



NETLWDB STRATEGIC PLAN

EXECUTIVE SUMMARY

The Northeast Tennessee Workforce Local Workforce Development Board (NETLWDB) serves the eight counties of Carter, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi and Washington. This eight county area, known as the Northeast Tennessee Local Workforce Development Area (NETLWDA), borders Virginia and North Carolina. The NETLWDB and its American Job Center (AJC) system is a recognized expert in the Northeast region's workforce development efforts. The NETLWDB, the Local Elected Official Consortium and all staff are dedicated to the development of a workforce system that supports business, industry, and all levels of employers and job seekers.

Mission – The Northeast Tennessee Local Workforce Development Board promotes the economic vitality of the region by providing a collaborative system that meets the talent needs of business, industry and the workforce.

Vision – Northeast Tennessee is a globally competitive region where business and industry continue to have a qualified, diverse workforce and individuals have career opportunities in a prosperous and sustainable regional economy.

The NETLWDB is a hub for gathering and disseminating information about the Local Workforce Development Area's labor market and business' employment needs. The NETLWDB and its partners are convening groups of businesses, collaborating with education and training providers, and researching, cultivating, and funding innovative solutions for workforce challenges. The NETLWDB's AJC system incorporates a streamlined workforce training and employment delivery system that seeks to increase business prosperity by supplying highly-skilled workers. The focus on business, industry and the health of our local economy will promote economic success for individuals and our communities.

The Northeast Tennessee Local Workforce Development Area's (NETLWDA) local plan was prepared in accordance with guidance published by the Tennessee Department of Labor and Workforce Development (TDLWD). The local plan serves as an action plan to develop, align, and integrate NETLWDA service delivery strategies and support the State's workforce development vision, which is to increase the competitive position of Tennessee business through the development of a high skilled workforce. The Tennessee Combined State plan gives an overview and provides background on the relationship between the State plan, regional plans and local plans. The State plan's five key objectives are directly reflected in the NETLWDA's local plan, which is designed to:

- Increase access to education, training, and employment, particularly for people with significant barriers to employment.
- Strengthen the NETLWDA's One-Stop/American Job Center system by aligning workforce investment, education, and economic development.
- Improve quality and labor market relevance of Northeast Tennessee's workforce investment, education, and economic development efforts.
- Promote continuing improvement in the structure and delivery of NETLWDA's OS/AJC services.



- Increase economic self-sufficiency, meet employer needs, and enhance the productivity and competitiveness of the NETLWDA.

The NETLWDB Strategic Plan is presented in five distinct chapters: Operating Systems and Policies; Vision, Goals and Implementation Strategies; Performance Goals and Evaluation; Technical Requirements and Assurances, and New Planning Element (Public Assistance Recipient – Self Sufficiency Partnership).

The Operating Systems and Policies chapter provides an overview of all the operating systems and includes references to the attachments, where required polices are located. This chapter includes a description of the NETLWDB One-Stop/AJC delivery system, roles and resources contributed by the One-Stop/AJC Partners, and locations of the two comprehensive centers in Washington and Sullivan counties, and the six affiliate centers in Carter, Greene, Hancock, Hawkins, Johnson, and Unicoi counties. Each of these centers provide on demand access to multiple career services through Jobs4TN.gov. This chapter also details the role and responsibilities, the method of coordination of partners and the referral process as provided by the OSO. The NETLWDA OSO is currently provided by the sub-recipient Knoxville-Knox County Community Action Community (K-KC CAC). In addition, this chapter includes descriptions of Adult, Dislocated Worker, and Youth employment and training activities, and how NETLWDA will provide services to priority populations. Training services, as outlined in WIOA Sec. 134, will be provided through the use of Individual Training Accounts. The NETLWDB will ensure informed customer choice and continuous improvement of eligible providers of services through the system.

The Vision, Goals and Implementation Strategies section outlines how the NETLWDB will coordinate the local workforce, education and economic development activities with local activities that are carried out in the area. In developing the local plan, the Regional Planning Council met to advise and recommend action plans for the local areas. The Regional Planning Council is comprised of representatives from WIOA partners and other workforce stakeholders such as ECD.. For purposes of the local planning process, NETLWDB recognized that a greater level of meaningful participation from stakeholders, community, and service population's participation was necessary. Following all applicable open meeting guidelines, NETLWDB notified all relevant regional/local stakeholders and the general public to participate in and provide feedback on the local plan. From the Local and Regional Workforce Planning Sessions, the following items of strategic importance were identified:

- Aging Workforce and Out-Migration
- Skills Gaps/Workforce Readiness/Soft Skills
- Substance Abuse/Opioid Epidemic
- Branding
- Incumbent Worker Training

This section also describes: how the NETLWDB will expand access to employment, training and education and supportive services for eligible individuals, particularly those with barriers to employment; how the NETLWDA will implement initiatives such as incumbent worker training, on-the-job training programs, customized training programs, industry and sector strategies, apprenticeships, etc.; how the local board will coordinate education and workforce



development activities; and how the board will support and work with entities carrying out the core programs.

The Performance portion of the plan includes information on the actions the NETLWDB will take toward remaining a high performing board, including projected local service levels and WIOA Common Measures. The Technical Requirements, Assurances, and Evaluation chapter includes information regarding the use of technology in the NETWLDA AJCs, physical accessibility, fiscal management, and the existing approach regarding strategies financed by the transfer of Title I workforce funds. Copies of requested policies and Agreements are located in the Attachments.

The New Partnership Element is the last portion of the plan. The NETLWDB has chosen the Public Assistance Recipient to Self-Sufficiency Element as its focus area.