

Members of the American Job Center Consortium



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423-547-7500
www.ab-t.org www.netwdb.org

Alliance for Business & Training, Inc.
Board of Directors
July 2015 - June 2016



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Executive Director,
NETWDB/
Alliance for
Business & Training



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Department of
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Division of
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Services



Steve Vinsant
Tennessee
Department of
Labor & Workforce
Development



Missioin Statement

AB&T is a not-for-profit corporation designed to provide employment, training and educational services to those who are most in need of and can benefit from our specialized services.

As a community resource, AB&T enables individuals to be job ready and to compete in the current labor market.

The Alliance for Business and Training, Inc. (AB&T) provides employers and job seekers employment and training services in Northeast Tennessee.

Since 1985, AB&T has served its communities and region in creating a workforce development system that fosters economic growth and empowers the people of Northeast Tennessee with the knowledge and skills necessary to prosper in the workplace.

AB&T is the Administrative Entity for the Northeast Tennessee Career Center (NTCC) system and serves as staff for the Northeast Tennessee Workforce Development Board in Local Workforce Development Area 1 (LWDA 1).

Career Center Partners

- Adult Education
- Alliance for Business & Training
- ARC of Washington County
- ARCH - Appalachian Regional Coalition on Homelessness
- Jacobs Creek Job Corps
- Tennessee Department of Human Services - Division of Rehabilitation Services
- Tennessee Department of Labor & Workforce Development
- Upper East Tennessee Human Development Agency - Community Development Block Grants
- Senior Community Service Employment Program - Alliance for Business & Training

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**Kathy Pierce, Koren Winters &
Carolyn Ferrell**



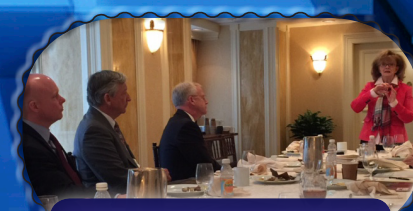
Mike Freeman & Greg Lynch



Owen McNeil



**Wayland Seaton &
Koren Winters**



Legislative Breakfast Meeting



**Tina Buono, Brian Decker
& Robin Draine**

Message from the Chair

Senior Community Service Employment Program

Contract Amount for 2014/15

Total Slots: 26

Total Slots Filled: 27

New Enrollments: 12

Number Exited: 5

Number of Placements: 2

Number of Host Agency Worksites: 16

Counties Served: Sullivan, Washington, Carter, Johnson, & Unicoi

The Senior Community Service Employment Program (SCSEP) is a community service and work based training program for older workers. The SCSEP Program is authorized by the Older Americans Act and provides subsidized, service-based training for low-income persons 55 or older. Participants have access to both SCSEP services and other employment assistance through the local Career Centers.

The AB&T SCSEP Program provided an average of 20 hours a week of work based training services to 27 older workers at 16 host agencies throughout Carter, Johnson, Sullivan, Unicoi, and Washington Counties.

Business Services Team

The Team works in conjunction with the partners of the Career Center System that include:

- Alliance for Business & Training, Inc. (Operators of the WIOA program)
- Tennessee Department of Labor & Workforce Development
- Corporate Connections - A division of the Tennessee Department of Human Services & Vocational Rehabilitation
- Tennessee Department of Economic & Community Development
-

Contact a local American Job Center to see how the Business Services Team can assist you.

Johnson City: 423-610-0222

Kingsport: 423-246-5985

Elizabethton: 423-547-7515

Erwin: 423-735-5773

Mountain City: 423-460-1566

Regional Asset Mapping

The TN Department of Labor and Workforce Development provided an opportunity for the workforce system to conduct a statewide asset mapping effort to assist in the implementation of the new Workforce Innovation and Opportunity Act. Various stakeholders participated in the regional event at the Knoxville Career Center.



The sessions for Northeast TN involved individuals from 5 workforce areas (east to west to include regions from here to Chattanooga, Oak Ridge, etc.). The sessions were held on August 20 & 21, 2015 with Derek Young facilitating.

The purpose of the sessions were to identify potential partners, both "traditional and non-traditional", with whom we could/should network to help advance workforce development across multiple partners in our region. The goal of the session is to develop a strong and comprehensive list of community assets that can be leveraged to improve how we deliver services that help Tennesseans go to work! To find and leverage the obvious community assets and the lesser-known hidden gems that exist in rural, urban and suburban sectors of our community.

There were 25 to 30 other community leaders that participated in the session. Each sub-team discussed, rated, ranked and then shared their list of "not-so-obvious" assets (those assets that others are overlooking).



Who We are...



The Business Services Team connects job seekers to career opportunities and helps businesses meet their workforce needs.

Employers...



Through the Northeast Tennessee American Job Center, we provide local businesses with easy access to workforce development resources.

Job Seekers...



