

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD

RHCPE GRANT: Healthcare Partnerships Leading to Future Career Opportunities

Tennessee College of Applied Technology Hohenwald, Lead & Fiscal Agent

IN PARTNERSHIP WITH:

Southern Middle TN Workforce Board/ South Central TN Development District

LEA /School District: Perry County Schools & Lewis County Schools

**Employer Partners: Perry County Medical Center, Morning Pointe, Lewis Health Center
NHC & Maury Regional Medical Center**

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Funding requested:

\$ 2,000,000

X



President, of Higher Education Institution, Fiscal

X



Project Director, Lead Entity

TABLE OF CONTENTS

Sections:

1 Program Narrative	1
2 Demonstration of Need	3
3 Program Plan	8
4 Strength of Partnership	14
5 Budget Plan	15
6 Sustainability	15

RHCPE Grant Abstract

With the TCAT RHCPE Grant: Rural Healthcare Partnerships Leading to Career Opportunities Technology Hohenwald (TCAT) will focus on the priorities and strategies of rural healthcare needs by developing and expanding in-demand, high-skill career and educational pathway opportunities throughout our South Central area to include: Pre-Practical, Practical Nursing, Surgical Technology, Patient Care Technology, which includes Phlebotomy and Medical Assisting. Each of the TCAT programs proposed align with the career pathway strategy of CIP Occupations Code 51: Health Professions or SOC Code 29. In meeting with multiple healthcare industries and employers, it became very apparent, an expansion and implementation of documented career pathways for both adult and secondary students was of great need for the south central area educationally for both secondary and post-secondary due to the aging population and nearing healthcare crisis of lack of or qualified health care workers. To meet the true demands of the healthcare in the future workforce. The south central Tennessee area shows a demonstrated concentration of workforce need in healthcare careers cluster. To meet the need, TCAT proposes to implement and fund a Pre-Practical Nursing Program, with local system, LCHS as a career pathway to TCAT Practical Nursing Program, add a funded Patient Care Technology Pathway in Perry County with PCHS to include EPSOs of CNA, EKG, Phlebotomy and CCMA to support and streamlining the Healthcare Career Cluster with articulated pathways with credit being awarded for dual enrollment and additional pathways to include Licensed Practical Nurse and pathway to Registered Nursing in cooperation with community colleges or universities; and to add a funded Surgical Technology Evening Program due to employer need . The grant will fund program faculty salaries, equipment, EPSOs and student cost with industry certifications work-based learning opportunities.

Section 1: Program Narrative

The Tennessee College of Applied Technology Hohenwald, herein after referred to as TCAT. TCAT RHCPE Grant: Rural Healthcare Partnerships Leading to Career Opportunities focuses on the priorities and strategies of rural healthcare needs by developing and expanding in-demand, high-skill career and educational pathway opportunities throughout our South Central area region to include: Pre-Practical, Practical Nursing, Surgical Technology, Patient Care Technology, which includes programs of Phlebotomy and Medical Assisting. Each of the aforementioned programs align with the career pathway strategy of CIP Occupations Code 51: Health Professions and Related Programs and or SOC Code 29.

In meeting with multiple related area healthcare industries, such as Morning Pointe, Perry County Medical Center, and Lewis Health Care Center (Maury Regional Medical Center) and secondary partners, Lewis County Schools and Perry County Schools, where both school systems are notably located in rural counties listed as “At Risk” or “Distressed”, it was very apparent, an expansion and implementation of documented career pathways for both adult and secondary students was of great need for the south central area educationally for secondary and post-secondary to meet the demand of the healthcare in the future workforce. The Southern Middle Tennessee shows a demonstrated concentration of Career Clusters in related Healthcare.

In Lewis County, the Rural Healthcare Grant proposes to implement and fund a Pre-Practical Nursing Program at Lewis County High School (LCHS) in cooperation with Dr. Tracy McAbee, Director of Schools for the life of the healthcare grant period. Dr. McAbee and TCAT are open to allowing the utilization of a classroom and lab space for the Pre-Practical Nursing at LCHS, as well as the TCAT. As a pathway, the Pre-Practical Nursing will be completed over the course of two semester of Dual Enrollment, Fall and Spring to encompass completion of the first

trimester of TCAT Practical Nursing Program With completion of the first trimester, a high school Senior, would be able to graduate from high school and continue from the secondary system to post-secondary TCAT and would enter the TCAT Practical Nursing Program in May as a full-time PN post-secondary student, prepared to complete the TCAT PN Diploma in December. .Also, for Lewis County Schools, in partnership with TCAT, we are aligning the Healthcare Cluster and Health Science to include the Patient Care Technology Pathway to include EPSOs of CNA, EGK, Phlebotomy and CCMA to support and streamlining the Healthcare Career Cluster with articulated pathways between secondary and postsecondary with credit being awarded for dual enrollment and additional pathways to include Licensed Practical Nurse and an articulated pathway to Registered Nursing. TCAT, under the governance of the Tennessee Board of Regents (TBR) with Chancellor Flora Tydings at the helm has charged the colleges with the task to better articulate credit of any award of TCAT certificate, EPSO, industry credentialing or TCAT diploma toward maximum amount or credit available any advanced degree including associates, bachelors and/or masters. This initiative has escalated due to the nearing healthcare crisis and lack of qualified health care workers. At the request of Perry County Schools Director, Mr. Eric Lomax, TCAT proposes to implement and fund a new program of Patient Care Technology (PCT) and Practical Nursing to include the salary of an instructors and equipment to be housed in Perry County for enrollment of adult and secondary populations, with dual enrollment availability for all students. Perry County is identified as a “distressed” county by economic factors, including lack of adequate medical facilities and healthcare workers. The addition of PCT includes EPSOs for dual enrollment and stackable credentialing of CNA, EKG, Phlebotomy and Medical Assisting and the addition of a Practical Nursing (LPN) Program would offer an pathway for the Licensed Practical Nurse and those desiring to bridge from LPN to Registered Nurse through clearly defined pathways.

Section 2. Demonstration of Need

The Rural Healthcare Grant includes an overview of the TCAT technical programs curriculums as proposed by TCAT and the south central collaborative in answer to the healthcare workforce need to align with south central area employers in defined healthcare careers for advancement.

With education and training, TCAT will be able implement Pre-Practical Nursing in Lewis County with the assistance of Lewis County School, and expand an option of Licensed Practical Nursing and Patient Care Technology to include Phlebotomy in Perry County with the assistance of Perry County Schools, expand the existing Surgical Technology on the Main Campus of TCAT to include an Evening Program of Surgical Technology at the request of Maury Regional Medical Center, and to expand an option of Emergency Medical Technology to the Main Campus of TCAT -H, Phlebotomy, All of the TCAT Programs utilize a state-wide curriculum with competencies assigned for every course of study with clear defined pathways.

The Practical Nursing Program is a 12-month diploma program, which consists of a combination of classroom, laboratory and clinical experiences. These experiences expose the student to the wide variety of tasks and responsibilities required of today's practical nurse. Upon completion of the program, the student is prepared to take the State Board of Nursing Exam, and may upon passing become a Licensed Practical Nurse. The LPN Pathway Curriculum of Practical Nursing is as follows in a trimester schedule of 432 clock hours:

- [LPN \(non-req\) 0001 - Worker Characteristic](#)
- [LPN \(non-req\) 1010 - Basic Nursing Principles](#)
- [LPN \(non-req\) 1020 - Fundamentals of Nursing](#)
- [LPN \(non-req\) 1030 - Administer of Medication & Basic IV Theory](#)
- [LPN \(non-req\) 1040 - Anatomy and Physiology](#)
- [LPN \(non-req\) 1050 - Clinical I](#)
- [LPN \(non-req\) 0002 - Worker Characteristic](#)
- [LPN \(non-req\) 2010 - Pharmacology I](#)
- [LPN \(non-req\) 2020 - Mental Health](#)

- [LPN \(non-req\) 2030 - Medical & Surgical Nursing I](#)
- [LPN \(non-req\) 2040 - Maternity Health](#)
- [LPN \(non-req\) 2050 - Clinical II](#)
- [LPN \(non-req\) 0003 - Worker Characteristic](#)
- [LPN \(non-req\) 3010 - Clinical III](#)
- [LPN \(non-req\) 3020 - Advanced Professional Vocational Relations](#)
- [LPN \(non-req\) 3030 - Pediatric Nursing](#)
- [LPN \(non-req\) 3040 - Pharmacology II](#)
- [LPN \(non-req\) 3050 - Medical & Surgical Nursing II](#)

