



WORKFORCE360°





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WORKFORCE360°

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3+ MILLION

Number of people 16 and over in Tennessee's labor force in July 2015.

A photograph of Tennessee Governor Bill Haslam speaking at a podium. He is wearing a dark suit, a white shirt, and a yellow and blue striped tie. The podium features the Seal of the State of Tennessee. The background is a blue screen with a large, faint graphic of a graduation cap and the letters 'e', 'a', and 'h'.

**“EDUCATION IS A TOP PRIORITY IN
TENNESSEE. OUR PROGRESS IN K-12 AND
FOCUS ON WORKFORCE DEVELOPMENT
MAKES IT CLEAR THAT TENNESSEE IS
SUPPORTING THE DEVELOPMENT OF
A BETTER-EDUCATED AND HIGHLY
TRAINED WORKFORCE ON A
LONG-TERM BASIS.”**

- TENNESSEE GOVERNOR BILL HASLAM



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TENNESSEE BY THE NUMBERS

THE VERY BEST, MADE BY THE VERY BEST.

In Tennessee, we've created innovative workforce partnerships and game-changing education reform for skills in high-demand. The result is a steady pipeline of qualified candidates for years to come. We are leading the way nationwide in K-12 education reform and post-secondary initiatives. We are making a promise to employers that in Tennessee your business will have the support of a devoted and highly skilled workforce.

2.8+ MILLION

TENNESSEANS EMPLOYED IN JULY 2015

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY - JACKSON



SOUTHWEST TENNESSEE COMMUNITY COLLEGE



1.4+ MILLION

TENNESSEANS OVER 18 WITH AN ASSOCIATE'S DEGREE OR HIGHER

3.7%

GROWTH OF THE TENNESSEE LABOR FORCE FROM
SEPTEMBER 2004 TO SEPTEMBER 2014

CHATTANOOGA STATE COMMUNITY COLLEGE



4.3+ MILLION

TENNESSEANS OVER 18 WITH A HIGH SCHOOL DEGREE OR HIGHER



MITSUBISHI ELECTRIC POWER PRODUCTS, INC.



EASTMAN CHEMICAL COMPANY

88.3%

TENNESSEANS AGE 25 TO 64 WITH A HIGH SCHOOL DEGREE OR HIGHER

1.1+ MILLION

TENNESSEANS OVER 18 WITH A BACHELOR'S DEGREE OR HIGHER



TBDN - TENNESSEE COMPANY



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WORKFORCE360°

INNOVATIVE WORKFORCE SOLUTIONS AND SUPPORT

Tennessee aims to be the most aligned state in the nation between workforce, education and industry. Enter Workforce360°, a systematic partnership among state agencies and the higher education system that delivers a highly skilled workforce for your business.

The best solutions are most often achieved through a collaborative approach. When companies allow us to become an extension of their workforce development and recruitment efforts, we are able to provide support that is truly unique to your business. Our project based system works with your company to identify workforce gaps and streamlines solutions across Tennessee by utilizing state department communications, interaction and resources. Region-based tactical teams provide a timely response to immediate business workforce needs, as well as strategic planning for long-term requirements.



WORKFORCE360° PARTNERS

TENNESSEE DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT:

Workforce is essential to economic development. A member of the regional team will be designated as your project manager to bring the correct players to the table, as well as ensure that solution strategies are actionable and achieved.

TENNESSEE DEPARTMENT OF EDUCATION:

Building a future pipeline is vital for continued success. Working with the Department of Education, your company will be able to expose and excite future generations to join your team. Work-based learning, dual-enrollment and pursuing industry recognized certifications are just a few of the opportunities students are taking advantage of today to ensure they are career and college ready tomorrow.



TENNESSEE HIGHER EDUCATION COMMISSION:

THEC oversees the community colleges, technical colleges and four-year public universities in Tennessee. This team member is brought into Workforce360° meetings when changes or adjustments are needed to be made at a policy level.

TENNESSEE FOUR-YEAR UNIVERSITIES AND INDEPENDENT COLLEGES:

These adaptable institutes are ready to work directly with industry. Capable of producing short term training to PhD's, a partnership with these establishments is a valuable tool.



TENNESSEE COMMUNITY COLLEGES:

Established to focus on two-year degrees, community colleges are an ideal asset for any company to utilize. Quick to react, the main campuses and satellite locations are able to produce programs for short-term training, certifications and associate's degrees.

