

The logo consists of the letters 'TN' in a white, serif font, centered within a red square. Below the square is a thin horizontal line, and a small 'TM' trademark symbol is located to the right of the line.

TN

KEY PERFORMANCE INDICATOR

PY23 TARGETS

JULY 1st, 2023 to JUNE 30th, 2024



Workforce Innovation and Opportunity Act Strategic Objectives

1. Increase access to education, training, and employment- particularly for people with significant barriers to employment.
2. Create a comprehensive, high-quality workforce development system by aligning workforce investment, education, and economic development.
3. Improve the quality and labor market relevance of workforce investment, education, and economic development efforts.
4. Promote improvement in the structure and delivery of services.
5. Increase living wages, meet employer needs, and enhance the productivity and competitiveness of Tennessee.

Program Year 2023 Key Performance Indicator Information

Key performance indicators (KPIs) quantify these WIOA objectives. The State Workforce Development Board (SWDB) reviews quarterly KPI targets so Tennessee may become “the best public workforce system in the nation.”

PY23 Scope and Measure

Key Performance Indicators

Adult and Dislocated Worker

new enrollment

Apprenticeship

peak enrollment

state certified pre-apprenticeship programs

Jobs for Veterans

new enrollment

Justice-Involved Individuals

new enrollment

Reemployment Service

new co-enrollment

Senior Employment

new enrollment

SNAP Employment and Training

new enrollment

Trade Adjustment Assistance

co-enrollment with dislocated worker

Wagner-Peyser

new enrollment

Youth

new enrollment

in-school new enrollment

work experience new enrollment

Pilots

KPI pilot measures track the progression of WIOA strategic objectives but may require additional testing.

Living Wages

participants that earn a MIT living wage within 12 months of exiting a WIOA program

Funding-Dependent KPIs

Funding-dependent KPIs are conditional measures- tracking the progression of objectives within the context of a particular federal or state award.

Incumbent Worker and On-the-Job Training

new enrollment

National Dislocated Worker

new enrollment

Tennessee's Key Performance Indicator Targets:
July, 2023 through June, 2024

Program	Performance Measure	Target		
		PY22	PY23	Change
Justice-Involved Individuals	New Enrollment	1,828	3,617	97.9%
Wagner-Peyser	New Enrollment	14,679	23,048	57.0%
Reemployment Services	Co-enrollment	196	236	20.4%
Senior Employment	New Enrollment	49	56	14.3%
Jobs for Veterans	New Enrollment	440	469	6.6%
Youth	New Enrollment	1,939	1,959	1.0%
Youth- In-School Youth	New Enrollment	600	593	Flat
Trade Adjustment Assistance	Co-enrollment with Dislocated Worker	90%	90%	Flat
Apprenticeship	Peak Enrollment	NEW	6,774	DNA
Adult and Dislocated Worker	New Enrollment	NEW	4,756	DNA
SNAP Employment & Training	New Enrollment	NEW	2,909	DNA
Youth- Work Experience	New Enrollment	NEW	1,477	DNA
Apprenticeship	State certified Pre-Apprenticeship Programs	NEW	55	DNA

KPI Pilots

Program	Performance Measure	Target
Living Wages	WIOA participants that earn a MIT living wage w/in 12 months of	NEW 3,816

Funding- Dependent KPIs

Program	Performance Measure	Target
Incumbent Worker and On-the-Job Training	New Enrollment	Conditional
National Dislocated Worker	New Enrollment	Conditional

PY23 Key Performance Indicator Achievement Thresholds	
Best Practice	110%+
Target Achieved	91 to 110%
Approaching Target	71 to 90%
Needs Improvement	51 to 70%
Needs Significant Improvement	21 to 50%
Unacceptable	0 to 20%

Additional Information

For policy information, please see the Tennessee Department of Labor and Workforce Development Workforce Services' current **Key Performance Indicator Policy**: <https://adobe.ly/3UpBxDO>

For the latest data, check out the Key Performance Indicator 'Working Document' here: <https://bit.ly/3NPWMLJ>
Check out the latest American Job Center Map here: <https://bit.ly/3SYyd1j>

Please also see any additional guidance as issued by the Tennessee Department of Labor and Workforce Development's Division of Workforce Services, the Tennessee Department of Human Services' Division of Family Assistance and Child Support and the Tennessee Department of Labor and Workforce Development's Division of Adult Education.