Surgical Technology

The Surgical Technology Program trains individuals to prepare the operating room, select and care for instruments, provide technical assistance to the surgeon and nursing team during surgery, and breakdown the room after surgery. The program consists of four months of concentrated theory and lab practice, two months of integrated theory and clinical preparation, and six months of clinical practice of 120 surgical cases. Surgical Technology utilizes

Award type: Diploma

Clock Hours: 1296

SGT 0001 - Worker Characteristic
 SGT 0002 - Worker Characteristic
 SGT 0003 - Worker Characteristic
 SGT 1010 - Vocational and Professional Relations
 SGT 1020 - Medical and Surgical Terminology
 SGT 1030 - Anatomy & Physiology
 SGT 1040 - Microbiology
 SGT 1050 - Principles Of Asepsis
 SGT 1060 - Supplies, Equipment, & Instrumentation
 SGT 1070 - Technological Sciences
 SGT 1080 - Patient Care
 SGT 1090 - Pharmacology
 SGT 2010 - Basic Surgical Procedures
 SGT 2020 - Clinical Practicum I
 SGT 3010 - Advanced Surgical Procedures
 SGT 3020 - Clinical Practicum II

The Surgical Technology Program prepares the qualified and motivated student with a learning opportunity to develop the knowledge and skills necessary to gain employment as a Certified

Surgical Technologist and become an integral part of the health care team. This will be accomplished by preparing competent entry-level Surgical Technologists in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains; and by meeting or exceeding the criteria set forth in the current Standards and Guidelines for the Accreditation of Educational Programs in Surgical Technology with the student earning national credentialing. A review of localized data further reveals an ominous need of the healthcare fields proposed in the grant.

Enrolling and graduating 60 - 100 students, assuming an average of twenty full-time students and an average of 20 dual enrollment at each high school will support the Completion Goal and *Drive to 55* goals by increasing the overall higher education attainment in the south region and will meet the needs workforce needs of healthcare employers. Implementing and continuing healthcare programs on a long-term basis will also increase higher educational attainment to achieve the *Drive to 55* goals, as well as offer pathways to career prosperity toward higher education and advanced degrees.

According to *the 2024 Higher Education County Profile* from THEC/TSAC indicated the college going rate for Wayne County as 51.2.%, Lewis County at 61.8. % and Perry County at 64..5 respectively. Having acknowledged the number needed to better meet *Drive to 55* goals, TCAT collaborating with rural high schools to improve their Career Pathway to add availability of more dual enrollment high school classes, starting with 9th-12 grade, aligning a seamless pathway with the potential of several healthcare industry certifications. The RHCPE Grant proposes to fund salaries associated with technical programs, equipment and certifications.

With the completion of a short-term or one-year or less, program, graduates will receive the certificate or diploma and/or industry- recognized credential or certificate in the first trimester, along with industry certifications, such as or EMT Certificate and be able to sit for eligible healthcare licensure.

For healthcare programs, such as Practical Nursing, TCAT is working with the Community Colleges, including Columbia State and Chattanooga State Community College (CC), along with and the Tennessee Board of Regents, under the direction of Chancellor Flora Tydings to finalize multiple, articulation agreements and MOUs for all technical programs to receive the maximum amount of articulated credit for healthcare programs as well. The “working” MOU between TCAT and Columbia State for Practical Nursing may be viewed as **Attachment A**. For many TCAT programs completing the one year technical program results in earning a TCAT diploma, whereby a “continuing” pathway (**Attachment B**) student desiring advanced education degree at the community college level student may articulate up to 23-32 (**Attachment C**) credit hours for earning a TCAT Diploma . With regard to Occupational Supply & Demand Data, according to the *THEC Academic Supply and Occupational Demand Report: Cluster Seven Health Occupations* and crosswalk,, nationally, employment in the healthcare sector is projected to experience 1.8 million job openings annually from 2022 to 2032, attributable to the aging demographics. Tennessee is 26th nationwide and fifth in the southeast for its proportion of residents aged 65 or older, which necessitates increased health services. As Baby Boomers transition into retirement and populations growth decelerates, the difficulty of replenishing the workforce will be compounded. Statewide, there is a notable demand for mid-level technically skilled practitioners, specifically for licensed practical and licensed vocational nurses, medical assistants and phlebotomists. These positions are critical in the provision of patient care and functioning of healthcare facilities. They require specialized training, with post-secondary institutions with non-degree awards, such as certificate and diploma or industry credentialing and/or EPSO.

According to the *Department of Labor and Workforce Development and JOB4TN.gov*, Tennessee's In-Demand Occupation to 2026, list Licensed Practical Nurse as "in demand, with positive job growth and at least 2,245 expected annual job openings for 2016-2026 with a median salary of 39,534 and Medical Records and Health Technicians with 470 annual openings with 2018 median salary of \$40,084. The same is true locally, for Southern Middle for in-demand occupations. The TN LEAP Report of 2020 revealed Healthcare Occupations as being in-demand with projections of 15 % growth from 2019 to 2029 with much faster than average growth of all other occupations. Demand for healthcare will continue to grow due to aging of the baby-boomer generation and an increase in average life expectancy brought on by medical advancements. Most of Tennessee's high-demand healthcare jobs are found in local health service industries, such as hospitals, nursing homes, and ambulatory services. Although not included in the healthcare and life sciences industry cluster⁴⁴, the health services industries benefit from the upstream growth of these clusters. Allied health is a growing need in Tennessee. The in-demand occupations include: Surgical Technologist SOC: 29-205529-2098: Health Information Technologies, Medical Registrars, Healthcare Support Occupations: SOC: 31-9092 – Medical Assistants, SOC: 319094 - Medical Transcriptionists and SOC31-9097: Phlebotomists.

It is important for Tennessee to have a healthcare workforce that can drive innovation, and for Tennessee to support growth of companies that are healthcare-related manufacturers, creating a localized and resilient supply chain for the healthcare industry.

Surgical Technologists are in Tennessee are in high demand, according to *U.S. Bureau of Labor and Statics* in the South Central area and particular in Nashville Davidson area as indicated in May 2023. National estimates reveal an employment of 110,320 with an hourly mean of \$29.93 and annual wage of \$62,250. Healthcare industries with highest concentration of employment

include: General medical and surgical hospitals, out-patient care centers, physicians' offices, specialty hospitals, with top paying including: medical and diagnostic laboratories, management and consulting services, administrative offices and scientific research and development services.

Employment in Tennessee ranges from 2,610 to 11,100

According to Jobs4TN Labor Market Information, the Top Occupation Advertised Online for January 15, 2025 is a Registered Nurse at 5500 by massive gap in job count for others. In a search for Licensed Practical Nurse, as of today, January 16, 2025, **Jobs4 TN** revealed 1557 jobs advertised opening all over the State of TN with multiples with a much as 12K Sign-on Bonus with promise of flexible schedule and daily pay. The Job Demand in Tennessee revealed 17,968 openings in Healthcare and Social Assistance with 2,508 jobs specifically in Licensed Practical Nursing and Registered Nurse, 5,517, respectively.

Section 3. Program Plan

All of the proposed programs and expansion of the TCAT and RHCPE Grant will follow the TCAT academic calendar and work in accordance with the technical programs of the TCAT, who is under the state governance of the Tennessee Board of Regents. The TCAT is on a 3 term trimester system, whereby most educational programs may be completed in one year less. Within the technical programs, students will earn certificates and industry credentials, which are stackable and will earn a final diplomas and industry certification or licensing upon completion of a program as appropriate, and will graduate with technical skills to be a completer, qualified to sit for state licensure and ready for the healthcare industry employment and workforce.

The program project, Healthcare Partnerships Leading to Future Career Opportunities Career Opportunities will follow the schedule below after the award contract date of August – September 2025 with the overall goal of all grant activities and program completion by the end of

the grant period or August of 2029. The timeline is ambitious with programs beginning September 3, 2024 or shortly after.

August/September 2025:

1. Finalize contract; evaluate healthcare facilities of classrooms and labs at site locations.
2. Open new TCAT programs as appropriate and work with Lewis, Perry and Wayne County TCAT to finalize equipment lists.
3. Preparation equipment specifications for bids to vendors.
4. Establish any necessary MOUs at the site locations with appropriate local officials.
5. Submit any necessary submittals to Tennessee Board of Regents (TBR) for September 2025 or December 2025 or TBR Quarterly TBR March 2026 Meeting.
6. Schedule quarterly meetings as specified by the RHCPE Grant with partners.

