

# Tennessee College of Applied Technology Oneida/Huntsville

## Holistic Health Care Workforce Grant in Three Rural Counties

Lead Entity: Tennessee College of Applied Technology Oneida/Huntsville

Fiscal Agent: Tennessee College of Applied Technology Oneida/Huntsville

### IN PARTNERSHIP WITH

#### 1. Higher Education Institutions

- Tennessee College of Applied Technology Jacksboro
- Roane State Community College
- East Tennessee State University

#### 2. LEA/School Districts

- Scott High School
- Oneida High School
- Morgan County School District
- Fentress County School District
- York Agricultural Institute

#### 3. Employer Partners

- Big South Fork Medical
- Mountain People's Health Council
- Quality Health Care
- Scott County Dental Clinic
- Ellis Family Dentistry

Project Director: Dwight Murphy

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Huntsville, TN 37756

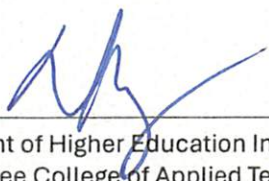
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Funding requested:

\$2,000,000.00

X

  
President of Higher Education Institution  
Tennessee College of Applied Technology

X

  
Project Director  
Tennessee College of Applied Technology

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## **Abstract**

The Tennessee College of Applied Technology Oneida/Huntsville wishes to submit a request for two million dollars funded by the Rural Health Care Pathways Expansion Grant. The **Holistic Health Care Workforce Grant** being submitted has strong support from local higher education partners, secondary school partners, health care providers, dental care providers, and chambers of commerce. Our college service area includes the county of Scott in Tennessee, which is designated as distressed by the Appalachian Regional Commission (ARC). In addition, our service area includes the designated at-risk counties of Fentress and Morgan in Tennessee. As a state-line county, we also enroll many students from McCreary County, Kentucky, which is designated as distressed by the ARC. Neither Morgan, Fentress, nor McCreary counties have hospitals, and the Scott County Hospital has a history of opening and closing while offering limited services. We surveyed health partners across our service area and have found a large unmet need for Practical Nurses, Nursing Assistants (CNAs), Phlebotomists, Mental Health Technicians, Registered Nurses, and Dental Assistants. All state data sources also identify a critical need for employees with the skilled training being addressed in this grant. The grant creates new and expanded pathways for high school dual enrollment students to articulate into health care fields from Nursing Assistant to Practical Nursing to Registered Nurse. This grant will generate an increased number of students who choose to enter an Allied Health field. The grant requested will provide the most up-to-date health care training equipment for our students' training. This will result in well-prepared practitioners entering their respective fields upon graduation. Funding will create a classroom that mirrors a dental office for the proposed Dental Assistant program. A portion of the funding will be allocated to barrier removal, ensuring more student success and completion in their educational through "last dollar" scholarships.

## **Holistic Healthcare Workforce Initiative in Three Rural Counties – Proposal**

### **Section 1: Program Narrative - Brief Narrative:** The Holistic Health Care Workforce

Initiative being submitted by the Tennessee College of Applied Technology Oneida/Huntsville proposes to train and prepare individuals for local healthcare fields in need of workers. The proposal when funded will:

Establish a Dental Assisting Program at our Huntsville campus - There are far too few dentists in our rural service area of Scott, Morgan, and Fentress counties. When funded this program will establish an equipped dental training lab that mirrors a dental office. The program will be six months in length and work to create an articulation path to Roane State Community College, and other TBR and private schools which offer Dental Hygienist and Dental Assisting. Local dentists have signed agreements to offer work-based learning opportunities through clinical training. In addition, the providers will hire our program graduates when there are openings, assist with implementation of the program and serve on program advisory boards. The Dental Assisting Program will offer training opportunities to both secondary and post-secondary students, enrolling 20 students in each six-month training period. See support letters in Appendix G.

Establish Allied Health/Medical Assisting (AHM) programs at both our Morgan County Instructional Service Center and our Fentress County Instructional Service Center. - These programs will mirror our new GIVE 3.0 funded program at our Huntsville campus. The AHM program includes training for Nursing Assistants (CNA), Phlebotomy, EKG, Mental Health Technician, and Medical Coding and Billing. The program will be offered to both dual enrolled secondary students as well as postsecondary students. We have built articulation pathways for secondary and postsecondary students who have completed the CNA and/or phlebotomy certification prior to enrolling in the program. The dual enrolled and postsecondary students who



completed these certifications prior to enrolling in the AHM program will articulate hours to the postsecondary program. The program also offers an Anatomy and Physiology curriculum which will be articulated to our Practical Nursing (LPN) programs for students with an 81 or higher in each course. The Mental Health Technician curriculum in AHM will mirror the Chattanooga State Community College curriculum. Offering this program in all three of our counties will greatly increase the number of students trained. There will be 20 training slots available per six-month period in each of the programs located in Scott, Fentress, and Morgan counties. The program has the potential of enrolling up to 120 students per year. Through this grant we will work to create articulation pathways to TCAT Jacksboro, Roane State Community College, and East Tennessee State University. The equipment being requested in this grant is state-of-the-art and will ensure our graduates have the best possible training.

Establish new articulation pathways for dual enrolled secondary students as well as our postsecondary students - Our team has conducted meetings with the representatives at Roane State Community College to initiate the process of developing these pathways. We are working with TCAT Jacksboro and East Tennessee State University to provide articulation opportunities for graduates of AHM program to receive maximum credit upon enrolling with our TCAT and university partners. These opportunities will be available for Scott, Morgan and Fentress County graduates of these grant-funded programs.

“Last dollar” scholarships for students in Scott, Morgan and Fentress County who participate in these grant funded programs - Families in the TCAT Oneida/Huntsville service area of Scott, Morgan, and Fentress counties in Tennessee have lower per capita income than most areas in Tennessee and the nation, as reflected by their ARC designations. Unemployment is historically higher in these counties than in most other counties in Tennessee. The lack of hospitals in the

service area often requires students to have more travel expenses to reach a clinical location. The scholarships proposed in the grant will require approval by our standing scholarship committee with additional approval by our President or Vice-President. Financial barriers often prevent students from enrolling in allied health and dental programs and are the main cause for dropping out during enrollment. These “last dollar” scholarships would be used for books, supplies, tuition, uniforms, travel expenses, etc.

A Pathway Articulation Coach – A coach will be hired whose role will be to assist and facilitate successful enrollment, retention, completion, and articulation of each program attempted and encourage advancement through the newly aligned pathways. The coach will serve Scott, Morgan and Fentress County students.

Summer Camp – Tennessee College of Applied Technology Oneida/Huntsville will provide “Health Career Awareness camps” with 6<sup>th</sup>-8<sup>th</sup> grade participants. There will be two weeks of camps each county yearly. These camps are will introduce and encourage enrollment in allied health and dental fields. Transportation and lunch will be provided.

**Section 2: Demonstration of Need - Localized data demonstrates the need for action:** In preparation for the grant the Tennessee College of Applied Technology Oneida/Huntsville has reviewed available state and national workforce data for the rural counties of Scott, Morgan, and Fentress. Scott County is a designated ARC distressed county. Morgan and Fentress are both ARC at risk counties. We have met with local dentists and Allied Health Care providers to assess the greatest training need in the health care fields. Our team has met with our higher education partners of Roane State Community College, East Tennessee State University, and the Tennessee College of Applied Technology Jacksboro to strengthen existing articulation agreements presently in place and expand and enhance credit opportunities because of grant

funding. The secondary school partners in Scott, Morgan, and Fentress Counties are all supportive of the grant and committed to dual enrolling in the four new programs. All references below are presented in Appendix C.

#### THEC Academic Supply and Occupational Demand Report

SOC Code	Occupation	In-Demand		Statewide Entry-Level Education
		TN	Total # Regions	
29-2061	Licensed Practical Nursing	X	9	\$36,873
31-1131	Nursing Assistants		3	\$26,850
31-9091	Dental Assistants	X	9	\$32,692
31-9092	Medical Assistants	X	9	\$28,974
31-9097	Phlebotomist	X	8	\$29,229

#### Jobs4TN Tennessee In Demand Occupations to 2026

SOC Code	Occupation	2016-2026 Average Annual Openings	2018 Median Salary
29-2061	Licensed Practical and Licensed Vocational Nurses	2,245	\$39,534
31-9092	Medical Records and Health Information Technicians	470	\$40,084

#### Jobs4TN East Tennessee In Demand Occupations to 2026

SOC Code	Occupation	2016-2026 Average Annual Openings	2018 Median Salary
29-2061	Licensed Practical and Licensed Vocational Nurses	350	\$37,175
31-9091	Dental Assistants	130	\$37,857

#### Jobs4TN Upper Cumberland Tennessee In Demand Occupations to 2026

SOC Code	Occupation	2016-2026 Average Annual Openings	2018 Median Salary
29-2061	Licensed Practical and Licensed Vocational Nurses	130	\$36,619
31-9091	Dental Assistants	30	\$38,351

US Bureau of Labor Statistics

SOC Code 31-9091 Dental Assistant



Employment of Dental Assistants is projected to grow 8% from 2023-2033, faster than the average of all occupations. That relates to 54,900 in new openings projected each year over the next decade. The May 2023 median annual wage for dental assistants was \$49,650.

#### SOC Code 31-9097 Phlebotomy

Employment of Phlebotomist is projected to grow 8% from 2023-2033, faster than the average for all occupations. That relates to 19,600 new openings projected each year over the next decade. The median annual wage for Phlebotomy was \$41,810 in May 2023.

#### SOC Code 31-9092 Medical Assistant

Employment of Medical Assistants is projected to grow 15% from 2023-2033, much faster than the average of all occupations. About 119,800 openings for medical assistants have been projected over this decade. The median annual wage for Medical Assistant was \$42,000 in 2023.

#### TNECD County Profile Tool

County	Scott	Morgan	Fentress
Population	21,850	21,035	18,489
Median Household Income	\$39,744	\$51,971	\$47,884
Median Tennessee Household Income	\$59,195	\$59,695	\$59,695
County Median Hourly Wage	\$17.38	\$19.48	\$16.91
2022 Unemployment Rate	4.80%	4.00%	3.80%

#### **Clear linkages between grant activities and local needs:** The Chambers of Commerce in Scott,

Fentress, and Morgan Counties offer their full support for the Rural Health Care Pathways

Expansion Grant being submitted by the Tennessee College of Applied Technology

Oneida/Huntsville (Appendix H). All three of these economic agencies list the unmet need for more individuals trained in Allied Health, mental health, and dental health addressed in the grant application. All cited providers in these rural areas have a difficult time hiring and retaining qualified individuals in these fields. Many people who want to pursue training in these health care fields are unable due to barriers such as the distance necessary to travel to obtain the training, tuition cost, supply costs, etc. This grant, when funded, will create more opportunities for training which will result in a greater number of locals entering these fields.

#### **Proposed expansion of academic programs, work-based learning opportunities, and needed**

**equipment:** In Appendix F and G you will find support letters and commitments from our

healthcare providers including local needs and commitments to clinical, work-based learning opportunities and the hiring of program graduates.

<b><u>Partners</u></b>	<b><u>Commitment of number of students for clinical and work-based learning opportunities</u></b>
Scott County Dental Clinic	5
Ellis Dentistry	5
Mountain People's Dental Clinic	5
Quality Home Health	5
Big South Fork Medical	10
Mountain People's Health Council	5

<b><u>School System</u></b>	<b><u>Commitment of numbers of Dual Enrollment</u></b>	
	<b><u>Medical Assistant per year</u></b>	<b><u>Dental Assisting per year</u></b>
Fentress County	10	
Morgan County	15	
Scott High School	10	10
Oneida High School	10	10

### **CIP to SOC Crosswalk:**

<b>Program</b>	<b>CIP</b>	<b>SOC</b>
Allied Health & Medical Assisting	51.0801	31-9092
Nursing Aide	51.3902	31-1131
Phlebotomy	51.1009	31-9097
Licensed Practical Nursing	51.3901	29-2061
Mental Health Technician	51.1599	99-9999 (NO MATCH)
Registered Nurse	51.3899	29-1141
Dental Assistant	51.0601	31-9091
Dental Hygienist	51.0602	29-1292

**Section 3: Program Plan - Detailed Summary:** The Tennessee College of Applied Technology Oneida/Huntsville reviewed state and federal workforce data to help determine the greatest needs and job opportunities in health care fields for our rural service areas of Scott, Morgan, and Fentress counties. Our team then surveyed local health and dental providers to determine which



health occupations have the most difficulty in hiring and retaining qualified skilled providers (Appendix F). Summer camps designed to increase student enrollment in healthcare vocations will be provided.