Targets	Tennessee	Northwest	Greater Memphis	Southwest	Northern Middle	Upper Cumberland	Southern Middle	Northeast	East	Southeast	Grand West	Grand Middle	Grand East
Key Performance Indicators - Targets July 1, 2023 through June 30, 2024													
Adult and Dislocated Worker- New Enrollment													
PY22 Q1	1,185	74	322	68	210	84	59	49	214	105	464	353	368
PY22 Q2	1,177	47	322	45	250	85	59	49	215	105	414	394	369
PY22 Q3	1,168	42	323	40	250	85	59	49	215	105	405	394	369
PY22 Q4	1,226	52	323	49	290	84	58	49	215	106	424	432	370
PY22	4,756	215	1,290	202	1,000	338	235	196	859	421	1,707	1,573	1,476
Apprenticeship- Peak Enrollment													
PY23 Q1	6,774												
PY23 Q2	6,774												
PY23 Q3	6,774												
PY23 Q4	6,774												
PY23	6,774												
Apprenticeship- State Certified Pre-Apprenticeship Programs													
PY23 Q1	55												
PY23 Q2	55												
PY23 Q3	55												
PY23 Q4	55												
PY23	55	0	0	0	0	0	0	0	0	0	0	0	0
Jobs for Veterans- New Enrollment													
PY22 Q1	113	12	24	8	36	5	3	7	12	6	44	44	25
PY22 Q2	119	12	24	9	37	6	4	7	13	7	45	47	27
PY22 Q3	119	13	24	9	37	5	4	7	13	7	46	46	27
PY22 Q4	118	13	24	9	37	5	4	7	13	6	46	46	26
PY22	469	50	96	35	147	21	15	28	51	26	181	183	105
Justice-Involved Individuals- New Enrollment													
PY22 Q1	939	41	123	65	267	69	39	95	155	85	229	375	335
PY22 Q2	905	29	123	42	267	69	39	95	156	85	194	375	336
PY22 Q3	906	29	123	43	267	69	39	95	156	85	195	375	336
PY22 Q4	867	20	123	12	268	69	39	95	155	86	155	376	336
PY22	3,617	119	492	162	1,069	276	156	380	622	341	773	1,501	1,343
Reemployment Services- Co-enrollment													
PY22 Q1	57	2	8	4	12	4	8	2	10	7	14	24	19
PY22 Q2	57	2	8	4	12	4	7	2	10	8	14	23	20
PY22 Q3	59	3	8	4	12	5	7	2	10	8	15	24	20
PY22 Q4	63	3	9	5	13	5	7	3	11	7	17	25	21
PY22	236	10	33	17	49	18	29	9	41	30	60	96	80

Targets	Tennessee	Workforce Mid-South	Workforce Innovations	TNCSA	The Career Team	First TN HRA	ETSU
Senior Employment - New Enrollment							
PY22 Q1	12	4	1	2	1	2	2
PY22 Q2	13	4	1	2	2	2	2
PY22 Q3	15	4	2	3	2	2	2
PY22 Q4	16	4	2	3	2	2	3
PY22	56	16	6	10	7	8	9

Targets	Tennessee	Northwest	Greater Memphis	Southwest	Northern Middle	Upper Cumberland	Southern Middle	Northeast	East	Southeast	Grand West	Grand Middle	Grand East
SNAP Employment and Training- New Enrollment													
PY22 Q1	737	15	144	31	294	45	12	28	122	46	190	351	196
PY22 Q2	726	15	145	32	294	30	12	28	123	47	192	336	198
PY22 Q3	721	15	145	32	295	25	11	28	123	47	192	331	198
PY22 Q4	725	16	145	32	295	26	12	29	123	47	193	333	199
PY22	2,909	61	579	127	1,178	126	47	113	491	187	767	1,351	791

Trade Adjustment Assistance- Co-enrollment with Title I Dislocated Worker													
PY22 Q1	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%
PY22 Q2	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%
PY22 Q3	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%
PY22 Q4	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%
PY22	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%

*Beginning 10/1/2022, 90% of those Trade participants eligible to be enrolled within Title I Dislocated Worker need to be co-enrolled

Wagner-Peyser - New Enrollment													
PY22 Q1	5,641	253	621	219	1,425	425	749	293	999	657	1,093	2,599	1,949
PY22 Q2	5,763	253	739	219	1,425	426	749	294	1,000	658	1,211	2,600	1,952
PY22 Q3	5,765	254	739	219	1,426	426	749	294	1,000	658	1,212	2,601	1,952
PY22 Q4	5,879	254	856	219	1,426	425	749	293	999	658	1,329	2,600	1,950
PY22	23,048	1,014	2,955	876	5,702	1,702	2,996	1,174	3,998	2,631	4,845	10,400	7,803

