

How We Do It



What We Do

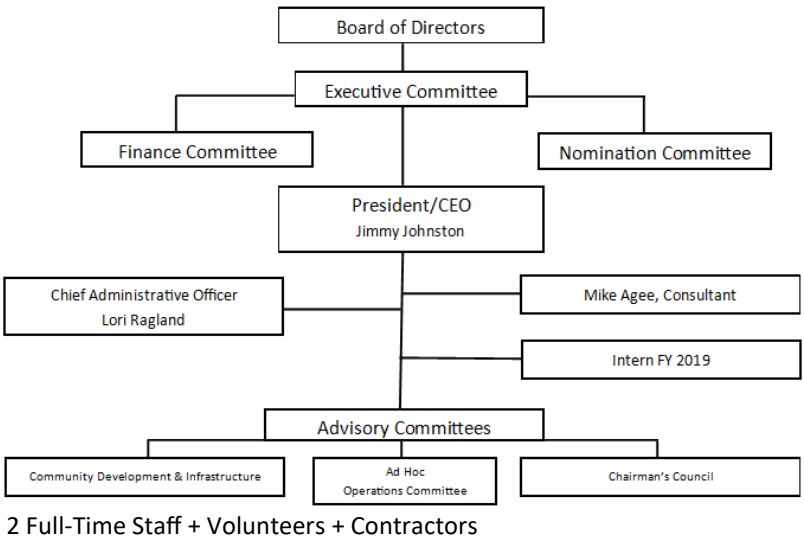
MISSION

Unite business, community and government to promote and foster the economic development and prosperity of Sumner County for the benefit of all citizens.

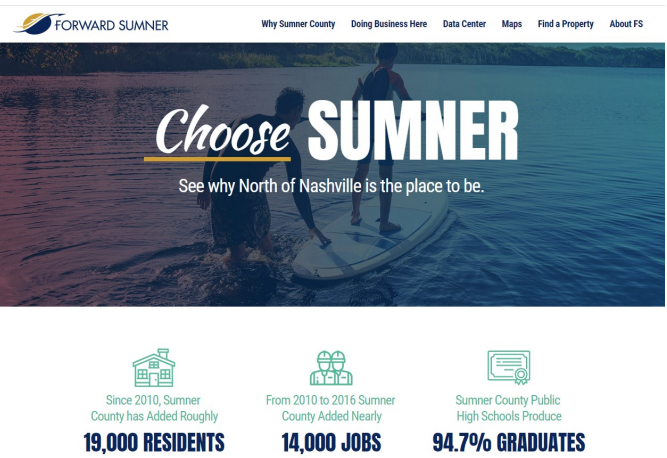
STRATEGIC INITIATIVES

Community Development & Infrastructure
Workforce Development • Economic Development
Investor Relations & Marketing

Who We Are



New and improved website coming soon!



Visit us at www.forwardsumner.org

1598 Green Lea Boulevard • Gallatin, TN 37066 • 615-206-6624

info@forwardsumner.org

Choose SUMNER

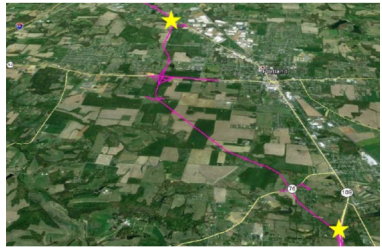


FY 2018 Annual Report to Membership

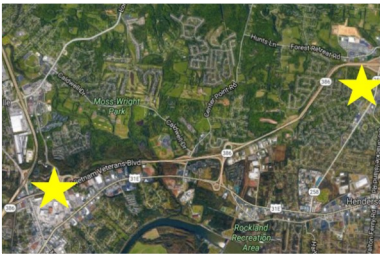
COLLABORATE ♦ Community Development & Infrastructure