Students enrolled in the newly funded AHM programs will obtain certifications in EKG, CNA, Phlebotomy, and First Aid/CPR. These credentials are stackable, allowing graduates to seamlessly transition into Registered Nursing ASN and BSN programs. Furthermore, these programs serve as pathways to degrees in Allied Health fields.

Once fully operational, the three proposed AHM programs have the potential to educate between 90 and 120 additional graduates per year. This would also increase the Nursing Assistant and Phlebotomy programs by at least 50 certified graduates per year. We project that 15% of the program graduates will articulate credit hours into a post-secondary nursing program.

The AHM program taught in Scott, Morgan, and Fentress counties will each have an advisory board consisting of that community's leading health care providers. This advisory board along with other Allied Health partners will assist in curriculum development, equipment purchase, teacher selection, and student placement. These health care partners are committed to offering clinicals, work-based learning, and future employment opportunities (Appendix F).

Local dentists have offered their support for the Dental Assisting program being proposed. They have also indicated that they will assist with equipment purchase, curriculum development, and student recruitment and placement. All dental partners have agreed to offer clinical rotations and work-based learning opportunities to students enrolled in the program (Appendix G).

#### **Detailed Project Timeline and Overview:**

August 2025-December 2025:

- Project approval.
- Program approval submitted to Tennessee Board of Regents.
- Teaching position advertised for Dental Assisting, Allied Health/Medical Assistant in Morgan and Fentress counties.
- Advertise the Pathways Articulation Coach position.
- Develop the specification for program training equipment.
- Enroll 20 secondary and postsecondary students in Allied Health/Medical Assistant in the Scott County program.
- Appoint and have the first meeting of the Rural Health Care Pathways Governing Committee composed of representatives of our partnering grant.

January 1, 2026-March 31, 2026

- Hire Pathways Articulation Coach.
- Hire Allied Health/Medical Assistant Instructors for Morgan County Instructional Services Center and York Institute Instructional Service Center.

April 1, 2026-June 31, 2026

- Obtain Tennessee Board of Regents approval for Allied Health/Medical Assistant at Morgan and Fentress Counties.
- Receive all training equipment funded with the grant.
- Begin second Allied Health/Medical Assistant class at Scott County site.

July 1, 2026-September 30, 2026

- Obtain COE Approval for Allied Health/Medical Assistant in Morgan and Fentress Counties and approval for Dental Assisting in Scott County.
- Enroll secondary and postsecondary students in Allied Health/Medical Assistant program in Morgan and Fentress Counties.
- Enroll secondary and postsecondary students in Dental Assisting in Scott County.
- Conduct summer Allied Health Occupation “Health Care” camp for 6<sup>th</sup> through 8<sup>th</sup> grade students in Scott, Morgan, and Fentress Counties.
- Hold individual program advisory committee meetings for each of the four new programs.
- Conduct the second Rural Health Care Pathways Expansion Committee meeting.

October 1, 2026-December 31, 2026

- Review all four new programs with administrative and student evaluations.
- Have all students work with the Articulation Pathway Coach.

January 1, 2027-March 31, 2027

- Complete all student enrollment in the first class and assist them in obtaining employment.
- These programs will enroll dual enroll students every six months during the remainder of the grant term.
- Students will enroll in September and February each year on a six-month cycle.

- The Rural Health Care Governing Board will meet every six months to make recommendations and review progress of the programs.
- The Articulation Pathway Coach will work with all students during the term of the grant on a regular scheduled appointment.

April 1, 2027 - June 30, 2027

- Recruit for all programs/pathways

July 1, 2027 - September 30, 2027

- Conduct the second Rural Health Care Pathways Expansion Committee meeting
- Conduct summer Allied Health Occupation “Health Care” camp for 6<sup>th</sup> through 8<sup>th</sup> grade students in Scott, Morgan, and Fentress Counties.
- Begin TCAT Jacksboro/ETSU classes
- Hold individual program advisory committee meetings for each of the four new programs.

October 1, 2027 - December 31, 2027

- Recruit for all programs/pathways

January 1, 2027 - March 31, 2028

- Conduct the second Rural Health Care Pathways Expansion Committee meeting

April 1, 2027 - June 30, 2027

- Recruit for all programs/pathways

July 1, 2027 - September 30, 2027

- Conduct the second Rural Health Care Pathways Expansion Committee meeting
- Conduct summer Allied Health Occupation “Health Care” camp for 6<sup>th</sup> through 8<sup>th</sup> grade students in Scott, Morgan, and Fentress Counties.
- Hold individual program advisory committee meetings for each of the four new programs.

October 1, 2027 - December 31, 2027

- Recruit for all programs/pathways

January 1, 2027 - March 31, 2028

- Conduct the second Rural Health Care Pathways Expansion Committee meeting

April 1, 2027 - June 30, 2027

- Closeout Grant

**Measurable Objectives:** The Allied Health/Medical Assistant class, located on the Huntsville campus, will open September 2025 with 20 dual enrollment and postsecondary students. This

program will enroll 20 students every six months. We expect all students to obtain certifications in CPR/First-aid, CNA, EKG, and Phlebotomy. We will also be able to measure retention, placement, and licensure of those graduates who wish to enroll in the Practical Nursing program.

The Allied Health/Medical Assistant program in Fentress and Morgan counties will each enroll up to 20 dual enrollment and postsecondary students in May 2026. We expect the same outcomes as the Huntsville program. The Dental Assisting program on the Huntsville campus will enroll 20 dual enrollment and postsecondary students in September 2026. We will be able to measure certification in this program. We will seek to exceed 60% completion, 70% placement, and 70% licensures that are COE standards. The goal of these four programs is to increase enrollment by a minimum of 100 students per year in these four programs.

With the work of the Articulation Pathways Coach our goal is for 15% of the students to be able to articulate hours earned in these programs into advanced postsecondary programs.

These goals and outcomes are measurable and obtainable. Our Articulation Pathway Coach will keep track of all state and nationally recognized certifications obtained by all students.

**Project Governance and Accountability:** The Rural Health Care Pathways Board will consist of representatives from local dentists, hospitals, postsecondary partners, higher education partners, and secondary partners and will meet prior to the startup, quarterly for the first year of the program, and twice a year thereafter. Each of the four programs will also have its own program advisory board which will meet twice a year. The day-to-day governance of the Allied Health/Dental program will be under the guidance of the Coordinator of Allied Health, Tiffany Medley. She will be assisted by Vice President Tim Smith to assure the program has the necessary curriculum developed, equipment ordered, and instructional staff hired.

**Counties Served:** The grant will serve Scott County, Morgan County, and Fentress County.

Scott County is an ARC “Distressed” county and Morgan and Fentress Counties are designated ARC “At Risk” counties. Fentress County will receive funding for an Allied Health/Medical Assistant program at our York Institute Instructional Service Center location. This will cover the cost of equipment and supplies. The instructors’ salaries are covered for the first three years of the grant. Students from Clarkrange High School and York Institute will be able to enroll in the Allied Health/Medical Assistant program. Students will be able to articulate hours earned in the high school Allied Health program into this postsecondary program. Morgan County will receive funding for a new Allied Health/Medical Assistant program at our Morgan County Instructional Service Center complete with equipment, supplies, and instructional staff. We will enroll 20 dual enrollment and postsecondary students every six months. We will enroll 20 secondary and postsecondary students every six months. Scott County will receive funding for a Dental Assisting program on the Huntsville campus. The funding will offer a training dental lab with six stations. We will enroll up to 20 secondary and postsecondary students every six months.

All four programs will allow the secondary students to articulate hours into postsecondary programs. Allied Health/Medical Assistant students in all three rural counties will have the opportunity to articulate hours into one of Tennessee College of Applied Technology Oneida/Huntsville’s Practical Nursing program.

**Section 4: Strength of Partnerships - Detailed Description of Mandatory Partner Roles:** The Rural Health Care Pathway Expansion Grant includes the following partners in our collaborative:

**Higher Education (Appendix D):** Roane State Community College is working with the Tennessee College of Applied Technology Oneida/Huntsville to improve and expand the articulation pathways from our Practical Nursing program into their Associate’s in Nursing program. Our



college is also working to create credited hours from our Dental Assisting program into their Dental Hygienist program.

East Tennessee State University has agreed to articulate hours from our LPN program to their BSN program. This grant will allow Tennessee College of Applied Technology Oneida/Huntsville to create a pathway from our secondary Allied Health program to Allied Health/Medical Assistant at the Tennessee College of Applied Technology Oneida/Huntsville's Practical Nursing and into the East Tennessee State University's Bachelor of Nursing program.

Tennessee College of Applied Technology Jacksboro has an agreement in place with East Tennessee State University which provides onsite teaching towards a BSN degree. Tennessee College of Applied Technology Oneida/Huntsville graduates will be included in the offering.

Health Care Provider Partners (Appendix F & G): The Tennessee College of Applied Technology Oneida/Huntsville has an agreement with Big South Fork Medical Center (hospital), Quality Home Health (has offices in Scott, Morgan, and Fentress Counties), and Mountain People's Health Councils (five medical clinics and one dental clinic) to allow students enrolled in the Allied Health/Medical Assistant program to perform clinical rotations in their facilities, thereby providing work-based learning opportunities. These facilities hire graduates from our program when they have available openings. Each of these partners has assisted in determining the programs to be offered with this grant funding and has committed to providing representatives in the program advisory committees.

Dental Partners (Appendix G) - Scott County Dental Clinic, Mountain People's Dental Clinic, and Ellis Family Dentistry have agreed to allow our students to participate in clinical experiences, thereby providing work-based learning opportunities for our Dental Assisting

program. They have also agreed to assist in program equipment selection, curriculum development, and will serve on our grant governing board.

**Secondary Partners (Appendix E)** - Our secondary partners at Fentress County Schools, York Institute, Oneida High School, Scott High School, and Morgan County Career and Technical Center have agreed to dual enroll students into our Allied Health/Medical Assistant program at their respective centers. Each has agreed to allow their high school dual-enrolled students to articulate hours earned in their CNA program to the Allied Health/Medical Assistant postsecondary program. They also will provide representatives on the Rural Health Care Pathways Expansion Grant governing board. Oneida High School and Scott High School are committed to dual enroll students into the new Dental Assisting program.

**Economic Development Partners (Appendix H)** - The Scott, Morgan, and Fentress County Chambers of Commerce have expressed the need for the programs being offered in this grant. Each has agreed to assist in student recruitment, graduate placement, and are willing to serve on our advisory committees.

**Memorandum of Understanding:** - The MOU is presented in Appendix A.

**Section 4: Budget Plan (Appendix B)** - **Clear alignment between funding requests and grant activities** - All purchases in the budget request align with the grant activities. Local healthcare employers require a trained workforce as shown in the Demonstration of Need section.

**Salaries and Wages, Benefits & Payroll Taxes** – Four full-time positions are requested in the grant. Two Allied Health and Medical Assisting instructors, one Dental Assisting instructor, and one Articulation Pathways Coordinator. In addition, there is a request for four part-time clinical

adjunct instructors. Each full-time position has a benefit package of 45%, assuming a 3% COLA annually. The part-time staff have a 20% benefit cost.

Supplies, Telephone, Postage, etc. - The supply line item includes supplies for the middle school camps, miscellaneous healthcare items including thermometer covers, alcohol prep pads, EKG electrodes, etc., for both the secondary partners and the TCAT campus. Printed materials will also be needed throughout the grant. Meals for the middle school camps are included. In addition, meals for in-person steering committee meetings are requested.

Travel, Conferences and Meetings - This line item includes a budget for the full-time employees and Pathways Coordinator travel as well as transportation for the middle school camps.

Specific Assistance to Individuals - This line item includes scholarship monies for at-risk students to assist with barrier removal for completion.

**Role of proposed equipment requests - Capital Equipment (Appendix B)** - Capital equipment requests have been reviewed by healthcare partners as well as higher education partners to ensure they are critical for the success of the grant activities in Scott, Morgan, and Fentress counties. Each item is determined by local healthcare providers to be necessary to train local workforce needs for Nurse Aides, Phlebotomists, Practical Nurses, Mental Health Technicians, and Dental Assistants. The proposed capital purchases are in the budget item detail.