Youth - New Enrollment													
PY22 Q1	474	20	102	35	97	30	29	20	90	51	157	156	161
PY22 Q2	486	20	121	15	115	24	29	20	91	51	156	168	162
PY22 Q3	467	11	121	15	116	22	29	11	91	51	147	167	153
PY22 Q4	532	21	142	21	132	25	28	21	90	52	184	185	163
PY22	1,959	72	486	86	460	101	115	72	362	205	644	676	639

In-School Youth- New Enrollment													
PY22 Q1	156	4	41	13	34	8	9	4	27	16	58	51	47
PY22 Q2	158	9	37	7	35	9	9	10	27	15	53	53	52
PY22 Q3	145	5	37	3	35	9	9	5	27	15	45	53	47
PY22 Q4	134	3	31	3	34	8	8	3	28	16	37	50	47
PY22	593	21	146	26	138	34	35	22	109	62	193	207	193

Youth Work Experience - New Enrollment													
PY22 Q1	407	24	18	24	175	15	71	20	22	38	66	261	80
PY22 Q2	273	32	19	32	25	15	70	20	23	37	83	110	80
PY22 Q3	243	17	19	17	25	15	70	20	23	37	53	110	80
PY22 Q4	554	47	19	47	275	15	71	20	22	38	113	361	80
PY22	1,477	120	75	120	500	60	282	80	90	150	315	842	320

PY23 Pilot- Targets													
a) <u>Living Wage</u> - participants who achieve MIT living wage within 1 year of exit													
PY23 Q1	953	62	254	55	48	83	49	85	112	205	371	180	402
PY23 Q2	950	62	254	54	47	82	49	85	112	205	370	178	402
PY23 Q3	950	62	254	54	47	82	49	85	112	205	370	178	402
PY23 Q4	956	63	254	55	48	83	50	85	113	205	372	181	403
PY23	3,809	249	1,016	218	190	330	197	340	449	820	1,483	717	1,609

Local Key Performance Indicator- Targets													
<u>Incumbent Worker and On-the-Job Training- New Enrollment</u>													
PY23 Q1													
PY23 Q2													
PY23 Q3													
PY23 Q4													
PY23				150									

Annual

PY22 Key Performance Indicator Achievement Thresholds		
5	Best Practice	110%+
4	Target Achieved	91 to 110%
3	Approaching Target	71 to 90%
2	Needs Improvement	51 to 70%
1	Needs Significant Improvement	21 to 50%
0	Unacceptable	0 to 20%