Our workforce professionals are available to assist you in your job search and help coach you to success

WIOA Financial Information

WIOA Financial Information

Program	2015/16 Allocations	2015-16 Projected Allocations
Adult	890,849	967,453
Youth	883,176	926,723
Youth Pilot	26,800	
Dislocated Worker	722,728	817,567
Rapid Response DW	180,000	488,000
AmeriCorps	55,345	
Incumbent Worker	75,000	75,000
Youthbuild (USDOL)	17,000	983,482
Apprenticeship	45,450	50,000
SNAP	29,545	105,161
TN Reconnect		225,000
RSA	135,100	135,100
SCSEP	242,800	237,365
RESEA	30,000	21,741
Total	3,333,793	5,098,592

WIOA Performance Data

WIOA Participant Performance Results Six Month Retention Rate 4/1/14 - 3/31/15

Program	Goal	Percent of Goal
Adult	90%	96.6%
Dislocated Worker	90%	97%

WIOA Participant Service Levels 7/1/15 - 6/30/16

Program	Carry Overs	Enrollments	Total Served
Adult	182	118	300
Dislocated Worker	88	61	149
Youth	94	54	148
TOTAL	264	233	597

WIOA Participant Average Six Month Earnings 4/1/15 - 3/31/16

Program	Goal	Actual	Percent of Goal
Adult	\$13,800	\$21,302.13	154%
Dislocated Worker	\$15,500	\$22,413.59	145%
Older Youth	n/a	\$5,167.74	n/a

WIOA Participant Credential & Em- ployment Rates 10/1/14 - 9/30/15

Program	Actual
Adult	36%
Dislocated Worker	36%
Older Youth	60%

National Career Readiness Certificate Program 7/1/15 - 6/30/16

Levels of NCRC Achieved	Number Achieved
Platinum	4
Gold	160
Silver	176
Bronze	10
TOTAL	351

Incumbent Worker Training Grants

January - December, 2015

Company	Award Amount	Number Trained
A. O. Smith	\$7,980	7
Bristol Metals, LLC	\$19,455	39
Brock Services	\$16,503	75
Domtar Paper Company, LLC	\$8,317	12
Lecler Food Tennessee, LLC	\$15,762	7
Adpma, LLC	\$5,571	6
Aerojet Ordnance Ten- nessee	\$24,373	11
Tri City Extrusion	\$12,000	24

WIOA Participant Entered Employment Rate 10/1/14 - 9/30/15

Program	Goal	Percent of Goal
Adult	88%	95.4%
Dislocated Worker	91%	97.8%
Older Youth	n/a	67.6%

WIOA Participant Average Wage at Placement 7/1/15 - 6/30/16

Program	Wage per Hour
Adult	\$15.50
Dislocated Worker	\$16.29
Older Youth	\$10.50



WIOA Youth Participants 10/1/14 - 9/30/15

Program	Goal	Actual	Percent of Goal
Placement in Employment or Education	75%	76.3%	101.8%
Attainment of Degree or Certificate	78%	94.4%	121.1%
Literacy or Numeracy Gains 7/1/15 - 6/30/16	55%	72.7%	132.2%

Erwin American Job Center



The CSX closure in Erwin has impacted the entire community and economy of Erwin, including the regions surrounding the small mountain town. The new Erwin Career Center has been able to hone in on the essential skills necessary to improve the employability and advancement in today's dynamic workforce in the Erwin community. A chemistry cohort was designed to help individuals affected by the CSX closure gain these valuable skills. The cohort, which consists of college math and chemistry 1 & 2 has been a success. Although the course is still in progress the participants have successfully completed the first part of the course with an overall class average of an A. Many of the individuals in the cohort have never been to college and have been out of school for 20 plus years. Additionally, many are working 40 plus hours a week in manual labor positions. Their hard work and dedication to improving their lives and advancing their careers is truly admirable.

Seven other CSX dislocated workers and one Regal dislocated worker successfully took the NCRC. The NCRC is a difficult exam required by several local employers before they can apply for a position. After countless hours of studying and preparing they achieved the scores necessary to apply for various positions available at a large local employer that offers competitive wages and excellent benefits. All of them were interviewed and offered employment, most of them will begin work in December. Many of the positions that they were offered are well sought after positions, which are hard to come by. We see this as a huge success and we are very grateful that our local employers see the value and potential in these individuals that we see daily!

Another program that has seen success is our Out of School Youth program. The Alliance for Business and Training has partnered with ETSU to help individuals 18 to 24 become more employable by gaining valuable work experience in a career of their interest. Many of the youth in our program face multiple barriers to employment. Together, we help them face these barriers and overcome them.

The program is called CareerStart and we have 3 participants out of the Erwin Career center that will finish the program with potential job offers from the employers that are providing them with work experience. One employer has been particularly pleased with the hard work and dedication our participant has exhibited that they donated \$200 dollars to the individual, which they can apply towards the cost of their work clothes. Another individual was able to get free tools from a local hardware chain to help get him started with his work experience and potential employment. The success of the Out of School Youth program was made possible by Brandi Quinn, who is the ETSU specialist stationed in Erwin. Brandi's dedication to helping her youth participants find a career path is inspiring.