February 2026:

Submit any new program implementations and/or or substantial change applications to the TCAT accreditation agency, Council of Occupational Education (COE), for approval of expanded arears off-campus sites, as applicable.

1. Add to Program Advisory Committees in area by inviting active industry and community leaders to serve.
2. Submit equipment quotes for procurement.
3. Advertise to determine demand and student enrollment for Class.

March 2026:

1. Open all TCAT New programs with anticipation TBR/COE deadlines. Continue to accept prospective students from waiting list to continue enrollment the program.
2. Continue to order and deliver new programs equipment to sites.
3. Visit local high schools to recruit graduating seniors into all the technical programs, but specifically, recruit all RHCPE Grant Programs: Pre-PN, Practical Nursing, EMT, Surgical Technology & Patient Care Technology, along with others programs in each county.
4. Hold a Spring RHCPE Collaborative/Advisory Committee Meeting to review the applicable curriculums and to add TCAT Hohenwald Rural Healthcare Programs of Study.
5. Solicit additional input to better meet local industry need and request any prospective donated equipment from various industries to support the new programs and meet localized training needs.
6. Procure any additional equipment and supply items, as necessary items.

April 2026:

1. Open bids for other equipment and award to lowest bidder.
2. Place order for all training equipment and classroom.
3. Process any TBR Approvals through Council on Occupational Education (COE).
4. Offer certifications to Perry County and Lewis County Wayne County High School and other school systems as appropriate.

May 2026 – June 2026

1. Enroll new students for Summer trimester; start on Fall enrollment.
2. Offer training in the new program areas, once instructors are credentialed.
3. Encourage graduating seniors to pursue technical career pathways to TCAT.
4. For newly graduating seniors, TCAT will send letters to prospective students inviting to orientation for Fall 2025 and Spring 2026 Trimester, as well continue to recruit interested adults.
5. Receive any other equipment items for classroom and lab use.

July 2026-August 2026:

1. Conduct pre-orientation for new Trimester students in the Career Opportunities Technology Program for Fall 2025. Continue processes every trimester.
2. Process TBR Approval with the Council on Occupational Education.
3. Follow up on training and retraining of instructors to ensure adequate certification.

September 2026:

1. Begin Fall Trimester training for new and continuing students at all locations.
2. Offer technical programs to all potential students from beginning to end.

December 2026:

1. Graduate classes of Career Opportunity Programs with end of every trimester. Register and enroll Spring Trimester Programs; continue to follow through enrollment process every trimester. Graduate and complete students completing programs every trimester end.

January 2027-May 2028 – August 2029: Repeat RCHCPE Process - annually

1. Continue to target an enrollment of 20 students at each campus site.
2. Graduate and award Certificates, Diplomas and industry certification as applicable throughout the year.

Beyond the documenting and reporting progress of the RHCPEG: Healthcare Partnerships Leading to Career Opportunities ordering and receiving equipment, and holding Advisory Committee Meetings, the measurable objectives will be the following:

1. Enrollment at each training location each with a goal to enroll and retain 20 students in each program.
2. Retention rates at each training location at the end of each trimester.
3. The number of certificates awarded to students at each training location at the end of each trimester for completion of a portion of the curriculum.
4. The number of diplomas awarded at the end of the 12 month training program.
5. The number of prospective students on the interest list for each program at each location.

Additionally, the RHCPE will be measured by the metrics as utilized by the Tennessee Board of Regents in the gauging of program progression. TCAT will monitor and gauge all program completion, placement and licensure as utilized by the TCAT accrediting body, Council on Occupational Education (COE). COE requires the submission of the Annual Accrediting Report each year. TCAT utilizes the COE Annual Report to monitor success and continuance of programs.

The grant will incorporate Tennessee Promise and mentorship as a key component of the grant where all graduating high school seniors are encouraged to enroll in a higher education program to receive career guidance, complete the financial aid process and assist students in meeting deadlines and to successfully complete the healthcare technical programs of choice. For the adult post-secondary student, the grant will also utilize TN Reconnect, for those adults 23 years of age or older, with the assistance of Student Services to apply for financial aid with the utilization of the FASFA. The Healthcare Partnerships Leading to Future Career Opportunities will provide opportunities for approximately 100+ additional students annually to achieve their goals Over the 48 month period, the grant could potentially impact and affect 400 or more students, particularly given adult and secondary and open to dual enrollment.

For the RHCPE GRANT: Healthcare Partnerships Leading to Future Career Opportunities, the Tennessee College of Applied Technology Hohenwald will serve as the Lead & Fiscal Agent for the grant. The Grant Director will be Dr. Kelli Kea-Carroll, President of TCAT Hohenwald, along with Grant Co-Director and fiscal accountability will be Dr. Randy Young, Vice President. The RHCPE Grant Steering Committee will include the workforce WIOA partner, SCTDD, Executive Director Barbara Kizer, and two K-12 administrators, Mr. Eric Lomax and Dr. Tracy McAbee. The committee will be responsible for maintaining oversight and will consist of individuals from industries, involved in Workforce Board or Chambers from the participating

counties and will consist of 12 to 16 members and will meet quarterly for the period of the Healthcare Partnerships Leading to Future Career Opportunities Grant. The TCAT will present to the committee a quarterly budget report, enrollment data, completion rate, number of hours of training, and graduation and placement of students enrolled in the program.

A key component to the success of the grant will be filling the employment and technical skills gap between the healthcare industry and employees, with the grant prepared to purchase high-tech medical training equipment to address workforce and labor market needs, specifically pertaining to the career clusters of Healthcare and Health Sciences (Medical Assisting), Pre-Nursing, Practical Nursing, Surgical Technology and Emergency Medical Services (EMT).

The equipment purchased will be specific for the training needs necessary to implement the program of: Patient Care Technology at Perry County, Pre-Practical Nursing and Practical Nursing at Lewis County and Surgical Technology Program in cooperation with Maury Regional Medical Center as an evening program.. A portion of the equipment request will be to purchase computers/laptops for programs classes in cooperation with TCAT, and on site at Maury Regional Medical, Lewis, and Perry County Schools. For the secondary students, TCAT technical dual enrollment programs will provide a direct feeder of from the high schools to the TCAT and will create a “healthcare pathway which will lead to more career options and availability to move through healthcare pathways from beginning to a desirable end. Stackable credentialing will be offered in areas applicable to study. Recruitment of underrepresented and non-traditional students will be consider. The Healthcare Partnerships Leading to Future Career Opportunities Collaborative Partners will work with area healthcare industries and partners to establish Work-Based Learning (WBL) and/or Clinical opportunities to provide meaningful and sustainable work experiences to students and to increase workforce engagement with local educational and employer partners. The RHCPE Grant Work-Based Learning Opportunities may vary by employer and be composed of a range of experiences, such as

Worker Ethics, Industry and Career Awareness Exploration, Preparation and Training. The Co-op Agreement WBL and or Clinical Experience/Agreement will be a capstone to WBL to create, provide, or expand on-site work experience for the student at a participating healthcare industries or within a healthcare company providing an experience with a participating partner utilizing the traditional, standard TCAT Co-op Agreement **Attachment D** or Clinical Agreement (**Attachment E**) or internship programs that:

1. May be paid or internships – possibly not paid;
2. Award academic credit or clock hour credit from a RHCPE program partner;
3. Develop a student's employable and technical skills sets; and
4. Place students with companies facing a demonstrable shortage of skilled workers.

For the purposes of the grant, the WBL component, the grant recipient acknowledges

Cooperative education (co-op) or Clinical Agreement as a partnership between secondary (as appropriate) and postsecondary students, institutions of higher education, and employers that formally integrate academic studies with practical experience in a workplace setting and:

1. Alternates or combines periods of academic study and work experience in appropriate fields as an integral part of student education;
2. Provides students with compensation from the employer in the form of wages or salaries for work performed;
3. Evaluates each participating student's performance in the cooperative position, both from the perspective of the student's institution of higher education and the student's cooperative employer;
4. Provides participating students with academic credit from the institution of higher education upon successful completion of their cooperative education; and
5. Is part of an overall degree or certificate program compliant with policies for academic credit established by the Tennessee Board of Regents.

