

APPENDIX A: Cover Sheet

NAME OF LEAD ENTITY

RHCPE GRANT: Expanding Respiratory Care in East Tennessee

Lead Entity: Walters State Community College

Fiscal Agent: Walters State Community College

IN PARTNERSHIP WITH:

- 1. Walters State Community College
- 2. Sevier County School System
- 3. Covenant Health Systems, and Ballad Health Systems

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Funding requested:

\$ 1,898,617.37 -

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Project Director, Sara Smith, WSCC

APPENDIX D: ABSTRACT
THEC Rural Health Care Pathways Expansion Grant (RHCPE)
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The Respiratory Therapist (RT) occupation in healthcare plays an integral role in supporting the health professions of East Tennessee. According to the Tennessee Higher Education Commission, and other approved data sources, there is a strong need for RTs in our region. The MLT jobs are needed as a High-Demand job, and pay well above median wage. Finally, Healthcare and life sciences is a TNECD target industry as this field is expected to be the largest industry in Tennessee by 2030. An important driver of this trend is the need to care for an aging population. The Tennessee Hospital Association Report states that “2,170 FTE supply of Respiratory Therapists in 2021 fell short of the estimated 3,110 FTE demand, suggesting supply was sufficient to meet 70% of demand. This shortfall is projected to continue, with a projected shortfall of 1,080 FTEs in 2035. Among health professions, hospitals report shortages among respiratory therapists are particularly acute.”

Walters State Community College’s (WSCC) expansion of our Respiratory Care/Respiratory Therapist program to Sevier campus will address this need by engaging middle and high school students in career awareness, encouraging dual enrollment classes and career exploration in high school, and collaborating with healthcare industries to establish work-based learning opportunities. Walters State’s commitment to this program’s expansion is documented in WSCC’s Strategic Plan 2021-2025. Additionally, the strong partnerships already formed with Industry and K-12 partners will support the program’s growth. The combination of WSCC’s proven healthcare educational experience, strong partnerships, and community commitment, provides a sound infrastructure for a program to serve a high-demand workforce need for Respiratory Care professionals in our East and North East Tennessee Service Regions.

APPENDIX C

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Section 1: Program Narrative

Walters State Community College (WSCC) proposes to expand the Respiratory Therapy (RT) programs within our service region in East and North East Tennessee. The RT occupation plays an integral role in supporting the health professions of East Tennessee. According to THEC, as well as several other approved data sources, there is a strong need for RTs in our region, with RT jobs listed as a High-Demand and “good jobs” with a higher-than-average wage range.

Walters State Community College’s Respiratory Therapy program’s expansion will address this need by engaging middle school students in career awareness, encouraging dual enrollment classes and career exploration in high school, and collaborating with businesses to establish work-based learning opportunities. The strong partnerships formed with Industry and K-12 partners showcase the need for the RT program’s growth, particularly in Sevier County.

Rural counties served and benefitting: The college serves a ten-county service area within the East and North East regions of Tennessee, including: Cocke, Claiborne, Hancock, Hamblen, Hawkins, Greene, Grainger, Jefferson, Sevier and Union. For the purpose of this grant, Hamblen County is not defined as a rural county. Students residing in all WSCC service area counties will be allowed to participate in the expansion of the RT program in Sevier County (rural county) to ensure equity and equal access to career pathways since all classroom instruction will be held in the rural county of Sevier. However, clinical WBL programs held in non-rural counties, such as Hamblen and Knox, will not be counted in this grant’s outcome metrics. All rural counties served will benefit from all strategies and outcomes. Respiratory Therapist program is a starting point for many students into the healthcare field. Our ultimate goals are to increase recruitment, expand dual enrollment; reduce barriers to programs and WBL clinicals by offering these components in nearby areas. Table 1 below illustrates these strategies, outcomes, and criterion.

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Table 1: Strategies, Outcomes and Evaluation Criteria for WSCC RT Expansion

Outcomes	Tasks	Evaluation criteria
STRATEGY: Establish Health care pathways for Tennesseans in rural areas		
Outcome: Health care pathways expanded in WSCC region through:	Continue to recruit students into health care fields, particularly RT;	Students are recruited to RT program;
A. Articulation agreements	Formalize long-accepted articulation process between WSCC and ETSU, which currently accepts all WSCC Resp. Care curriculum for direct pathway for ETSU Bachelor degree (BSRT).	Articulation agreement with ETSU is formalized during the grants cycle.
B. Dual enrollment	Engage with K-12 partner, and other school systems to advertise and recruit for Dual Enrollment opportunities for HS students; A & P class is offered at Sevier campus through K-12 school. A healthcare careers class is available to DE students.	K-12 partners are engaged with recruitment for Dual Enrollment and career awareness in healthcare
C. IRCs or stacked credentials	HIPPA certification protocols are embedded in RT course lectures; CPR certificate; Advanced Cardiovascular Life Support ACLS/ Neonatal Resuscitation Program (NRP) Credentials	Continue offering credentials for RT students to meet licensure requirements.
D. adult learner flexibility	Health care partners offer clinicals or WBL at various times to accommodate adult learner schedules.	Partners continue to offer various clinical options.
STRATEGY: Establish Health Care Pathways for those already in the field to earn advanced credentials in rural areas.		
Outcome: Health care path expanded for current health care workers to earn adv. Credentials	Fulfills this requirement, through flexible scheduling, and recruitment with health partners; current/former RT students have or may include: EKG tech, C.N.A.s Med. Trans, Phlebotomist, and C.M.A.s	Continue to recruit and offer courses & career pathways to current health care workers
A. Good standing with accreditor	Meets accreditation standards through Comm on Accreditation on Respiratory Care and credentialing through National Board for Respiratory Care	Accreditation good standing continues
B. Fulfill requirements for licensure	WSCC RT graduates are candidates to apply for licensure through the State of Tennessee.	Students will pass the National Board for Resp Care (RC) exam
C. Signed MOU or articulation agreement	RT program has an active, decision-making Advisory Board (industry partners, ECD, WS stakeholders, and K-12 partners), driven by workforce needs, programmatic focus, and industry standards.	Board will support and direct WSCC RT activities. Partners will adhere to the signed MOUs

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Strategy #3: Develop and implement collaborative, meaningful, and structured WBL experiences, increasing awareness of health care fields at the secondary level.		
<u>Outcome:</u> Clinicals	Healthcare partners offer clinicals to meet licensure requirements for RTs. Various clinical sites and schedules are offered to accommodate adult learner and current healthcare worker needs.	Clinicals will continue to be offered to meet licensure requirements.
<u>Outcome:</u> Career awareness	WSCC and healthcare partners will visit area middle and high schools for career awareness days; WS, healthcare, and K-12 partners will create & implement Health Care Academy, targeting dual enrolled students; WS will host Health Summer camps for high school students.	Career awareness day participation; Health Care Academy planned and implemented; Health Summer camps held.
Strategy #4: Develop outreach programs targeted towards recruiting Tennesseans into rural health care jobs.		
<u>Outcome:</u> RT outreach and recruitment	The Advisory Board, including industry and K-12 partners, will assist with RT recruitment and outreach efforts; CTE open houses will be held for health care programs	Active recruitment and outreach occur through Advisory Board efforts and open houses.

While Completion grants are not a proposal component, WSCC offers, and will continue to offer, student assistance for emergency or “life” expenses through WSCC Foundation’s student emergency fund. WSCC also offers child care subsidies, up to 90% of the cost of child care, for any qualifying student parents, through the US Department of Education’s CCAMPIS grant.

Section 2: Demonstration of need

The following THEC-recommended and other local data from Tennessee Hospital Association and Chmura support and fully demonstrate the need for a Respiratory Care expansion proposed.

Data demonstrating need for action and linkage with grant activities

Walters State Community College’s expansion of the Respiratory Therapist (RT) program to our Sevier campus is supported by several data sources. Specifically, this grant proposal will provide funding to bolster resources needed to offer an in-demand occupation to a new location, thus eliminating potential barriers to our rural and underserved student populations. The need for

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Respiratory Therapists is well-documented by the [2024 THEC Academic Supply and Occupational Demand](#) truncated report, ([ATTACHMENT 1](#)) which states that Health Sciences careers are a “growing part of the Tennessee economy, but demand continues to run ahead of supply” (p.73). The report states (p. 69) Respiratory Therapists (SOC code 29.1126) are classified as in-demand in 5 Tennessee regions (including WSCC’s Northeast), and entry-level wages are listed at \$48,462. The CIP code (51.0908) indicates an Associates of Science or Applied Science degree shows an 84% employment rate with a \$59,695 first-year annual wage. In addition to THEC’s report, the Tennessee Department of Labor’s [Jobs4TN](#) site ([ATTACHMENT 2](#)), shows 3,260 total employment needs for RTs in Tennessee, and 351 RT jobs currently posted on the site. (Source: Jobs4TN, retrieved January 13, 2025). Some regional healthcare providers are offering a \$20,000 sign-on bonus, further illustrating the high demand for these crucial RT positions. The [US Bureau of Labor Occupational Outlook](#) ([ATTACHMENT 3](#)) lists the RT industry profile to have high-level employment with multiple partners, and projects the RT profession will grow by 14% by 2031, a “much faster” than average growth rate for all occupations. The [Tennessee Economic and Community Development \(ECD Industry County Profile](#) ([ATTACHMENT 4](#)) for WSCC Service Area indicates “Health Care” is listed as a key industry in all counties. Supporting the data already listed, the [Tennessee Health Workforce Projections Report 2021-2035](#) ([ATTACHMENT 5](#)) states: the 2,170 FTE supply of Respiratory Therapists in 2021 fell short of the estimated 3,110 FTE demand, suggesting supply was sufficient to meet 70% of demand. This shortfall is projected to continue, with a projected shortfall of 1,080 FTEs in 2035. Among health professions, hospitals report shortages among respiratory therapists are particularly acute and further states 90% of RTs, based on state-specific responses from the American Community

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Survey, are active in the workforce. Due to a high turnover rate, an annual attrition rate of 4.19% was applied for RTs under age 50. Pandemic staffing shortages were not unique to hospitals, as salaries rose in non-health industry jobs. Some workers traded hospital-based shifts for equal or higher wages or shorter shifts in other industries. Many clinical workers, including respiratory therapists, left hospital employers and worked as traveling professionals for higher pay and less disease risk. **Perkins and Chmura/ Jobs EQ's Occupational Reports** ([ATTACHMENT 6](#)) further indicate a supply deficit for Respiratory Therapists in our region.

