

JACKSON STATE COMMUNITY COLLEGE

RHCPE GRANT

Solutions for Success (SoS): Preparing Nurses to Meet Workforce Needs

Jackson State Community College IN PARTNERSHIP WITH:

1. TCAT - CRUMP
2. Hardin County School District and McNairy County School District
3. Hardin Medical Center, West Tennessee Medical Group, Alice & Carl Kirkland Cancer Center

Leslie West Sands, 2046 North Parkway Jackson, TN 38301

731-424-3520 ext. 50371

lsands@jscc.edu

Funding requested:

\$2,000,000



Carol Rothstein
President, Jackson State Community College



Leslie West Sands
Project Director

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Project Summary

This proposal addresses the urgent need for registered nurses in rural West Tennessee healthcare organizations, focusing on Hardin and McNairy counties. The proposed project, Solutions for Success (SoS), is a collaborative effort among Jackson State Community College (JSCC), Tennessee College of Applied Technology-Crump (TCAT-Crump), Hardin and McNairy County school systems, and healthcare partners including Hardin Medical Center, West Tennessee Medical Group Inc., and Alice and Carl Kirkland Cancer Center. The goal is to meet workforce needs and expand educational pathways for nursing that begin in high schools and extend through college programs, ultimately preparing students for nursing careers in these rural areas.

The need for nurses, particularly in rural areas, is critical. The U.S. Bureau of Labor Statistics projects a 6% growth in registered nursing employment nationwide from 2023 to 2033. In rural West Tennessee, the supply of registered nurses is insufficient and is expected to decline as older nurses retire. According to the Tennessee Academic Supply and Occupational Demand Report (2024), registered nursing is identified as a high-demand occupation. Local healthcare employers, such as Hardin Medical Center and McNairy County Health Care Center, are among the largest employers in these regions, further highlighting the urgent need for skilled nursing professionals. With 381 nursing job openings in southwest Tennessee and 223 in northwest Tennessee, the need for a sustainable workforce is clear.

To address these workforce gaps, the proposed program will offer a comprehensive educational pathway starting from high school career and technical education (CTE) programs in Hardin and McNairy counties. High school students will engage in career awareness and exploration activities, with the opportunity for dual credit or enrollment at local colleges. At the post-secondary level, TCAT-Crump will continue to offer practical nursing programs, while JSCC will introduce a new evening/weekend Licensed Practical Nurse (LPN) to Registered Nurse (RN) track. This program will span three extended semesters, with courses covering nursing transitions, adult health, communication, and comprehensive exams. Students will complete 300 clinical hours at local healthcare facilities, ensuring hands-on experience in real-world settings.

The program is designed to help students earn an Associate of Applied Science (AAS) in Nursing and prepare for the National Council Licensure Exam for Registered Nurses (NCLEX-RN). Afterward, graduates can continue their education by pursuing a Bachelor of Science in Nursing (BSN) through the University of Tennessee Martin Online program.

The proposal also includes a request for necessary equipment to support these educational and clinical activities, ensuring the success of the program.

In summary, the Solutions for Success project will equip local high school and college students with the education and training they need to meet the growing demand for registered nurses in rural West Tennessee, creating a sustainable workforce that supports local healthcare systems.

Proposal Specifications

Section 1: Program Narrative.

- **Brief narrative.** The purpose of this proposal is to address the overwhelming need for nurses in rural west Tennessee healthcare organizations. The proposed Solutions for Success (SoS): Preparing Nurses to Meet Workforce Needs of rural West Tennessee is designed to meet workforce needs and further educational pathways in nursing that begin in high schools and include Tennessee College of Applied Technology-Crump and Jackson State Community College. The project is a collaborative with Hardin County School System, McNairy County School System, Tennessee College of Applied Technology-Crump, and Jackson State Community College. Joining as employer partners are Hardin Medical Center, West Tennessee Medical Group Inc., and Alice and Carl Kirkland Cancer Center at Hardin County. Jackson State Community College serves as the Applicant and fiscal agent for this project.

Section 2: Demonstration of Need.