The TCAT Hohenwald may utilize a portion of RHCPE Grant to provide reimbursements industry partners for up to *50 percent of wages (not to exceed \$1,000 per student in a single academic period)* paid as compensation to hire students within the 48-month period. The reimbursements will only be distributed to industry partners upon a student's satisfactory completion of the internship or co-op program established by TCAT and the employers. Reimbursement may be incumbent upon the satisfactory completion of and all academic

requirements relevant to the WBL experience. The TCAT will utilize the funding structure to support the grant WBL programs and initiatives. The rural counties served by the grant include south central area of: Tennessee The grant will benefit all areas served by providing an expansion of educational programs to meet the workforce needs of our South Central area served by TCAT , The technical programs in the grant were requested by the TCAT area employers and will fulfil a major healthcare workforce void due by the aging population of Tennessee and the South Central area.

Section 4. Strength of Partnership

The strong partnership Collaborative RHCPE GRANT seeks to enable TCAT students to participate in defined healthcare pathways and training as developed by TBR and TCAT based state regulations and upon input from area healthcare employers, school systems, and industries to assist Southern Middle TN counties to partner in healthcare education for advancement of career opportunities. The strength of the RHCPE GRANT Collaborative Partnership is evidenced by the signatures of the Memorandum of Understanding (MOU) with roles and responsibilities outlined in the MOU, which may be viewed as **Attachment F**. The higher education institution for the grant is TCAT serving as the lead entity and fiscal agent with main employer partners, Morning Pointe, Perry Medical Center; K-12 Administrators Directors Lomax and McAbee with Workforce Board Partner Executive Director Kizer and others. TCAT Hohenwald has a fifty plus year history in successfully meeting the education and training needs of the south central area workforce. The RHCPE Grant will provide students and individuals the opportunity to develop healthcare skills in clearly defined pathways to become credential in the chosen career healthcare field of study, as a graduate ready for healthcare employment. The support of the grant is further evidenced by support letters and MOU of Perry County Medical Center and Morning Pointe (**Attachment G**).

Section 5. Budget Plan

The largest portion of the funding request is for instructor salaries, training equipment, specific supplies and certifications for each of the proposed TCAT technical programs. The equipment will be for instructional purposes in teaching competencies and skills required to earn certificates, diplomas, and recognized industry certifications. The equipment needs are specific to each of the programs to include simulators (manikins), computers and supplies. The goals of the grant are to contribute to the educational attainment and completion level of south central area by providing healthcare training programs with pathways to better meet the workforce needs of area employers by supplying an educated, skilled, credentialed healthcare graduate to the workforce and offer advancement opportunity through articulation credit and pathway degrees. Funding is requested for each of the program instructors (salary/benefits), along with a Pathway Coordinator to assist in program/grant coordination for four-year period; computers, supply items, multi-media board, printer, table & chairs; rent at MRMC. TCAT will procure equipment according to state policies and procedures with state contracts considered. The grant proposes an indirect cost of 8% to cover administrative costs of the project.

Section 6: Sustainability

The TCAT will sustain the program RHCPEG Programs beyond the 48 months funding period by continued enrollment in healthcare programs through tuition revenues and state appropriations of TCAT. TCAT will continue to collaborate with healthcare employers and educational post-secondary partners to offer dual enrollment and provide feeder opportunities beyond secondary students to post-secondary students and adults in streamlining healthcare pathways to TCAT diploma completion level and provide a pathway forward for degree seeking adults to enter the healthcare fields as a skilled, qualified workforce healthcare professional.

APPENDIX B:RHCPE Budget

GRANT BUDGET				
Rural Health Care Pathways Expansion: Healthcare Partnerships Leading to Future Career Opportunities				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable Period: BEGIN: END:				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes - Pre-PN,PN,ST,PCT, 2-PT, Coord.	\$1,555,000.00	\$0.00	\$1,555,000.00
4, 15	Professional Fee, Grant & Award ²		\$0.00	\$0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications; computers	\$125,000.00	\$0.00	\$125,000.00
11. 12	Travel, Conferences & Meetings	\$0.00	\$0.00	\$0.00
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals - WBL/Certs;rent	\$30,000.00	\$0.00	\$30,000.00
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase equipment	\$130,000.00	\$0.00	\$130,000.00
22	Indirect Cost	\$160,000.00	\$0.00	\$160,000.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$2,000,000.00	\$0.00	\$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.

AGREEMENT
 BETWEEN
 TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD – TCAT
 HOHENWALD
 AND
 COLUMBIA STATE COMMUNITY COLLEGE

This Agreement entered into this 21st day of January, 2025 by and between Tennessee College of Applied Technology Hohenwald – TCAT Hohenwald (hereinafter referred to as the “College”) and Columbia State (hereinafter referred to as the “Education Participant”), 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 for the designated employer participant to provide youth the opportunity to gain valuable vocational skills to address the labor shortage and skill deficits in the rural health care sector.

I. ROLES

1. COLLEGE ROLE:

The College agrees to the following responsibilities:

- Serve as the fiscal agent of the grant
- Deliver health career educational opportunities to employees and students of the Educational Participants
- Coordinate work-based learning opportunities required by employers for students to work for Employer Participants upon completion of the respective program
- Create a LPN-2-RN Pathway
- Increase support efforts to reduce student success barriers.

2. EDUCATION PARTICIPANTS:

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

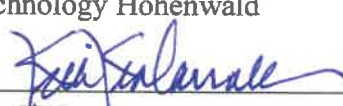



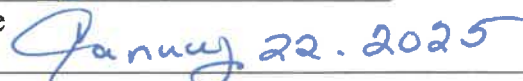
- Recruiting students to enroll in Health Career Pathways
- Offer information sessions to enrolled Practical Nursing (LPN) students to promote TCAT Hohenwald Graduates to Columbia State’s RN Pathway.
- Encourage current LPN students to develop individual plans to qualify for RN program matriculation.

- Collaborate with Columbia State representatives to reduce barriers to RN program enrollment.
- Serve on grant steering committee and attend requested meetings.
- Serve on program advisory boards, upon request, and attend requested meetings

The Education Participants agree there is a need for these programs in rural communities because of a lack of qualified candidates in health careers in the local geographic area. The benefits include an increased skilled pipeline to the employer and an overall benefit to the rural communities served by 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. Education 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. Education Participants and may be added through written Amendment to this Agreement.
4. Term. The term of this Agreement shall be 15 January 2025 through 31 July 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.

COLLEGE: Tennessee College of Applied Technology Hohenwald	EDUCATOR PARTICIPANT: Columbia State Community College
 Signature	 Signature
Kelli Kea-Carroll, President	Janet F. Smith, President
 Name and Title	 Name and Title
 Date 01-21-2025	 President
	 Date