The Erwin Career Center had our first career fair. Nine employers set up booths and gave interviews on the spot. We had almost twenty people apply for various positions during the fair. More importantly, we are spreading the word that we are linking people to jobs in the Erwin and Unicoi community.



HIRING EVENT

Tuesday, February 2, 2016 10:00 a.m. - 2:00 p.m.

The Bramble
206 Gay St
Erwin, TN 37650

You are invited to participate in a Jobs4TN Hiring Event. Hosted by Local Workforce Development Area 1, CSX, Unicoi County Economic Development, ETSU, The Bramble and the Career Coach. There is no cost to participate in this event, however please post your positions PRIOR to the event on www.jobs4tn.gov

Success Stories



Josh Harper

Josh came to the Career Center in Johnson City with little post high school education and his options were limited. After taking the Career Scope and learning what would work well for him, he considered Clinical Medical Assistant as a wise choice for a career for years to come. AB&T Career Specialist, Mr. Brandon Harold provided guidance and mentorship as Mr. Harper returned to school. As a 35 year old full-time father, Mr. Harper stated that he was, "intimidated by the transition back to the class room but with Mr. Harold's help and financial assistance through AB&T, I was able to complete the CMA course and am now looking for a new promising job with a bright future. Thank you so much AB&T."

Angel Bosse

I am a recent graduate of the nursing program at Northeast State Community College and a newly licensed registered nurse working as a cardiac nurse at Johnson City Medical Center. Making the decision to go back to school in my thirties, as a non- traditional college student was a difficult decision at best. Having bounced from one low paying job to the the next, I knew that I needed to make a bold decision. As any non- traditional student my age will tell you, there is not a lot of financial assistance available to this group of students. Nursing school is an expensive endeavor, one that is out of reach for many students, myself included. AB & T has been a wonderful asset while I was pursuing my nursing career. The help that I received from AB & T helped me cover portions of my tuition as well as books and online programs that were required for the program that I was in. Additionally, the assistance with scrubs and lab/clinical supplies was immeasurably helpful. Throughout my time in nursing school, AB & T has been nothing less than supportive, always just a phone call or email away. AB & T has definitively had a hand in my success in becoming a Registered Nurse and for that I will be forever grateful. I have attached a couple of pics from my graduation from Northeast State as well as one from my nursing pinning ceremony that you are free to use. As I was looking for a photo, I realized that my daughters are included in all of them. I find that very fitting because they are two of my best reasons for going after my dreams.



George Clark III

George Clark III is a 54 yr old gentleman who came to AB&T in December 2015, seeking assistance with the cost of attending the Pipefitting program at TCAT. Prior to enrolling at TCAT he had numerous certificates of completion in Maintenance and other mechanical related courses. Even though he has a solid work history and much experience, he was not able to find work after relocating to TN to assist in the care of his mother. While attending Tennessee College of Applied Technology (TCAT), George also took the Work Keys assessment at AB&T. This assessment measures skills that employers feel are essential to success in the workplace. Work Keys also prepared George to take the National Career Readiness Certificate (NCRC) test. In March 2016, George successfully completed the NCRC exam and obtained his certificate. George graduated from the Pipefitting program at TCAT obtaining a diploma on March 13, 2016. George was then placed into Job Search in which AB&T provided him with job leads, opportunities to participate in workshops such as Resume' Building and Interviewing and case management. George submitted several applications but was told on one occasions that he was "over qualified."

Nevertheless, George pursued on and in September 2016 he applied at Nci Manufacturing Group in Elizabethton and was hired as a Maintenance Technician II. George stated that they had been looking to fill the position he was hired for four months. George will be able to use the knowledge and skills he has learned at TCAT to further his career goals while remaining in the local area. He will not only be able to be a part of keeping the local economy growing, but will also still be able to assist with the care of his mother.



Charles Mason

Mr. Charles Mason was laid off on 10-31-15. Like most of us, he needed to go to work immediately. His Unemployment benefits exhausted the first of March and he had no other form of income. He did not have any post secondary education or credentials when he came to AB&T.

Charles mason completed his CDL training at CCS Truck Driving School on 3-18-16 and went to work with Danny Herman Trucking on 3-21-16.



Carolyn Ferrell
Chair
2015-16

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Dean Blevins
TN College for Applied
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Bruce Dotson
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Carolyn Ferrell



Mayor Dan Eldridge, Mayor
Richard Venable, Gary Mabrey



Joseph Harvey with Hunter,
Smith & Davis at WDB Meeting

LWDA-1



**Northeast Tennessee
Workforce Development
Board**

www.netwdb.org



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Carolyn Ferrell



April 2016 WDB Meeting

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