- **Localized data demonstrating the need for action.** The overwhelming need for health care workers, especially nurses throughout the country is well documented. The U.S. Bureau of Labor Statistics projects employment of registered nurses nationwide to grow 6 percent from 2023 to 2033 especially in hospitals and outpatient care centers (website, 2024). In rural West Tennessee the number of registered nurses is insufficient to meet current demand and is projected to further decline as baby boomers reach retirement in the next few years. According to the State of Tennessee Academic Supply and Occupational Demand Report, 2024 registered nursing is listed in the in-demand set of occupations. The Jobs4TN website lists 381 registered nursing job openings in southwest Tennessee and 223 in northwest Tennessee (includes remote work). In targeted county, Hardin County, healthcare organizations represent the 4th largest employer (Hardin Medical Center) and 10th largest employer (Hardin County Regional Health Center). In

targeted county, McNairy County large employers are Adamsville Healthcare LLC and McNairy County Health Care Center, Inc. both with 105 employees each.

- **Clear linkages between grant activities and local/regional needs.** An assessment of local needs indicates that registered nurses are in-demand occupations especially in rural areas where academic programs are limited. The proposed grant activities will address industry needs and offer a health care education pathway that begin in Hardin and McNairy County high school career and technical education (CTE) classes. The Applicant will conduct career awareness and exploration activities with Adamsville High School, McNairy Central High School, and Hardin County High School CTE classes. Dual credit or enrollment will be available for high schools as well. Tennessee College of Applied Technology Crump will continue to enroll, educate, and graduate practical nurses in their program. The Applicant will initiate a new evening and weekend track for licensed practical nurses to complete registered nurse curriculum at their full-service location in Savannah (Hardin County), Tennessee. The University of Tennessee Martin Online will serve as resource for Jackson State RN graduates seeking a BSN degree. Employer partners, Hardin Medical Center, West Tennessee Medical Group, Inc. and Alice and Carl Kirkland Cancer Center at Hardin County will offer clinical training for students.

- **Proposed expansion of academic programs, work-based learning and needed equipment.** Jackson State Community College will initiate career awareness and exploration activities with high school CTE students in Hardin and McNairy counties. Dual credit or enrollment will be available. The College will implement a new Licensed Practical Nurse (LPN) to Registered Nurse (RN) track at their educational facility in Savannah (Hardin County), Tennessee. The LPN to RN track will be designed for completion in three extended semesters of study by students who have met admission and academic requirements, completed 20 hours of pre-

requisite general education coursework, possess an unencumbered Tennessee or multi-state practical nurse license, and submit a Nursing program application by specified deadline prior to being formally accepted to the program. Work-based learning is included by completing 300 clinical rotation hours at one or more clinical sites. Jackson State Community College requests equipment to accomplish activities proposed for Solutions for Success (SoS): Preparing Nurses to Meet Workforce Needs of rural West Tennessee.

Section 3: Program Plan

- **Detailed summary of proposed program.** Jackson State Community College will offer career awareness and exploration activities with CTE students at Hardin County High School, Adamsville High School, and McNairy County High School. Dual credit or enrollment will also be available for students enrolled at these schools.

The Tennessee College of Applied Technology Crump will continue to offer a practical nurse program. The LPN to RN program track proposed by Jackson State Community College will be a three extended semester option that has 11 hours in semester 1 (Nurse Transitions I and II); 12 credits in semester 2 (Fundamentals of Communication or English Composition II and Adult Health Nursing); and 13 hours in semester 3 (Adult Health Nursing II, Humanities Course, Comprehensive Exam). Nursing classes include laboratory and clinical learning experiences to provide opportunity to apply theory into practice for assessments, clinical decision making, caring interventions, communication, teaching and learning, collaboration, management of care and professional behaviors. Nurse faculty will gain additional expertise in clinical specializations such as obstetrics, pediatrics, and mental health nursing to ensure students are well prepared to care for diverse population health needs. The program will result in an Associates of Applied Science (AAS) in Nursing degree and prepare students to succeed on the National Council Licensure Exam

for Registered Nurses (NCLEX-RN). Upon obtaining a successful AAS in Nursing degree, students can continue their education and pursue a Bachelor of Science degree in Nursing (BSN), such as that offered by the University of Tennessee Martin Online program.