TENNESSEE COLLEGES OF APPLIED TECHNOLOGY:

With 27 locations across Tennessee, these institutes are designed to produce the technical workforce of tomorrow and upskill the workforce of today. With an ability to quickly adapt and customize training, the TCATs are a go-to location for all technical training needs.



CALSONIC KANSEI

TENNESSEE DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT:

A multi-faceted department, this resource is able to supply prospects, provide recruitment tools, pre-screen and test applicants, interview candidates and provide an international job posting service with Jobs4TN.gov.

TENNESSEE DEPARTMENT OF HUMAN SERVICES:

With a client base of over 500,000 in Tennessee, DHS is charged with evaluating, vetting and providing quality candidates for industry. With upskilling and training dollars available, these candidates are ready and prepared to enter the workforce.



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WORKFORCE RECRUITMENT STRATEGY

TO MAKE THE BEST PRODUCTS, YOU NEED THE BEST PEOPLE.

A Workforce360° team comprised of representatives from the Tennessee Career Centers, local officials and education providers work in collaboration with your company's human resource personnel to ensure a quick and efficient delivery of services. Most importantly, the members of the Workforce360° Team will make every effort to customize all aspects of the recruitment process to meet the specific needs of your company.

Job orders detailing the necessary job requirements can be placed with one or more of the 75 Tennessee Career Centers located throughout the state detailing the necessary job requirements. The Tennessee Career Centers will immediately match qualified job candidates to the company’s job openings. The job order will also receive statewide and national exposure through the Jobs4TN.gov website, Tennessee’s premier online job resource center for candidates and prospective employers.

The talent recruitment process continues with pre-screening, assessment and testing, interviewing and pre-hire training.

Tennessee Career Centers will assist your company with the following services:





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INNOVATIVE EDUCATION INITIATIVES

THE GAME CHANGER.

Tennessee is leading the nation with innovative education initiatives such as Drive to 55, Tennessee Promise, Tennessee Reconnect and Tennessee LEAP.

More Than 58,000 high school seniors initially applied for the Tennessee Promise scholarship, which commits to providing two years of community or technical college absolutely free of tuition and fees to graduating high school seniors on a continual basis. The first class of Tennessee Promise students entered school and the workforce training pipeline in the fall of 2015.

DRIVE TO 55:

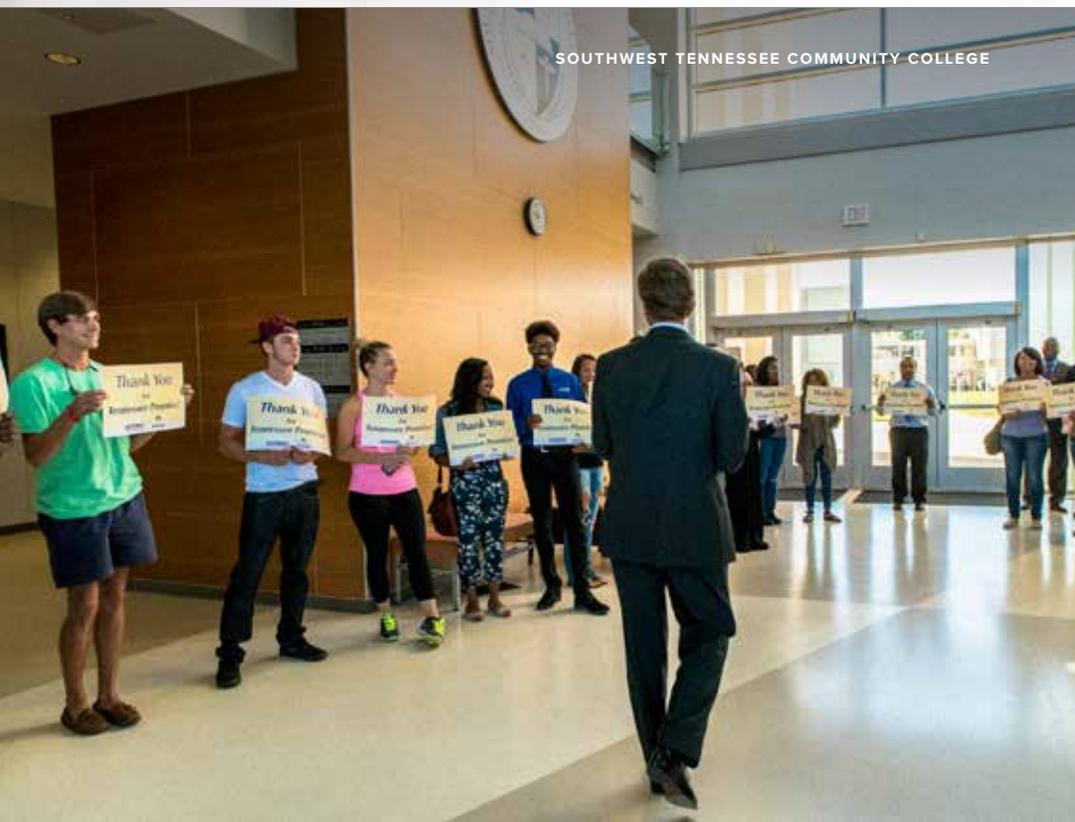
Governor Haslam has challenged our state with a critical new mission: Drive to 55 – the Drive to get 55 percent of Tennesseans equipped with a post-secondary degree or certificate by the year 2025. It is projected that 55 percent of occupations will require this level of educational attainment, and Tennessee will be ready.