TCAT to COMMUNITY COLLEGES ARTICULATION TRANSFERS

TCAT PROGRAM	TRANSFERABLE CREDIT HOURS	COMMUNITY COLLEGE DEGREE	OFFERING COMMUNITY COLLEGES
AVIATION MAINTENANCE TECHNOLOGY	45	AAS IN AVIATION TECHNOLOGY	NORTHEAST
ADMINISTRATIVE OFFICE TECHNOLOGY	30-36	AAS IN ADMINISTRATIVE PROFESSIONAL TECHNOLOGY	CHATTANOOGA, CLEVELAND, COLUMBIA, DYERSBURG, JACKSON, MOTLOW, NASHVILLE, NORTHEAST, PELLISSIPPI, SOUTHWEST & VOLUNTEER
TCAT COMPUTER RELATED PROGRAM	30-45	AAS IN COMPUTER INFORMATION TECHNOLOGY	CHATTANOOGA, CLEVELAND, COLUMBIA, DYERSBURG, JACKSON, MOTLOW, NASHVILLE, NORTHEAST, PELLISSIPPI, ROANE, SOUTHWEST, VOLUNTEER & WALTERS
DENTAL ASSISTING	41	AAS IN DENTAL ASSISTING	CHATTANOOGA, NORTHEAST & VOLUNTEER
EMERGENCY MEDICAL TECHNOLOGY	33	AAS IN EMERGENCY MEDICAL TECHNOLOGY	CHATTANOOGA, CLEVELAND, DYERSBURG, JACKSON, MOTLOW, NORTHEAST, ROANE, SOUTHWEST, VOLUNTEER & WALTERS
INDUSTRIAL MAINTENANCE (IMG)	22	AAS IN MECHANICAL ENGINEERING TECHNOLOGY	CHATTANOOGA, CLEVELAND, MOTLOW, ROANE & SOUTHWEST
INDUSTRIAL MAINTENANCE AUTOMATION (IMA)	22		
INDUSTRIAL MAINTENANCE (IMS)	22		
MECHATRONICS (MEO)	22		
ADVANCED MANUFACTURING TECHNOLOGY (AMT)	22		
INDUSTRIAL MAINTENANCE INTEGRATED AUTOMATION (IMI)	22		
INDUSTRIAL MAINTENANCE MECHATRONICS (IMI)	22		
INDUSTRIAL, ELECTRICAL, MAINTENANCE MECHATRONICS (IEM)	22		
ADVANCED MANUFACTURING EDUCATION	9	AAS IN ENGINEERING SYSTEMS TECHNOLOGY	CHATTANOOGA, COLUMBIA, CLEVELAND, DYERSBURG, JACKSON & WALTERS
MANUFACTURING TECHNOLOGY	9		
INDUSTRIAL MAINTENANCE (IMI)	12		
MACHINE TOOL TECHNOLOGY	9	AAS IN MECHANICAL ENGINEERING TECHNOLOGY	PELLISSIPPI & SOUTHWEST
TOOL AND DIE MACHINING	9		
CNC MACHINING TECHNOLOGY	18		
COMPUTER AIDED DESIGN TECHNOLOGY	16	AAS IN ARCHITECTURAL DESIGN TECHNOLOGY	PELLISSIPPI, NASHVILLE & SOUTHWEST
INDUSTRIAL ELECTRICITY	14-18	AAS IN ELECTRICAL ENGINEERING TECHNOLOGY	CLEVELAND, NASHVILLE, NORTHEAST, SOUTHWEST & WALTERS
HEALTH INFORMATION MANAGEMENT TECHNOLOGY	18	AAS IN HEALTH INFORMATION MANAGEMENT	CHATTANOOGA, DYERSBURG, ROANE, VOLUNTEER & WALTERS
BUILDING CONSTRUCTION TECHNOLOGY	6	AAS IN CIVIL & CONSTRUCTION ENGINEERING TECH	PELLISSIPPI & NASHVILLE
PHARMACY TECHNICIAN	22	AAS IN HEALTH SCIENCES	CHATTANOOGA, DYERSBURG, JACKSON, NORTHEAST, SOUTHWEST & VOLUNTEER
CLERICAL AIDE	9		
DIETETIC TECHNOLOGY	8		
PATIENT CARE TECHNOLOGY/MEDICAL ASSISTING	22	AAS IN NURSING	CHATTANOOGA, CLEVELAND, COLUMBIA, DYERSBURG, JACKSON, MOTLOW, NASHVILLE, NORTHEAST, PELLISSIPPI, ROANE, SOUTHWEST, VOLUNTEER & WALTERS
PRACTICAL NURSING	7		
SURGICAL TECHNOLOGY	30-33	AAS IN SURGICAL TECHNOLOGY	NASHVILLE, NORTHEAST, ROANE & WALTERS
WELDING TECHNOLOGY	29	AAS IN WELDING TECHNOLOGY	CHATTANOOGA, CLEVELAND, NORTHEAST & PELLISSIPPI

Articulation Agreement
For
Associate of Applied Science
Engineering Systems Technology
Industrial Technology
Between
Chattanooga State Community College
And
Tennessee College of Applied Technology at Hohenwald

Graduates of the Tennessee College of Applied Technology (TCAT) at Hohenwald who successfully complete an industrial technology-related diploma program are eligible for articulated credit into the Associate of Applied Science (AAS) in Engineering Systems Technology, Industrial Technology concentration program of study. Current industrial technology-related programs are as follows: Automotive Technology, Building Construction Technology, Electro-Mechanical Technology, Electronics Technology, Industrial Maintenance, Machine Tool Technology, and Welding

To receive the benefit of the articulated credit, the student must submit documentation of completion of the diploma program. Students will receive twenty three (23) semester hours of articulated credit after meeting all admission requirements for degree seeking students and removal of all learning support deficiencies.

Credit will be awarded for the following courses:

Rubric/Number	Course Title	Credit Hours
ET 181	Engineering Technology Practicum I	6
ET 182	Engineering Technology Practicum II	6
ET 183	Engineering Technology Practicum III	6
ET 281	Engineering Technology Practicum IV	5
		23

Awarded college credit hours will be applied in pursuit of an ***AAS in Engineering Systems Technology, Industrial Technology concentration***. The following documentation must be presented to the Chattanooga State Engineering and Information Technologies Division prior to admission to the College and for credit consideration:

- Chattanooga State Articulation Application
- Tennessee College of Applied Technology (TCAT) Diploma

Transfer from TCAT Practical Nursing to the A.A.S. in Practical Nursing

TCAT Program:	Practical Nursing	
Community College Program:	A.A.S in Practical Nursing	
Program Length:	7 credit hours	
Articulation Process:	Community college faculty have assured that academic transfer credit is at the collegiate level and comparable to credit earned in the college's own programs (TBR policy 2.00.01.06).	
Number of Transfer Credits:	This statewide agreement allows a student the possibility to earn 7 course credits. Please see the below crosswalk/equivalency table.	
Community College Requirements		TCAT Requirements
Graduation from TCAT LPN license with unencumbered TN LPN license		7 PLA credit hours
		Graduation from TCAT LPN license with unencumbered TN LPN license

Prior Learning Assessment (PLA) Credit

After completion of the community college AAS nursing program LPN to RN Bridge requirements, a minimum of 7 college credits will be awarded for Fundamentals of Nursing.*

The College System of Tennessee nursing program directors worked to establish common admission requirements to reduce confusion and to streamline the pathway to becoming an RN after completing the LPN program at a TCAT.

Non-Academic Admission Requirements

- Applicant must meet the admission requirements of the community college and be admitted to the community college
- Applicant must complete application to AAS nursing program as LPN to RN bridge student by AAS community college nursing program application deadline
- Admission of LPN to AAS community college program is based on space availability in AAS RN program
- TCAT graduates will not be required to take the community college AAS RN entrance exam if the applicant has graduated within the past 3 years and has successfully passed the TCAT specific exit exam (successful completion of the TCAT specific exit exam is required for a student to graduate from the LPN program)

Academic Admission Requirements

- The LPN applicant must complete all learning support courses prior to admission into the community college AAS program

- LPN applicant must have minimum 2.5 GPA on gen ed courses required for admission into the community college AAS program
- LPN applicant must have “C” or better in required Math & Science prerequisite courses required for admission into the community college AAS program

Prerequisite Course Requirements for Admission into RN Program

- BIOL 2010 Anatomy and Physiology I
- Math 1530 Probability and Statistics
- Psychology 1030 Introduction to Psychology

Licensure Requirements

- LPN applicant must have TN or multi-state active unencumbered LPN license prior to beginning of classes in the community college AAS nursing program.

To be admitted into the community college AAS nursing program, the LPN applicant is not required to have experience as an LPN.

*Additional credits may be awarded depending on the curriculum map and prior experience of the student. The student should seek advice from the assigned A.A.S. degree in Nursing advisor.

**COOPERATIVE WORK PROGRAM AGREEMENT
BETWEEN
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT Hohenwald
AND**

This Cooperative Work Program Agreement is made this ____ day of _____, 2025 by and between _____ hereinafter referred to as the "Company," the Tennessee College of Applied Technology at Hohenwald, hereinafter referred to as the "College," and _____ thereinafter referred to as "Student."

WITNESSETH

The Cooperative Work Program (Co-op) is an integral part of the learning experience provided for students at the Tennessee College of Applied Technology (TCATs) and is defined as paid or unpaid work-related training received at an approved business or industry under the terms of a signed Cooperative Work Program Agreement. The Program provides a method of instruction whereby the TCATs and business/industry are partners in developing the workforce for tomorrow's technology. Whereas, it is to the mutual benefit of all parties to provide Co-op work experience for students enrolled in certain programs of the College, the parties have agreed to the terms and provisions set forth below:

- I. Purpose- The Purpose of this agreement shall be to provide practical work experience through a Co-op assignment to the Student enrolled in the _____ program.
 - A. The Co-op experience shall be provided at the Company's facility located at _____, hereinafter referred to as the "Facility."
- II. Terms and Conditions- Pursuant to the above-stated purpose, the parties agree as follows:
 - A. Term- The term of this Agreement shall begin on _____ and end on _____. Either party may terminate this Agreement upon giving ten days written notice to the other party. This Agreement may be renewed with the approval of all parties. If it becomes necessary for the Student's Co-op to be extended beyond the stated date on the Agreement, a Cooperative Agreement Modification will be prepared and signed by all parties.
 - B. Discipline- While participating in the Co-op at the Facility, the Student will be subject to applicable policies of the College and the Company. Each party will be responsible for enforcing all applicable policies, including those of the other party. The Student shall be dismissed from Co-op participation only after appropriate disciplinary policies and procedures of the College have been followed; however, if the Student's presence poses an immediate threat or danger to the Company, the Company may remove the Student from the Facility without delay.
 - C. Specific Responsibilities- The following duties shall be the specific responsibility of the Student: _____

All parties - The Student, the Student's instructor (Instructor), the College President, and the Company representative must sign the Cooperative Work Program Agreement prior to the beginning of the Co-op work phase.

