



Importance of Employment Collaboration

The Who, What, When, Where, Why,
How to or How not to Reality



Solutions that work.

History of Workforce Essentials



- Organized in 1992
- 501 (c) (3) Non-profit
- Private Industry Council
- DHS Partner-AFDC since early 1990s
- Business Services Division
- Vision-To provide customers with innovative workforce solutions which promote economic growth.
- Mission-To maximize human resource capital by using solid business principles, professional staff, effective partnerships and a commitment to continuous improvement and customer satisfaction.

Local Area Alignment – WHO



WIA

- 13 Local Workforce Areas
 - 4 Non-Profits
 - 2 Local Governments
 - 2 Community Colleges
 - 1 Development District
 - 3 Human Resource Agency
 - 1 Community Action Agency

AE

- 45 Regional Providers in 95 counties
- 2 Counties (WEI partnership with local K12)

TANF

- 5 Contractors
 - 1 University
 - 2 Non-Profits
 - 2 Private-For Profit

DOL

- 23 Comprehensive Career Centers for 95 counties

Contracting Process - WHAT



WIA

- Formula Funds
- County Mayors named Workforce Essentials administrative entity for Workforce Investment Act
- Funds flow through formula based upon economic factors and demographics



TANF

- Block Grant to DHS
 - DHS Procures Services
 - Prior to 2007
 - Bid on Cost Reimbursement Contract with Placement Incentives to workforce areas
 - Tennessee operated on TANF Wavier
 - 2007-2012
 - Federal Wavier expired
 - DHS restructured program and delivery design
 - 2012 –Present
 - Contract extensions, no incentives, continuous re-structure