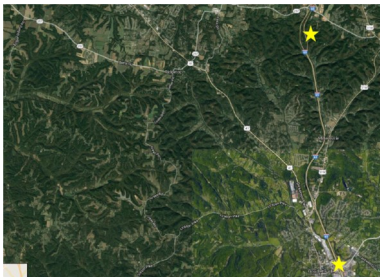
SR 109 - Wilson County



Portland Connector



NETcorridor



I-65

Economic and Community Development starts with accessibility, specifically highway accessibility. The cities and the county government have used the Forward Sumner platform to great effect over the past several years. The collaborative and strategic effort has gained us several road project investments both new and ongoing as pictured. The completion of State Route/SR 109 from I-65 to I-40/840 has been job one for many years and within three years it will be completed. But progress is not static, and the Portland Connector is a critical component of the SR 109 improvements and must be funded for right-of-way acquisition and construction. The **NETcorridor** (Northeast Transportation Corridor), a \$200M widening of the first 10 miles of SR 386 (Vietnam Veterans Blvd), is in the pre-engineering phase and Forward Sumner is working closely with TDOT and the Greater Nashville Transportation Policy Board. The widening of I-65 from Long Hollow Pike in Goodlettsville to White House should begin in early 2020. Roads have an 8-12 year germination period and vision, planning and collaboration is crucial to the process and the economic health of our county and communities.



2018 Chairman Tim Ellis

Message from Chairman Ellis:

I have thoroughly enjoyed my tenure at Forward Sumner, and I encourage you to invest your time and resources. The private-public not-for-profit model works and makes for a better product and a better process. The ability to discuss and debate the competing ideas, priorities, and issues is invaluable. Goodlettsville is a better place because of my involvement in the Sumner County perspective. We are proud of our work this past year to have all the cities invested in Forward Sumner and to lay out the pathways for the staff over the next four years. From our strategic plan to our operations plan, the future of Forward Sumner, Sumner County, and our cities and communities is bright and prosperous.

Join us for the ride.

Commuting Patterns

ADVANCE ♦ Workforce Development

Economic and Community Development generates economic growth and change and requires accessibility, land and buildings, capital, utilities, and a community’s quality-of-life. In the 2018 economic climate the number one issue for every project, be it a new location or an expansion of existing, is workforce. What skills are available, where are they located, where will they travel from, what does the alignment look like with the near-by institutions? When Sumner County is at full employment (3% unemployment) the questions are pertinent and must be addressed. The American Job Center and the local Workforce Development Board offer services to source, recruit, and educate the job seekers to the upcoming new jobs in the community.

The State of Tennessee leads the nation in the alignment of education to career opportunities. TN Promise and TN Reconnect offer tuition funds for Community and Technical Colleges, and the state has provided funding for machines, equipment, and curriculum for career and technical education.

Forward Sumner co-chairs the Sumner County Schools Career & Technical Education (CTE) Committee which was awarded a \$25,000 Work-Based Learning (WBL) grant from TNECD in February. The WBL grant supports the 8th grade Career Fair, the CTE course registration guide, CTE Celebration Day and the Job Shadow program. Job Shadowing was expanded to Hendersonville and Gallatin High Schools and the CTE students learn Industry and Career Awareness with Aladdin Temp-Rite and ITW-CIP.

TCAT-Portland continues to grow adding two courses, Administrative Office Technology, and Practical Nursing, with more courses on the way, including Building Construction Technology in 2019. The parking lot is full, and the school is a tremendous asset to our workforce alignment.

Volunteer State Community College broke ground on its new Mechatronics Building and the current classes have added a night class.

Union University of Hendersonville and Welch College in Gallatin round out the Sumner County backbone of educating to the future of work.

Volunteer State Community College continues to be the college of choice for our high school graduates by a wide margin, followed by the University of Tennessee – Knoxville

and Chattanooga campuses.

An important point of emphasis when talking to students about industry and career awareness is wage rates and the required job skills. MTIDA and USDA, a couple of our valuable regional partners, contracted with MTSU to publish a new wage and benefit survey.

The wage and benefit survey is an excellent tool for new and expanding industries and businesses.