It's not just a mission for higher education, but a mission for Tennessee's future workforce and economic development.

TENNESSEE PROMISE:

Tennessee Promise is both a scholarship and mentoring program focused on increasing the number of students that attend college in our state. It provides students a last-dollar scholarship, meaning the scholarship will cover tuition and fees after all government financial resources are exhausted. Students may use the scholarship at any of the state's 13 community colleges, 27 colleges of applied technology, or other eligible institutions offering an associate's degree program.

While removing the financial burden is key, a critical component of Tennessee Promise is the individual guidance each participant will receive from a mentor who will assist the student as he or she navigates the college admissions process. This is accomplished primarily via mandatory meetings that students attend in order to remain eligible for the program. In addition, Tennessee Promise participants must complete eight hours of community service per term enrolled, as well as maintain satisfactory academic progress (2.0 GPA) at their institution.



SOUTHWEST TENNESSEE COMMUNITY COLLEGE

TENNESSEE RECONNECT:

Tennessee Reconnect is part of the Drive to 55 initiative, designed to help adults complete a post-secondary degree or credential. Tennessee has 1.1 + million adults with some college but no degree. It is impossible to achieve the mission of the Drive to 55 without re-engaging these individuals and helping them finish their degree or certificate.

As part of Tennessee Reconnect, all Tennessee adults can now attend and earn a diploma or certificate at any of our 27 Tennessee Colleges of Applied Technology (TCATs) completely free of tuition and fees. The inaugural Tennessee Reconnect class included 4,921 returning adults. Starting in 2016, adults will also be able to attend a community college of choice.

To make college a reality, Tennessee Reconnect programs are designed to help busy adults achieve dreams of attaining a college degree or certificate to be equipped for the workforce.

CLEVELAND STATE COMMUNITY COLLEGE



COMMISSIONER BOYD AT GIBBS HIGH SCHOOL



SOUTHWEST TENNESSEE COMMUNITY COLLEGE



THE ALLIANCE:

Tennessee's new Drive to 55 Alliance is an active and rapidly growing collaboration of private sector partners, community leaders and non-profits working together in support of the state's Drive to 55 initiative.

The goal of the Drive to 55 Alliance is to help generate greater private sector awareness, ownership and support for the long-term steps needed in college entry and completion, adult education and training, and identifying and closing skills gaps to better prepare our workforce and our state for the future.



NASHVILLE STATE COMMUNITY COLLEGE

TENNESSEE LEAP:

Tennessee Labor Education Alignment Program (LEAP) ensures that post-secondary institutions are producing the skills and credentials that Tennessee employers actually need.

Tennessee LEAP eliminates skills gaps across the state in a proactive, data-driven and coordinated manner by encouraging collaboration across education and industry and by utilizing regional workforce data to identify and then fill skills gaps across the state.

With a competitive grant distribution of \$10 million in 2015, state funds are being utilized to support local alignment groups to develop skills gap forecasts, identify the highest priorities, and develop programs or purchase equipment needed to fill those gaps.

Governor Haslam's Workforce Sub-Cabinet, consisting of representatives from the Office of the Governor, Department of Economic and Community Development, Department of Labor and Workforce Development, Department of Education, Department of Human Services, Tennessee Higher Education Commission and Tennessee Board of Regents, are leading this charge and meet regularly to review, select and support the grant recipients.



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EDUCATION

PREPARING A STEADY PIPELINE OF QUALIFIED CANDIDATES FOR YEARS TO COME.