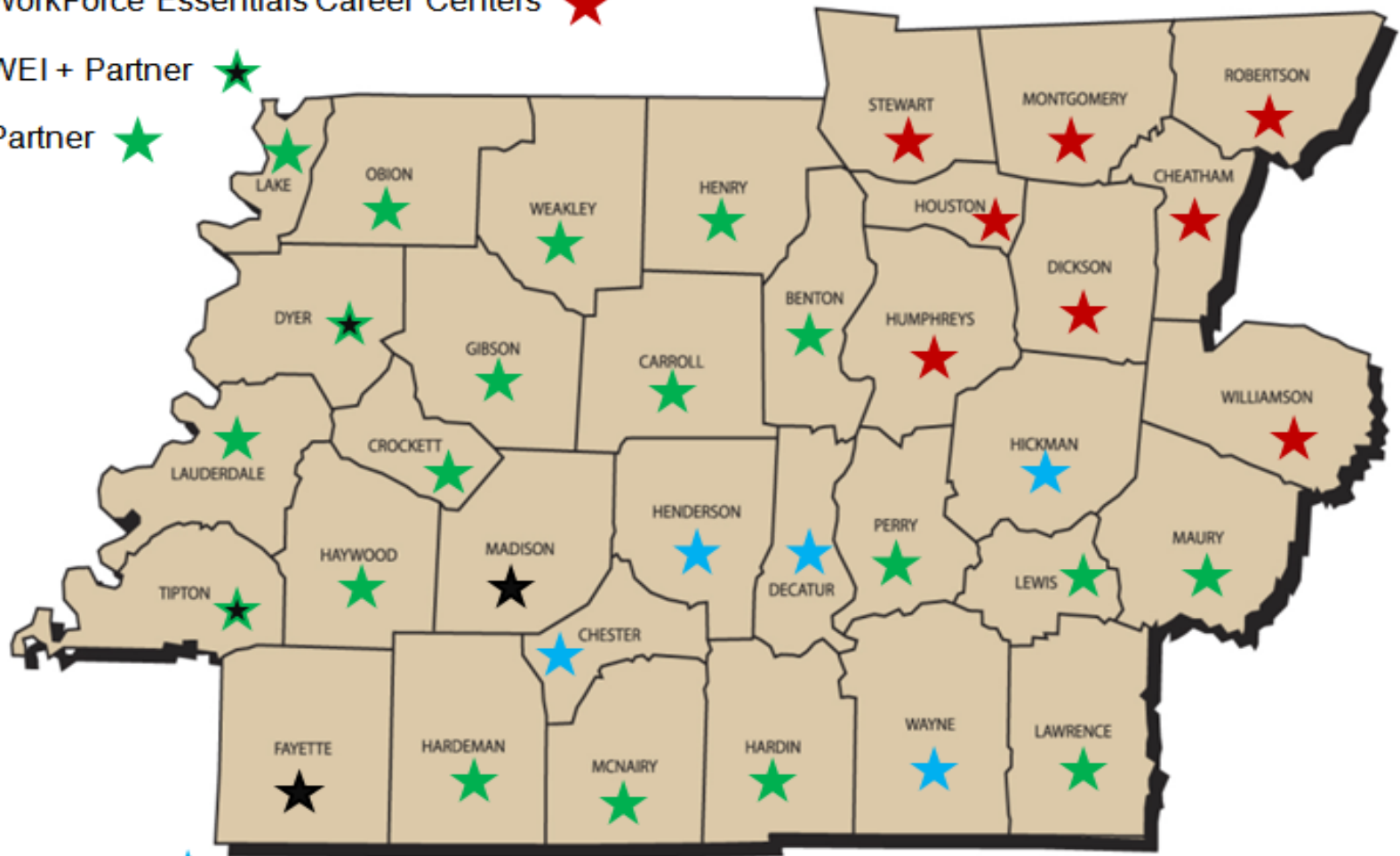
Geographic Location - WHERE



WorkForce Essentials Career Centers ★

WEI + Partner ★

Partner ★



DHS Offices ★

Stand Alone Office ★

Eligibility and Requirements



WIA

- Certification and verification required by Career Center Staff
 - • Must document and validate eligibility factors
- Services Limited to two years or less
- Provide Services to:
 - Customers
 - Adults
 - Youth
 - Dislocated Workers
 - Employers

TANF

- DHS refers to Contractor
- Eligibility already verified
- Sentenced to Contractor
- 60 Month life-time limit
- Provide Services to:
 - Customers
 - TANF Recipients
 - TANF Children
 - Employers

WIA/TANF

What Works... Why and How To...



- Co-located in 25 Local Career Centers
- Savings to WIA and TANF with shared Career Center Rent
- Career Centers/WIA assist TANF Customers
 - Workshops
 - Assessments
 - Resource Rooms
 - Career Readiness Certificates (CRC)
 - Co-Enrollments - (Only makes up approx. 3% of TANF/WIA)
 - ITA Training Reimbursement
 - Travel
 - Co Development of Job Orders and Placements





- TANF Hour Requirement Conflicts with WIA
- Job Retention for TANF Customers is Lower
 - Hinders WIA performance (retention/wage) results
- TANF Customers Require More Attention than WIA
- Data Tracking Systems Not Compatible
- TANF Data Systems-Labor Intensive
- TANF Entitlement vs. WIA Non-Entitlement
- TANF Contractors and WIA Contractors

Delivery of Services



WIA

- Job Readiness
 - Resume
 - Job Search skills
 - Assessment
 - Career Counseling
- Training
 - GED
 - Skilled Trades
 - Occupational Training

TANF

- Core-Minimum 20 Hours
 - Employment
 - Work Experience
 - Community Service
 - Job Search Readiness
 - Vocational Education
- Non-Core Maximum 10 hours
 - Job Skills Training
 - Education Related to Training
 - Adult Education



Road Blocks To Success



WIA

- Unemployed
- Financial limitations
- Unskilled



TANF

- Basic skills deficient
- Transportation
 - Rural areas
 - Reimbursement
 - Van Service
- Lack of Childcare
- Professionalism
- Work Ethics

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- Make it a Team Effort, you have to work together – Break down the Them vs. Us stigma.
- You can't worry about who works for whom! You can't say that's not my job!
- Know that every new idea or re-invention of an idea will not work, but if you are not open to change, it will never happen.
- This is a continuous process with all partners.

“Taking a new step, uttering a new word, is what people fear most.”

Fyodor Dostoyevsky, Crime and Punishment



Questions

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