**Section 6: Sustainability - Detailed plan for sustaining the program beyond the 48-month funding period**

Secondary Partners - TCAT Oneida/Huntsville has ongoing partnerships with our secondary partners. Our college has dual enrollment as well as postsecondary programs located at both the Morgan County and Fentress County locations. These MOUs have been in effect for over 15

years. The college has had dual enrollment students with Oneida High School and Scott High School for over 50 years or since the start of the college. Our secondary partners are excited to add these new programs. These secondary partners have all agreed to dual enroll students into these programs and have committed to having many potential students (Appendix E).

Higher Education Partners (Appendix D) - Roane State Community College – TCAT

Oneida/Huntsville has an established nursing bridge program with Roane State Community College. This grant will expand the program already in place to allow more students to articulate into Associate of Nursing and Dental Hygienist programs. This grant will greatly increase locally the number of students being trained in the allied health and dental fields which results in more graduates pursuing an Associate of Nursing or a dental hygienist degree.

East Tennessee State University & TCAT Jacksboro (Appendix D) - ETSU has agreed to articulate students from TCAT Oneida/Huntsville's Practical Nursing into their BSN program.

Healthcare Partners: Appendix F & G) - Tennessee College of Applied Technology

Oneida/Huntsville presently has clinical agreements with all the healthcare provider partners for CNA and Practical Nursing. These clinical agreements are renewed annually and have been in place for several years in all cases. The dental partners and healthcare providers have all signed the MOUs and providers' commitment letters to offer clinical and work-based learning opportunities for our students. The equipment being purchased for the four programs is state of the art and mirrors what is being used in dental offices and medical providers. The life span for this equipment is 15 to 20 years and will serve many years after the grant funding ends.

Funding for faculty and coordinator position will be sustained through an increase in dual enrollment and full classes of postsecondary students after the grant has ended.

# **Appendix A**



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

This Agreement entered into this 27th day of January, 2025 by and between TENNESSEE COLLEGE OF APPLIED TECHNOLOGY ONEIDA/HUNTSVILLE (hereinafter referred to as the “College”) and BIG SOUTH FORK MEDICAL CENTER; MOUNTAIN PEOPLE’S HEALTH COUNCIL; QUALITY HOME HEALTH; SCOTT COUNTY DENTAL CLINIC; ELLIS FAMILY DENTISTRY, (hereinafter collectively referred to as the “Employer Participants”) and TENNESSEE COLLEGE OF APPLIED TECHNOLOGY JACKSBORO; ROANE STATE COMMUNITY COLLEGE; EAST TENNESSEE STATE UNIVERSITY, ALVIN C. YORK AGRICULTURAL INSTITUTE, MORGAN COUNTY SCHOOLS, SCOTT COUNTY SCHOOLS, ONEIDA SPECIAL SCHOOL DISTRICT (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 program in a rural county
- Create a Surgical Technology 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:

## **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.

## **3. EDUCATION PARTICIPANTS:**

Education Participants agree to the following responsibilities:

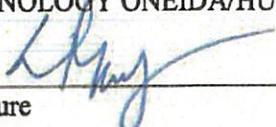
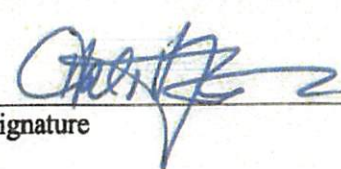

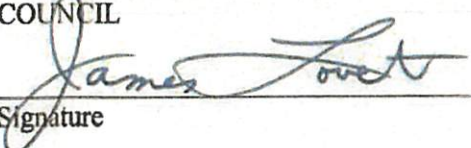
- Recruiting students to enroll in Health Career Pathways
- Providing students with WBL (Work-Based Learning) opportunities by engaging students and employers in meaningful activities
- Managing dual enrollment/dual credit with the College
- Providing students the opportunity to obtain industry credentials,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

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

4. Term. The term of this Agreement shall be August 2025 through June 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: TENNESSEE COLLEGE OF APPLIED TECHNOLOGY ONEIDA/HUNTSVILLE</p> <p> Signature</p> <p>Dwight Murphy, President Name and Title</p> <p>1/27/2025 Date</p>	<p>EMPLOYER PARTICIPANT: BIG SOUTH FORK MEDICAL CENTER</p> <p> Signature</p> <p>AAL W. LEFTWICH, DBA, FACHE Name and Title CEO</p> <p>01/27/2025 Date</p>
<p>EDUCATIONAL PARTICIPANT: TENNESSEE COLLEGE OF APPLIED TECHNOLOGY JACKSBORO</p> <p> Signature</p> <p>Jada Stanley, V.P. of College Name and Title &amp; Student Affairs</p> <p>01/29/2025 Date</p>	<p>EMPLOYER PARTICIPANT: MOUNTAIN PEOPLE'S HEALTH COUNCIL</p> <p> Signature</p> <p>JAMES LOVETT / CEO Name and Title</p> <p>1/29/25 Date</p>

EDUCATIONAL PARTICIPANT:  
ROANE STATE COMMUNITY COLLEGE

Signature

Jamie Stringer

Name and Title

VIP STUDENT SVS & INNOVATION

1/28/25

Date

EMPLOYER PARTICIPANT:  
QUALITY HOME HEALTH

Signature

RN. Clinical Manager

Name and Title

1-29-25

Date

EDUCATIONAL PARTICIPANT:  
EAST TENNESSEE STATE UNIVERSITY

Signature

Dr. Kimberly McCorkle  
Provost and Senior Vice President for  
Academic Affairs

Name and Title

1/27/2025

Date

EMPLOYER PARTICIPANT:  
SCOTT COUNTY DENTAL CLINIC

Signature

CALLI THOMPSON Dentist

Name and Title

1/27/25

Date

EMPLOYER PARTICIPANT:  
ELLIS FAMILY DENTISTRY

Signature

Dr. Spencer A. Ellis Dentist/Owner

Name and Title

1-30-25

Date



EDUCATIONAL PARTICIPANT:  
FENTRESS COUNTY SCHOOLS

Kristi Hall  
Signature

Kristi Hall, Director of Schools  
Name and Title

Jan. 27, 2025  
Date

EDUCATIONAL PARTICIPANT:  
MORGAN COUNTY SCHOOLS

Jamie Pemberton  
Signature

Jamie Pemberton, Director of Schools  
Name and Title

January 28, 2025  
Date

EDUCATIONAL PARTICIPANT:  
SCOTT COUNTY SCHOOLS

Bill M. Hall  
Signature

Bill Hall Director  
Name and Title

January 27, 2025  
Date

EDUCATIONAL PARTICIPANT:  
ONEIDA SPECIAL SCHOOL DISTRICT

Dr. Jeanny Phillips  
Signature

Jeanny Phillips Director  
Name and Title

January 27, 2025  
Date



WORKFORCE PARTNER:  
SCOTT COUNTY CHAMBER OF  
COMMERCE

Stacey Swann  
Signature

Stacey Swann, Executive Director  
Name and Title

1/27/25  
Date

WORKFORCE PARTNER:  
MORGAN COUNTY CHAMBER OF  
COMMERCE

Lisa Collett  
Signature

Lisa Collett Executive Director  
Name and Title

1/29/25  
Date

WORKFORCE PARTNER:  
FENTRESS COUNTY CHAMBER OF  
COMMERCE

[Signature]  
Signature

Paul E. Paulson Executive Director  
Name and Title

1/22/2025  
Date

## **Appendix B**

**APPENDIX B- Budget**

<b>GRANT BUDGET</b>				
<b>Rural Health Care Pathways Expansion Grant</b>				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: 08/01/2025 END: 03/31/2027				
<b>POLICY 03 Object Line-item Reference</b>	<b>EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup></b>	<b>GRANT CONTRACT</b>	<b>GRANTEE PARTICIPATION</b>	<b>TOTAL PROJECT</b>
1, 2	Salaries, Benefits & Taxes	1,122,000.00	0.00	1,122,000.00
4, 15	Professional Fee, Grant & Award <sup>2</sup>	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	120,000.00	0.00	120,000.00
11, 12	Travel, Conferences & Meetings	18,000.00	0.00	18,000.00
13	Interest <sup>2</sup>	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance to Individuals	94,709.00	0.00	94,709.00
17	Depreciation <sup>2</sup>	0.00	0.00	0.00
18	Other Non-Personnel <sup>2</sup>	0.00	0.00	0.00
20	Capital Purchase <sup>2</sup>	645,291.00	0.00	645,291.00
22	Indirect Cost	0.00	0.00	0.00
24	In-Kind Expense	0.00	0.00	0.00
25	<b>GRAND TOTAL</b>	<b>2,000,000.00</b>	<b>0.00</b>	<b>2,000,000.00</b>

<sup>1</sup> 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 Sub recipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: [www.state.tn.us/finance/act/documents/policy3.pdf](http://www.state.tn.us/finance/act/documents/policy3.pdf)).

<sup>2</sup> Applicable detail follows this page if line-item is funded.

**Budget Salaries**

	<b><u>Annual Salary</u></b>	<b><u>Benefits</u></b>	<b><u>3 Year Totals</u></b>
2 Allied Health/Medical Assisting Instructor	\$65,000/ea.	\$18,000/ea.	\$498,000
3 Clinical Adjuncts	\$15,000/ea.	\$3,000/ea.	\$27,000
1 Dental Assisting Instructor	\$65,000	\$18,000	\$249,000
1 Clinical Adjunct	\$15,000	\$3,000	\$54,000
1 Articulation Pathways Coordinator	\$65,000	\$18,000	\$249,000

**Travel**

\$6,000/year	\$18,000
--------------	----------

**Supplies**

3 Allied Health/Medical Assisting	\$10,000/year	\$30,000
Dental Assisting	\$15,000/year	\$45,000

**Summer Health Care Academies (Middle School Students)**

Scott County	\$10,000	\$30,000
Morgan County	\$10,000	\$30,000
Fentress County	\$10,000	\$30,000

<b><u>Student Last Case Scholarships</u></b> <b><u>(for the 4 programs)</u></b>	\$31,570	\$94709
--	----------	---------

**Equipment Purchase**  
**Medical Assistant**

\$345,291
-----------

**Dental Assisting Lab Set up  
Equipment (Scott County)**

\$300,000
-----------



# Anatomage<sup>®</sup> TABLE CONVERTIBLE

The Anatomage Table is the most advanced real-human-based medical education system. This state-of-the-art platform offers digitized human cadavers and superior medical learning tools, transforming medical education and training.



## Content

Cadavers	3 male, 2 female life-size digitized cadavers
Regional Anatomy	41 regional scans up to 0.04 mm high resolution
Segmentation	Detailed segmentation of thousands of structures in male and female cadavers
Functional Anatomy	Birth Simulation, Cardiology, Dental Arch, Developmental Anatomy, Facial Expressions, Homeostasis, Kinesiology, Neurology, Ocular Applications, Pathways, Pregnancy, Renal Physiology, Respiration. Blood flow can be simulated.
Clinical Procedures	Angiogram, Arthroscopy, Bronchoscopy, Catheterization, Endoscopic Simulation, Injection Procedures, and more
Histology	1,190 histology slides featuring tissue throughout the human body
Prosection	77 prosections of 3D cadaver images
Animal Anatomy	Real-tissue animal cadavers (Cat, Dog, Mouse, Pig, Non-Human Primate), 312 animal scans, including both CT and MRI imaging.
Clinical Case Library	1,600+ real patient CT/MRI scans of normal anatomy, pathology, and unique diseases
Curriculum	147 presets of anatomical structures available for supplementing curriculum

## Clinical Applications

Diagnostic Tool	FDA 510(k) cleared medical device designed for 3D visualization of CT and MRI data (DICOM)
3D Volume Rendering	Render CT/MRI scans in 3D and visualize scans with Ultra High Quality volume rendering tools
Virtual Dissection	Virtual Scalpel, Clinical Procedures, Craniotomy, Measurement, and Pin Drop Tool
Radiology Workstation	Reference 2D slice data from CT/MRI and compare it to 3D rendering side-by-side. Capable of connecting to PACS to retrieve data.