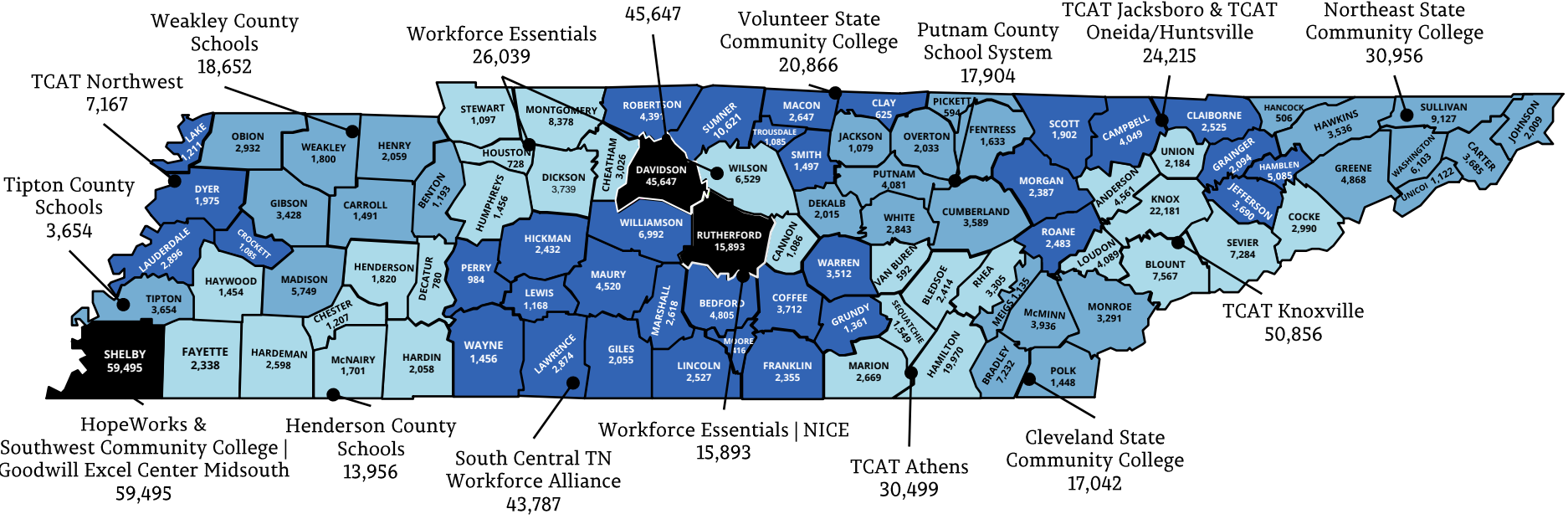
WIOA Federal Reporting Score Card

PY22 Q4 WIOA Core Performance Measures		Tennessee					
Adult Measures	Pass/Fail		Pass	Dislocated Worker	Pass/Fail		Pass
	Negotiated	Actual	% of Goal		Negotiated	Actual	% of Goal
Exiters		4,115		Exiters		1,024	
Participants Served		7,515		Participants Served		1,919	
EER 2nd Qtr after exit	81.5%	84.1%	103.2%	EER 2nd Qtr after exit	81.0%	85.0%	104.9%
EER 4th Qtr after exit	80.2%	83.8%	104.5%	EER 4th Qtr after exit	81.0%	83.7%	103.3%
Med. Earnings	\$ 6,900	\$ 7,980	115.7%	Med. Earnings	\$ 7,900	\$ 8,523	107.9%
Cred. Attainment	69.0%	70.7%	102.5%	Cred. Attainment	70.6%	67.3%	95.3%
MSG	62.0%	69.8%	112.6%	MSG	61.2%	71.4%	116.7%
Youth	Pass/Fail		Pass	Wagner-Peyser	Pass/Fail		Pass
	Negotiated	Actual	% of Goal		Negotiated	Actual	% of Goal
Exiters		1,951		Exiters		24,453	
Participants Served		4,148		Participants Served		30,090	
EER 2nd Qtr after exit	77.2%	82.6%	107.0%	EER 2nd Qtr after exit	59.0%	69.7%	118.1%
EER 4th Qtr after exit	76.5%	81.6%	106.7%	EER 4th Qtr after exit	64.2%	65.8%	102.5%
Med. Earnings	\$ 3,720	\$ 5,561	149.5%	Med. Earnings	\$ 5,435	\$ 6,997	128.74%
Cred. Attainment	59.8%	62.4%	104.3%				
MSG	54.2%	54.9%	101.3%				
Reporting Cohort Dates							
Number Served (Participant)	7/01/22 to 6/30/23			Median Earnings Second Quarter After Exit	7/01/21 to 6/30/22		
Number Exited (Participant)	4/01/22 to 3/31/23			Credential Attainment Rate	1/01/21 to 12/31/21		
Employment Rate Second Quarter After Exit	7/01/21 to 6/30/22			Measurable Skill Gains (not exit based)	7/01/22 to 6/30/23		
Employment Rate Fourth Quarter After Exit	1/01/21 to 12/31/21						

POTENTIAL TO SERVE: 426,628

individuals aged 18-64 without a high school diploma

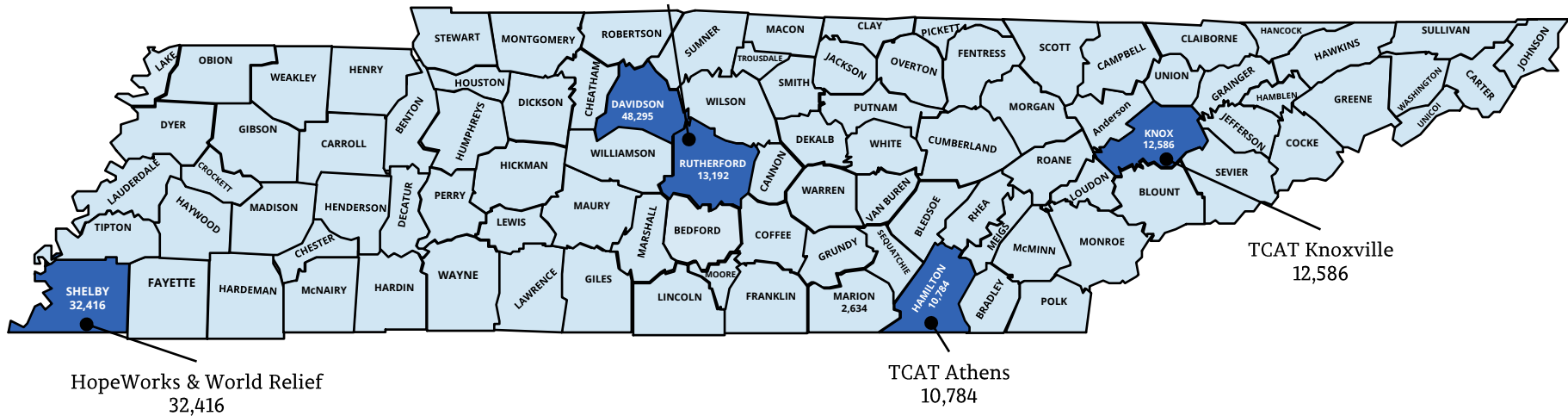
Davidson County Sheriff's Office |
 Meharry Medical College | NICE |
 Workforce Essentials