Proposed expansion of academic programs, WBL opportunities, and equipment

The health care academic program and pathway expansion for Respiratory Therapist, which includes work-based learning opportunities, creates career-ready professionals to meet the high-demand need for RTs in Tennessee. The reasons for this proposal are to eliminate potential barriers for transportation [WSCC's current RT program is offered in Greeneville, often a 1-hour drive for many students] and to expand access to adult learners and current healthcare professionals. This expansion allows more students to have expanded healthcare pathways and thrive in their rural county, rather than potentially impede that opportunity due to financial or time constraints, especially for working professionals. **Counties served:** All students, regardless of primary residence, will be included in this proposal to ensure equity and equal access to healthcare pathways. All instructional coursework will be offered in Sevier County, a rural county. However, to adhere to grant guidelines, clinical hours will be counted only in designated rural counties, which do not include Hamblen County or Knox County. The instruction and training proposed in this project will expand the Respiratory Therapist program in Sevier County. Necessary WBL opportunities, and requested expenses for equipment, personnel, and supplies will directly support this Respiratory Therapist/ Care program, and support career

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awareness activities to build a robust pipeline of future healthcare workers for this in-demand occupation, classified as a Standard Occupation Classification (SOC) code 29: and Instructional Programs (CIP) code 51: Health Professions: Healthcare Practitioners and Technical Occupations. The 2020 *CIP to SOC crosswalk* ([*ATTACHMENT 7*](#)) shows the link between the CIP Code for Respiratory Therapist 51.0908 and SOC Code 29.1126.

Section 3: Program Plan

Based on the data identified in the prior section, below is a detailed summary of the Respiratory Care program expansion, timeline, objectives, accountability plan, and the rural counties served.

WSCC Respiratory Therapy program summary, success, and expectations

The [Respiratory Care program](#) at WSCC is a rigorous program, evidenced by the coursework and licensure competencies needed. Since 2019, the Respiratory Care program at WSCC has yielded between 10 – 16 graduates annually with a 100% placement rate (Source: [WSCC Factbook](#)). This success documentation, with data support, shows the regional demand for Respiratory Therapists. This proposed expansion is expected to increase the number of qualified, career-ready health care professional RTs in the workforce and/or in the educational pathway for Respiratory Care/Respiratory Therapy by over 60 during the grant cycle. Since the RT program is established at WSCC Greeneville, the courses, WBL, and accreditation processes are known and can begin during the grant cycle's first quarter.

Stackable credentials

In addition to the culminating Associates of Applied Science Respiratory Therapist degree received, WSCC's RT students will complete "stackable" industry recognized credentials or IRCs during this program. These IRCs are CPR certification, offered immediately prior to clinical rotations; HIPPA training is conducted by faculty during RT semester 1 as a component

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of the coursework in the [Fundamentals of Respiratory Care RESP 1410](#) course; Advanced Cardiovascular Life Support or ACLS; and Neonatal Resuscitation Program (NRP) Credentials.

Project governance and accountability plan

The following persons will serve in leadership roles: Director: Ms. Sara Smith, MHA, RRT, Program Director & Associate Professor Respiratory Care; Co-Director: Dr. Sheila Williams, Ph.D., APN-BC, RN-BC, Dean of Health Programs, Professor of Nursing. The Project Director and Co-Director will meet with RHCPE team (Director, Coordinator, and faculty), and partners to document successes and address potential concerns. All partners will adhere to the signed MOUs regarding planned activities to meet established goals. Oversight rests with Ms. Smith and Dr. Williams' direct supervisor, Dr. Brock Fisher, Vice President for Academic Affairs, and Council member with direct communication to President and THEC. Additional support and accountability for grant reporting and fiduciary responsibility will be served by Lisa Shivelor, the grants writer at WSCC who will serve as the grant administrator, and Hannah Mills, senior accountant who is responsible for all grant-related financial reporting. Additionally, WSCC will expand our Steering Committee to include students, WSCC faculty/staff, advisors, community, K-12, industry and ECD partner input. WSCC will solicit and respond to feedback through quarterly Committee meetings to solicit feedback, evaluate the program metrics, and ensure continuous improvement to meet the rigorous standards of healthcare and regional workforce needs. The Committee's diversity ensures collaboratively-designed learning experiences by secondary, postsecondary education, and industry partners. Core members include: RHCPE Project Director; Co-Project Director; CTE Sevier County (K-12) school; Covenant/LeConte Respiratory Care (RC) Director; Ballad Health's Community RC Director; ETHRA/ECD

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partner. Other WSCC stakeholders are: RC faculty; Adjunct Dean (DE director); Accountant for grants financial management; and RHCPE grant administrator.

Rural counties served

The college's ten-county service area, located within the East and North East regions of Tennessee, will be served by this grant. Students residing in all WSCC service area counties will be allowed to participate in the expansion of the RT program in Sevier County (rural county) to ensure equity and equal access to career pathways since all classroom instruction will be held in the rural county of Sevier. Our ultimate goals are to increase recruitment, expand dual enrollment; reduce barriers to programs and WBL clinicals by offering these components to rural students in nearby areas.

Work-Based Learning (WBL) program structure

Along with accreditation, there are numerous WBL activities included in this grant, beginning with career awareness in middle and high schools, fostered by industry contacts. WBL is embedded in all clinical preparation and activities. WSCC uses assessments throughout the program to determine skill gaps and competencies to best resolve them. ECD partner ETHRA has career assessments and guidance available for participants. Our K-12, ECD, and industry partners indicated their commitment to these activities through signed Memoranda of Understanding, as attached. WSCC's RT program will follow the WBL continuum of Career Awareness, Career Exploration, Career Preparation, and Training. K-12 teachers, WSCC staff and advisors, and industry partners will share data to target career planning for high-demand professions linked with WBL experiences, including clinicals.

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Table 2: WBL Activities

All WBL activities support the goal to expand the WSCC RT program to serve the workforce demand for career-ready Respiratory Therapists to serve our regional needs.			
WBL activity	Partners	Objectives	Outcomes/Measurements
Visits to Middle & High Schools	K-12 partner	Career Awareness	2 events held per year (8 total); 100 total students attend
Dual Enrollment (DE)		Career pathway	10 students during grant cycle participate in HEALTH-related DE
Career Exploration: Camps, Health Acad	WSCC; K-12 Industry	Career Explor. & Awareness	4 Camp and/or Health Academy events; 30 student attend events
Allied Health Open Houses	WSCC; K-12: Industry	Career Awareness & Exploration	35 Students/family attend open houses – <i>promote adult learner engagement</i>
Indus/Affiliate tours	Industry	Career Aware	4 tours coordinate; 60 students attend
IRC	K-12; WSCC faculty	Career Prep., Readiness, & Training	85% students successfully completing competencies in HIPPA, CPR, ACLS, and NPR
Competencies	WSCC; Accreditation	Career Readiness, Preparation and Training	85% students complete RESP 1410 course; 100% students meet w/ advisors & develop career goals/plan meeting WBL and Accred. require; 90% job placement rate
Clinicals*	Industry; WSCC		85% students complete clinicals

Timeline linking Goal to Activities and Actions

All WSCC-supported actions and activities below meet the goal to “expand WSCC’s Respiratory Therapist program to meet job demands in Tennessee” documented by workforce needs.

Table 3: Action Plan with key, measurable objectives

PARTNER MEETINGS/ Steering Committee sessions will be held quarterly, as required by grant RFP. Since they occur each quarter, they are not specifically identified in the table below.			
<u>Time</u>	<u>Actions & Activities</u>	<u>Oversight*</u>	<u>Key Measurable Objectives</u>
Jul to Sep 2025	Review and update RT TBR Curriculum in Curriculumlog; Initiate SACSCOC approval process & Submit LOI, necessary forms for review; Begin Coor hiring process**; Begin TN Bd process	PD Co-PD	Curriculum reviewed; Forms submitted and CoARC assign referee; Hiring process begun; TN Board approval begun.