Each time the Instructor makes contact with the Student or the Company, it should be recorded on the Contact Record Form (Instructor Contact Form) by the Instructor. Periodic visitations, throughout the duration of the Student's Co-op, should be made by the Instructor.

III. Student Eligibility Policies- A student who elects to participate in the Co-op program must meet the following eligibility requirements and by signing below Student and the Instructor confirm that Student meets these requirements:

- A. Be a full-time student.
- B. Be at least 18 years of age.
- C. Have completed a minimum of 50% of the hours in the program and/or possess the skills equivalent to a minimum of 50% of the entry level requirements based on the Instructor's evaluation. The standard of classroom hours completed and/or skill equivalents may be modified at the discretion of the President but under no circumstances will the Student be allowed to begin a Co-op until at least 25% of the skill equivalents have been met or demonstrated.
- D. Have demonstrated good attendance, good work habits, and a good attitude. All students must have an acceptable grade point average, according to their instructor's recommendations, but not less than a B average.
- E. Possess the ability to perform the work as required by the Company.

IV. Student Responsibilities:

- A. Complete and submit all reports (Student Work log) and work schedules (Supervisor Evaluation form) to the College. These reports must be signed by the Company and the Student and be in the College's possession no later than three days after the end of each calendar month.
- B. Furnish monthly; on forms provided, hours worked, types of jobs, and such other information as the College may need in order to grant Student credit (Student Work Log & Supervisor Evaluation Form).
- C. Notify the Company and the Instructor of any planned absence or vacation from work.
- D. Inform the Instructor of any problem that occurs while participating in the Co-op.
- E. Pay all tuition fees on or before the day of registration for each trimester.
- F. Conform to the policies and regulations of the Company and the College.
- G. Be recommended by the Instructor.
- H. Be approved by the President.
- I. Be enrolled in a program-related Co-op that will provide the opportunity to obtain needed competencies.
- J. Agree to maintain a good work ethic in all areas pertaining to the job.
- K. Agree to all terms and conditions as stated in this Agreement and College's policies.
- L. Notify the Instructor immediately if terminated from the Co-op by the Company.

- M. Submit any changes in the work schedule to the Instructor.
- N. Purchase any supplies, tools, etc., as required by the Company.
- O. Sign a reasonable confidentiality statement, if required by Company.

V. Company Responsibilities:

- A. Provide work projects that will contribute to the Student's learning experience and will relate to the Student's technical area: (*See attached Competencies*)
- B. Notify the Instructor of any weaknesses or potential employment problems that the Student may have.
- C. Comply with State and Federal employment laws, including Workers Compensation.
- D. Allow periodic visitation by the Instructor to verify Student progress and to observe the Student on the job.
- E. Evaluate the Student's job performance.
- F. Provide supervision for the Student and provide on-the-job instruction, as needed, including necessary safety instructions.
- G. Notify the College of any serious problem, illness, or accident involving the Student.
- H. Sign and verify the Student's monthly evaluation and work record.
- I. Agree to all the terms and conditions of this agreement and other Co-op policies provide by College to Company. Co-op Policies and Agreements.

VI. College Responsibilities:

- A. Evaluate and assign credit for Co-op work according to the official college calendar, not to exceed the maximum hours available for a regular full-time student.
- B. Assist the Company in identifying Student deficiencies or employment problems.
- C. Provide instructional support to correct any work deficiencies.
- D. Keep the Student informed about changes in the Co-op program plan, such as alternating training times between the College and the work place.
- E. Visit the Student on the job at periodic intervals (Once per Trimester).
- F. Maintain all pertinent records relating to this Agreement in the Student's permanent record.
- G. After consulting with Company, make exceptions to College's policies and Co-op experiences that could be mutually beneficial to all parties.
- H. Endeavor to establish and maintain a good working relationship with the Company.

VII. Mutual Responsibilities: The parties shall cooperate to fulfill the mutual responsibilities.

- A. Each party shall comply with federal, state, and municipal laws; advice; rules; and regulations, which are applicable to the performance of this Agreement.
- B. The Student shall be treated as a trainee who has no expectation of receiving future employment from the Company or the College.
- C. The parties agree to comply with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, Executive Order I 1,246 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or students because of race, religion, creed, color, sex, age, handicap, veteran status or national origin.

VIII. Miscellaneous Terms: The following shall apply in the interpretation and performance of this Agreement.

- A. No party shall be responsible for personal injury, property damage, or loss except that resulting from its own negligence, the negligence of its employees, or from others from whom the party is legally responsible.
- B. The delay or failure of performance by any party shall not constitute default under the terms of this Agreement, nor shall it give rise to any claims against such party for damages. The sole remedy for breach of this Agreement shall be immediate termination.

STUDENT: _____ Signature _____ Printed Name _____ Date	COMPANY: _____ Signature _____ Printed Name and Title _____ Date
TCAT HOHENWALD INSTRUCTOR: _____ Signature _____ Printed Name _____ Date	TCAT HOHENWALD PRESIDENT: _____ Signature _____ Kelli Kea-Carroll, President _____ Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY - HOHENWALD
COOPERATIVE WORK PROGRAM

CONTACT RECORD

Student

Place of Employment

Technical Program

Contact Person

Phone Number

<u>Date Contacted</u>	<u>Comments of Findings</u>	<u>Initials</u>
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MONTHLY EVALUATION
TECHNICAL AREA _____

Student's Name _____ Job Title _____

Company _____ Month _____ Year _____

Quantity of Work: Use of time, tools, equipment and materials to "GET THE JOB DONE."

- _____ Well above entry level
- _____ Above entry level
- _____ Average for entry level
- _____ Needs minor improvement
- _____ Need major improvement

Comments: _____

Quality of Work: Works safely with concern for meeting job specifications.

- _____ Well above entry level
- _____ Above entry level
- _____ Average for entry level
- _____ Needs minor improvement
- _____ Need major improvement

Comments: _____

Professionalism: Personal appearance, attendance, attitude toward job, co-workers, and customers.

- _____ Well above entry level
- _____ Above entry level
- _____ Average for entry level
- _____ Needs minor improvement
- _____ Need major improvement

Comments: _____

Student Signature

Company Representative Signature

WORK RECORD

[illegible]

TOTAL HOURS _____

Technical Program	Maximum Co-op Hours	Actual Co-op Hrs
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Student Signature

Company Rep. Signature

TCAT Instructor Signature

Tennessee College of Applied Technology - Hohenwald
813 West Main Street
Hohenwald, TN 38462

Phone: (931) 796-5351
Fax: (931) 796-4892

END OF TRIMESTER CO-OP QUESTIONNAIRE

NAME _____ PROGRAM _____

ENDING DATE _____

ARE YOU GRADUATING THIS TRIMESTER?

_____ If Yes, complete Item 1

_____ If No, complete Item 2

1. IF YOU ARE GRADUATING, YOU SHOULD:

A. Take the SOCAT test, if applicable. Contact the College Representative for an appointment.

B. Complete the Exit Interview Form.

C. Last official day of school: _____

D. Give this form to the College Representative

2. IF YOU ARE NOT GRADUATING, DO YOU PLAN TO RETURN TO SCHOOL?

_____ If Yes, complete Item 2A

_____ If No, complete Item 2B

2A. DO YOU PLAN TO TAKE CLASSES IN THE DAY OR EVENING?

_____ Day _____ Night

A. Contact the College Representative for the beginning date and fee amounts.

B. Complete the Application, if necessary.

C. Give this form to the College Representative

2B. IF YOU DO NOT PLAN TO TAKE CLASSES NEXT TRIMESTER, CONTACT THE COLLEGE REPRESENTATIVE TO:

- A. Complete the Exit Interview Form.
- B. Complete an Application for a future class, if applicable.
- C. Give this form to the College Representative

IF YOU ARE REMAINING ON CO-OP FOR THE NEXT TRIMESTER, CONTACT THE COLLEGE REPRESENTATIVE FOR THE BEGINNING DATE AND FEE AMOUNTS. FEES WILL BE DUE ON THE DAY OF REGISTRATION.