- **Detailed timeline and overview.** The proposed educational pathway is designed to meet the need for educated and trained individuals for health care organization by students obtaining industry recognized stackable credentials, diplomas and degrees. The educational programs described here provide a secondary to higher education pathway that is a progression of coursework that will lead to stackable credentials and degrees that meet workforce and employer needs. The timeline incorporates activities through the pathway.

August - September 2025: Initiate hiring process for Grant Coordinator. Develop budgeting and grant data collection processes and procedures. Secure regulatory and accreditation agency approvals for delivery of new nursing program track at a new off-campus site location.

October - December 2025: Hire Grant Coordinator, orient to roles, responsibilities, and timelines. Partner meetings to plan CTE student career awareness and exploration activities and develop processes and procedures for implementing grant activities. Advertise program, recruit, and advise potential students. Initiate bids for contracts and purchases for facility renovation, equipment, and professional services. Initiate hiring process for nurse faculty and lab assistant. Post online application for new program LPN-RN track.

January – March 2026: Advertise program, recruit and advise students for new admission track. Student Services provide FAFSA guidance. Process admission applications for new program option. Initiate new clinical affiliate agreements. Visit partner CTE and TCAT students to share

new program information and recruit. Initiate equipment orders and schedule installations. Partner meetings to initiate spring grant activities. Hire and orient new nurse faculty and lab assistant. Initiate faculty clinical specialization trainings. Facility renovations for class, lab and simulation. Orient new nursing admission cohort and initiate process for uniform, equipment, book, and enrollment stipends. Order student laptops. Recruitment of clinical adjuncts. Installation of equipment for class, lab and simulation.

April -June 2026: Secure clinical placements and plan first nursing course schedule, rotations and staffing. Enroll first cohort of new nursing degree option students and formalize process for uniform, equipment, book, and enrollment stipends. Distribute laptop computers and train new cohort on use. Hire and orient new clinical adjuncts. Faculty clinical specialization trainings. Initiate CTE student career awareness and exploration activities. Partner meetings to review progress, outcomes and plan future activities. Advertise program, recruit, and advise students.

July – September 2026: Outcome data collection, analysis and sharing. Partner meetings. New program track students begin first clinical rotations. Faculty clinical specialization trainings. Plan 2026-2027 CTE student career awareness and exploration activities. TCAT recruitment and program advisement. Initiate hiring process for nurse faculty for second cohort of students. Advertise program, recruit, and advise students

October – December 2026: Partner meetings to evaluate CTE student activities, progress in attaining grant goals, information sharing. Host CTE student career awareness and exploration activities. Evaluate outcomes of initial course of new LPN-RN track. Secure clinical placements for second nursing course, plan schedule, rotations, and staffing. Open applications for second cohort of new LPN-RN track. Advertise program, recruit, and advise students.

January – March 2027: Partner meetings. First cohort begins second nursing course of new LPN-RN track. Hire, orient and train nurse faculty for second cohort of students. Advertise program, recruit, and advise students. Process admission applications for second cohort of students.

April – June 2027: Partner meetings. Secure clinical placements for the second cohort's first nursing course, plan course schedule, rotations and staffing. Enroll second cohort of students into new LPN-RN track. Process uniform, equipment, book and enrollment stipends. Distribute laptop computers and train new cohort on use. Hire and orient new clinical adjuncts. Host CTE student career awareness and exploration activities. Secure clinical placements for final nursing course for the initial cohort and first nursing course of second cohort. Plan courses, schedule, rotations and staffing. Advertise program, recruit, and advise students

July - September 2027: Partner meetings. First cohort begins final nursing course and second cohort begins first clinical rotations. Hire and orient new clinical adjuncts. Plan 2027-2028 CTE student career awareness and exploration activities. TCAT recruitment and program advisement. Advertise program, recruit, and advise students.

October – December 2027: Partner meetings. Host CTE student career awareness and exploration activities. Initial cohort of new LPN-RN track complete program. Begin tracking of initial cohort program outcomes. Secure clinical placements for second cohort's second nursing course, plan schedule, rotations, and staffing. Open applications for third cohort of new LPN-RN track. Advertise program, recruit, and advise students.