## Tools & Features

Dissection	Custom Clipping, Layer-by-Layer Removal, Point-to-Point Dissection, Volumetric Dissection. Individual structures can be precisely cut, removed, manipulated, and isolated.
Anatomical Views	Branch Custom View, Branch Growth Tool, Vascular Growth, Visibility
Learning Tools	Annotation, Exploration, Flat Color, Pen Tool, Pin Drop, Screenshot
Lecture Supplement	Lecture tools available for recording Anatomage Table's activities for students to review after class
Learning Assistant	Instantly look up any anatomy structure's associated system, category, origin, insertion, blood supply, nerve innervation, actions, and functions
Assessments	Create anatomy quizzes through traditional lab practicals, group assessments or self study through flashcards, multiple choice tests, and anatomy structure tests
Resource Sharing	Upload or download lesson plans, quizzes, learning materials, presets or quizzes from your Anatomage Share account

## Hardware

Table Size	84" life-sized screen
Display	High-definition monitors with intuitive multi-touch screen interface and tempered glass overlay
Integration	WiFi, Bluetooth, HDMI, USB, Ethernet ports. Connect to the internet, projectors, and external monitors.
Dimensions/Weight	Horizontal form: 84.8" x 35.6" x 32" (LxHxW) / Weight: 380lbs Vertical form: 54.7" x 84.8" x 32" (LxHxW) / Weight: 380lbs
Manufacturing	Patented hardware designed & made in the United States

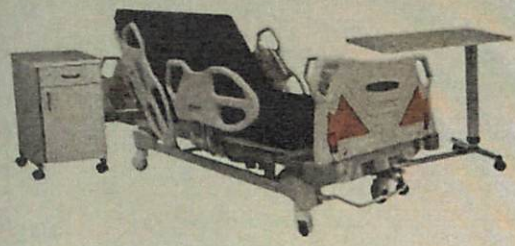
The cost is \$80,000 per table

4-year warranty \$21,000 per table

Total is =\$101,000



Category > Hospital Beds / Simulation Suite Packages



## NEW PREMIO E250 FIVE-FUNCTION HOSPITAL BED W/ COMPLETE SUITE PACKAGE

Item #140586

**\$4,699.00**

- 140442 - New Avante Premio E250 5-Function Hospital Bed w/ New Foam Mattress, 1-Year Warranty
- 142561 - New Clinton Overbed Table w/ H-Base & Gray Laminate Top, 5-Year Limited Warranty
- 142563 - New Clinton 1 Drawer & Door Mobile Bedside Cabinet, Gray, 5-Year Limited Warranty

- 1 + Style: New Premio E250 Five-Function Hospital Bed w/ Complete Suite Package

NEW PREMIO E250 FIVE-FUNCTION HOSPITAL BED W/ COMPLETE SUITE PACKAGE  
\$4,699.00

Add to Cart Add to Quote Add to Wish List

About This Item

### Specifications

Item Number 140586



# Nashville Dental, Inc.



total dental solutions

## EQUIPMENT PROPOSAL

### NASHVILLE DENTAL BRANCH

Knoxville, TN - (800) 362-0737

### DOCTOR'S INFORMATION

Scott County Dental Clinic

A.L.Q.I., Huntsville, TN 37756  
phone: 423-663-8200 fax: 423-663-8544

### EMAIL ADDRESS

scdental@highland.net

### DATE

April 23, 2024

### ACCOUNT NUMBER

### SALES REPRESENTATIVE

Clarita Buffaloe (865) 548-0165

### EQUIPMENT SPECIALIST

Doug Sawyers (865) 441-2249

QTY	ITEM NO.	EQUIPMENT DESCRIPTION	RETAIL	NDI \$	EXTENSION
Treatment room Equipment					
6	411	Adec 411 Patient Chair, Sewn Upholstery No Footswitch Contoured Floor Box Upholstery Color:	15,055.00	10,969.00	65,814.00
6	332	Adec 332 Radius Trad Style Chair Mt Delivery Mount for 411 Chair, Standard Touchpad Standard Tray Holder, Silicone Handpiece Tubing Quad Volt IO Light Source Wet/Dry Foot Control Pos 0: Syringe, Pos 1: No Tubing Pos 2: 6-Pin FO Tubing Pos 3: 4-Hole Tubing Pos 4: 4-Hole Tubing	9,126.00	6,649.00	39,894.00
6	351	Adec 351 Radius ASST	2,560.00	1,866.00	11,196.00
6	421	Adec 421 Dr's Stool, Sewn Upholstery Tall Cylinder Upholstery Color:	1,280.00	933.00	5,598.00
6	422	Adec 422 Asst's Stool, Sewn Upholstery Upholstery Color:	1,485.00	1,082.00	6,492.00
6	372L	Adec 372 LED Radius Mounted Light	4,630.00	3,374.00	20,244.00
6	CK400-22	DCI Alabama Cart w/o Flip Down, 3 - 3.5" / 1 - 8" Drawers	2,250.00	1,640.00	9,840.00
KaVo Handpieces					
4	54.0814.00	KaVo Master M8900L High-Speed Handpieces Promo Package, Includes 3, M8900L High-Speeds & 1, 460LED LUX Coupler	4,465.00	3,254.00	13,016.00
6	54.0820.00	KaVo Smart Sieries Low-Speed Handpieces Includes 2, S20 K Slow-Speed Handpieces & 2, Intra 181K Motors	2,570.00	1,873.00	11,238.00
Mechanical Room Equipment					
1	F0008.05	Dean SC5 Tri Motor Quiet Oil Free Compressor 3-5 230V	12,680.00	8,605.00	8,605.00
1	A0019	FASC Fresh Air Intake Kit	375.00	255.00	255.00
1	F0002.05	Dean Smart-Vac 1-5 Dry Vacuum System 13 Gal Tank	17,855.00	12,116.00	12,116.00
1	E0275	E0275 Buck Boost,500VA	590.00	430.00	430.00
1	A0082.12	Duble Gang 2 Button 24VAC Control	435.00	296.00	296.00
1	A0047	MKC Mount Kit	255.00	173.00	173.00
1	NXT-HG5-001	NXT-HG5-001 Amalgam Separator 1-10 Chairs	910.00	759.00	759.00



QTY	ITEM NO.	EQUIPMENT DESCRIPTION	RETAIL	NDI \$	EXTENSION
<b>Sterilization Equipment</b>					
1	M11-040	Midmark M11 Ultraclave 11" Chamber w/Automatic Door. 115 V	10,780.00	7,734.00	7,734.00
1	G4-201103	SciCan Statim G4 5000 Cassette Autoclave with WiFi	8,600.00	6,665.00	6,665.00
1	778410	Quala Sweep 5002, 3.5 Qt		483.39	483.39
1	1351	Full Size Basket, Quala Sweep 5002		93.00	93.00
1	54.0840.00	Kavo Quattrocare Plus, Kavo	4,025.00	2,933.00	2,933.00
1					No NDI \$

<b>Laboratory Equipment</b>					
1	16B	Handler 2-Speed Redwing Lathe w/Quick Chuck	1,003.09	840.00	840.00
2	84NL-S	Handler Aluminum Splash Hood w/o Light with Shield	133.04	99.00	198.00
1	31	Handler Model Trimmer 10", 1/3 HP	882.09	739.00	739.00
1	10650	Whipmix GP Vibrator w/Flared Rubber Top	115.00	104.00	104.00
1	10012	Gleco Plaster Trap, 1/2 Gallon, GT64	100.00	100.00	100.00
1	594	Adec Inspire Sterilization Center 113 5/8"	26,680.00	19,438.00	19,438.00

### Planmeca Digital Imaging

1	PX-1001S2	Planmeca ProMax 2D S2 Extraoral imaging		24,667.00	24,667.00
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#### Key features

##### Advanced technology

- Autofocus positions the focal layer automatically for perfect panoramic images
- Dynamic Exposure Control (DEC) measures the patient's radiation transparency and automatically adjusts exposure values
- Patented SCARA (Selectively Compliant Articulated Robot Arm) technology guarantees an anatomically accurate imaging geometry for clear, error-free images
- Easy upgrades - add cephalostat or 3D imaging capability at any time

##### Effortless use

- Full-view patient positioning with triple-laser patient positioning lights
- Side entry for comfortable access
- Easy-to-use graphical interface
- ProTouch™ Desktop for remote control panel operation on the imaging workstation
- Versatile Planmeca Romexis® 2D imaging software
- TWAIN support and full DICOM compliance

2	Pro-X 75 DS	Planmeca Pro-X intraoral X-Ray 75"		3,611.00	7,222.00
2	FE003793USB-K	Planmeca Prosensor HD System, Size #2		6,660.00	13,320.00
1	FE003792USB-K	Planmeca Prosensor HD System, Size #1		-	-
5		Romexis Software Licenses		-	-

Includes Installation and Warranty

#### PAYMENT TERMS

☒ Quote ☐ Cash ☐ Group Financial ☐ Private Finance ☐ Special Acct ☐ MC/Visa\*

By Signing this order you authorize your bank(s) and creditors to release credit information concerning your checking and borrowing accounts to Nashville Dental Inc., and its subsidiaries.

\*All credit card purchases shall be subject to the following conditions: initial payment of 50% due on placement of order & 50% balance due upon installation. Otherwise there will be a transaction fee of 2% (3% for American Express) added to order.

\*\*Sales tax is an estimate and actual sales tax is charged on invoice depending on state and local tax laws. This proposal shall remain in effect for 90 days from proposal date or notice of manufacturer price increase. The customer indicates their acceptance by signing and dating below. Nashville Dental, Inc., makes no representations or warranties with respect to the equipment or products being sold except those applied by the manufacture.

	Sub-Total	\$ 290,502.39
	Freight	\$ -
0.00%	est. Sales Tax	\$ -
	<b>Total</b>	<b>\$ 290,502.39</b>
	Deposit	\$ -
	<b>Balance Due</b>	<b>\$ 290,502.39</b>

Nashville Dental Representative

Date

Purchaser Signature

Date

## **Appendix C**



# Academic Supply for Occupational Demand Report 2024

SOC Code	Occupation	In-Demand		Statewide Entry-Level Wage	Typical Entry-Level Education	Key to TNECD Industry	STEM
		TN	Total # Regions				
19-5011	Occupational Health and Safety Specialists		7	\$50,877	Bachelor's degree	*	
29-1031	Dietitians and Nutritionists		2	\$39,276	Bachelor's degree		
29-1071	Physician Assistants		6	\$80,670	Master's degree		
29-1122	Occupational Therapists		2	\$69,832	Master's degree		
29-1123	Physical Therapists		3	\$70,626	Doctoral or professional degree		
29-1126	Respiratory Therapists		5	\$48,462	Associate degree		
29-1127	Speech-Language Pathologists	X	7	\$52,259	Master's degree		
29-1141	Registered Nurses		4	\$54,486	Bachelor's degree		
29-1151	Nurse Anesthetists		1	\$135,887	Master's degree		
29-1171	Nurse Practitioners		6	\$62,741	Master's degree		
29-1292	Dental Hygienists		1	\$47,693	Associate degree		
29-2031	Cardiovascular Technologists and Technicians		1	\$33,216	Associate degree		
29-2032	Diagnostic Medical Sonographers		6	\$54,196	Associate degree		
29-2042	Emergency Medical Technicians		2	\$27,833	Postsecondary nondegree award		
29-2052	Pharmacy Technicians		8	\$28,760	High school diploma or equivalent		
29-2055	Surgical Technologists	X	6	\$40,456	Postsecondary nondegree award		
29-2057	Ophthalmic Medical Technicians		1	\$30,187	Postsecondary nondegree award		
29-2061	Licensed Practical and Licensed Vocational Nurses	X	9	\$36,873	Postsecondary nondegree award		
29-2081	Opticians, Dispensing		1	\$29,024	High school diploma or equivalent		
31-1131	Nursing Assistants		3	\$26,850	Postsecondary nondegree award		
31-2011	Occupational Therapy Assistants		3	\$47,282	Associate degree		
31-2021	Physical Therapist Assistants	X	9	\$46,871	Associate degree		
31-9011	Massage Therapists	X	3	\$32,572	Postsecondary nondegree award		



SOC Code	Occupation	In-Demand		Statewide Entry-Level Wage	Typical Entry-Level Education	Key to TNECD Industry	STEM
		TN	Total # Regions				
31-9091	Dental Assistants	X	9	\$32,692	Postsecondary nondegree award		
31-9092	Medical Assistants	X	9	\$28,974	Postsecondary nondegree award		
31-9093	Medical Equipment Preparers	X	1	\$26,101	High school diploma or equivalent		
31-9097	Phlebotomists	X	8	\$29,229	Postsecondary nondegree award		
31-9099	Healthcare Support Workers, All Other		5	\$26,002	High school diploma or equivalent		