POTENTIAL TO SERVE: 117,273

individuals aged 18 years and over identifying as non-U.S. citizens

Workforce Essentials |NICE
61,487



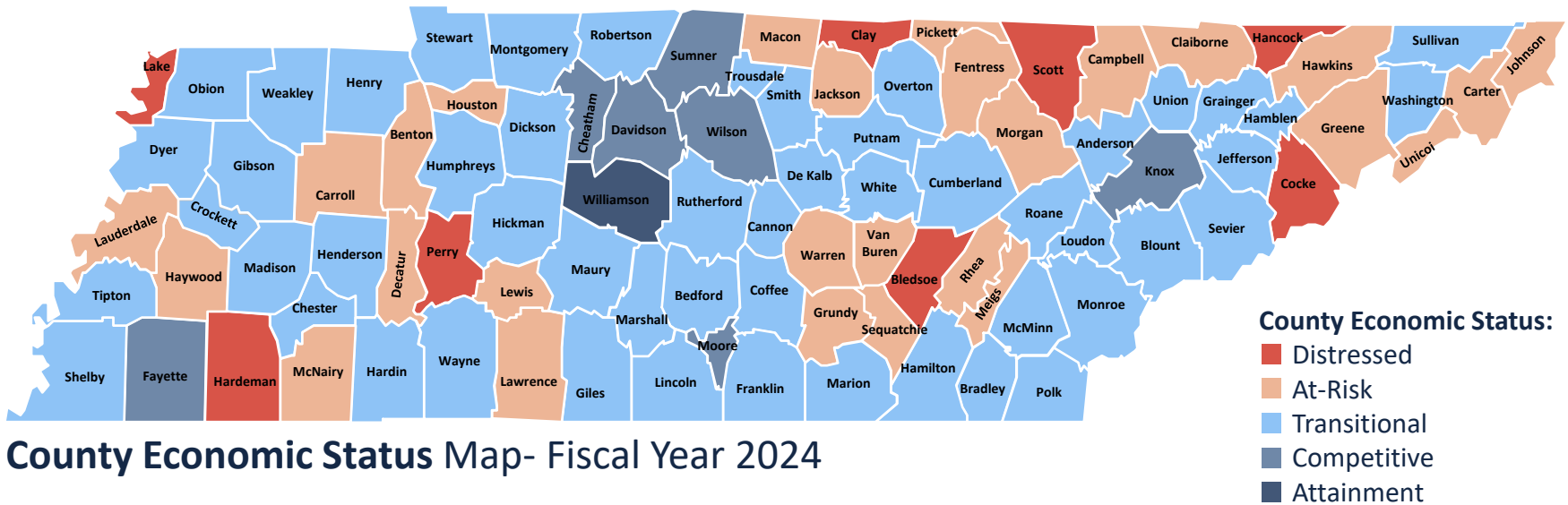
Distressed Counties

Distressed counties rank among the 10 percent most economically distressed counties in the nation. Each year, the Appalachian Regional Commission (ARC) prepares an index of county economic status for every county in the United States. Economic status designations are identified through a composite measure of each county's *three-year average unemployment rate*, *per capita market income*, and *poverty rate*. Based on these indicators, each county is then categorized as distressed, at-risk, transitional, competitive or attainment.

The map below illustrates the current economic status for all 95 counties in Tennessee as measured by the ARC.

Tennessee's 8 distressed counties include: Bledsoe, Clay, Cocke, Hancock, Hardeman, Lake, Perry, and Scott.