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<u><i>Time</i></u>	<u><i>Actions & Activities</i></u>	<u><i>Oversight*</i></u>	<u><i>Key Measurable Objectives</i></u>
Oct to Dec 2025	TBR & SACSCOC approval sought; Submit LOI Satellite Program input; Receive accreditation recommend; initiate changes, if required; Order equipment; Begin marketing plans	PD; IEC; Purchase; Accred.; K-12; Partners	TBR & SACSCOC approval rec'd; input submit; Complete needed changes based on accred. recommend; initial equip order; market plans begun
Jan to Mar 2026	Await CoARC decision & begin Self Study when rec'd; Order equip.; Cont. market plans. Schedule (WBL) Career Awareness events at schools	PD; Accred; WSCC Purchase & Market; Partners	Decision rec'd; Self-study resp completed; equip ordered; marketing plans cont. School WBL events sched & attend measured.
Apr to Jun 2026	Students begin Gen Ed courses w/ init. accred. approval; Provide career aware events; Offer tours prospect RTs; Develop Curriculum; PD, DCE & Coor to visit clinical sites and establish schedule; hold partner mtg.	PD; Accred.; K-12; AA; Partners	Students enrolled RT pathway w/init. approval; Career events held; tours held; curriculum complete; Sites visited/ set schedule; held partner mtg.
Jul to Sep 2026	Students continue gen ed courses; High school (recruitment) events held; self-study eval; Schedule site visit; Purchase supplies; Adult learner Open house; RT Faculty attend Summer Forum	PD AA; Partners	RT-path students continue courses; Events held.; Self-study eval; site visit comp. Supplies ordered; open house held; Conf attend.
Oct to Dec 2026	Response to site visit (SV); Assure compliance; continue gen ed courses; Purchase supplies & all capital equip; Plan for summer (WBL) camp	PD; K-12; Accred.; Purchase; Partners	SV Resp; metrics met-Compliance; Prog eval, rev, feedback; Supp/Equip ordered; camp planning.
Jan to Mar 2027	Admit Initial cohort to RT; Promote program; Initiate clinical contracts; hold partner mtg. Request adjunct faculty; Begin Health Academy planning	PD; HR; K-12; Partners	RT program promoted; Clinic contracts initiated; partner mtg held.; Academy meeting planning held
Apr to Jun 2027	HS recruitment; Purchase supplies; Request fall clinical placements; track RT student retention;	PD; WS fac, Purchase; HR; SC; AA; Partners	Admit RT Cohort; Career /Recruit events held; Job desc. Approved; Supplies purch; placements request; retention tracked
Jul to Sep 2027	2 nd Semester RT begins; Host 2 nd (WBL) summer camp; Open house sch/ held; Recruitment of high school; Hire adjunct clinical faculty; Purchase equipment; Summer Forum Conference; Continue Health Academy Plan	PD; WS fac, HR; Purchase; SC; K-12; partners	Camp held; Open House held; HS recruit events complete; Adjuncts hired; Equip. purchased.; Conference attended; Academy plan continues

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<u>Time</u>	<u>Actions & Activities</u>	<u>Oversight*</u>	<u>Key Measurable Objectives</u>
Oct to Dec 2027	Gather data/ Evaluate & Assess RT prog. 1 st and 2 nd semester; Admit 2 nd RT cohort class; Request clinic placements; Confirm clinic contracts	PD; WSCC faculty; SC; partners; ECD; K-12	RT program continues; data gathered & eval; 2 nd RT class admitted; Clinic place req; contracts confirmed.
Jan to Mar 2028	3rd semester of RT begins; Program Eval; Purchase supplies; HS recruit; Request fall clinical placements; Admit second cohort of RTs		RT students begin 3rd semester; Program eval; Supplies purchased; recruit events held; Clinical place request; 2 nd cohort admitted
Apr to Jun 2028	Host 3 rd (WBL) summer camp; Open House scheduled/held; Recruitment of high school; purchase equipment; Summer forum conference	PD; WSCC fac, HR, Purchase; SC; partners	Camp held; Open House held; HS recruit events complete; Equip. purchased; conference attended
Jul to Sep 2028	Graduate 1 st class RT program; Program Eval; Prepare Spring semester; purchase supplies		1 st RT graduates; Curriculum eval; Coursework prepared; supplies purchased
Oct to Dec 2028	Promote program; Initiate clinical contracts; hold partner mtg.; first expansion RT class graduates		RT program promoted; Clinic contracts initiated; partner mtg held.; RT grad
Jan to Mar 2029	HS recruitment; Purchase supplies; Request fall clinical placements; track RT student retention; admit 2 nd RT cohort	PD; WSCC fac, SC; partners	Events held; supplies purchased; placements made; retention outcomes compiled; cohort admitted
Apr to Jun 2029	Open House scheduled/held; HS Recruit; Summer conference; finalize all grant purchases and invoices for processing; host summer camp	PD; WSCC fac, HR, Purchase; SC; partners	Camp & Open House held; HS recruit events complete; Purchases final; conf attend; camp held
Jul to Sep 2029	2 nd Sem RT begins; Host 3 rd (WBL) camp; Open house sch/held; HS Recruit; Purchase equipment. Forum conference		RT activities continued; Final grant reporting
PARTNER MEETINGS/ Steering Committee sessions will be held quarterly, as required by grant RFP. As they occur each quarter, they are not specifically identified in each quarter.			
<u>Anticipated results by grant cycle end:</u> 25 graduates from RT program; 60 students enrolled in RT program; 150 students career awareness attendance at 15 career events held during grant; 1 campus Open House held annually- anticipated attendance of 10 students/families per year.			
Project Dir. = PD *CM = Prog Co-Dir. *IEC=WS Inst. Effectiveness & Compliance * AA = WS Academic Affairs *SC = Coordinator *DCE = Director of Clinical Education			
** Attachment 9: Job Description: Coordinator			

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Section 4: Strength of Partnership

Table 4 lists partner roles stated in signed **Memoranda of Understanding** ([*ATTACHMENT 8*](#)).

Table 4: Partner activities as listed documented in Memoranda of Understanding

Partner	Activities
K-12 partners: Sevier Schools	K-12: CTE Admin; promote Guided Pathway Modules. Participate in Career Aware Day(s) & WSCC's DE RT courses. Support avail WBL opportunities; Advisory council; Promote/recruit student to RT and WBLs. WSCC: Serve as lead entity/ fiscal agent, S. Smith/ S. Williams liaisons. Data & licensure req. met. Assist K-12 career aware; Create camps. Provide facilities/support
Industry partners: Ballad & LeConte/ Covenant	Industry: Designate staff to coordinate WSCC clinicals. Supervise WSCC students, when on-site. Provide clinical facilities & equip.; Maintain eval. records & docs. WSCC: Serve as lead entity/fiscal agent, Smith/Williams liaisons, sponsor WBL opportunities, ensure data mgt and licensure req. met, provide RT career training & academic/lab courses, provide facilities, insurance, supervise, accredit., and admin support.
Additional partner: ETHRA	ECD: Provide practitioners, align & map educ/train curriculum req. meet industry needs. Identify IRCs, career readiness, determine sustain metrics, eligible customer support, outreach to recruit students to IHE/careers, develop/implement career aware WBL, share eval. data w/ WS. WSCC: Lead entity/fiscal agent, leadership [plan/ develop/ implement], Smith/Williams liaisons/ lead partner, hold mtgs, plan/ monitor project activities & outcomes, plan/organize WBL, help partners prep student skills, provide outreach, recruit, align curriculum, training, IRC, support, and eval.

Section 5: Budget Plan

The budget plan below shows alignment between requests and grant activities; all items support goals of the funding request. A detailed budget and narrative, are included as **APPENDIX B**.

Table 5: Budget Plan

LINE-ITEM CATEGORY	GRANT CONTRACT	GRANTEE PART: WSCC will assume or pay	Support for RHCPE
Salaries, Benefits	\$1,088,741.05	salary after grant	Provide faculty for RT program
Supplies, etc.	\$225,636.00	Supply costs not in budget.	Ensure quality training, standards are met.
Travel, Confer.	\$42,340.00	expenses after grant	Prof. development
Insurance	\$3,980.00	student insurance after grant	Student insurance - WBL clinicals.

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Table 5: Budget Plan (continued)

LINE-ITEM CATEGORY	GRANT CONTRACT	GRANTEE PART: WSCC will assume or pay	Support for RHCPE
Other Non-Personnel	\$13,960.00	costs for exam fees and licensure costs after grant	Accredit fees for credential; Exam fee assist RHCPE students
Capital Purchases	\$383,322.00	assume equip. maintenance, repair & replacement after grant	Equip ensures training, acad. standards met.
Direct Costs	\$1,757,979.05 plus 8% indirect costs of \$140,638.32		
TOTAL	\$1,898,617.37		

The table below justifies the capital equipment purchases requested within this proposal.