## Health Sciences Aligned Academic Programs

### Postsecondary Health Sciences Degrees, 2021-22

CIP Code	Program Title	Educ. Award Level	Number of Grads	% Employed in TN	Estimated First Year Annual Wage
19.0501	Foods, Nutrition, and Wellness Studies, General.	BA	24	71%	\$34,290
19.0504	Human Nutrition.	CPBA	*	*	*
30.1901	Nutrition Sciences.	BA	*	*	*
30.1901	Nutrition Sciences.	CPBA	*	*	*
30.1901	Nutrition Sciences.	MA	19	53%	\$50,252
30.1901	Nutrition Sciences.	D	*	*	*
51.0202	Audiology/Audiologist.	D	38	21%	\$74,319
51.0203	Speech-Language Pathology/Pathologist.	MA	47	55%	\$55,912
51.0204	Audiology/Audiologist and Speech-Language Pathology/Pathologist.	MA	88	50%	\$51,899
51.0204	Audiology/Audiologist and Speech-Language Pathology/Pathologist.	D	*	*	*
51.0299	Communication Disorders Sciences and Services, Other.	CPBA	12	42%	\$59,631





Tennessee's

## In Demand Occupations to 2026

## Personal Skills and Abilities

## Personal Skills and Abilities

- advanced skills required
- moderate skills required
- A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability	
Associate's degree continued											
Radiologic Technologists	340	\$49,858	●	○	●	○	○				✓ Jobs in Demand
Respiratory Therapists	295	\$51,047	●	○	●	○	●		○		
Electrical and Electronics Engineering Technicians	255	\$55,910	●	●	○	○	○	○	●		
Web Developers	220	\$58,058	●	○	○	○	○	●		A	
Postsecondary non-degree award											
Heavy and Tractor-Trailer Truck Drivers	7,615	\$41,940	●	○	○	○			○		✓ Positive Job Growth
Licensed Practical and Licensed Vocational Nurses	2,245	\$39,534	●	○	●	●	○				
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,080	\$41,463	●	○	○	○	○		●		
Medical Records and Health Information Technicians	470	\$40,084	●	○	○	○					
Some college, no degree											
Computer User Support Specialists	1,135	\$45,737	●	○	●	○	○	○	○		✓ At least 190 expected annual job openings
High school diploma or equivalent											
First-Line Supervisors of Office and Administrative Support Workers	3,975	\$51,098	●	○	●	●					
First-Line Supervisors of Production and Operating Workers	1,775	\$55,500	●	○	○	●			○		
First-Line Supervisors, Mechanics, Installers, Repairers	1,105	\$62,665	●	●	●	●			●		
Production, Planning, and	970	\$44,493	●	○	○	○					



# East Tennessee



(Anderson, Blount, Campbell, Claiborne, Cocke, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Roane, Scott, Sevier, and Union Counties)

## In Demand Occupations to 2026

### Personal Skills and Abilities

- advanced skills required
- moderate skills required
- A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability	
<b>Bachelor's degree continued</b>											
Software Developers, Applications	115	\$84,101	●	○	○	○	○	●			✓ Jobs in Demand
Administrative Services Managers	110	\$81,656	●	○	●	●					
Civil Engineers	105	\$97,800	●	●	●	●	●	○	○		
Industrial Engineers	100	\$85,927	●	●	○	○				A	
Wholesale and Retail Buyers, Except Farm Products	100	n/a	●	●	●	●					
Training and Development Specialists	90	\$52,511	●	○	●	●				A	
Chief Executives	85	\$146,321	●	●	●	●				A	
Compliance Officers	80	\$56,060	●	○	●	●					✓ Positive Job Growth
Network and Computer Systems Administrators	80	\$73,799	●	○	●	○	○	●	●		
Software Developers, Systems Software	80	\$92,844	●	●	○	○		○			
Cost Estimators	75	\$51,573	●	●	○	●					
Mechanical Engineers	75	\$95,014	●	●	●	●	●	○		A	
Kindergarten Teachers, Except Special Education	75	\$49,582	●	○	●	●				A	
<b>Associate's degree</b>											
Industrial Engineering Technicians	115	\$46,790	●	●	○	○	○		○		
Physical Therapist Assistants	95	\$58,500	●	○	●	○	○				
Paralegals and Legal Assistants	85	\$40,824	●		●	○					
Medical and Clinical Laboratory Technicians	80	n/a	●	○	●	○	●		○		
<b>Postsecondary non-degree award</b>											
Heavy and Tractor-Trailer Truck Drivers	1,235	\$42,519	●	○	○	○			○		
Licensed Practical and Licensed Vocational Nurses	350	\$37,175	●	○	●	●	○				
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	215	\$41,990	●	○	○	○	○		●		
Dental Assistants	130	\$37,857	●	○	●	○	○				
Telecommunications Equipment Installers and Repairers, Except Line Installers	95	\$40,451	●	○	○	○	○	○	●		✓ At least 75 expected annual job openings



# Upper Cumberland Tennessee

(Cannon, Clay, Cumberland, DeKalb, Fentress, Jackson, Macon, Overton, Pickett, Putnam, Smith, Van Buren, Warren, and White Counties)



## In Demand Occupations to 2026

### Personal Skills and Abilities

- advanced skills required
- moderate skills required
- A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
<b>Bachelor's degree continued</b>										
Human Resources Specialists	25	\$45,265	●	○	●	○				A
Construction Managers	20	\$69,597	●	●	●	●	○			
Industrial Engineers	20	\$61,778	●	●	○	○				
Special Education Teachers, Kindergarten and Elementary School	20	\$47,517	●	○	●	●				A
Administrative Services Managers	15	\$68,379	●	○	●	●				
Kindergarten Teachers, Except Special Education	15	\$43,360	●	○	●	●				A
Sales Managers	15	\$94,713	●	●	●	●				
Market Research Analysts & Marketing Specialists	10	\$46,791	●	●	○	●	○	○		
Computer and Information Systems Managers	10	\$87,686	●	●	○	●		○		
Purchasing Managers	10	\$88,296	●	●	●	●				
Social and Community Service Managers	10	\$54,611	●	○	●	●	○			A
Software Developers, Applications	10		●	○	○	○	○	●		
Mechanical Engineers	10	\$73,380	●	●	●	●	●	○		A
Training and Development Specialists	10	\$46,200	●	○	●	●				A
Graphic Designers	10	\$42,201	●	○	○	○				A
<b>Associate's degree</b>										
Physical Therapist Assistants	30	n/a	●	○	●	○	○			
Respiratory Therapists	15	\$53,332	●	○	○	○	○		○	
Radiologic Technologists	15	\$46,883	●	○	●	○	○			
Civil Engineering Technicians	10	\$36,322	●	●	○	○	○			A
Electrical and Electronics Engineering Technicians	10	\$48,363	●	●	○	○	○	○	●	
<b>Postsecondary non-degree award</b>										
Licensed Practical and Licensed Vocational Nurses	130	\$36,619	●	○	●	●	○			
Dental Assistants	30	\$38,351	●	○	●	○	○			
Telecommunications Equipment Installers and Repairers, Except Line Installers	30	\$60,908	●	○	○	○	○	○	●	

✓ Jobs in Demand

✓ Positive Job Growth

✓ At least 10 expected annual job openings



Department of  
**Labor & Workforce  
Development**

**JOBS4TN.GOV**





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## Medical Assistants

PRINTER-FRIENDLY

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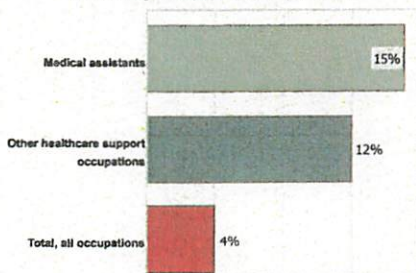
Similar Occupations

More Info

## Job Outlook

## Medical Assistants

Percent change in employment, projected 2023-33



Note: All Occupations includes all occupations in the U.S. Economy.  
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment of medical assistants is projected to grow 15 percent from 2023 to 2033, much faster than the average for all occupations.

About 119,800 openings for medical assistants are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

## Employment

The large baby-boom population continues to enter older age groups, which typically have more healthcare concerns than younger age groups and will continue to increase demand for medical services. As a result, more medical assistants will be needed to perform routine administrative and clinical duties in physicians' offices and other primary care settings.

## Employment projections data for medical assistants, 2023-33

## Medical assistants

## SOC Code:

31-9092

## Employment, 2023:

783,900

## Projected Employment, 2033:

901,900

## Change, 2023-33 (Percent):

15

## Change, 2023-33 (Numeric):

118,000

## Employment By Industry:

[Get data](#)

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

&lt; Pay

State &amp; Area Data &gt;

## SUGGESTED CITATION:

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Medical Assistants, at <https://www.bls.gov/ooh/healthcare/medical-assistants.htm> (visited November 18, 2024).





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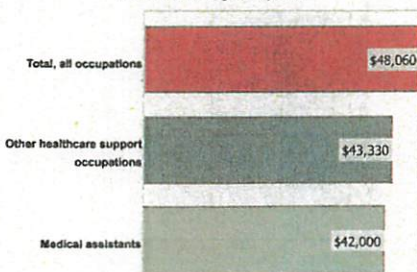
Similar Occupations

More Info

## Pay

## Medical Assistants

Median annual wages, May 2023



Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics

The median annual wage for medical assistants was \$42,000 in May 2023. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$33,500, and the highest 10 percent earned more than \$56,480.

In May 2023, the median annual wages for medical assistants in the top industries in which they worked were as follows:

Outpatient care centers	\$46,090
Hospitals; state, local, and private	44,350
Offices of physicians	40,670
Offices of other health practitioners	36,480

Most medical assistants work full time. Some work evening, weekend, or holiday shifts in medical facilities that are open around the clock.

&lt; How to Become One

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## SUGGESTED CITATION:

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Medical Assistants, at <https://www.bls.gov/ooh/healthcare/medical-assistants.htm> (visited November 18, 2024).

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## Phlebotomists

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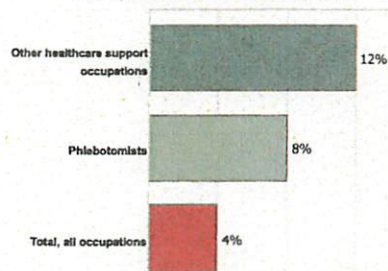
Similar Occupations

More Info

## Job Outlook

## Phlebotomists

Percent change in employment, projected 2023-33



Note: All Occupations includes all occupations in the U.S. Economy.  
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment of phlebotomists is projected to grow 8 percent from 2023 to 2033, faster than the average for all occupations.

About 19,600 openings for phlebotomists are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

## Employment

The growing population, with its rising share of older people, will continue to increase demand for medical services, including blood testing.

Blood analysis remains an essential part of medical care, as it is used to check for a wide range of issues. Therefore, demand for phlebotomists will remain high as doctors and other healthcare professionals require bloodwork for analysis and diagnosis.

## Employment projections data for phlebotomists, 2023-33

## Phlebotomists

## SOC Code:

31-9097

## Employment, 2023:

141,200

## Projected Employment, 2033:

152,200

## Change, 2023-33 (Percent):

8

## Change, 2023-33 (Numeric):

11,000

## Employment By Industry:

[Get data](#)

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

&lt; Pay

State &amp; Area Data &gt;

## SUGGESTED CITATION:

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Phlebotomists, at <https://www.bls.gov/ooh/healthcare/phlebotomists.htm> (visited November 18, 2024).





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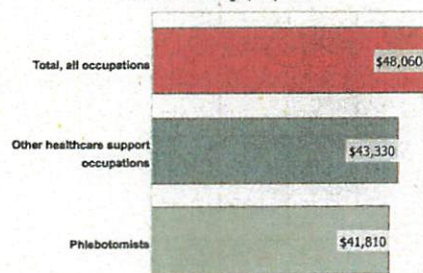
Similar Occupations

More Info

## Pay

## Phlebotomists

Median annual wages, May 2023



Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics

The median annual wage for phlebotomists was \$41,810 in May 2023. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$33,310, and the highest 10 percent earned more than \$55,330.

In May 2023, the median annual wages for phlebotomists in the top industries in which they worked were as follows:

Outpatient care centers	\$46,130
Medical and diagnostic laboratories	45,100
Hospitals; state, local, and private	39,920
Offices of physicians	39,800
All other ambulatory healthcare services	37,750

Most phlebotomists work full time. Phlebotomists who work in hospitals and labs may need to work nights, weekends, and holidays.

&lt; How to Become One

Job Outlook -&gt;

## SUGGESTED CITATION:

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Phlebotomists, at <https://www.bls.gov/ooh/healthcare/phlebotomists.htm> (visited November 18, 2024).