January – March 2028: Partner meetings. Initial cohort graduates take NCLEX-RN exam and secure RN employment. Advertise program, recruit, and advise students. Process admission applications for third cohort of students.

April – June 2028: Partner meetings. Secure clinical placements for the third cohort's first nursing course, plan course schedule, rotations and staffing. Secure clinical placements for second cohort's final nursing course, plan courses, schedule, rotations and staffing. Enroll and orient third cohort of new LPN-RN track students. Process uniform, equipment, book and enrollment stipends. Host CTE student career awareness and exploration activities. Distribute laptop computers and train new cohort on use. Advertise program, recruit, and advise students.

July - September 2028: Partner meetings. Advertise recruit, and advise students. Second cohort begins final nursing course and third cohort begins first clinical rotations. Plan 2028-2029 CTE student career awareness and exploration activities. TCAT recruitment and program advisement.

October – December 2028: Partner meetings. Host CTE student career awareness and exploration activities. Second cohort of students complete program. Begin tracking of program outcomes. Secure clinical placements for third cohort's second nursing course, plan schedule, rotations, and staffing. Advertise program, recruit, and advise students.

January – March 2029: Partner meetings. Planning for continuation funding. Second cohort graduates take NCLEX-RN exam and secure RN employment. Third admission cohort begin second nursing course. Advertise program, recruit, and advise students. Process applications for fourth admission cohort of students.

April – June 2029: Partner meetings. Host CTE student career awareness and exploration activities. Advertise, recruit, and advise students. Secure clinical placements for third cohort's final

nursing course and fourth cohort's first nursing course. Plan courses, schedule, rotations and staffing. Enroll fourth cohort of new LPN-RN track students. Process uniform, equipment, book and enrollment stipends. Distribute laptop computers and train new cohort on use. Hire and orient new clinical adjuncts.

July – September 2029: Partner meetings. Advertise program, recruit, and advise students. Third cohort begin final nursing course. Plan 2029-2030 CTE student career awareness and exploration activities. TCAT recruitment and program advisement. Final grant reports submitted.

- **Identifying key objectives for each phase of project and measurement.**
- **Objective 1:** By the end of 2025, the Applicant will employ a Grant Project Coordinator and faculty for a new LPN to RN education track.
- **Objective 2:** By 2026, Jackson State Community College will begin career awareness and exploration with Career and Technical Education (CTE) high school students in Hardin County and McNairy County School Systems. Dual credit or enrollment will continue.
- **Objective 3:** By 2026, the LPN to RN articulation agreement between TCAT-Crump and Jackson State Community College will be refined and signed.
- **Objective 4:** By the end of the project, TCAT -Crump will have 80 practical nurse graduates. TCAT-Crump will recruit graduates for new Jackson State LPN-RN program track.
- **Objective 5:** By the end of the project, 50 students will enroll in the new Jackson State LPN-RN track of the registered nursing program, and 25 will graduate.
- **Objective 6:** By the end of the project 100 nursing students from TCAT-Crump and Jackson State will complete clinical rotations at employer partners.
- **Objective 7:** By the end of the project, a minimum of 100 licensed practical and registered nurses will be employed by partners or other healthcare organizations.

- **Objective 8:** The Applicant will review and update as needed articulation agreements with TCAT-Crump and University of Tennessee Martin.
- **Objective 9:** The Applicant will review and update as needed clinical affiliation agreements with employer partners.
- **Objective 10:** The Applicant will review and update dual enrollment agreements with Hardin and McNairy County School Systems.

Project governance and accountability. The project director for this program is Dr. Leslie West Sands, Program Director of Nursing, Jackson State. The Applicant will employ a Grant Project Coordinator for this project. The collaborative will meet monthly during the first months of the program to ensure space is renovated, equipment is purchased and installed on a timely basis, staff employed, programs begin and continue according to the timeline. Partner meetings will occur at a minimum every three months after initial work is done. Members are Stephen Milligan, TCAT-Crump; Darrell King West Tennessee Medical Group, Inc. and Alice and Carl Kirkland Cancer Center; Donald Hislop, Hardin Medical Center; Michael Davis, Hardin County School System; and Greg Martin, McNairy County School System. The partners will ensure that educators have opportunities to gain clinical specialty knowledge through professional development outside the classroom and in health care organizations.