Governor Lee's announcement: <https://tncd.com/news/gov-lee-announces-fewest-distressed-counties-in-tennessee-history/>



County Economic Status Map- Fiscal Year 2024

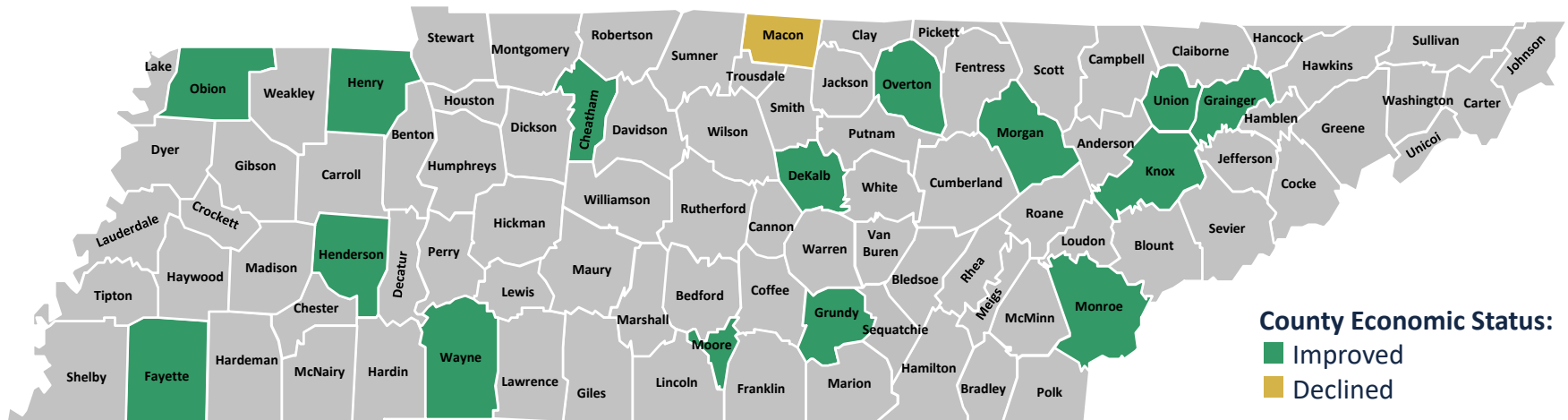
Long Term Objectives:

- Tennessee will reduce the number of economically distressed counties to 10 by 2025
- Tennessee will achieve annual improvement in county economic status ranking in 70% of rural counties.

In the Last Year,

There were 16 economic status shifts, with 15 improvements and 1 decline in status.

- **Cheatham, Fayette, Knox, and Moore counties** achieved Competitive status.
- DeKalb, Grainger, Henderson, Henry, Obion, Overton, Monroe, Union, Wayne counties improved into Transitional status.
- Grundy and Morgan counties improved from Distressed into At-Risk status.
- **Macon County** became Transitional.



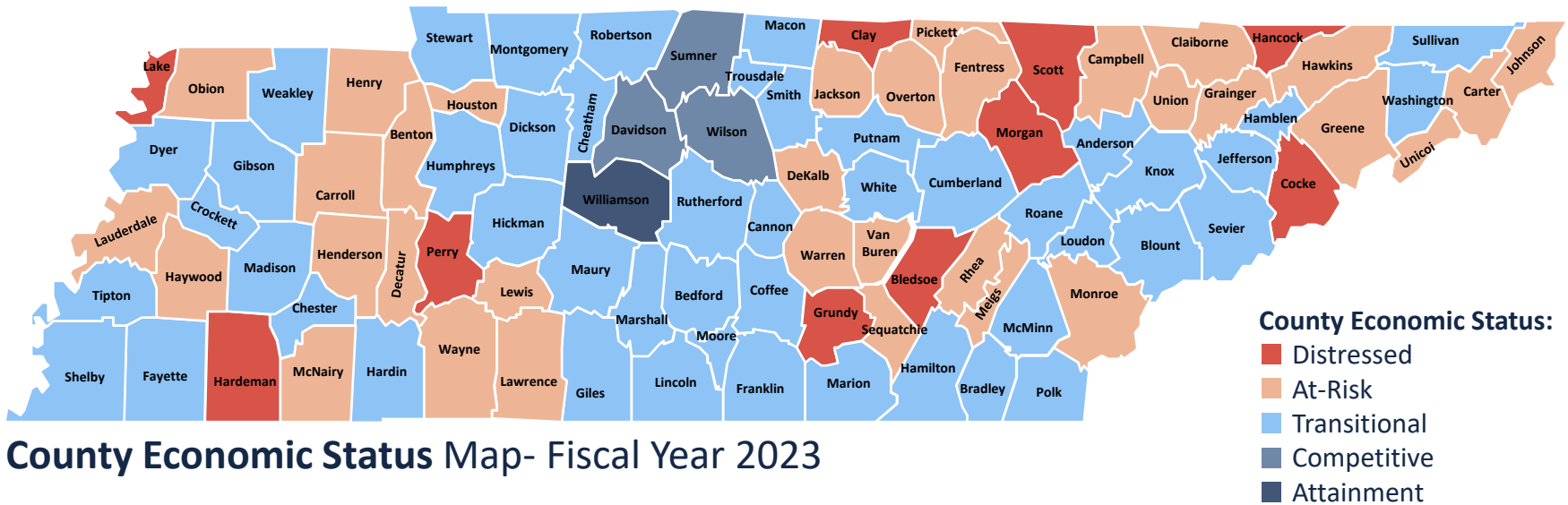
County Economic Status Shifts- Fiscal Year 2023-2024