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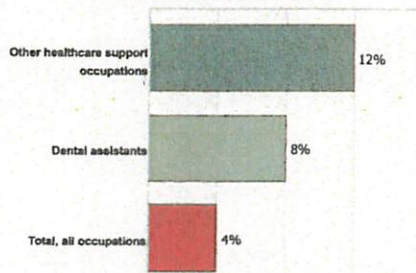
Similar Occupations

More Info

## Job Outlook

## Dental Assistants

Percent change in employment, projected 2023-33



Note: All Occupations includes all occupations in the U.S. Economy.  
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment of dental assistants is projected to grow 8 percent from 2023 to 2033, faster than the average for all occupations.

About 54,900 openings for dental assistants are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

## Employment

Ongoing research linking oral health and general health will continue to increase demand for preventive dental services. [Dentists](#) will continue to hire dental assistants to complete routine tasks, allowing dentists to work more efficiently. As dental practices grow, more dental assistants will be needed.

The large baby-boom population continues to enter older age groups, which typically have more problems related to oral health than younger people do. In addition, people keep more of their original teeth now than in previous generations, leading to continued increases in the need for dental care to maintain and treat teeth.

## Employment projections data for dental assistants, 2023-33

## Dental assistants

## SOC Code:

31-9091

## Employment, 2023:

376,500

## Projected Employment, 2033:

408,000

## Change, 2023-33 (Percent):

8

## Change, 2023-33 (Numeric):

31,500

## Employment By Industry:

[Get data](#)

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

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SUGGESTED CITATION:





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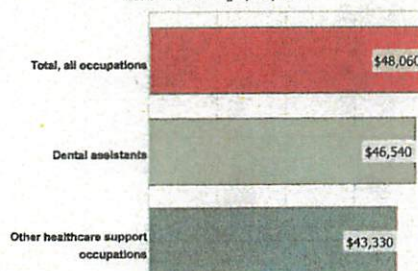
Similar Occupations

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## Pay

## Dental Assistants

Median annual wages, May 2023



Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics

The median annual wage for dental assistants was \$46,540 in May 2023. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$35,470, and the highest 10 percent earned more than \$61,060.

In May 2023, the median annual wages for dental assistants in the top industries in which they worked were as follows:

Government	\$49,650
Offices of dentists	46,580
Offices of physicians	43,110

Most dental assistants work full time. Some work evenings or weekends.

&lt; How to Become One

Job Outlook &gt;

## SUGGESTED CITATION:

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Dental Assistants, at <https://www.bls.gov/ooh/healthcare/dental-assistants.htm> (visited November 18, 2024).

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## Substance Abuse, Behavioral Disorder, and Mental Health Counselors

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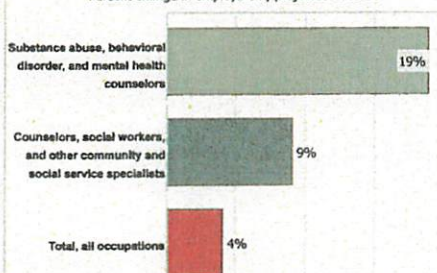
Similar Occupations

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## Substance Abuse, Behavioral Disorder, and Mental Health Counselors

Percent change in employment, projected 2023-33



Note: All Occupations includes all occupations in the U.S. Economy.  
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment of substance abuse, behavioral disorder, and mental health counselors is projected to grow 19 percent from 2023 to 2033, much faster than the average for all occupations.

About 48,900 openings for substance abuse, behavioral disorder, and mental health counselors are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

## Employment

Employment growth is expected for substance abuse, behavioral disorder, and mental health counselors as people continue to seek treatment for addiction and mental health issues.

Increased demand for these workers is expected because of a growth in the number of people, including youths, who have mental health and behavioral disorders. Additionally, there will be a continued need for services to assist the large number of people with addictions, especially those who have opioid use disorder.

Demand for these workers will be further strengthened as more jurisdictions require offenders who have a substance abuse disorder to seek counseling as part of their sentences.

## Employment projections data for substance abuse, behavioral disorder, and mental health counselors, 2023-33

## Substance abuse, behavioral disorder, and mental health counselors

## SOC Code:

21-1018

## Employment, 2023:

449,800

## Projected Employment, 2033:

534,300

## Change, 2023-33 (Percent):

19

## Change, 2023-33 (Numeric):

84,500

## Employment By Industry:

[Get data](#)

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program





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## Substance Abuse, Behavioral Disorder, and Mental Health Counselors

Median annual wages, May 2023



Note: All Occupations includes all occupations in the U.S. Economy.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics

The median annual wage for substance abuse, behavioral disorder, and mental health counselors was \$53,710 in May 2023. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$36,700, and the highest 10 percent earned more than \$89,920.

In May 2023, the median annual wages for substance abuse, behavioral disorder, and mental health counselors in the top industries in which they worked were as follows:

Hospitals; state, local, and private	\$59,090
Offices of other health practitioners	55,410
Outpatient mental health and substance abuse centers	51,130
Individual and family services	51,010
Residential mental health and substance abuse facilities	46,880

Most substance abuse, behavioral disorder, and mental health counselors work full time, although part-time work is common. In some settings, such as inpatient or residential facilities, they may need to work evenings, nights, or weekends.

&lt; How to Become One

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## SUGGESTED CITATION:

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Substance Abuse, Behavioral Disorder, and Mental Health Counselors, at <https://www.bls.gov/ooh/community-and-social-service/substance-abuse-behavioral-disorder-and-mental-health-counselors.htm> (visited November 18, 2024).

Last Modified Date: Thursday, August 29, 2024

Scott County - Mastered in Tennessee



## POPULATION & DEMOGRAPHICS

### LOCATION

Time Zone

Eastern Time Zone

Grand Division

East Tennessee



# HOUSING & INCOME

HOUSING & INCOME		HOUSEHOLD INCOME & BENEFITS	PERCENT OF HOUSEHOLD
Households	8,614		
Homeownership Rate	71.6%	Less Than \$10,000	7.0%
Persons Per Household	2.51	\$10,000 to \$14,999	9.4%
Living In Same House 1 Year & Over	89.7%	\$15,000 to \$24,999	14.2%
Median Home Value	\$113,900	\$25,000 to \$34,999	15.0%
Annual Home Sales	116	\$35,000 to \$49,999	14.7%
Median Sale Price of Homes Sold	\$176,000	\$50,000 to \$74,999	18.7%
Persons In Households With Income Below Poverty Level	25.7%	\$75,000 to \$99,999	9.1%
Total Personal Income	\$825.4M	\$100,000 to \$149,999	7.7%
Personal Income Per Capita	\$37,462	\$150,000 to \$199,999	2.5%
County Median Wage	\$17.38	\$200,000 or More	1.6%
		Median Household Income	\$39,744

## PERCENTAGE OF HOUSEHOLDS BY INCOME RANGE

Morgan County - Mastered in Tennessee



## POPULATION & DEMOGRAPHICS

### LOCATION

Time Zone

Eastern Time Zone

Grand Division

East Tennessee



# HOUSING & INCOME

HOUSING & INCOME		HOUSEHOLD INCOME & BENEFITS	PERCENT OF HOUSEHOLD
Households	7,093	Less Than \$10,000	4.9%
Homeownership Rate	81.5%	\$10,000 to \$14,999	6.5%
Persons Per Household	2.66	\$15,000 to \$24,999	10.4%
Living In Same House 1 Year & Over	89.8%	\$25,000 to \$34,999	11.1%
Median Home Value	\$133,000	\$35,000 to \$49,999	15.6%
Annual Home Sales	139	\$50,000 to \$74,999	16.7%
Median Sale Price of Homes Sold	\$190,000	\$75,000 to \$99,999	14.2%
Persons In Households With Income Below Poverty Level	20.9%	\$100,000 to \$149,999	12.6%
Total Personal Income	\$785.1M	\$150,000 to \$199,999	4.9%
Personal Income Per Capita	\$36,995	\$200,000 or More	3.0%
County Median Wage	\$19.48	Median Household Income	\$51,971

## PERCENTAGE OF HOUSEHOLDS BY INCOME RANGE



# LABOR FORCE

LABOR FORCE ESTIMATES (2023)	TENNESSE	MORGAN
Labor Force	3,379,605	7,952
Employment	3,267,935	7,630
Unemployment	111,670	322
Unemployment Rate	3.30%	4.00%

UNEMPLOYMENT RATE*	TENNESSE	MORGAN
2019	7.40%	6.30%
2020	4.50%	4.50%
2021	3.40%	3.80%
2022	3.30%	4.00%

Fentress County - Mastered in Tennessee



## POPULATION & DEMOGRAPHICS

### LOCATION

Time Zone

Central Time Zone

Grand Division

Middle Tennessee



# HOUSING & INCOME

HOUSING & INCOME		HOUSEHOLD INCOME & BENEFITS	PERCENT OF HOUSEHOLD
Households	7,607		
Homeownership Rate	77.4%	Less Than \$10,000	4.3%
Persons Per Household	2.43	\$10,000 to \$14,999	10.0%
Living In Same House 1 Year & Over	83.5%	\$15,000 to \$24,999	11.4%
Median Home Value	\$137,000	\$25,000 to \$34,999	14.1%
Annual Home Sales	235	\$35,000 to \$49,999	14.5%
Median Sale Price of Homes Sold	\$249,900	\$50,000 to \$74,999	19.6%
Persons In Households With Income Below Poverty Level	20.2%	\$75,000 to \$99,999	13.6%
Total Personal Income	\$806.0M	\$100,000 to \$149,999	9.1%
Personal Income Per Capita	\$41,694	\$150,000 to \$199,999	1.9%
County Median Wage	\$16.91	\$200,000 or More	1.4%
		Median Household Income	\$47,884

## PERCENTAGE OF HOUSEHOLDS BY INCOME RANGE



# LABOR FORCE

LABOR FORCE ESTIMATES (2023)			UNEMPLOYMENT RATE*		
	TENNESSEE	KENTRESS		TENNESSEE	KENTRESS
Labor Force	3,379,605	7,700	2019	7.40%	6.30%
Employment	3,267,935	7,406	2020	4.50%	4.20%
Unemployment	111,670	294	2021	3.40%	3.80%
Unemployment Rate	3.30%	3.80%	2022	3.30%	3.80%

## **Appendix D**





January 24, 2025

Dear President Murphy,

The Tennessee College of Applied Technology - Jacksboro is pleased to support the Rural Health Care Pathways Expansion Grant being submitted by TCAT Oneida/Huntsville. We are excited about the opportunities this grant will create and look forward to welcoming your students into our proposed LPN-to-RN pathway, which has been developed in partnership with East Tennessee State University.

The grant proposal being submitted by your college will play a vital role in expanding and enhancing articulation opportunities for both secondary and post-secondary students. The new Allied Health/Medical Assisting program, to be offered at Huntsville, Fentress County, and Morgan County Instructional Service Centers, will provide essential training for students and help address the growing need for skilled healthcare professionals in our region.

If you have any questions or need further information, please do not hesitate to contact me. We are excited to collaborate with your team to support this important initiative.

Sincerely,

A handwritten signature in black ink, appearing to read "Debbie Petree", is written over a light blue horizontal line.

Debbie Petree, EdD  
President



**Office of the Vice President for Student Services and Innovation**

276 Patton Lane Harriman, TN 37748-5011

(865) 354-3000 Fax (865) 882-4562

[www.roanestate.edu](http://www.roanestate.edu)

1/28/2025

President Dwight Murphy  
Tennessee College of Applied Technology Oneida/Huntsville  
355 Scott High Drive  
Huntsville, TN 37756

Dear President Murphy,

Roane State Community College wishes to offer our support for the Rural Health Care Pathways Expansion Grant submitted by the Tennessee College of Applied Technology Oneida/Huntsville. I have already been collaborating with TCAT Vice President Smith to expand and establish new, innovative articulation pathways between our two institutions in Allied Health and dental programs.

We greatly value TCAT's commitment to utilizing grant funds to allow Roane State faculty to teach TCAT students in programs that seamlessly articulate to an associate degree in our nursing program. This partnership underscores our shared goal of addressing the critical need for healthcare professionals in our communities. In closing, Roane State looks forward to working together through this grant to develop programs that will open doors for more individuals to pursue careers in high-demand healthcare fields.