Table 6: Equipment Justification

GOAL: Expand WSCC’s RT program to meet workforce needs, prepare career-ready students for the RT field, while earning a postsecondary credential. Details included in budget APPENDIX B.					
Item	Cost	Description	Education value	Employ/ Train need	Justification
Mini Box PFT	\$26,500	PFT testing	PFT testing	Required knowledge for RT Therapist TMC exam	All purchases provide hands-on training, lab set up, so students to simulate therapies and monitoring prior to performing on patients.
Evita Draeger Vent	\$44,366	Mechanical Ventilator	patient ventilation		
Servo U Ventilator (2 @ \$51,288 each)	\$102,576				
Hamilton Vent (@ @ \$52,850 each)	\$105,700				
Smart Vest (2 @ \$10,000 ea.)	\$20,000	Air way Clearance	secretion removal		
Bedside Monitors (5 @ \$11,116 each)	\$55,580	patient monitoring	monitor interpretation		
Monitor/ Stand	\$12,600				
Glidescope	\$16,000	intubation	intubation		
TOTAL	\$ 383,322.00				

Indirect costs

The grant's Indirect Cost rate of eight percent (8%) will offset identified indirect costs associated with facilities and administration outlined in §200.414 CFR. While not inclusive, this list represents commonly-used expenses for costs associated with clerical administrative work

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performed by management, fiscal operations, general administration, PR/development, postage, telephone, internet, general computer hardware and maintenance, copiers, and utilities, insurance, and costs that directly support WSCC facilities management for grant activities.

Section 6: Sustainability

The healthcare sector data in five Tennessee regions illustrates the need for WSCC's Respiratory Therapist program's expansion. With dedicated faculty, established industry partners, and a growing pipeline of career pathways starting with career awareness, WSCC's RT program will be sustained and broadened past this funding period. Several factors support our sustainability plan: **(1)** WSCC has long-established career awareness programs. Working with the K-12 and Industry partners, WSCC's RT program will build knowledge and awareness of RT and other health pathways locally available. WSCC is expanding this RT program to meet employer needs, serve as an employment recruitment strategy, and close skills gaps. **(2)** WSCC data shows our Health programs, since 2013, have built a regional pipeline for healthcare professionals; the Division has awarded 146 degrees with class sizes between ten and 20 graduates and 100% job placement rate for RT graduates. (Source: WSCC Fact Book) **(3)** Establish new projects (Health camps) to expand the reach of current health programs and provide additional engagement opportunities. K-12 partner CTE instructors serve as primary referral sources. This funding allows WSCC time to solicit and receive additional youth program support, leading to long-term sustainability when students use career awareness to access resources, plan a career path, increase dual enrollment, and positively affecting high school graduation rates. **(4)** The nationally recognized industry-recognized credentials like CPR, and HIPPA trainings are required to graduate and be RT-certified, provide ongoing benefit since both are key credentials in any medical or care-related career based on partner feedback and industry standards. **(5)**

THEC Rural Health Care Pathways Expansion Grant (RHCPE)
Walters State Community College: Expanding Respiratory Care in East Tennessee

Create a new health programs pathway (Healthcare Academy) as a part of dual enrollment for Sevier HS leading to increased enrollment. *Post-grant: Partner Communications:* To ensure communication and resource-sharing extends post-grant, WSCC will maintain registration and clinical assessment records; the data can be shared to provide ongoing reports to stakeholders and partners. *Long-term resources to house, maintain, and/or repair equipment:* WSCC's Sevier campus has multiple options for housing grant purchases. Maintenance and repair of equipment will be handled by WSCC's facilities dept or, if needed, a manufacturer-approved repair process will be initiated and paid for by WSCC. *Partner commitments to maintain program:* Based on MOUs, our industry partners have agreed to parlay this grant's career awareness efforts into further educational opportunities. Partnering with health care industry leaders, Workforce Development Agencies, and K-12 school partners, this RHCPE program promotes job fair participation, expands career awareness/exploration for a high-demand occupation like Respiratory Therapist, provides labor market data to guide career preparation/m training and underwrites WBLs. All activities will be sustained post-award to ensure a continuum of progress towards this goal in our region. While a letter of sustainability and commitment (*ATTACHMENT 10*) was not mandated for this grant, the college administration has completed such a letter as further evidence of the priority Walters State places on serving the health care workforce needs of our region.

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		

CIP Code	Program Title	Educ. Award Level	Number of Grads	% Employed in TN	Estimated First Year Annual Wage
51.0601	Dental Assisting/Assistant.	C < 1 YR	*	*	*
51.0601	Dental Assisting/Assistant.	C 1-2 YR	122	81%	\$29,788
51.0601	Dental Assisting/Assistant.	AA	17	82%	\$29,017
51.0602	Dental Hygiene/Hygienist.	AA	45	82%	\$54,350
51.0602	Dental Hygiene/Hygienist.	BA	73	70%	\$57,539
51.0707	Health Information/Medical Records Technology/Technician.	C < 1 YR	29	52%	\$24,045
51.0707	Health Information/Medical Records Technology/Technician.	C 1-2 YR	105	76%	\$31,590
51.0801	Medical/Clinical Assistant.	C < 1 YR	27	74%	\$28,046
51.0801	Medical/Clinical Assistant.	C 1-2 YR	85	69%	\$30,979
51.0801	Medical/Clinical Assistant.	AA	*	*	*
51.0803	Occupational Therapist Assistant.	AA	59	76%	\$33,482
51.0805	Pharmacy Technician/Assistant.	C < 1 YR	15	87%	\$29,472
51.0805	Pharmacy Technician/Assistant.	C 1-2 YR	82	65%	\$30,313
51.0806	Physical Therapy Assistant.	AA	79	81%	\$42,688
51.0809	Anesthesiologist Assistant.	AA	*	*	*
51.0901	Cardiovascular Technology/Technologist.	AA	12	92%	\$50,786
51.0904	Emergency Medical Technology/Technician (EMT Paramedic).	C < 1 YR	474	84%	\$46,534
51.0904	Emergency Medical Technology/Technician (EMT Paramedic).	C 1-2 YR	149	84%	\$61,942
51.0904	Emergency Medical Technology/Technician (EMT Paramedic).	AA	44	93%	\$67,358
51.0905	Nuclear Medical Technology/Technologist.	C < 1 YR	*	*	*
51.0905	Nuclear Medical Technology/Technologist.	C 1-2 YR	10	40%	\$65,484
51.0908	Respiratory Care Therapy/Therapist.	AA	77	84%	\$59,695
51.0908	Respiratory Care Therapy/Therapist.	BA	41	63%	\$57,801
51.0909	Surgical Technology/Technologist.	C 1-2 YR	95	73%	\$48,405
51.0909	Surgical Technology/Technologist.	AA	42	83%	\$44,677
51.0910	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	C 1-2 YR	19	89%	\$65,493
51.0910	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	BA	*	*	*
51.0912	Physician Associate/Assistant.	MA	222	27%	\$87,321
51.1001	Blood Bank Technology Specialist.	C < 1 YR	18	83%	\$32,153
51.1009	Phlebotomy Technician/Phlebotomist.	C < 1 YR	33	67%	\$24,651
51.1012	Sterile Processing Technology/Technician.	C < 1 YR	13	100%	\$46,194
51.1012	Sterile Processing Technology/Technician.	C 1-2 YR	*	*	*

Tennessee colleges and universities offer a myriad of academic programs to support the growing demand for skilled professionals in the Health Sciences Cluster. Like most states in the country, Health Sciences careers are a growing part of the Tennessee economy, but demand continues to run ahead of supply. Public and private institutions continue to expand their capacity to train more students to enter these needed occupations.

Beyond increasing individual capacity, institutions are also working strategically to create partnerships to meet the needs of Tennessee. The University of Tennessee Southern (UTS) and the University of Tennessee Health Sciences Center have a newly approved joint Bachelor of Science in Nursing (BSN) program that builds on the existing strengths of the BSNs at both schools to share resources more effectively across UT campuses. The partnership will strengthen UTS's program, which serves the Southern Middle region and provides nurses for rural and underserved populations.

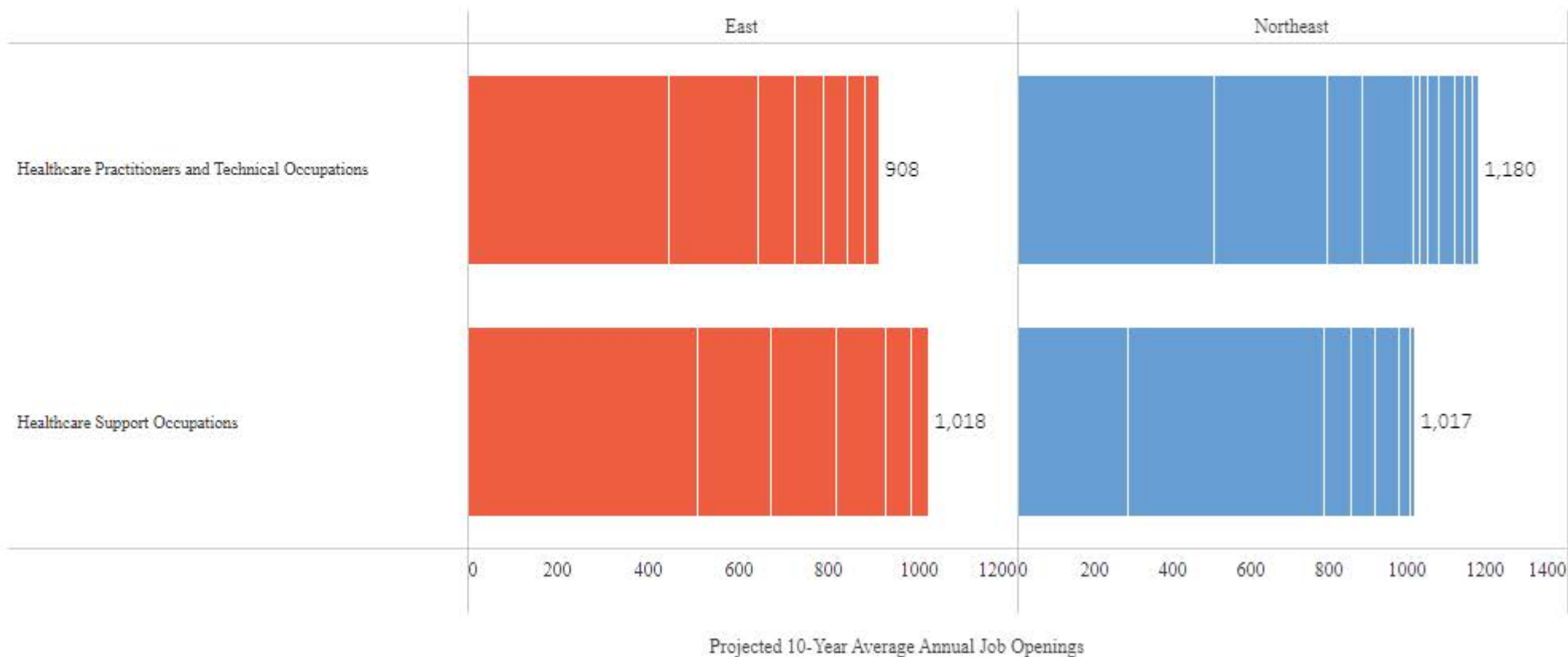
High School CTE Health Sciences Concentrators, 2021-22