NOTE: *You cannot be counted as a student until all tuition is paid.* Fees may be paid in person by bringing it to the college business office or by mail using Optional FORM C-2. If fees are mailed, it must be postmarked at least two working days before the first day of class. Your receipt will be mailed to you.

CLINICAL AFFILIATION AGREEMENT BETWEEN TENNESSEE COLLEGE OF APPLIED
TECHNOLOGY AND MORNING POINTE OF SPRING HILL

This Agreement is made this 9th day of September, 2022, by and between Tennessee College of Applied Technology, hereinafter referred to as "Institution" and Morning Pointe of Spring Hill, hereinafter referred to as "Affiliate".

Whereas, it is to the mutual benefit of the parties to provide clinical experience for students enrolled in certain programs of the Institution, the parties have agreed to the terms and provisions set forth below:

I. Purpose - the purpose of this Agreement shall be to provide clinical experience to students enrolled in the Practical Nursing program of the Institution.

A. Consideration for this Agreement shall consist of the mutual promises contained herein, the parties agreeing that monetary compensation shall neither be expected nor received by either party.

B. The clinical experience shall be provided at the Affiliate's Facility located at 1001 McCutcheon Creek LN, Spring Hill, TN 37174, hereinafter referred to as "Facility".

C. The specific experience to be provided students is described as follows: Basic bedside care and assessment; administration of medications; observation of procedures and/or technical skills and procedures by others. Treatments are to include those usually allowed by a Practical Nurse in the State of Tennessee. Providing assistance to the Registered Nurse or physician as indicated in a learning situation.

II. Terms and Conditions - pursuant to the above-stated purpose, the parties agree as follows:

A. Term - the term of this Agreement shall be (5) years commencing September 9, 2022 and ending September 8, 2027.

Either party may terminate this Agreement upon giving 30 days written notice to the other party. Such termination shall have no effect on students receiving clinical experience during the current academic term.

This Agreement may be renewed with written approval of all parties for a total term of up to five years.

B. Placement of Students – As mutually agreed between the parties, the Institution will place an appropriate number of students at the Facility each academic term.

C. Discipline - While enrolled in clinical experience at the Facility, students (and faculty, if applicable), will be subject to applicable policies of the Institution and the Affiliate.

Students shall be dismissed from participation in the Institution's program only after the appropriate disciplinary or academic policies and procedures of the Institution have been followed. Notwithstanding the foregoing and pursuant to its policies, Affiliate retains the right to safeguard the health, safety, and welfare of its patients and the orderly operation of the Facility and in such capacity shall have the right to exclude or remove a student from the Facility at any time based on a student's failure to comply with reasonable policies of the Facility, including, without limitation, those related to vaccination and disease testing.

D. Specific Responsibilities - The following duties shall be the specific
Revised 12-23-2020

responsibility of the designated party (Institution and/or Affiliate/Facility):

1. Institution shall be responsible for the selection of students to be placed at the Facility.
2. Institution and Affiliate shall provide orientation to the Facility for students beginning clinical experience.
3. Institution shall be responsible for scheduling training activities for students.
4. Institution shall be responsible for supervising students at all times while present at the Facility for clinical experience.
5. Institution shall evaluate the performance of individual students as appropriate.
6. The Affiliate shall retain complete responsibility for patient care providing adequate supervision of students (and faculty, if applicable) at all times.
7. The Affiliate shall maintain a sufficient level of staff employees to carry out regular duties. Students will not be expected nor allowed to perform services in lieu of staff employees.
8. The Affiliate shall provide emergency medical treatment to students (and faculty, if applicable) if needed for illness or injuries suffered during clinical experience. Such treatment shall be at the expense of the individual treated.
9. The Affiliate shall maintain all applicable accreditation requirements and certify such compliance to the Institution or other entity as requested by the Institution. The Affiliate shall also permit authorities responsible for accreditation of the Institution's curriculum to inspect the Affiliate's clinical facilities and services as necessary.
10. The Institution shall provide health records of students (and faculty, if applicable) upon request by the Affiliate. In order to maintain a healthy and safe environment, Affiliate retains the right to require students and faculty participating at its Facility to have, or to obtain, any immunizations or testing reasonably required by Affiliate.
11. The Institution shall establish a procedure for notifying the Affiliate if a student (or faculty, if applicable) is/are unable for any reason to report for clinical training.
12. The Affiliate requires written evidence of professional liability insurance coverage from individual students and faculty and staff (if applicable) participating in the experience. The minimum amount of coverage per individual shall be \$2,000,000. The coverage shall extend through the term of the student and faculty or staff's (if applicable) participation.
13. The State of Tennessee is self-insured and does not carry or maintain commercial general liability insurance or medical, professional or hospital liability insurance. Any and all claims against the State of Tennessee, including the Institution or its employees, shall be heard and determined by the Tennessee Claims Commission in the manner prescribed by law. Damages recoverable against the Institution shall be expressly limited to claims paid by the Claims Commission pursuant to T.C.A. § 9-8-301 et seq.

E. Mutual responsibilities - the parties shall cooperate to fulfill the following mutual responsibilities:

1. Each party shall comply with all federal, state and municipal laws, advice, rules and regulations which are applicable to the performance of this Agreement, which shall include but not be limited to:

To the extent required by federal law, the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. Section 1320d ("HIPAA") and any current and future regulations promulgated thereunder, including without limitation, the federal privacy regulations, the federal security standards, and the federal standards for electronic transactions, all collectively referred to herein as "HIPAA Requirements." The parties agree not to use or further disclose any Protected Health Information or Individually Identifiable Health Information, other than as permitted by HIPAA Requirements and the terms of this Agreement. Each party will make its internal practices, books, and records relating to the use and disclosure of Protected Health Information available to the Secretary of Health and Human Services to the extent required for determining compliance with the Federal Privacy Regulations.

Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, Executive Order 11246, the Americans with Disabilities Act of 1990 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or students because of race, religion, creed, color, sex, age, disability, veteran status or national origin.

The Family Educational Rights and Privacy Act (FERPA). The Affiliate shall protect the confidentiality of the student's records and shall not release any information without written consent from the student unless required to do so by law.

2. **Background Checks:** If criminal background checks of students are required by the Affiliate, the Institution shall notify students of this requirement prior to enrollment in the program or as soon as the requirement is known. Students will be informed by the Institution that the check must be completed within the 90day period immediately prior to the student's initial clinical placement. It shall be the student's responsibility to make timely arrangements for the background check and to pay all costs associated with such checks.

If criminal background checks are required for Institutional faculty or staff, it shall be the Institution's responsibility to arrange for the background check, to pay all costs associated with such checks and to provide the results to the Affiliate.

It shall be the responsibility of Affiliate to set the eligibility standards for participation and to evaluate the results of the background checks. If Affiliate determines that a student or faculty/staff member shall not participate at its facility, Affiliate shall so notify that individual and the Institution. Institution shall take steps to ensure that this individual does not participate in the clinical program at the Affiliate.

If an Institutional faculty/staff member is also an employee of Affiliate or is an employee at another hospital, health care facility or health care organization, Affiliate will allow the faculty/staff member to provide on-site supervision and instruction for its clinical program without the necessity of undergoing an additional background check.

Recognizing that students enrolled in the **PN** program at the Institution will potentially participate in multiple clinical placements at multiple facilities, Affiliate agrees to accept the results of the background check done prior to the student's initial clinical placement if the student maintains continuous enrollment in the Institution's health care program and if the results of the background check are archived by the background check agency.

Institution shall inform students or faculty/staff members excluded from clinical placement on the basis of a criminal background check of any review or appeal process available pursuant to the Fair Credit Reporting Act or any other law or policy, if any.

(If desired, a list of the checks to be run, along with the disqualifying criteria of the Affiliate can be referenced and affixed as an Addendum.)

3. Students shall be treated as trainees who have no expectation of receiving compensation or future employment from the Affiliate or the Institution.
4. Any courtesy appointments to faculty or staff by either the Institution or the Affiliate shall be without entitlement of the individual to compensation or benefits from the appointing party.
5. The confidentiality of patient records and student records shall be maintained at all times

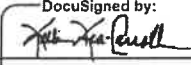
in accordance with applicable law.