Sincerely,

Jamie Stringer, EdD  
Vice President  
Student Services and Innovation





OFFICE of the PROVOST

EAST TENNESSEE STATE UNIVERSITY

January 27, 2025

Tennessee College of Applied Technology  
Oneida Campus/Huntsville  
355 Scott High Dr.  
Huntsville, TN 37756

Dear President Murphy,

East Tennessee State University would like to offer our support for the Rural Health Care Pathways Expansion Grant submitted by the Tennessee College of Applied Technology Oneida/Huntsville. We have already been working with TCAT Jacksboro to expand and create new and creative articulation pathways between our two colleges toward our Bachelor of Science in Nursing degree. We appreciate the partnership and your willingness to use grant funds to stimulate the use of this pathway to East Tennessee State University.

In closing, East Tennessee State University looks forward to developing programs through this grant that will allow more students to enter high-demand healthcare fields in rural counties of East Tennessee.

Sincerely,

Dr. Kimberly D. McCorkle  
Provost and Senior Vice President for Academic Affairs

## **Appendix E**



# ***Scott County Board of Education***

**P.O. Box 37  
208 Court Street  
Huntsville, TN 37756**

**Bill M. Hall  
Director of Schools**

**Phone: (423) 663-2159  
Fax: (423) 663-9682**

---

January 24, 2025

Dear President Murphy,

The administration of Scott high School takes this opportunity to offer our strong support for the Rural Health Care Pathways Expansion Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. Currently, our high school dual-enrolls students in your college's CNA and EMT programs, and we are excited about the additional opportunities this initiative will provide for our students. This proposed Allied Health/Medical Assisting program will enable our students to receive training in high-demand healthcare fields such as Nursing Assistant, Phlebotomy and EKG. It also offers secondary students the chance to earn nationally-recognized certifications and hours towards your Practical Nursing program. By introducing students to the Allied Health field, this program will inspire more of them to pursue careers in the high-demand, high-wage healthcare sector in our region.

Our guidance department anticipates at least **10 students per semester** will enroll in this program. We greatly value this expanded pathway and the opportunities it creates for Scott County students. If you have any questions, please don't hesitate to contact me.

Sincerely,



Bill Hall  
Director of Schools  
Scott County School System  
Huntsville, TN  
(423) 663-2801

# ***Scott County Board of Education***

**P.O. Box 37  
208 Court Street  
Huntsville, TN 37756**

**Bill M. Hall  
Director of Schools**

**Phone: (423) 663-2159  
Fax: (423) 663-9682**

---

January 24, 2025


Dear President Murphy,

Scott High School administration is excited about the Tennessee College of Applied Technology Oneida/Huntsville's grant request to offer a Dental Assistant program at the Huntsville campus. We have juniors and seniors ready to dual-enroll in the program once it is funded.

We always have students interested in dentistry but there are presently few opportunities for them to explore the field while still in high school. The Dental Assistant program proposed by TCAT Oneida/Huntsville will allow students hands-on opportunities and the ability to accumulate hours into a post-secondary program. There is a huge demand for dental care among our students and in the county. A program such as this one will open pathways not presently available to our students. We would project **10 to 12 students per semester** being interested in the program.

In closing, please be assured that we stand ready to serve on an advisory board and help implement this much-needed program.

Sincerely,



Bill Hall  
Director of Schools  
Scott County School System  
Huntsville, TN  
(423) 663-2801

# Oneida Special School District

1-24-2025

## Board of Education

Dr. Nancy Williamson, *Chair*  
Mr. Kevin Byrd, *Vice Chair*  
Mrs. Dorothy Watson, *Treasurer*  
Dr. Danny Cross, *Member*  
Mr. Mark Matthews, *Member*

## District Administration

Dr. Jeanny Phillips, Ph.D.  
*Director of Schools*

Zacch Brown, Ed.S.  
*Assistant Director of Schools*

Kim Burress, M.A.  
*Supervisor of Special Education*

Kelly Posey Chitwood, Ed.S.  
*Supervisor of Coordinated School Health  
& Family Resource Center*

Jason Terry, Ed.S.  
*Supervisor of Attendance &  
Maintenance*

Allison Mays  
*Director of Finance*

Cathy Buttram  
*School Nutrition Coordinator*



Dear President Murphy,

The Oneida Special School District is proud to support the Rural Health Care Pathway Expansion Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. Our rural county faces a significant shortage of trained professionals in allied health, making this initiative vital to addressing these critical workforce needs.

Oneida High School is eager to dual-enroll our students in the Allied Health/Medical Assisting program. In the past, we successfully enrolled juniors and seniors in the Certified Nursing Assistant (CNA) program, which can serve as a valuable foundation for students advancing to the Allied Health/Medical Assisting program.

Looking ahead, we anticipate dual-enrolling **five to ten juniors and/or seniors** annually in the Allied Health/Medical Assisting program. The opportunity for students to progress from this program to the Practical Nursing program will further prepare them for successful careers in nursing and other healthcare fields.

Should you have any questions, please contact me via email at [jphillips@oneidaschools.org](mailto:jphillips@oneidaschools.org) or by phone at (423) 569-8912.

Sincerely,

  
Dr. Jeanny Phillips

Director of Schools

Oneida Special School District



# Oneida Special School District

1-24-2025

## Board of Education

Dr. Nancy Williamson, *Chair*  
Mr. Kevin Byrd, *Vice Chair*  
Mrs. Dorothy Watson, *Treasurer*  
Dr. Danny Cross, *Member*  
Mr. Mark Matthews, *Member*

## District Administration

Dr. Jeanny Phillips, Ph.D.  
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*Supervisor of Coordinated School Health  
& Family Resource Center*

Jason Terry, Ed.S.  
*Supervisor of Attendance &  
Maintenance*

Allison Mays  
*Director of Finance*

Cathy Buttram  
*School Nutrition Coordinator*

Dear President Murphy,

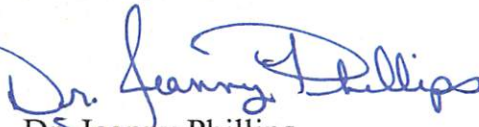
On behalf of the Oneida Special School District, I am pleased to express our enthusiastic support for the Rural Health Care Pathway Expansion grant proposed by the Tennessee College of Applied Technology Oneida/Huntsville. This grant represents a valuable opportunity to address the pressing need for skilled dental health professionals in our community.

At Oneida High School, we are excited about the chance to partner with TCAT to offer the proposed Dental Assistant program to our students. This initiative will open doors for juniors and seniors to gain hands-on training and earn industry-recognized certifications, positioning them for successful careers in the dental health field.

We project that **five to ten students** will enroll in this program annually, reflecting the strong interest among our students in pursuing careers in healthcare. By providing high-quality education and professional development opportunities, this program will significantly contribute to meeting the workforce demands in our rural area.

We are proud to support this initiative and look forward to its positive impact on our students and the community. If you have any questions or require additional information, please feel free to reach out.

Sincerely,

  
Dr. Jeanny Phillips

Director of Schools

Oneida Special School District





# MORGAN COUNTY SCHOOLS

136 Flat Fork Rd., Wartburg, TN 37887

Jamie Pemberton, Director of Schools

Patricia Pace, Asst. Director of Schools

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## CENTRAL OFFICE

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Phone: (423) 346-6214 • Fax: (423) 346-6043

<http://www.mcsed.net>

January 27, 2025

Dear President Murphy,

The Morgan County School System is pleased to provide training space for the Tennessee College of Applied Technology Oneida/Huntsville to deliver the new Allied Health/Medical Assisting program at our Morgan County Career & Technical Center campus. We are excited to support Tennessee College of Applied Technology Oneida/Huntsville in the Rural Health Care Pathways Expansion Grant initiative.

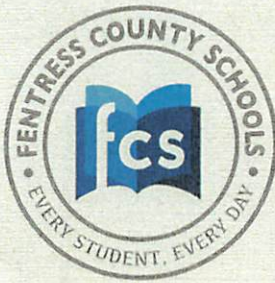
Our Allied Health class will articulate hours into this post-secondary college program, offering a seamless transition for our students. We project that **15 or more students** will dual-enroll in this program annually. With Allied Health professionals – ranging from CNAs to LPNs to RNs – being in high demand, this program is a critical step in addressing the unmet healthcare needs of our county.

If you have any questions or require further information, please don't hesitate to contact me. My number is 423-346-6214.

Sincerely,

Jamie Pemberton  
Director of Schools  
Morgan County School System  
Wartburg, TN





**Fentress County Board of Education**

1011 South Old Hwy 127 ♦ Jamestown, TN 38556

Phone: 931.879.9218 ♦ Fax: 931.879.4050

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*Director of Schools: Kristi Hall*

January 27, 2025

Dear President Murphy,

I would like to take this opportunity to offer the support of Fentress County Schools for this Rural Health Care Pathways Expansion Grant being submitted by your college. We are excited about the possibility of dual enrolling our high school students into the Allied Health/Medical Assisting program being proposed in the grant. This will allow our students who have already enrolled in the TCAT Nursing Assistant program which is taught on our Clarkrange Campus to articulate hours into this post-secondary program. The skills being taught in the Allied Health/Medical Assisting and Dental programs will encourage more students to enter these high-demand fields. The articulation pathway outlined in this grant for hours to be articulated into a post-secondary Practical Nursing program will be a huge step in encouraging more students to become nurses and thus expand the numbers going on to the Registered Nurse field. Our counselors estimate that we would have at least 10 students per year interested in dual enrolling in this program. If you have questions, please feel free to contact me.

Thank you,

Kristi Hall

Fentress County Director of Schools



*Oneida Special School District*  
**Oneida Elementary School**

330 Claude Terry Drive  
Oneida, TN 37841  
Office (423) 569-8340 Fax (423) 569-2406  
[www.oneidaschools.org](http://www.oneidaschools.org)



Oneida Schools Centennial 1915-2015

Jordan Sims, Principal  
Ashley Billingsley, Assistant Principal  
Brittany Martin, Counselor

January 28, 2025

Dear President Murphy,

We have 760 children enrolled at Oneida Elementary School making ours the largest school in Scott County. One of the greatest health needs we see in our children is dental care. Many of our children's parents do not have dental health insurance, or the ability to pay for regular dental care. This problem is compounded in the fact there are not enough local dentists to cover the county's need and the fact that there are over six months wait presently to see a dentist. Your college proposal to offer Dental Assisting as one of your programs will help develop a pipeline for more people to enroll in the dental field and provide more dental care in the future for this region.

Sincerely,

A handwritten signature in black ink that reads "Jordan Sims". The signature is written in a cursive, flowing style.

Jordan Sims  
OES Principal

## **Appendix F**



January 27, 2025

Dear President Murphy,

The administration of Big South Fork Medical Center is pleased to offer support for the Rural Health Care Pathways Expansion Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville.

Like many hospitals in rural counties, we face ongoing challenges recruiting trained professionals such as CNAs, phlebotomists, EKG technicians and LPNs. The proposed Allied Health/Medical Assisting program has the potential to serve as a catalyst to inspire more individuals to pursue careers in these high-demand fields.

Our hospital is committed to supporting this initiative by providing clinical opportunities for students during their training. Specifically, we are prepared to host up to **10 students for clinical rotations each trimester**. Additionally, we are eager to hire skilled graduates from this program to address our staffing needs and maintain the high quality of care we provide to our community.

We would enthusiastically assist with the implementation of this program and have a representative serve on the program advisory board as appropriate. This collaborative effort will be instrumental in enhancing the healthcare workforce in our region.

Thank you for your leadership in advancing this important initiative. Please feel free to contact me if you have any questions or need further information.

Sincerely,

Hal W. Leftwich, DBA, FACHE  
CEO



### Board Of Directors

Rick Keeton, Chairman  
Bill Dunlap, Vice Chairman  
Linda Lay, Treasurer  
Phyllis Strunk, Secretary  
Tracy Stansberry  
Jacob Billingsly  
Anna Rose Sexton  
Michelle Trieshmann  
Tom Phillips

### **Chief Executive Officer**

James Lovett

### **Medical Director**

Mark Swindell, M.D.

### **Chief Finance Officer**

Greg Ball

### Area Health Center

3826 Norma Road

(423) 663-2920

Jackie Sharp, F.N.P.

### Highland Health Center

715 Rugby Highway

(423) 627-2782

Regina Carson, F.N.P.

Sharon Neal, F.N.P.

### Huntsville Primary Care

Huntsville, TN 37756

(423) 663-9200

Leslie Shoemaker, F.N.P.

Brittney Strunk, P.A.-C

### MPHC Oneida Clinic

460 Industrial Lane

(423) 569-3800

Edward Capparelli, M.D.

Kelly West, F.N.P.

Jessica Sexton, F.N.P.