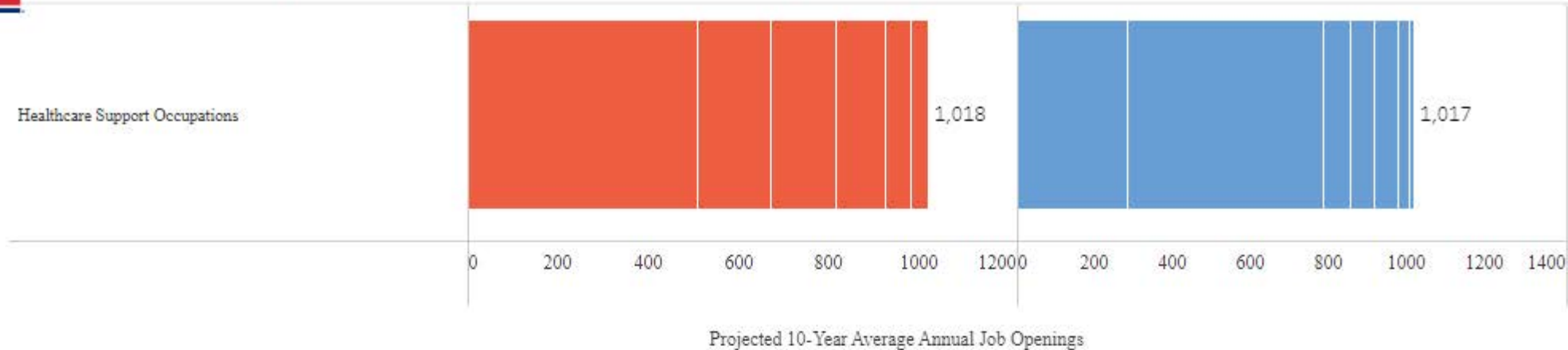
CIP Code	Program Title	Educ. Award Level	Number of Grads	% Employed in TN	Estimated First Year Annual Wage
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide.	CTE HS	2,424	52%	\$38,783

Over 2,400 high school CTE concentrators graduated in the nursing pathway in 2021-22 with over half found employed in Tennessee's workforce. This program offers high school students the opportunity to earn their CNA and LPN certifications in high school. The Health Science pathway is the most popular among high school students with 18,000 students enrolled across Diagnostic Services, Therapeutic Services, Emergency Services, Nursing Services, and Sport and Human Performance programs. In 2024-25, schools will have the option to offer a new program, Behavioral Health, to prepare for the growing mental health medicine needs. Elizabethton High School offers students opportunities in clinical settings as well as the opportunity to earn industry credentials as a Certified Nursing Assistant (CNA).

Projected Annual Job Openings for In-Demand Occupations

For each in-demand occupation, this visualization shows the projected number of annual job openings over the next 10 years.





Job Postings and Hires for In-Demand Jobs

This visualization shows the number of unique job postings and number of hires for each in-demand occupation. The size of the rectangle is reflective of the number of job postings.



In-Demand Jobs with Regional Employment Concentration Below the National Average

The following in-demand occupations have low employment concentration in the region relative to the national average concentration. The data is based on 10 years of data to compare a position's share of employment in the region to the position's share of employment in the nation. Employers may have a particularly difficult time finding talent for these in-demand positions. Focusing workforce initiatives on these positions may improve a region's competitiveness in attracting businesses requiring this talent.

Geography Type:

State

Area Name:

Statewide

Select Areas By Map

Select Occupation Level:

5 items selected

Select Occupation Family:

(29) Healthcare Practitioners and Technical Occupatio

Select Occupation(s):

75 items selected

☒ Only Show Occupations with Data

Search for an Occupation

Select Time Period Type:

Annual

Select Time Period(s):

2023

Reset

respiratory

More Info	Area	Time Period	Occupation	Occupation Code	Industry	Employment	Entry level	Median	Experienced	
<div></div>	Tennessee	2023	Respiratory Therapists	291126	Total, All Industries	3,260	\$52,228	\$63,252	\$71,412	

Number of rows:

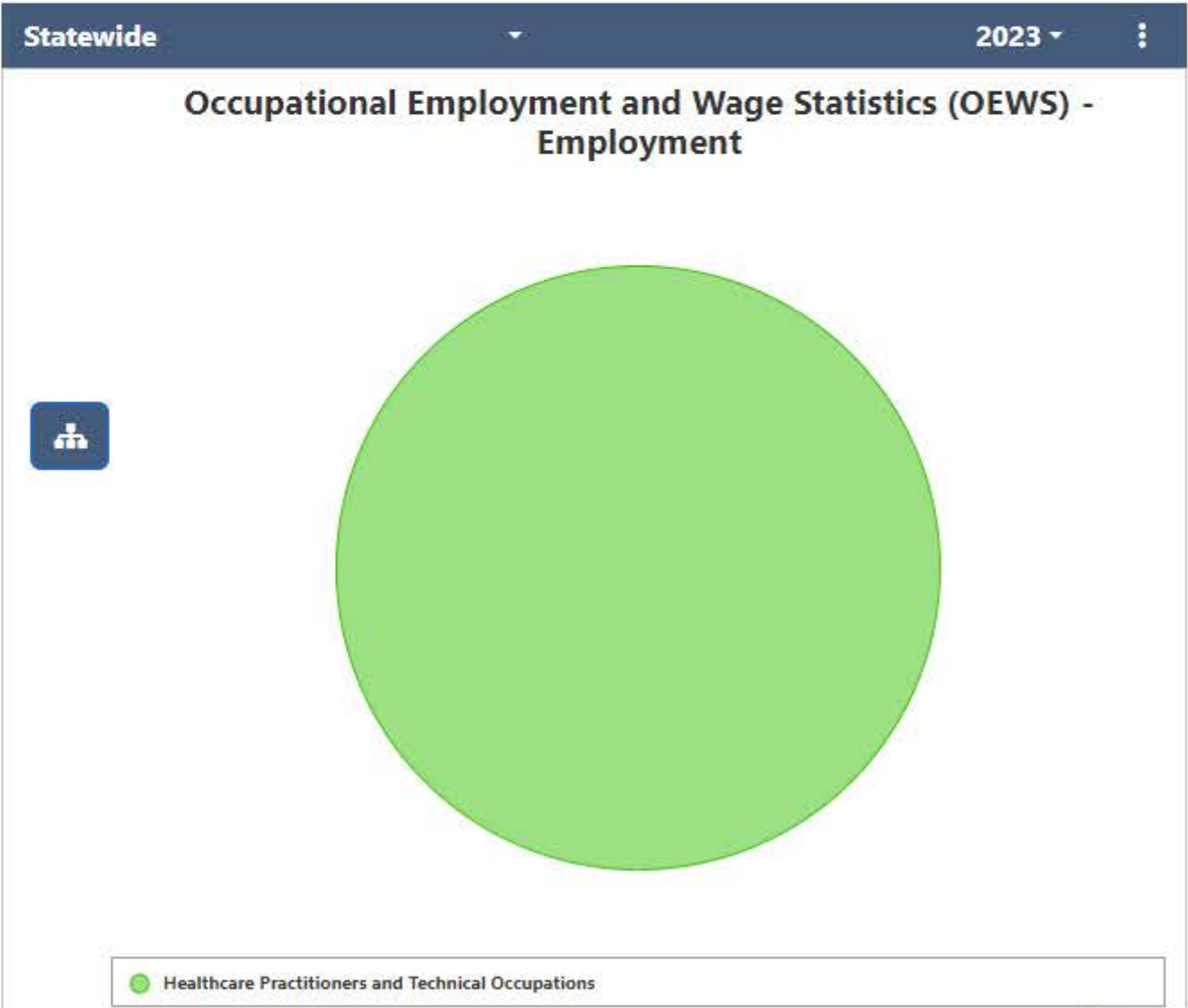
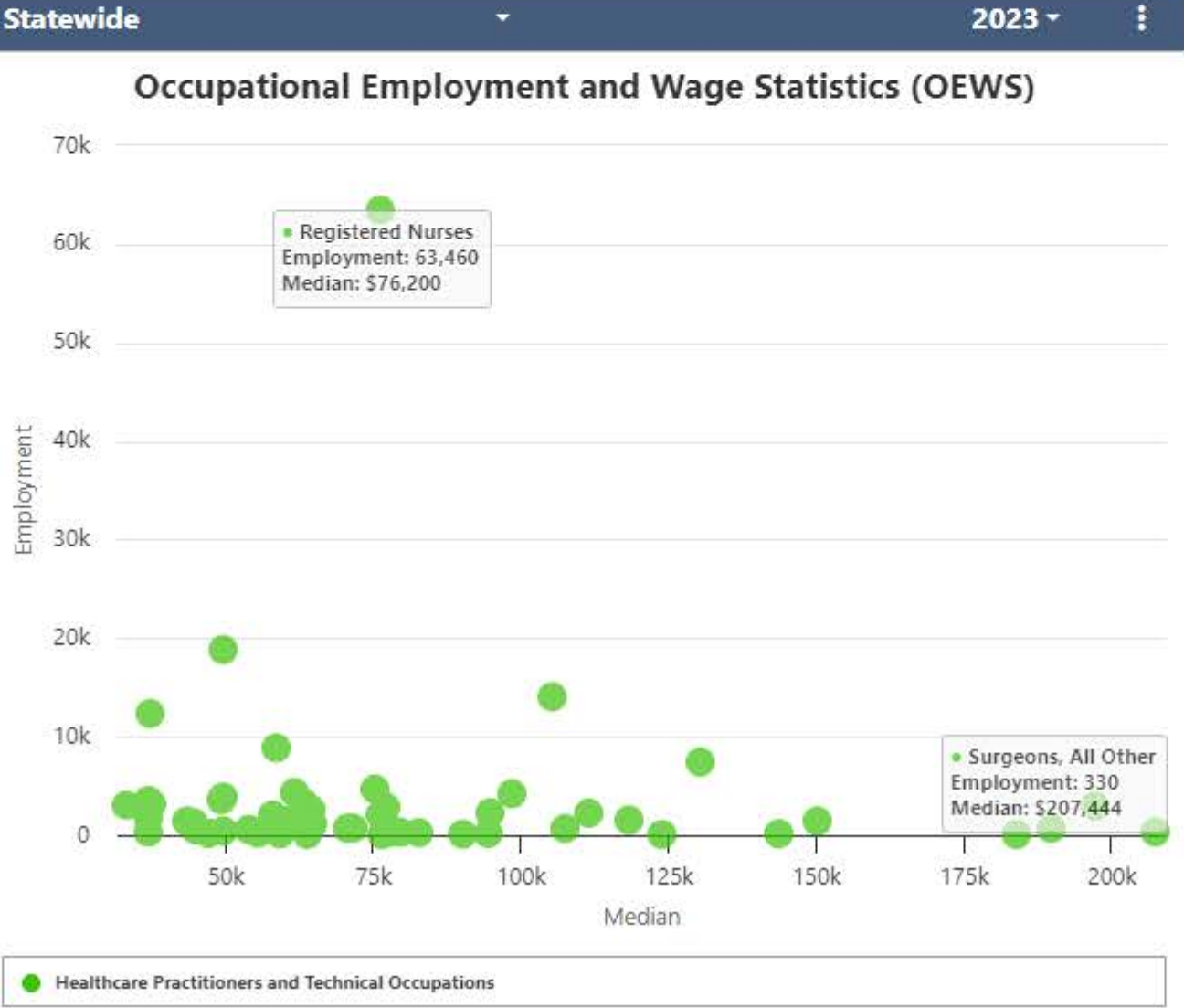
10