- **Counties served.** Targeted rural counties are Hardin and McNairy in rural West Tennessee. Hardin County-Savannah is the location of the Jackson State Community College full service off-campus location. It is expected that students from McNairy County will also attend the LPN to RN program in Savannah based on prior enrollment data. Estimated 2023 population of Hardin County is 27,229; and McNairy County 26,163. Median household income is \$49,149 in Hardin County, \$50,714 in McNairy County as compared to \$67,097 for Tennessee. According to

the U.S. Bureau of the Census, over 88 percent of households in both counties have a computer, and over 83 percent have broadband internet subscriptions. Targeted high schools, Hardin County High School has 986 students; Adamsville High School, 449 students; and McNairy Central High, 713 students.

Section 4: Strength of Partnership

Detailed description of each mandatory partner's role and capabilities in implementation.

The proposed Solutions for Success (SoS): Preparing Nurses to Meet Workforce Needs of rural West Tennessee is designed to meet workforce needs and further educational pathways in nursing that begin in high schools and include Tennessee College of Applied Technology-Crump and Jackson State Community College. The project is a collaborative with Hardin County School System, McNairy County School System, Tennessee College of Applied Technology-Crump, and Jackson State Community College. Joining as employer partners are Hardin Medical Center, West Tennessee Medical Group Inc., and Alice and Carl Kirkland Cancer Center at Hardin County. Jackson State Community College is the lead entity and fiscal agent for this project. The education partners will provide specific certificate, diploma, and degree programs for students. The employers will serve as work-based learning sites for students. All are experienced and have worked together.

- **Memorandum of Understanding.** Attached with the application. Appendix A.

The Collaborative has memorandums of understanding (MOU) with two rural county school systems, one rural Tennessee College of Applied Technology, and three rural health care employers. The MOUs outline benefits for employers and work-based learning activities.

Section 5: Budget Plan. Attached with application. Appendix B.

- **Clear alignment between funding requests and grant activities.**

The objectives and activities described in this application directly correspond to this funding request. The budget is for 48 months and includes all partners.

Salaries and Wages – Consist of one (1) FT Project Coordinator to be employed August 2025 – August 2029 = \$50,000 = 4 years = \$200,000; one (1) FT faculty employed January 2026-July 2029 = 3.8 years = \$285,000; another FT faculty employed January 2027-July 2029 = 2.8 years = \$210,000; cost for adjuncts and lab assistant = \$50,750. Total requested \$745,750

Employee Benefits and Payroll Taxes – benefits and taxes are calculated at 48% for fulltime staff and 10% for adjuncts. \$338,600 for benefits/taxes of above noted employees.

Professional Fees - \$72,000, which includes \$12,000 for ACT preparation workshops for up to 200 students. Vendor fee is \$3,000 for up to 50 student participants in a six-hour prep session and plan to offer four sessions during the grant period. Also, in this total is \$60,000 for virtual patient simulation software subscription, providing unlimited student use of 15 unique patient cases at subscription rate of \$15,000 annually, for the four years of the grant period.

Grants and Awards - \$452,300 for student support directly related to achieving Project objectives, specifically purchase of student uniforms, books, skills kits, American Heart Association Basic Life Support certification, last-dollar tuition and fees for participants of new LPN-RN track courses, and graduate initial NCLEX-RN licensure testing. A stipend for CTE students to participate in Project work-based learning/job shadowing, will be provided to those who participate, based upon WBL attendance. Participants enrolled in

the new LPN-RN track will be eligible for a stipend for clinical rotation attendance outside of the Project counties.

Supplies - \$237,100 for lab and instructional supplies, laptops for student participants, virtual reality devices/goggles, learning resource materials, Grant Project Coordinator and faculty laptops, printer and office operations, grant meetings and refreshments.

Postage and Shipping - \$2,000 for postage, mailing, and freight fees.