Where Sumner County Workers Live

County	Count	Share
Sumner	23,922	52.7%
Davidson	5,532	12.2%
Robertson	2,475	5.5%
Wilson	1,866	4.1%
Macon	1,430	3.1%
Rutherford	1,250	2.8%
All Other Locations	8,922	19.7%

Where Sumner County Residents Work

County	Count	Share
Davidson	29,062	39.1%
Sumner	23,922	32.2%
Robertson	3,163	4.3%
Williamson	3,058	4.1%
Rutherford	2,270	3.1%
Wilson	2,053	2.8%
All Other Locations	10,727	14.4%

On a daily basis
21,000 employees
or 47% of the workforce
commute into Sumner County.

Those commuting into Sumner County come from:
44% - Robertson, Wilson, Macon, Rutherford, Williamson, Trousdale, Montgomery, and Kentucky
29% - Davidson; 27% - All Other

DEVELOP ♦ Economic Development

Economic Development:
A dedicated effort to create and expand jobs, grow the tax base and increase the standard of living for a community or county.

Sumner County and the Nashville Market is part of the fastest growing region in Tennessee and the Southeast U.S. In 2018, 73 projects representing 17,000 jobs and \$5.5B in capital investment were sourced by the local economic development professionals and our regional business development partners (TNECD, TVA, MTIDA, P2020). Many of the projects remain in the project pipeline.

Following accessibility, economic growth requires land and buildings.

In December, the City of Westmoreland’s economy received welcome news. Wilson Lumber Company announced 40 jobs for the 30,000 SF industrial space in the Westmoreland Business Center. The family-owned company recently celebrated it’s 70-year anniversary in Huntsville, AL. The multi-million dollar capital investment will build roof trusses for the Middle TN market. “Our corporate culture fits perfectly with the Westmoreland business friendly and family first culture, and we look forward to putting local residents to work in their hometown and being the employer of choice” stated Robb Wilson, President & CEO.

Forward Sumner worked closely with the City of Westmoreland, Westmoreland IDB, and TNECD, TVA, MTIDA, and TN Central Alliance.



Holistic Economic Development



Economic Development Activities Include:

Manufacturing

Healthcare

Distribution

Entrepreneurship

Agriculture

Government



REGION 4

2017 MIDDLE TENNESSEE WAGE & BENEFIT INDUSTRIAL SURVEY

Information based on a survey of over 42 industries who employ over 8,642 Tennesseans in the mid-state. With a response rate of 22%, the results of this survey provide a picture of the compensation structure in the region in the late summer/early fall of 2017.

Average Time Off

Based on 40 hour work week (typical)

8.8 PAID HOLIDAYS

12 VACATION DAYS

Many companies have graduated vacation days that change with employee's tenure at a given company.

82% of employers in the study area offer sick leave

Mid-size companies offer the most sick leave with an average of 3 days. Many companies do not offer sick leave and instead give employees a set amount of time off for illness, vacation, and so forth.

Insurance

100% offer health insurance

97% offer dental insurance

Cost sharing is a common practice among the companies

79% of companies surveyed indicated the cost of health insurance is shared between employer and employee. However, vision insurance is primarily offered on an employee-paid basis (73% of companies)

Disability insurance is offered by 90%, with employers usually paying for this coverage.

Who pays?

EMPLOYEE ONLY (Cost to insure)

Employees are expected to pay an average of:

\$1,040 for health insurance

\$117 for dental insurance

\$45 for vision insurance

Employer's share for each employee is significantly higher:

\$2,851 for health insurance

\$626 for dental insurance

\$27 for vision insurance

DEPENDENTS (Cost to insure)

When dependents become part of the benefit plan, individual cost for health insurance increases to \$3,964, dental increases to \$404, and vision increases to \$144. Similarly, the cost to employers of insuring dependents increases significantly for health (\$7,496), dental (\$554), and vision (\$21).

Retirement & Other Benefits

RETIREMENT

95% of companies offer defined contribution plans

33% of companies offer profit sharing

8% of companies offer traditional pension plans

13% of companies offer employee stock ownership

49% offer career development opportunities

48% offer tuition payment

60% offer other forms of incentives and bonuses

These incentives and bonuses include safety, production, and sales performance bonuses, discretionary bonuses, attendance bonuses, holiday bonuses, and other.

Overall, total employee benefits equal 24% of wages and salaries.