Showing 1 to 1 of 1 entries (filtered from 72 total entries)

Previous

1







Next



Respiratory Therapists

PRINTER-FRIENDLY [Summary](#)[What They Do](#)[Work Environment](#)[How to Become One](#)[Pay](#)[Job Outlook](#)[State & Area Data](#)[Similar Occupations](#)[More Info](#)

Summary

Quick Facts: Respiratory Therapists	
2023 Median Pay 	\$77,960 per year \$37.48 per hour
Typical Entry-Level Education 	Associate's degree
Work Experience in a Related Occupation 	None
On-the-job Training 	None
Number of Jobs, 2023 	133,900
Job Outlook, 2023-33 	13% (Much faster than average)
Employment Change, 2023-33 	17,500



What Respiratory Therapists Do

Respiratory therapists care for patients who have trouble breathing—for example, because of a chronic condition such as asthma.

Work Environment

Most respiratory therapists work full time. Because they may work in medical facilities that are always open, such as hospitals, they may have shifts that include nights, weekends, or holidays.

How to Become a Respiratory Therapist

Respiratory therapists typically need an associate's degree in respiratory therapy. Some employers prefer to hire candidates who have a bachelor's degree. Respiratory therapists must be licensed in all states except Alaska; requirements vary by state.

Pay

The median annual wage for respiratory therapists was \$77,960 in May 2023.

Job Outlook

Employment of respiratory therapists is projected to grow 13 percent from 2023 to 2033, much faster than the average for all occupations.

About 8,200 openings for respiratory therapists 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.

State & Area Data

Explore resources for employment and wages by state and area for respiratory therapists.

TN ECD Industry Profiles for WSCC Service Area

CLAIBORNE COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Utilities	74 1 \$89,356
Construction	186 47 \$53,934
Manufacturing	2,560 27 \$44,425
Wholesale Trade	109 26 \$39,610
Retail Trade	918 88 \$30,359
Transportation and Warehousing	396 23 \$51,330
Information	24 10 \$58,919
Finance and Insurance	291 31 \$51,958
Real Estate and Rental and Leasing	50 15 \$41,480
Professional, Scientific, and Technical Services	167 38 \$53,112
Administrative, Support, Waste Management and Remediation	43 17 \$51,562
Educational Services	407 6 \$45,755
Health Care and Social Assistance	1,516 81 \$47,828

TN ECD Industry Profiles for WSCC Service Area

Arts, Entertainment, and Recreation	109
	10
	\$21,543
Accommodation and Food Services	574
	40
	\$16,710
Other Services (except Public Administration)	176
	32
	\$43,508
Government	1,705
	46
	\$39,728
Total	9,337
	547
	\$42,032
UNIQUE OCCUPATIONS*	
EMPLOYMENT LOCATION QUOTIENT*	
Woodworkers, All Other	48
	79.42
Furniture Finishers	54
	49.61
Tire Builders	23
	19.78
Cabinetmakers and Bench Carpenters	117
	19.07
Sewing Machine Operators	129
	16.91
KEY CLUSTER	
TOTAL EMPLOYMENT	
Advanced Materials	298
Aerospace & Defense	0
Appliances & Electrical	0
Automotive	322
Business Services	100
Chemicals	30
Distribution & Logistics	439
Film, Music & Entertainment	0
Food & Beverage	17
Healthcare & Medical Devices	126

TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE ESTIMATES (2022)		TENNESSEE CLAIBORNE
Labor Force		3,352,030 12,812
Employment		3,238,559 12,322
Unemployment		113,471 490
Unemployment Rate		3.40% 3.80%
UNEMPLOYMENT RATE*		TENNESSEE CLAIBORNE
2019		3.30% 4.10%
2020		7.50% 7.40%
2021		4.50% 4.30%
2022		3.40% 3.80%

TN ECD Industry Profiles for WSCC Service Area

COCKE COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Crop and Animal Production	75 4 \$31,172
Mining, Quarrying, and Oil and Gas Extraction	42 3 \$76,724
Construction	191 31 \$43,023
Manufacturing	1,209 37 \$67,338
Wholesale Trade	106 23 \$58,019
Retail Trade	1,444 108 \$31,829
Transportation and Warehousing	45 6 \$81,522
Information	32 7 \$32,126
Finance and Insurance	139 29 \$44,286
Real Estate and Rental and Leasing	44 13 \$69,797
Professional, Scientific, and Technical Services	119 39 \$97,326
Administrative, Support, Waste Management and Remediation	103 23 \$34,472
Health Care and Social Assistance	914 75 \$52,449

SOURCE: <https://tnecd.com/county-profiles/>

Retrieved March 25, 2024

TN ECD Industry Profiles for WSCC Service Area

Arts, Entertainment, and Recreation	171
	13
	\$19,110
Accommodation and Food Services	1,014
	66
	\$19,561
Other Services (except Public Administration)	122
	26
	\$33,477
Government	1,718
	40
	\$41,348
Total	7,542
	546
	\$43,164
UNIQUE OCCUPATIONS*	
EMPLOYMENT LOCATION QUOTIENT*	
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	40
	23.78
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	11
	10.38
Sawing Machine Setters, Operators, and Tenders, Wood	22
	9.06
Tour and Travel Guides	12
	6.17
Excavating and Loading Machine and Dragline Operators, Surface Mining	11
	5.65
KEY CLUSTER	TOTAL EMPLOYMENT
Advanced Materials	23
Aerospace & Defense	0
Appliances & Electrical	0
Automotive	0
Business Services	51
Chemicals	52
Distribution & Logistics	89
Film, Music & Entertainment	13
Food & Beverage	182
Healthcare & Medical Devices	15

TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE ESTIMATES (2022)		TENNESSEE COCKE
Labor Force		3,352,030 14,656
Employment		3,238,559 13,905
Unemployment		113,471 751
Unemployment Rate		3.40% 5.10%
UNEMPLOYMENT RATE*		TENNESSEE COCKE
2019		3.30% 4.50%
2020		7.50% 10.40%
2021		4.50% 5.80%
2022		3.40% 5.10%

TN ECD Industry Profiles for WSCC Service Area

GRAINGER COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Crop and Animal Production	28 6 \$20,888
Construction	289 44 \$53,099
Manufacturing	1,314 22 \$63,105
Wholesale Trade	66 12 \$72,251
Retail Trade	461 52 \$25,266
Transportation and Warehousing	305 27 \$53,177
Information	32 11 \$75,256
Finance and Insurance	59 12 \$45,300
Professional, Scientific, and Technical Services	93 24 \$94,204
Management of Companies and Enterprises	22 3 \$107,443
Administrative, Support, Waste Management and Remediation	157 14 \$49,295
Health Care and Social Assistance	215 31 \$37,587

TN ECD Industry Profiles for WSCC Service Area

Arts, Entertainment, and Recreation	26
	4
	\$21,089
Accommodation and Food Services	166
	20
	\$17,240
Other Services (except Public Administration)	139
	20
	\$41,866
Government	944
	26
	\$39,825
Total	4,326
	333
	\$48,569

UNIQUE OCCUPATIONS*	EMPLOYMENT LOCATION QUOTIENT*
Woodworkers, All Other	18
	62.32
Furniture Finishers	30
	58.16
Sawing Machine Setters, Operators, and Tenders, Wood	31
	22.05
Cabinetmakers and Bench Carpenters	53
	18.63
Sewing Machine Operators	56
	15.76

KEY CLUSTER	TOTAL EMPLOYMENT
Advanced Materials	0
Aerospace & Defense	0
Appliances & Electrical	35
Automotive	54
Business Services	85
Chemicals	50
Distribution & Logistics	249
Film, Music & Entertainment	0
Food & Beverage	106
Healthcare & Medical Devices	1

TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE

LABOR FORCE ESTIMATES (2022)		TENNESSEE GRAINGER
Labor Force		3,352,030 9,725
Employment		3,238,559 9,352
Unemployment		113,471 373
Unemployment Rate		3.40% 3.80%
UNEMPLOYMENT RATE*		TENNESSEE GRAINGER
2019		3.30% 4.00%
2020		7.50% 7.10%
2021		4.50% 4.50%
2022		3.40% 3.80%

TN ECD Industry Profiles for WSCC Service Area

GREENE COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Crop and Animal Production	39 4 \$44,156
Mining, Quarrying, and Oil and Gas Extraction	83 3 \$81,830
Construction	643 119 \$49,256
Manufacturing	6,055 108 \$56,838
Wholesale Trade	496 48 \$62,955
Retail Trade	3,167 222 \$29,160
Transportation and Warehousing	2,787 52 \$58,124
Information	118 23 \$56,735
Finance and Insurance	517 85 \$52,448
Real Estate and Rental and Leasing	192 35 \$43,060
Professional, Scientific, and Technical Services	413 118 \$56,451
Management of Companies and Enterprises	301 8 \$75,573
Administrative, Support, Waste Management and Remediation	1,272 81 \$27,179
Educational Services	459 6 \$33,260

SOURCE: <https://tnecd.com/county-profiles/>

Retrieved March 25, 2024

TN ECD Industry Profiles for WSCC Service Area

Health Care and Social Assistance	2,945
	224
	\$41,348
Arts, Entertainment, and Recreation	173
	12
	\$14,928
Accommodation and Food Services	1,746
	115
	\$19,144
Other Services (except Public Administration)	447
	97
	\$36,371
Government	3,295
	52
	\$44,050
Total	25,199
	1,416
	\$44,749
UNIQUE OCCUPATIONS*	EMPLOYMENT LOCATION QUOTIENT*
Tire Builders	100
	32.21
Extruding and Forming Machine Setters, Operators, Synthetic and Glass Fibers	43
	15.82
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	59
	14.24
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	50
	14.17
Textile Cutting Machine Setters, Operators, and Tenders	27
	12.55
KEY CLUSTER	TOTAL EMPLOYMENT
Advanced Materials	834
Aerospace & Defense	403
Appliances & Electrical	105
Automotive	559
Business Services	419
Chemicals	68
Distribution & Logistics	3,013
Film, Music & Entertainment	26
Food & Beverage	255
Healthcare & Medical Devices	47

TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE

LABOR FORCE ESTIMATES (2022)		TENNESSEE GREENE
Labor Force		3,352,030 28,801
Employment		3,238,559 27,655
Unemployment		113,471 1,146
Unemployment Rate		3.40% 4.00%
UNEMPLOYMENT RATE*		TENNESSEE GREENE
2019		3.30% 4.60%
2020		7.50% 8.10%
2021		4.50% 4.60%
2022		3.40% 4.00%

TN ECD Industry Profiles for WSCC Service Area

HAMBLEN COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Crop and Animal Production	63 4 \$32,403
Mining, Quarrying, and Oil and Gas Extraction	21 1 \$65,010
Utilities	39 2 \$80,249
Construction	1,198 93 \$51,174
Manufacturing	9,667 107 \$53,513
Wholesale Trade	1,327 79 \$81,931
Retail Trade	4,125 241 \$33,120
Transportation and Warehousing	764 34 \$57,708
Information	190 18 \$56,082
Finance and Insurance	439 98 \$61,761
Real Estate and Rental and Leasing	185 47 \$38,846
Professional, Scientific, and Technical Services	422 122 \$62,179
Management of Companies and Enterprises	236 9 \$78,653
Administrative, Support, Waste Management and Remediation	3,259 86 \$34,155

SOURCE: <https://tnecd.com/county-profiles/>

Retrieved March 25, 2024

TN ECD Industry Profiles for WSCC Service Area

Educational Services	201
	12
	\$32,544
Health Care and Social Assistance	3,390
	174
	\$48,487
Arts, Entertainment, and Recreation	113
	17
	\$21,825
Accommodation and Food Services	2,761
	132
	\$19,448
Other Services (except Public Administration)	446
	88
	\$33,920
Government	3,844
	69
	\$45,760
Total	32,692
	1,437
	\$45,773

UNIQUE OCCUPATIONS*	EMPLOYMENT LOCATION QUOTIENT*
Woodworkers, All Other	75
	35.42
Tool and Die Makers	400
	27.89
Metal Workers and Plastic Workers, All Other	105
	23.47
Painting, Coating, and Decorating Workers	67
	22.98
Foundry Mold and Coremakers	53
	16.7

KEY CLUSTER	TOTAL EMPLOYMENT
Advanced Materials	0
Aerospace & Defense	204
Appliances & Electrical	300
Automotive	2,277
Business Services	1,054
Chemicals	359
Distribution & Logistics	1,066
Film, Music & Entertainment	14
Food & Beverage	1,495
Healthcare & Medical Devices	138

TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE

LABOR FORCE ESTIMATES (2022)		TENNESSEE
		HAMBLEN
Labor Force		3,352,030
		28,128
Employment		3,238,559
		27,104
Unemployment		113,471
		1,024
Unemployment Rate		3.40%
		3.60%
UNEMPLOYMENT RATE*		TENNESSEE
		HAMBLEN
2019		3.30%
		3.80%
2020		7.50%
		7.10%
2021		4.50%
		4.20%
2022		3.40%
		3.60%

TN ECD Industry Profiles for WSCC Service Area

HANCOCK COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Construction	22 6 \$30,938
Manufacturing	108 6 \$29,286
Wholesale Trade	20 3 \$30,372
Retail Trade	122 17 \$26,223
Transportation and Warehousing	13 6 \$25,724
Finance and Insurance	14 2 \$30,764
Professional, Scientific, and Technical Services	11 5 \$0
Administrative, Support, Waste Management and Remediation	48 1 \$31,122
Health Care and Social Assistance	173 19 \$38,506
Accommodation and Food Services	35 3 \$18,381
Government	459 15 \$29,635
Total	1,058 97 \$30,944

TN ECD Industry Profiles for WSCC Service Area

UNIQUE OCCUPATIONS*	EMPLOYMENT LOCATION QUOTIENT*
Bus Drivers, School	15 5.87
Licensed Practical and Licensed Vocational Nurses	20 4.35
Elementary School Teachers, Except Special Education	40 4.27
Pharmacy Technicians	13 4.2
Police and Sheriff's Patrol Officers	19 4.13
KEY CLUSTER	TOTAL EMPLOYMENT
Advanced Materials	0
Aerospace & Defense	0
Appliances & Electrical	0
Automotive	40
Business Services	54
Chemicals	0
Distribution & Logistics	27
Film, Music & Entertainment	0
Food & Beverage	18
Healthcare & Medical Devices	35

LABOR FORCE

LABOR FORCE ESTIMATES (2022)	TENNESSEE HANCOCK
Labor Force	3,352,030 2,276
Employment	3,238,559 2,181
Unemployment	113,471 95
Unemployment Rate	3.40% 4.20%
UNEMPLOYMENT RATE*	TENNESSEE HANCOCK
2019	3.30% 5.80%
2020	7.50% 8.20%
2021	4.50% 5.00%
2022	3.40% 4.20%