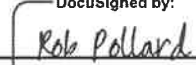
F. Miscellaneous Terms - The following terms shall apply in the interpretation and performance of this Agreement:

1. Neither party shall be responsible for personal injury or property damage or loss except that resulting from its own negligence or the negligence of its employees or others for whom the party is legally responsible.
2. The delay or failure of performance by either party shall not constitute default under the terms of this Agreement, nor shall it give rise to any claims against either party for damages. The sole remedy for breach of this Agreement shall be immediate termination.
3. This Agreement shall in no way be interpreted as creating an agency or employment relationship between the parties.

In witness whereof, the parties, through their authorized representatives, have affixed their signatures below.

Tennessee College of Applied Technology Hohenwald Morning Pointe of Spring Hill

BY 
 2EFA37828B9D459...

BY 
 C140A7DA3F31446...

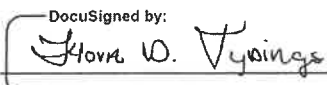

TITLE President

TITLE Regional Vice President

DATE 2022-10-31 | 9:10 AM CDT

DATE 2022-10-28 | 12:44 PM CDT

Approved by TBR: (If required; contracts which materially differ from this form require approval of the Chancellor.)

Chancellor  
 15B44CDEEAC7429...

Date 2022-10-31 | 10:00 AM CDT

**AGREEMENT
BETWEEN
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD
AND
EMPLOYER PARTICIPANTS(S)
AND
EDUCATIONAL PARTICIPANT(S)**

This Agreement entered into this 21st day of January , 2025 by and between TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD (hereinafter referred to as the "College") and EMPLOYER PARTICIPANTS LEGAL NAMES), (hereinafter collectively referred to as the "Employer Participants") and EDUCATIONAL PARTICIPANT LEGAL NAMES, (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 health care sector.

I. ROLES

1. COLLEGE ROLE:

The College agrees to the following responsibilities:

- Serve as the fiscal agent of the grant
- Coordinate dual enrollment and/or dual credit with identified Educational Participants
- Deliver health career educational opportunities to employees and students of the Educational Participants
- Coordinate work-based learning opportunities required by employers for students to work for Employer Participants upon completion of the respective program
- Create a Practical Nursing and Pre-Practical program in a rural county
- Create a Surgical Technology and Patient Care program in a rural county
- Lead the initiative to create a new state-wide articulation agreement for Surgical Technology

2. EMPLOYER PARTICIPANTS:

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

- Alerting the College of job openings
- Development of youth interest in health careers
- Host tours for youth and adult program participants (no more than one per year per participant)
- Participate in school career exploration events (no more than one per year per participant)
- Consider graduates for employment
- Serve on occupational advisory boards upon request, and attend requested meetings

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.

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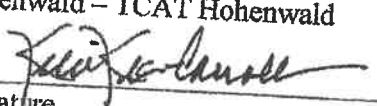
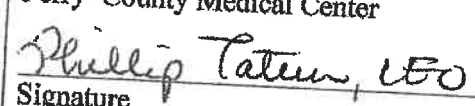
- Recruiting students to enroll in Health Career Pathways
- Providing students with WBL (Work-Based Learning) opportunities by engaging students and employers in meaningful activities
- Managing dual enrollment/dual credit with the College
- Providing students the opportunity to obtain industry credentials, 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
- Monitor Employer Participant engagement

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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 and may be added through written Amendment to this Agreement.
4. Term. The term of this Agreement shall be August 31 through 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.

COLLEGE: Tennessee College of Applied Technology Hohenwald – TCAT Hohenwald  Signature Kelli Kea-Carroll, President Name and Title <u>01/27/2025</u> Date	EMPLOYER PARTICIPANT: Perry County Medical Center  Signature Phillip Tatum, CEO Name and Title <u>01-23-2025</u> Date
---	---

EDUCATIONAL PARTICIPANT:

Lewis County Schools

Signature

Dr. Tracy McAbee, Director of Schools

Name and Title

Date

1-23-25

EMPLOYER PARTICIPANT:

Morning Pointe Foundation

Signature

Miranda Perez, Executive Director

Name and Title

Date

1/27/25

EDUCATIONAL PARTICIPANT:

Perry County Schools

Signature

Eric Lomax, Director of Schools

Name and Title

Date

1-21-25

EMPLOYER PARTICIPANT:

Signature

Name and Title

Date

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COLLEGE: Tennessee College of Applied Technology Hohenwald – TCAT Hohenwald  _____ Signature Kelli Kea-Carroll, President _____ Name and Title 01-23-2025 _____ Date	EMPLOYER PARTICIPANT: NHC Maury Regional - TCC  _____ Signature Craig Jones, Administrator _____ Name and Title <u>01/24/25</u> _____ Date
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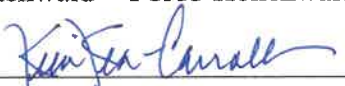
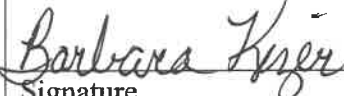
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COLLEGE: Tennessee College of Applied Technology Hohenwald – TCAT Hohenwald  _____ Signature Kelli Kea-Carroll, President _____ Name and Title <u>01/21/2025</u> _____ Date	EMPLOYER PARTICIPANT: Southern Middle TN Workforce Development Board  _____ Signature Barbra Kizer, Executive Director _____ Name and Title <u>1/21/25</u> _____ Date
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November 22, 2024

Dear Dr. Kelli Kea-Carroll,

I hope this letter finds you well. I am reaching out as the Executive Director of the Morning Pointe Foundation to advocate for an incredible opportunity that could significantly benefit students at Lewis County High School and surrounding high schools. By partnering with local high schools, you have the chance to introduce a Pre-Practical Nursing Program for high school seniors.

This dual enrollment initiative would allow seniors to receive credit for the first trimester of nursing school while completing their high school education. With this program in place, students would graduate from high school in May and, with continued dedication, complete TCAT-Hohenwald's LPN program by December. This accelerated pathway equips students with a head start in their careers, addressing a critical need in our community and providing a seamless transition into the healthcare workforce.

Morning Pointe has a longstanding and trusting partnership with TCAT-Hohenwald, and we have witnessed firsthand the caliber of their programs and their graduates. This collaboration would not only empower your students with career-ready skills but also strengthen the local workforce in a field that continues to experience high demand. The impact of this partnership would be felt across Lewis County and surrounding counties, benefiting families, healthcare providers, and the broader community.

The only regret you may have with this program is wishing it had been implemented sooner. Together, we can offer students a meaningful pathway to success, ensuring they are prepared to meet the needs of their community while advancing their own futures.

Please feel free to reach out if you would like to discuss this opportunity further or need additional support. Morning Pointe Foundation would be honored to assist in facilitating this collaboration in any way possible.

Thank you for considering this impactful partnership. I am confident it will bring immense value to your students and our community as a whole.

Warm regards,
Miranda

Miranda Perez
Executive Director
Morning Pointe Foundation
mperez@ihpllc.com



Perry County Medical Center
DBA Three Rivers Community Health Group

115 East Brooklyn Street • P. O. Box 916
Linden, Tennessee 37096
Phone: (931) 589-2104 • Fax: (931) 589-2513

November 22, 2024

TCAT – Hohenwald
813 West Main Street
Hohenwald, TN 38462

Dear Dr. Kelli Kea-Carroll,

I am writing this letter of support for your grant application for the Rural Healthcare Workforce Development Initiative. A Pre-Practical Nursing Program would provide a dual enrollment opportunity for high school seniors at Lewis County High School and surrounding high schools. This Program would allow these seniors to receive credit, 432 clock hours, for the first trimester of TCAT-Hohenwald's Practical Nursing Program.

I am a long-time member of the TCAT-Hohenwald Practical Nursing Program Advisory Committee. It has been and continues to be an honor for me to serve on this committee.

As an employer within the healthcare field, we are looking for highly trained entry-level clinical staff who are trained and able to perform at an optimum level. The Perry County Medical Center, Inc. is a non-profit Federally Qualified Community Health Center (FQHC) that provides a clinical setting for students doing clinical rotations for the Practical Nursing Program. I feel that this opportunity would be very beneficial to our communities, and it would encourage and promote students to seek careers in the healthcare field. Our rural community needs well trained LPNs.

In closing, we fully support the efforts of your grant application. If awarded, this grant would expand education opportunities in Lewis County and surrounding counties. A quality education is a critical piece of our hiring requirements and a must in advancing healthcare.

If you should have questions, please contact me using the information above.

Thanks,

Phillip Tatum, CEO

Phillip Tatum, MSN, APRN, CHCEF
Chief Executive Officer



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