during the respective LWDB meetings in Greater Memphis, Northwest, and Southwest TN.

Figure 5. Six Strategies to Help Tackle Challenges

01	02	03	04	05	06
Strengthen service integration and increase co-enrollment	Increase service utilization and awareness among all communities	Design and provide intensive, individualized services to enhance employment outcomes	Identify causes and missing leading practices to enhance efficiency	Deepen and track community partnerships and increase access points to customers	Focus on staff development, knowledge transferring, and cultural change
<ul style="list-style-type: none"> Articulate common missions and focusing on customer satisfaction Cross-Agency Case Management and Employer Relationship Teams 	<ul style="list-style-type: none"> Improve communication strategies and marketing to increase AJC service awareness Address service gaps through initial assessments and improve awareness of community resources 	<ul style="list-style-type: none"> Increase inter-agency collaboration and organize services based on functionality Emphasize accessibility and diversity across training programs Review policy and develop outcome-focused strategies 	<ul style="list-style-type: none"> Review policy and develop outcome-focused strategies Increase infrastructure capacity and enhance resource allocation Enable technology integration and virtual services 	<ul style="list-style-type: none"> Ensure service facilities and other publicly funded programs are accessible and training programs cater to diverse needs 	<ul style="list-style-type: none"> Review administrative process and conduct staff training Foster innovation in administrative tasks and streamlined procedures

 Global Strategy	 Governor's Office	 Local Political Leaders	 State Workforce Board	 State Program Leadership	 Local Workforce Board	 Partner Agencies	 AJC Staff & Program Staff
Strengthen service integration and increase co-enrollment	Allocate resources and facilitate inter-agency data sharing		Identify service gaps and design quantifiable metrics to track progress	Facilitate inter-agency collaborations and data sharing	Convene partners and meet the needs of both job seekers and employers	Collaborate and build cross-agency case management protocols	Provide integrated services to job seekers to foster long-term success
Increase service awareness and utilization among all communities	Support state-wide campaign to increase awareness among all communities	Support local-wide campaign to increase awareness of services with public agencies, non-profits, and businesses	Engage business communities and address job seekers' needs	Lead marketing efforts to increase awareness of AJCs and WIOA services	Conduct outreach and enhance relationship building with employers		Engage business communities and address job seekers' needs
Design and provide intensive, individualized services to enhance employment outcomes			Identify service gaps and training opportunities for program staff	Facilitate inter-agency collaborations and provide trainings to program staff	Identify local strategies to serve target populations		Assess customer needs and provide individualized service
Identify causes and promising practices to enhance efficiency		Foster community partnerships and facilitate supports to participants		Collaborate with local programs identify promising practices	Identify causes for inefficiency and opportunities to increase efficiency		Leverage technology and service integration to increase efficiency
Deepen and track community partnerships and increase access points to customers	Foster agency collaborations and (re)align AJCs with high demand regions	Facilitate community partnerships and provide wrap-around service to participants			Review training and ensure they cater to a diverse range of demographic needs	Provide supports to help remove transportation, health, and childcare barriers, digital access	Partner with community anchor institutions to provide access points to customers
Improve staff recruitment, development, and retention and virtual service delivery	Allocate and align resources with regional needs and enhance capacity to serve customers	Allocate and align resources with regional needs and enhance capacity to serve customers	Assess staff capacity and identify areas where additional resources are needed	Assess staff capacity and identify areas where additional resources are needed	Guide service providers on strategic hiring focusing on serving populations with barriers		Engage in training to obtain up-to-date skills to better serve job seekers and employers