Equipment Rental and Maintenance - \$4,600 for a low volume copier/scanner/fax rental for 48 months

Printing and Publications - \$6,000 for learning resources and subscriptions.

Travel - \$19,000 for Project implementation, recruitment and other travel to high schools, employers, clinical training sites, TCATs, College, meetings, etc.

Conference and Meetings - \$10,000 for nurse faculty clinical specialization trainings, conference, meetings.

Other Non-Personnel (Marketing) - \$14,500 for project promotion and advertising

Capital Purchases - \$62,000 for purchase of equipment of \$5,000 or more per item, specifically nursing skills lab simulation manikins, hospital bed units, auscultation manikin, teaching defibrillator, ventilator, etc.

Indirect Costs - \$36,150 in indirect costs is requested for administrative and reporting functions.

In-Kind Expenses – No in-kind is anticipated at present.

Total Expenses - \$2,000,000.00

- **Role of equipment request**

Equipment requested is for instructional use with new LPN-RN track of the RN program at a new off-campus location, specifically the Savannah-Hardin County Center of Jackson State Community College. This equipment is necessary to implement laboratory instruction so that nursing students can practice and develop clinical decision making prior to practicing with patients in health care facilities.

- **Explanation of indirect costs**

The lead entity and fiscal agent, Jackson State Community College, requests 2.49% indirect costs, or \$36,150. Indirect calculation excludes Specific Assistance to Individuals and Capital Purchases line items.

Section 6: Sustainability

Details for sustaining program beyond 48 months. The education programs and clinical learning components will continue at the end of the 48-month period by each partner. Education Partners will use state funds to continue the programs. The partners will continue meeting and working together beyond the 48-month period as done at present time. Work-based learning is an essential component of education in clinical health care, and partners will continue, to serve as work-based learning sites for students, as evidenced by their commitment letters. Jackson State Community College will be responsible for ongoing housing, maintenance, and repair of equipment through

their normal and regular budgeting process. Academic institutions collaborating on this proposal will continue student clinical rotations beyond this project and funding.

Appendix A

Memorandum of Understanding

AGREEMENT
BETWEEN
JACKSON STATE COMMUNITY COLLEGE
AND
EMPLOYER PARTICIPANTS
AND
EDUCATIONAL PARTICIPANTS

This Agreement entered into this 1st day of August, 2025 by and between Jackson State Community College (hereinafter referred to as the “College”) and Hardin Medical Center, West Tennessee Medical Group, and Alice and Carl Kirkland Cancer Center, (hereinafter collectively referred to as the “Employer Participants”) and Hardin County School District, McNairy County School District, and Tennessee College of Applied Technology Crump, (hereinafter collectively referred to as the “Educational Participants”), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

PURPOSE

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission’s (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College’s rural service areas. In particular, the Agreement is intended to establish expectations between the designated employer participants and the education participants to provide youth the opportunity to gain valuable vocational skills to address the labor shortage and skill deficits in the rural healthcare sector.

I. ROLES

1. COLLEGE ROLE:

The College agrees to the following responsibilities:

- a. serve as the fiscal agent of the grant
- b. coordinate dual enrollment and/or dual credit with identified Educational Participants
- c. coordinate work-based learning opportunities required by employers for students to work for Employer Participants upon completion of the respective program
- d. design and implement a new curriculum track for admission of an additional student cohort to the nursing program annually, to prepare more graduates to serve area workforce demand for registered nurses (RNs);
- e. obtain approvals of Tennessee Board of Nursing, Accreditation Commission for Nursing, and Southern Association of Colleges and Schools Commission on

Colleges to offer nursing program off-campus at the Savannah-Hardin County Center;

