



APPROVED ETLWDB CHAIR:

SUBJECT: Training in High Demand Occupations

POLICY STATEMENT: Training supports and services are provided to prepare individuals for opportunities in Demand Occupations.

Introduction: WIOA Section 134(c)(3)(G)(iii) indicates that training supports and services for adult, dislocated workers, and youth must be directly linked to an in-demand industry sector or occupation in the local area or planning region, or in another area to which the participant receiving such goods and services is willing to relocate. In the ETLWDA, training supports and services shall be provided in accordance with WIOA Legislation, WIOA Final Regulations as outlined in TEGL 3-15, guidance provided by the Tennessee Department of Labor and Workforce Development, the ETLWDA Training Policy, and other supplementary information as deem appropriate.

Purpose: To create a local workforce system that is universally accessible, customer centered, and jobs driven.

Eligible WIOA Customer: Adult, dislocated workers, and youth engaged in WIOA Title I training programs underwritten with Individualized Training Accounts and Consolidated Business Grants.

Process: Training support will generally be delivered through Individual Training Accounts and Consolidated Business Grants, as outlined in the above guiding legislation, regulations, and policies. Demand occupations include jobs within targeted industry sectors in the local area and/or the State of Tennessee East Tennessee Grand Division. Targeted industry sectors will be established by the East Tennessee Workforce Development Board. The Workforce Development Board identifies targeted industries based on factors including but not limited to existing industry presence, job opportunities and/or anticipated growth, and industry targets established by Innovation Valley and the Tennessee Department of Economic and Community Development. The ETLWDA functions as part of the East Tennessee Region, working in conjunction with the North East and South East Local Workforce Development Areas. Focal or target Industries for the Grand Region may be defined in a WIOA Regional Plan and will also be considered as providing demand occupation opportunities for individuals seeking WIOA training support or employers securing grants through the Consolidated Business Grants program.

The ETLWDA is particularly interested in supporting preparation for employment in “middle skills” jobs and positions where individuals will be able to earn a wage that contributes to self-sufficiency for the individual worker and his/her family. Middle skills jobs are defined in the *Comprehensive Workforce Study for the East Tennessee Region* as those jobs which require more than a high school diploma but less than a bachelor’s degree and a median wage of \$13.16 per hour.

Until amended, demand occupations in ETLWDA will be characterized as employment opportunities in the following industry clusters:

1. Manufacturing, including additive manufacturing
2. Healthcare and social assistance
3. Hospitality, accommodations, & food services
4. Business services
5. Construction/Building Trades
6. Professional, scientific, information, and technical services
7. Distribution, Logistics, and Transportation

The above information guides the overall development and funding of training supports and services in ETLWDA. However, individuals may receive training support and services to prepare for jobs that do not specifically fall into the above definitions if the individual demonstrates that the training will lead to distinct employment opportunities with reasonable earnings potential. These are handled on a case by case basis; matriculation into such training will be approved by the ETHRA Workforce Services Division director.