Distressed Counties

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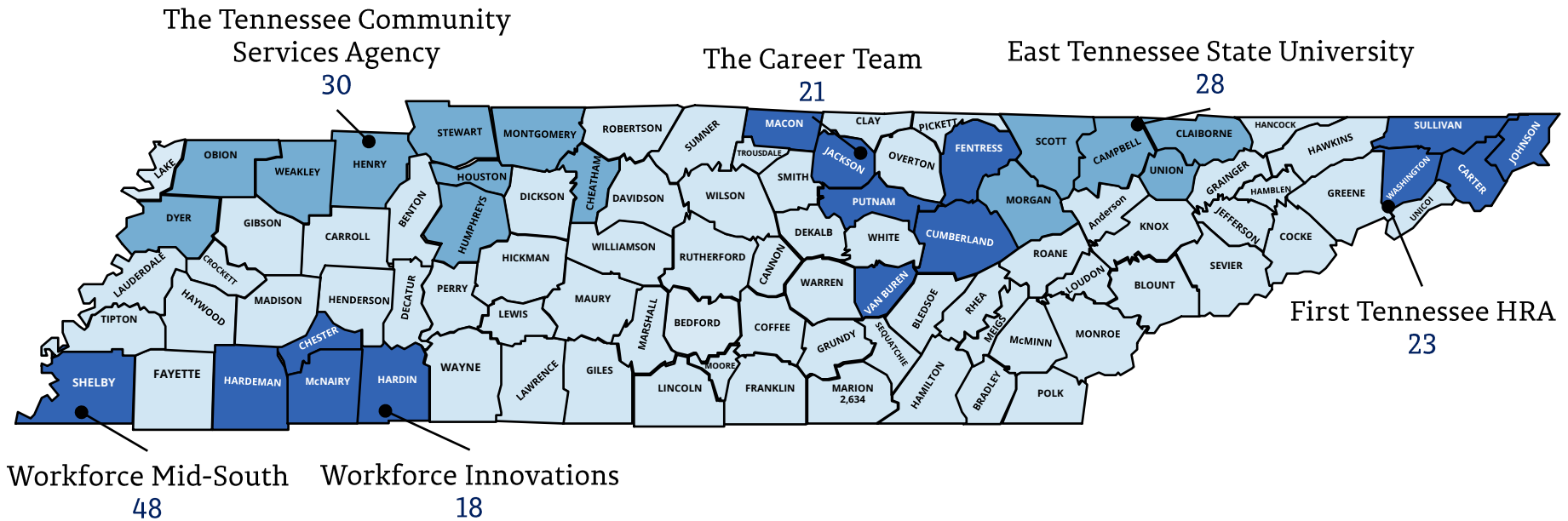
County Economic Status Map- Fiscal Year 2023

Long Term Objectives:

- Tennessee will reduce the number of economically distressed counties to 10 by 2025
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Senior Employment Slots: 168

The Senior Community Service Employment Program (SCSEP) provides training and work experiences for unemployed adults 55+ that are looking to update their skills and gain employment.