Chelsea Shelton, P.A.

Danielle Foster, LMSW

### MPHC Pediatric Clinic

474 Industrial Lane

(423) 286-8600

Blake Lowe M.D.

Gracie Burke, P/F.N.P

Alicia Alexander, P.N.P.

### MPHC Dental Clinic

474 Industrial Lane

(423) 286-8600

Irene Duck, DDS

Mia Lasher, DDS

Alaina Feintheil, RDH

### Winfield Medical Center

25677 Scott Highway

(423) 569-8064

Mark Swindell, M.D.

Jodi Cross, F.N.P.

Shelby Potter, F.N.P.

Pam Thompson, LMFT

## Mountain People's Health Councils, Inc.

470 Industrial Lane

Oneida, TN 37841

Phone: (423) 286-CARE

Dear President Murphy,

Mountain People's Health Councils, Inc. is proud to support the Rural Health Care Pathways Expansion Grant being submitted by Tennessee College of Applied Technology Oneida/Huntsville. As a leading provider of rural health care in Scott County, we are acutely aware of the challenges created by a lack of qualified medical professionals and this proposal will take an important step toward addressing this need.

We operate five sliding fee scale community health clinics throughout Scott County, as well as a centrally-located pediatric clinic, and we often face challenges in recruiting CNAs and RNs. By providing an Allied Health/Medical Assisting program, TCAT Oneida/Huntsville will be able to provide pathways for both secondary and post-secondary students to pursue healthcare careers and bridge the gap that currently exists.

At MPHIC, we're committed to providing clinical opportunities for up to **five students per semester**. We're further committed to hiring from the program as opportunities arise. Our medical staff will be happy to assist in implementing the program to ensure its success.

If you have any questions or need additional information, please feel free to contact me.

Sincerely,



James Lovett

CEO

Mountain People's Health Councils, Inc.



January 24, 2025

Dear Mr. Murphy,

Quality Home Health is pleased to express our strong support for the Rural Health Care Pathways Expansion Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. With offices in Scott, Morgan and Fentress counties, we continually face challenges in finding skilled individuals equipped with the training that will be provided through the Allied Health/Medical Assisting program.

Our company is committed to actively supporting this program by providing clinical experience opportunities for students and hiring graduates of the Medical Assisting program. The skills covered in this program – such as CNA, EKG and phlebotomy – are vital to delivering quality care to the patients we serve across these rural communities. To further support this initiative, we pledge to **host five students each semester** for clinical training.

We enthusiastically support this program and are fully committed to assisting in its implementation. By training local individuals and addressing the growing demand for healthcare professionals, this program will have a lasting impact on the health and well-being of our region.

Please feel free to contact me with any questions or for additional information.

Sincerely,

A handwritten signature in blue ink that reads "Thom Mills". The signature is fluid and cursive.

Thom Mills  
Administrator  
Quality Home Health  
865-474-8381

All Care Plus, Inc., d/b/a Quality Home Health  
950 Baker Highway, Suite 6  
Huntsville, TN 37756

## **Appendix G**



### **Board Of Directors**

Rick Keeton, Chairman  
Bill Dunlap, Vice Chairman  
Linda Lay, Treasurer  
Phyllis Strunk, Secretary  
Tracy Stansberry  
Jacob Billingsly  
Anna Rose Sexton  
Michelle Trieshmann  
Tom Phillips

### **Chief Executive Officer**

James Lovett

### **Medical Director**

Mark Swindell, M.D.

### **Chief Finance Officer**

Greg Ball

### **Area Health Center**

3826 Norma Road  
(423) 663-2920

Jackie Sharp, F.N.P.

### **Highland Health Center**

715 Rugby Highway  
(423) 627-2782

Regina Carson, F.N.P.

Sharon Neal, F.N.P.

### **Huntsville Primary Care**

Huntsville, TN 37756  
(423) 663-9200

Leslie Shoemaker, F.N.P.

Brittney Strunk, P.A.-C

### **MPHC Oneida Clinic**

460 Industrial Lane  
(423) 569-3800

Edward Capparelli, M.D.

Kelly West, F.N.P.

Jessica Sexton, F.N.P.

Chelsea Shelton, P.A.

Danielle Foster, LMSW

### **MPHC Pediatric Clinic**

474 Industrial Lane  
(423) 286-8600

Blake Lowe M.D.

Gracie Burke, P/F.N.P.

Alicia Alexander, P.N.P.

### **MPHC Dental Clinic**

474 Industrial Lane  
(423) 286-8600

Irene Duck, DDS

Mia Lasher, DDS

Alaina Feintheil, RDH

### **Winfield Medical Center**

25677 Scott Highway  
(423) 569-8064

Mark Swindell, M.D.

Jodi Cross, F.N.P.

Shelby Potter, F.N.P.

Pam Thompson, LMFT

## **Mountain People's Health Councils, Inc.**

470 Industrial Lane

Oneida, TN 37841

Phone: (423) 286-CARE

Dear President Murphy,

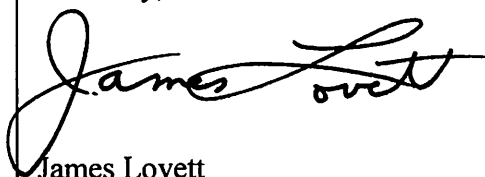
Mountain People's Health Councils, Inc. (MPHC) is pleased to offer our full support for the Rural Health Care Pathways Expansion Grant being submitted by Tennessee College of Applied Technology Oneida/Huntsville. The proposal to establish a Dental Assistant program at the Huntsville campus is a crucial step toward addressing the pressing need for improved dental care in our service area.

MPHC's dental clinic provides care to individuals in low- and modest-income categories within this rural region. However, we face significant challenges in recruiting dental assistants, hygienists, and dentists to serve our community. By offering this new Dental Assistant program locally to both secondary and post-secondary students, TCAT Oneida/Huntsville is creating a valuable pathway for more individuals in our region to enter the dental field.

If this grant is awarded, MPHC is committed to providing clinical opportunities for up to **five students per semester**, and hiring from the program as we have opportunities to do so. Additionally, our dental staff would be happy to assist in implementing this program to ensure its success.

If you have any questions or need further information, please feel free to contact me.

Sincerely,



James Lovett

CEO

Mountain People's Health Councils, Inc.



Dear President Murphy,

Our dental clinic primarily serves children, most of whom are covered by TennCare insurance. Due to high demand, we are booked months in advance for dental appointments for children. Additionally, finding qualified dental assistants and hygienists is a persistent challenge, and there are far too few dentists to meet the needs of this rural county.

Your college's proposal to offer a local Dental Assistant program is a vital step in addressing this critical need. By making this program available to both dual-enrolled high school students and post-secondary students, you are creating an excellent pathway to encourage more individuals to enter the dental field.

If the program is funded, we are committed to providing at least **five clinical opportunities** for Tennessee College of Applied Technology Oneida/Huntsville students each trimester. Furthermore, we are happy to offer our assistance with equipment selection and support the program's implementation. As the program begins to graduate students, we will certainly look forward to considering them for job openings that we have at the Scott County Dental Clinic.

Sincerely,

*Caleb L. Thompson, D.D.S.*

Dr. Caleb Thompson, DDS  
Scott County Dental Clinic

Dear President Murphy,

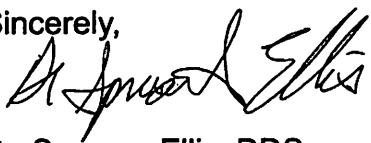
I am writing to express my strong support for the Rural Health Care Pathways Expansion Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. The proposed Dental Assistant program addresses a critical need in our region for skilled professionals in the dental field.

As a dentist serving this area for many years, I have witnessed the widespread issue of poor dental health among both children and adults. Additionally, very few individuals from Scott County and surrounding areas pursue careers in dental or healthcare professions. This program will create a valuable pathway for individuals to enter a high-demand, high-wage field and contribute to improving oral health in our community.

To support this initiative, my office is committed to hosting up to **five dental assistant students per trimester** for clinical rotations. We are further committed to strongly considering qualified graduates from this program as staffing opportunities arise in our office. This hands-on experience will be essential in preparing students for successful careers in the dental field while addressing the growing need for skilled professionals in rural areas like Scott, Morgan and Fentress counties.

In conclusion, I believe this program has the potential to inspire more individuals to pursue education in the dental profession, filling a significant gap in dental services in our region. I wholeheartedly support this initiative and am willing to assist the college in implementing this much-needed program.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. Spencer Ellis". The signature is fluid and cursive, with the first name "Spencer" being more prominent than the last name "Ellis".

Dr. Spencer Ellis, DDS  
170 Scott High Drive  
Huntsville, TN 37755  
(423) 663-4444



## **Appendix H**



12025 Scott Highway, Helenwood, TN 37755

January 24, 2025

Dear President Murphy,

The Scott County Chamber of Commerce is pleased to offer its support for the Rural Health Care Pathways Expansion Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. This grant addresses the critical shortage of skilled healthcare workers in rural counties like Scott County and focus on training individuals for high-demand roles, including LPNs, CNAs, Medical Assistants and Dental Assistants.

Our chamber regularly hears from local healthcare providers struggling to fill these positions, highlighting our community's urgent need for targeted workforce development. The programs proposed in this grant align perfectly with these workforce demands and will play a vital role in bridging the gap.

The Scott County Chamber of Commerce is committed to assisting your college in recruiting students for the LPN, Allied Health/Medical Assisting, and Dental Assisting programs. Additionally, we pledge to participate in job fairs and support the placement of graduates from these programs as they enter the workforce.

If you have any questions or require additional information, please do not hesitate to contact me. We are excited to collaborate with you on this initiative and look forward to its positive impact on our community.

Sincerely,

Stacey Swann  
Executive Director  
Scott County Chamber of Commerce  
423-663-6900



Morgan County  
Chamber of Commerce

Dear President Murphy,

Morgan County faces a significant challenge with the lack of medical services and training opportunities for individuals pursuing careers in the Allied Health field. As a rural county without a hospital or a Tennessee College of Applied Technology, we hear regularly from local employers about the urgent need for trained professionals in this sector.

The Morgan County Chamber of Commerce is proud to fully support the Rural Health Care Pathways Expansion Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. The proposed Allied Health/Medical Assisting and Dental Assisting programs, along with articulation pathways into LPN and RN programs, are vital to addressing the unmet demand for healthcare professionals in our area. These training opportunities will create a much-needed pipeline for community members to enter the medical field and meet the growing demand for skilled workers.

Our chamber is committed to assisting your college in recruiting students for these programs and helping to place graduates in high-demand, high-wage careers in healthcare. We believe this initiative will have a transformative impact on our community by providing access to education and career opportunities that were previously out of reach.

If you have any questions or need further information, please do not hesitate to contact me. Thank you for your efforts to bring these vital programs to Morgan County.

Sincerely,

**Lisa Collett, TCEd**

Executive Director  
Morgan County  
Chamber of Commerce  
423-346-5740



[morgancountychamber.com](http://morgancountychamber.com)



423-539-1769



3804 Morgan County Hwy,  
Wartburg, TN. 37887





## FENTRESS COUNTY CHAMBER OF COMMERCE

114 W. Central Ave, Jamestown, TN 38556 | Phone: 931-879-9948 | Fax: 931-879-6767

Dear President Murphy,

The Fentress County Chamber of Commerce is proud to express its full support for the Rural Health Care Pathways Expansion Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. As you are aware, Fentress County faces significant challenges in accessing healthcare services. Without a local hospital, our residents must travel to Cookeville or Knoxville for medical care. Additionally, our dentists are overburdened, with patients often waiting up to six months for an appointment.

The new college campus currently under construction in Fentress County represents a vital opportunity to address these challenges. By providing training programs for LPNs, CNAs, EMTs and Allied Health/Medical Assistant fields, this initiative will help meet the growing demand for skilled healthcare professionals in our rural community. The programs proposed in this THEC/TSAC grant align directly with the needs of our healthcare providers, who consistently report difficulties in hiring qualified staff.

The Fentress County Chamber of Commerce is fully committed to supporting this effort. We pledge to assist in recruiting students for the Allied Health/Medical Assistant and Dental Assisting programs and will work diligently to help place graduates in local positions. These programs will have a transformative impact on our community, addressing critical workforce gaps and improving access to care.

If you have any questions or require further information, please feel free to contact me. We are excited to support this much-needed initiative and look forward to its success.

Sincerely,

Jacob Rosenbaum  
Executive Director  
Fentress County Chamber of Commerce  
(931) 879-9948