- f. employ a Grant Coordinator to coordinate and manage grant activities, collect, analyze, and report outcome data, and perform outreach to communities of interest;
- g. employ nursing faculty to provide classroom, lab, and clinical instruction for an additional student cohort;
- h. dedicate and renovate space in the Savannah-Hardin County Center for classroom, labs, and simulation suite for the new nursing program option;
- i. offer qualified licensed practical nurses' placement and advanced study in the registered nurse program curriculum, tuition, fee, textbook, and other supports, reducing the expense of advancing their education and skill;
- j. develop new clinical affiliation agreements with Hardin Medical Center, West TN Medical Group and Kirkland Cancer Centers for nursing student clinical work-based learning experiences;
- k. develop and implement new career awareness and exploration activities for CTE students, to build awareness of healthcare career options, secondary program requirements, broaden understanding of workforce needs, and lay foundations for informed decision-making;
- l. solicit engagement with Hardin and McNairy County School Districts to identify new opportunities to serve students through expansion of planned grant activities;
- m. offer dual credit and/or enrollment courses for the students of partner schools, affording CTE students an opportunity to earn free college credit pertinent to their intended career choice;
- n. actively recruit CTE students of partner schools and graduates of the Tennessee College of Applied Technology-Crump Practical Nurse program, for enrollment in the college's nursing, health science degree or certificate programs;
- o. assume responsibility for the maintenance of grant-funded equipment when funding ends; and
- p. engage RHCPE grant partners in planning, assessing, and evaluating grant activities, host meetings of the grant oversight committee, provide fiscal management, and collect, analyze, and report grant outcome data.

2. EMPLOYER PARTICIPANTS:

The Employer Participants are responsible for supporting the mission of the RHCPE. Employer participants agree to the following responsibilities:

- a. development of youth interest in health careers
- b. participate in school career exploration events
- c. consider graduates for employment
- d. serve on occupational advisory boards upon request, and attend requested meetings

- e. provide Jackson State with the required data and grant-related activities necessary in the preparation of this grant's reports.
- f. initiate clinical affiliation agreement for Jackson State Community College nursing student clinical placement;
- g. provide clinical training for an additional, new advanced placement cohort of Jackson State Community College nursing students;
- h. hire/employ RN graduates from the Jackson State Community College program;
- i. participate in career exploration and job shadowing opportunities for high school CTE nursing and health science students;
- j. participate in RHCPE grant meetings and engage partners in planning, assessing, and evaluating grant activities; and
- k. commit to sustaining grant activities and partnerships beyond the grant period.

The Employer Participants agree that there is a need for these programs in their rural communities because of a lack of qualified candidates in health careers in their local geographic area. The benefits include an increased skilled pipeline to their organization and an overall benefit to the rural communities they serve by providing increased access to quality health care.

3. EDUCATION PARTICIPANTS:

Education Participants agree to the following responsibilities:

Hardin County School District & McNairy County School District

- a. recruit students to enroll in Health Career Pathways
- b. provide students with WBL (Work-Based Learning) opportunities by engaging students and employers in meaningful activities
- c. manage dual enrollment/dual credit with the College
- d. provide students, the opportunity to obtain industry credentials, including underrepresented groups of students (economically disadvantaged, students with disabilities, students in foster care; and students with parents that are in the armed forces or on active duty) as well as non-traditional
- e. monitor Employer Participant engagement
- f. provide Jackson State with the required data and grant-related activities necessary in the preparation of this grant's reports.
- g. continue to offer Nursing Assistant Health Science curriculum for CTE students;

- h. promote and facilitate student participation in new nursing and health science career awareness and exploration activities;
- i. support implementation of dual credit/enrollment opportunities with Jackson State Community College, affording CTE students an opportunity to earn post-secondary credit pertinent to their career goals;
- j. participate in RHCPE grant planning, implementing, and evaluating activities and grant oversight committee meetings; and
- k. commit to sustaining the program and partnerships beyond the grant period.

Tennessee College of Applied Technology - Crump

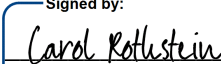
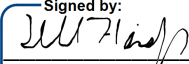
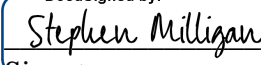
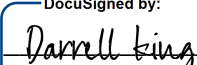
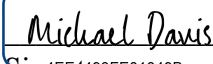
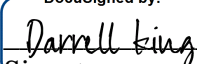
- a. continue to provide practical nurse education and training, graduating approximately thirty (30) Practical Nurses annually;
- b. participate in career awareness and exploration activities and host program recruitment visits to inform students of advanced placement and educational advancement opportunities with Jackson State Community College; and
- c. participate in RHCPE grant planning, implementing and evaluating grant activities and grant oversight committee meetings.
- d. commit to sustaining the program and partnerships beyond the grant period.