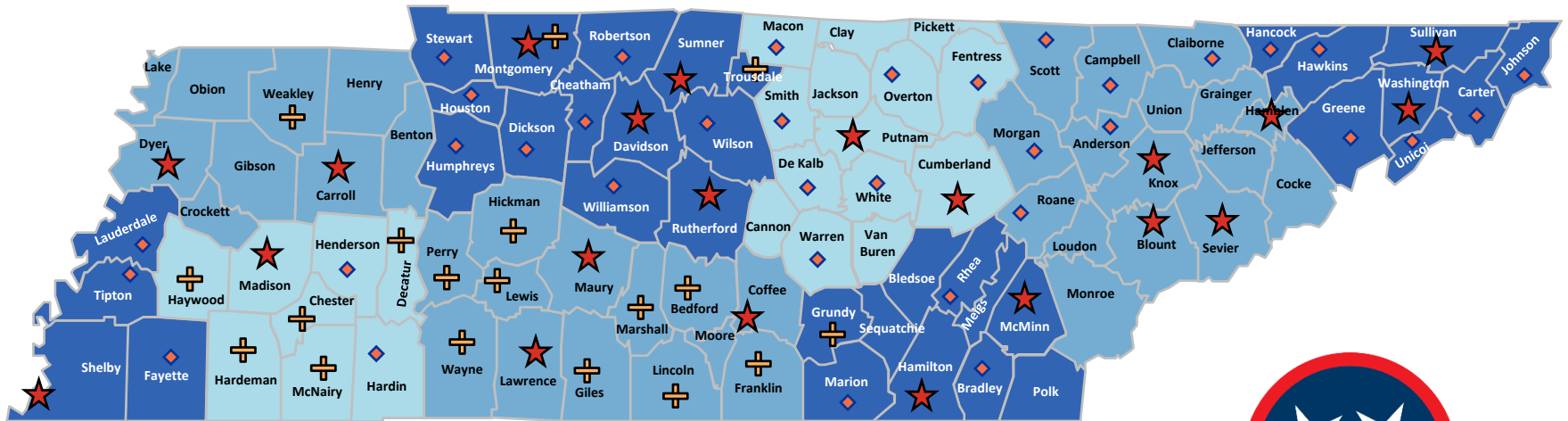


Work experience opportunities include teaching aid, nurse's aid, library clerk, day care assistance work, maintenance work and more!

AmericanJobCenter®

TENNESSEE

	Northwest	Northern Middle	Upper Cumberland	East	Northeast
Regional Director		John Alexander	Sean Monday	Vacant	Brian Decker
Executive Director	Jennifer Bane	Marla Rye	Becky Hull	E L Morton	Lisa Evans
CLEO	John Penn Ridgeway	Bob Rial	Randy Porter	Glenn Jacobs	Richard Venable
BOARD Chair	Jimmy Williamson	John Zobl	Bob Young	Julie Simpson	Jay Richardson
Fiscal Agent	Workforce Innovations	Workforce Essentials	UC LWDB	ETHRA	First TN Dev. District
Staff to the Board	Workforce Innovations	Workforce Essentials	UC LWDB	ETHRA	First TN Dev. District
OSO	Mid-Cumberland HRA	Mid-Cumberland HRA	In the Door	UTCIS	ETSU
Career Service Provider	Dyersburg State CC	EDSI/MAC	Career Team	ETSU	ETSU



Greater Memphis	Southwest	Southern Middle	Southeast
Dr. Sabra Bledsoe	Dr. Kayce Beam	Selina Moore	Dr. Jennifer Thacker
Kyla Guyette	Jennifer Bane	Barbara Kizer	Michele Holt
Lee Harris	Mike Cready	Bill Newman	Weston Wamp
James D Robinson	Ben Ferguson	Mark Short	Carri Smith
Workforce Midsouth	Workforce Innovations, Inc.	South Central TN Dev. Dist	Southeast TN Dev Dist.
Workforce Midsouth	Workforce Innovations, Inc.	South Central TN Dev. Dist	Southeast TN Dev Dist.
Ross Employment Solutions	Mid-Cumberland HRA	In The Door	In The Door
Equus Workforce Solution	Dynamic Workforce Sol.	South Central HRA	EDSI

Legend			
Comprehensive AJC	★	Affiliate AJC	◇
Specialized AJC	⊕		

Grand Planning Regional Staff	WEST TN	MIDDLE TN	EAST TN
Regional Apprenticeship Director	Shalondria Shaw	Greg Manogin	Autumn Derrick
Regional Director	Gina Abbott	Georgena Wilson	Shavonne Smith
Adult Education + Workforce	Angela Hollingsworth	Shannon Haston	Debbie Fillers

Email Madison.bumpus@tn.gov with any questions or edits. Thank you!