Tennessee is well equipped to educate the workforce required by business and industry through public and private educational options. Whether a business is seeking entry level employees or senior business leaders, Tennessee's robust workforce pool is able to meet the demand.

#1

EDUCATION: TECH SKILLS LEADERS

BUSINESS FACILITIES, 2015



RED BANK HIGH SCHOOL



CHATTANOOGA STATE COMMUNITY COLLEGE

87.2%

HIGH SCHOOL GRADUATION RATE FOR THE STATE OF TENNESSEE

60%

OF 18 TO 24 YEAR OLD TENNESSEANS ARE ENROLLED
IN COLLEGE OR GRADUATE SCHOOL



MARTIN LUTHER KING JR. COLLEGE PREPARATORY HIGH SCHOOL

65

TENNESSEE COMMUNITY COLLEGE CAMPUSES
ACROSS THE STATE



COLLEGE OF ENGINEERING AT THE UNIVERSITY OF TENNESSEE



27

TENNESSEE COLLEGES OF APPLIED TECHNOLOGY



EAST TENNESSEE STATE UNIVERSITY

85

TENNESSEE PUBLIC AND PRIVATE UNIVERSITIES

TENNESSEE EDUCATION MAP



Tennessee Four-Year Colleges



Tennessee Community and Technical Colleges



Tennessee Career Centers and Affiliated Sites

To see an interactive map, please visit our County Profile Tool at TNECD.com/county-profiles.



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CASE STUDIES

WHAT WE DO BEST, IS WHAT YOU DO BEST.

We aren't afraid to try something new. We are quickly becoming the most aligned state in the nation for workforce and education. The biggest brands in the state rely on us to prepare a long lasting pipeline of skilled workers. Our initiatives with Nissan, Bridgestone, FedEx and RCAM speak for themselves.

NISSAN:

Nissan North America understands the importance of a robust workforce. The company determined partnering with the Tennessee College of Applied Technology, Murfreesboro's Industrial Maintenance Program, presented a great opportunity to ensure a quality trained workforce of highly skilled maintenance technicians.

The new 154,000 square foot training center will provide training programs aimed at preparing employees for positions in advanced manufacturing, including robotics and manufacturing maintenance. This partnership has expanded to provide the Automotive Manufacturing Technical Education Collaborative Mechatronics program for Nissan Apprentices, which includes Nissan's customized curriculum.

"Nissan's success in Tennessee for more than 30 years is due in large part to our ability to recruit and retain a quality workforce of more than 12,000 employees working at the company's operations in Smyrna, Franklin and Decherd. This new training center is a key component to the long-term sustainability and continued growth of our business in Tennessee and another testament to the state's commitment to advancing business through education."

- Jose Munoz, Executive Vice President of Nissan Motor Ltd. and Chairman of Nissan North America



NISSAN SMYRNA PLANT



NISSAN SMYRNA PLANT

BRIDGESTONE:

Motlow State Community College and Bridgestone partnered to develop a mechatronics program based on the Siemens Mechatronics Systems approach to advanced manufacturing.

Offered at both of Bridgestone's facilities in Tennessee, this is the only program in the U.S. to offer a three-step pathway for advanced manufacturing education including a:

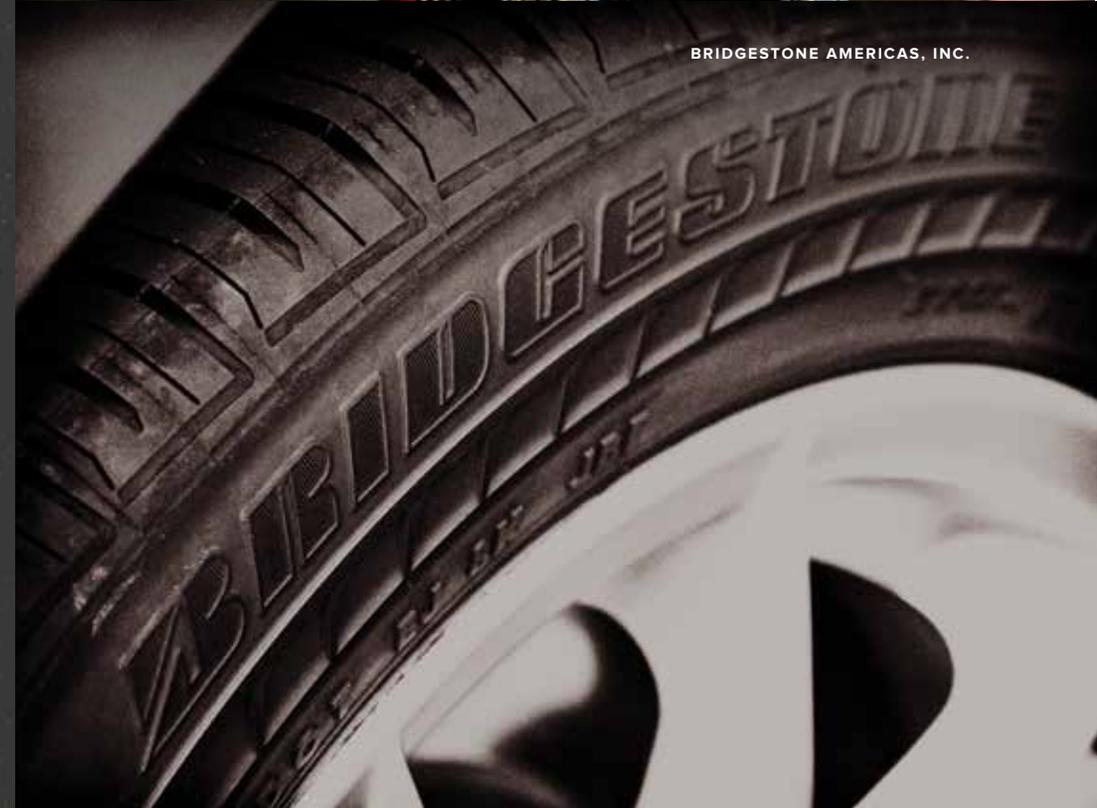
- One-year mechatronics certification
- Two-year associates degree
- Bachelor's degree in mechanical engineering at Middle Tennessee State University

"This program is about teaching high-tech skills for advanced manufacturing, promoting critical thinking and problem solving, and it offers international certification the graduates can take with them wherever they go."

- Mary Lou Apple, Former President of Motlow State



BRIDGESTONE AMERICAS, INC.



FEDEX:

FedEx partnered with the Tennessee College of Applied Technology-Memphis for aviation maintenance technician training. Servicing more than 220 countries and territories around the globe, it is essential that the FedEx fleet is always ready and available to take flight.

Tennessee College of Applied Technology-Memphis has provided training for approximately 1,200 of the 2,500 FedEx employees, creating approximately \$60 million of spending power to the regional economy. The avionics program maintains a 100 percent pass rate of the FAA certification examinations, ensuring the workforce produced is capable of meeting the heavy demands of the industry. Known for the ability to respond to company training needs with a fast, quality, customized and affordable plan, Tennessee Colleges of Applied Technology were a perfect fit for the workforce needs of FedEx.



FEDEX MEMPHIS WORLD HUB

REGIONAL CENTER FOR ADVANCED MANUFACTURING: America faces a skills shortage crisis as more than 76 million Baby Boomers retire from the workforce, taking valuable skills and knowledge with them. To fill the gap and help build the 21st century workforce, Northeast Tennessee's manufacturing leaders, local and state government and Northeast State Community College formed the Advanced Manufacturing Partnership to create the Regional Center for Advanced Manufacturing (RCAM).

With 26,000 square feet, the RCAM facility located in downtown Kingsport, TN provides hands-on training programs that are certified and recognized nationwide.

RCAM's high-tech industrial based classrooms are flexible enough to accommodate custom training as well as a core curriculum used to fulfill requirements for associate of applied science degrees and/or technical certificate programs in:

- Chemical Process Operations
- Electrical Technology
- Electromechanical Technology
- General Technology
- Machine Tool Technology
- Welding/Metal Fabrication

This project is funded under an agreement with the Tennessee Department of Economic and Community Development.





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TAKE OUR PLEDGE

We believe that education isn't a task that should be delegated to educational institutions and the state of Tennessee alone. It is a shared responsibility and Tennessee businesses must be equally invested in our education initiatives. That is why we are encouraging existing and future Tennessee companies to shape our workforce by helping us align industry with education.

Through the Pledge to Tennessee, companies can get involved in our initiatives by:

- Encouraging their employees to become a volunteer mentor through the Tennessee Promise
- Making higher education opportunity accessible to employees who want to complete or start a new degree through Tennessee Reconnect
- Advancing industry and education alignment by serving on advisory boards at Tennessee colleges
- Offering apprenticeship opportunities for youth and adults
- Participating in Workforce360°



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