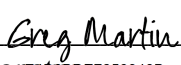
The Education Participants agree that there is a need for these programs in their rural communities because of a lack of overall awareness and access in secondary students regarding health careers in their local geographic area. The benefits include a potentially increased employment rate and income for the rural communities they serve and providing increased access to quality health care.

II. MISCELLANEOUS:

- 1. Modification of roles/responsibilities and the sustainability of the program are collectively decided by the parties.
- 2. An Employer Participant or Educational Participant may terminate its relationship with the program at the end of an academic term with a 30-day written notice to the College.
- 3. Employer Participants and Educational Participants may be added through a written Amendment to this Agreement.
- 4. Term. The term of this Agreement shall be August 1, 2025, through July 31, 2029.
- 5. Counterparts. This Agreement may be executed in any number of counterparts, each of which together shall be deemed to be original, but all of which together shall constitute one and the same instrument. In the

event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such a facsimile or ".pdf" signature page was an original thereof.

<p>COLLEGE: Jackson State Community College</p> <p>Signed by:  Signature</p> <p><u>Dr. Carol Rothstein, President</u> Name and Title</p> <p>2025-01-29 11:23 AM PST Date</p>	<p>EMPLOYER PARTICIPANT: Hardin County General Hospital dba Hardin Medical Center</p> <p>Signed by:  Signature</p> <p><u>Don Hislop, Chief Nursing Officer</u> Name and Title</p> <p>2025-01-29 7:17 AM PST Date</p>
<p>EDUCATIONAL PARTICIPANT: Tennessee College of Applied Technology - Crump</p> <p>DocuSigned by:  Signature</p> <p><u>Stephen Milligan, President</u> Name and Title</p> <p>2025-01-28 9:35 AM PST Date</p>	<p>EMPLOYER PARTICIPANT: West Tennessee Medical Group</p> <p>DocuSigned by:  Signature</p> <p><u>Darrel King, System Vice-President, Physician/Ambulatory Services</u> Name and Title</p> <p>2025-01-28 12:45 PM PST Date</p>
<p>EDUCATIONAL PARTICIPANT: Hardin County School District</p> <p>DocuSigned by:  Signature</p> <p><u>Michael Davis, Director of Schools</u> Name and Title</p> <p>2025-01-29 9:28 AM PST Date</p>	<p>EMPLOYER PARTICIPANT: Alice and Carl Kirkland Cancer Center</p> <p>DocuSigned by:  Signature</p> <p><u>Darrell King, System Vice-President Physician/Ambulatory Services</u> Name and Title</p> <p>2025-01-28 12:45 PM PST Date</p>

<div>EDUCATIONAL PARTICIPANT: McNairy County School District</div> <div><div>Signed by:</div><div> Signature ID: 7258348B...</div></div> <div><u>Greg Martin, Director of Schools</u> Name and Title</div> <div>2025-01-28 12:53 PM PST</div> <div>_____ Date</div>	
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Appendix B

Budget Plan

APPENDIX B: Budget

GRANT BUDGET				
Rural Health Care Pathways Expansion Grant				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable				
Period: BEGIN: Agust 2025 END: August 2029				
Policy 03 Object Line- item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	1,084,350.00		1,084,350.00
4,15	Professional Fee, Grant & Award ²	524,300.00		524,300.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	249,700.00		249,700.00
11, 12	Travel, Conferences & Meetings	29,000.00		29,000.00
13	Interest ²	-		-
14	Insurance	-		-
16	Specific Assistance To Individuals	-		-
17	Depreciation ²	-		-
18	Other Non-Personnel ²	14,500.00		14,500.00
20	Capital Purchase ²	62,000.00		62,000.00
22	Indirect Cost	36,150.00		36,150.00
24	In-Kind Expense	-		-
25	GRAND TOTAL	2,000,000.00		2,000,000.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A. (posted on the Internet at: <https://www.tn.gov/finance/looking-for/policies.html>).

² Applicable detail follows this page if line-item is funded