TN ECD Industry Profiles for WSCC Service Area

HAWKINS COUNTY

INDUSTRY	EMPLOYMENT
	ESTABLISHMENTS AVG. ANNUAL WAGES
Crop and Animal Production	29 3 \$44,690
Mining, Quarrying, and Oil and Gas Extraction	33 2 \$78,095
Utilities	68 1 \$89,881
Construction	449 58 \$52,046
Manufacturing	4,117 52 \$61,507
Wholesale Trade	184 41 \$76,337
Retail Trade	1,365 122 \$26,532
Transportation and Warehousing	251 30 \$52,960
Information	28 15 \$63,886
Finance and Insurance	178 40 \$52,691
Real Estate and Rental and Leasing	46 24 \$37,358
Professional, Scientific, and Technical Services	198 68 \$65,395
Management of Companies and Enterprises	75 5 \$93,027
Administrative, Support, Waste Management and Remediation	646 45 \$61,226

SOURCE: <https://tnecd.com/county-profiles/>

Retrieved March 25, 2024

TN ECD Industry Profiles for WSCC Service Area

Educational Services	52
	3
	\$21,293
Health Care and Social Assistance	1,064
	112
	\$45,288
Arts, Entertainment, and Recreation	67
	7
	\$16,532
Accommodation and Food Services	870
	69
	\$16,378
Other Services (except Public Administration)	225
	46
	\$35,371
Government	2,096
	45
	\$44,432
Total	12,066
	790
	\$48,862

UNIQUE OCCUPATIONS*	EMPLOYMENT LOCATION QUOTIENT*
Logging Workers, All Other	14
	57.62
Pile Driver Operators	17
	51.87
Metal Workers and Plastic Workers, All Other	37
	22.41
Woodworkers, All Other	12
	15.16
Coil Winders, Tapers, and Finishers	14
	14.08

KEY CLUSTER	TOTAL EMPLOYMENT
Advanced Materials	1,178
Aerospace & Defense	0
Appliances & Electrical	144
Automotive	337
Business Services	175
Chemicals	532
Distribution & Logistics	273
Film, Music & Entertainment	0
Food & Beverage	162
Healthcare & Medical Devices	32

TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE

LABOR FORCE ESTIMATES (2022)		TENNESSEE HAWKINS
Labor Force	3,352,030 23,161	
Employment	3,238,559 22,260	
Unemployment	113,471 901	
Unemployment Rate	3.40% 3.90%	
UNEMPLOYMENT RATE*		TENNESSEE HAWKINS
2019	3.30% 4.10%	
2020	7.50% 7.70%	
2021	4.50% 4.70%	
2022	3.40% 3.90%	

TN ECD Industry Profiles for WSCC Service Area

JEFFERSON COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Crop and Animal Production	44 5 \$27,479
Mining, Quarrying, and Oil and Gas Extraction	412 3 \$66,876
Utilities	63 2 \$75,119
Construction	473 84 \$46,814
Manufacturing	2,312 52 \$75,311
Wholesale Trade	172 35 \$73,357
Retail Trade	1,860 133 \$32,531
Transportation and Warehousing	1,575 26 \$76,217
Information	37 15 \$61,197
Finance and Insurance	217 59 \$55,342
Real Estate and Rental and Leasing	85 27 \$47,704
Professional, Scientific, and Technical Services	292 86 \$52,564
Management of Companies and Enterprises	11 3 \$73,114
Administrative, Support, Waste Management and Remediation	477 40 \$31,753

SOURCE: <https://tnecd.com/county-profiles/>

Retrieved March 25, 2024

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TN ECD Industry Profiles for WSCC Service Area

Educational Services	690
	8
	\$44,020
Health Care and Social Assistance	1,092
	110
	\$47,361
Arts, Entertainment, and Recreation	88
	13
	\$18,124
Accommodation and Food Services	1,269
	75
	\$19,340
Other Services (except Public Administration)	328
	59
	\$41,830
Government	2,508
	56
	\$37,810
Total	14,006
	888
	\$49,019

UNIQUE OCCUPATIONS*	EMPLOYMENT LOCATION QUOTIENT*
Woodworkers, All Other	35
	38.94
Loading and Moving Machine Operators, Underground Mining	16
	37.74
Extraction Workers, All Other	18
	30.66
Nuclear Power Reactor Operators	14
	30.21
Continuous Mining Machine Operators	42
	28.8

KEY CLUSTER	TOTAL EMPLOYMENT
Advanced Materials	0
Aerospace & Defense	366
Appliances & Electrical	0
Automotive	213
Business Services	138
Chemicals	0
Distribution & Logistics	457
Film, Music & Entertainment	16
Food & Beverage	201
Healthcare & Medical Devices	36

TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE ESTIMATES (2022)		TENNESSEE JEFFERSON
Labor Force		3,352,030 24,998
Employment		3,238,559 24,088
Unemployment		113,471 910
Unemployment Rate		3.40% 3.60%
UNEMPLOYMENT RATE*		TENNESSEE JEFFERSON
2019		3.30% 3.70%
2020		7.50% 7.50%
2021		4.50% 4.30%
2022		3.40% 3.60%

TN ECD Industry Profiles for WSCC Service Area

SEVIER COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Mining, Quarrying, and Oil and Gas Extraction	58 4 \$61,306
Utilities	55 3 \$52,946
Construction	2,277 249 \$56,592
Manufacturing	2,503 122 \$48,327
Wholesale Trade	730 86 \$65,001
Retail Trade	9,198 702 \$32,395
Transportation and Warehousing	572 50 \$56,398
Information	223 50 \$56,377
Finance and Insurance	722 132 \$81,878
Real Estate and Rental and Leasing	1,631 174 \$40,217
Professional, Scientific, and Technical Services	1,164 235 \$54,683
Management of Companies and Enterprises	189 15 \$78,067
Administrative, Support, Waste Management and Remediation	1,573 175 \$47,483
Educational Services	176 18 \$37,424

SOURCE: <https://tnecd.com/county-profiles/>

Retrieved March 25, 2024

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TN ECD Industry Profiles for WSCC Service Area

Health Care and Social Assistance	2,166
	207
	\$49,551
Arts, Entertainment, and Recreation	5,670
	142
	\$29,561
Accommodation and Food Services	16,713
	643
	\$32,036
Other Services (except Public Administration)	939
	175
	\$32,682
Government	4,970
	44
	\$50,345
Unclassified	11
	7
	\$0
Total	51,550
	3,236
	\$39,297

UNIQUE OCCUPATIONS*	EMPLOYMENT LOCATION QUOTIENT*
Tour and Travel Guides	391
	30.41
Entertainment Attendants and Related Workers, All Other	41
	20.68
Photographers	234
	16.53
Lodging Managers	251
	16.07
Shoe and Leather Workers and Repairers	25
	11.11

KEY CLUSTER	TOTAL EMPLOYMENT
Advanced Materials	118
Aerospace & Defense	43
Appliances & Electrical	20
Automotive	104
Business Services	676
Chemicals	75
Distribution & Logistics	761
Film, Music & Entertainment	138
Food & Beverage	1,651
Healthcare & Medical Devices	25

LABOR FORCE

SOURCE: <https://tnecd.com/county-profiles/>

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TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE ESTIMATES (2022)	
	TENNESSEE SEVIER
Labor Force	3,352,030 54,967
Employment	3,238,559 53,233
Unemployment	113,471 1,734
Unemployment Rate	3.40% 3.20%
UNEMPLOYMENT RATE*	
	TENNESSEE SEVIER
2019	3.30% 3.20%
2020	7.50% 9.80%
2021	4.50% 4.10%
2022	3.40% 3.20%

TN ECD Industry Profiles for WSCC Service Area

UNION COUNTY

INDUSTRY	EMPLOYMENT ESTABLISHMENTS AVG. ANNUAL WAGES
Crop and Animal Production	26 2 \$33,493
Mining, Quarrying, and Oil and Gas Extraction	13 2 \$54,032
Construction	140 30 \$55,276
Manufacturing	473 19 \$69,991
Wholesale Trade	117 15 \$90,991
Retail Trade	376 42 \$27,884
Transportation and Warehousing	51 16 \$32,799
Information	34 4 \$72,586
Finance and Insurance	38 18 \$51,085
Professional, Scientific, and Technical Services	95 23 \$51,838
Administrative, Support, Waste Management and Remediation	55 19 \$25,931
Health Care and Social Assistance	176 31 \$46,887
Arts, Entertainment, and Recreation	33 4 \$21,222
Accommodation and Food Services	201 18 \$15,661

SOURCE: <https://tnecd.com/county-profiles/>

Retrieved March 25, 2024

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TN ECD Industry Profiles for WSCC Service Area

Other Services (except Public Administration)	41
	12
	\$34,128
Government	784
	22
	\$38,587
Total	2,664
	280
	\$44,933

UNIQUE OCCUPATIONS* EMPLOYMENT		LOCATION QUOTIENT*
Sawing Machine Setters, Operators, and Tenders, Wood	15	17.06
Chemical Equipment Operators and Tenders	15	7.38
Kindergarten Teachers, Except Special Education	12	5.43
First-Line Supervisors of Police and Detectives	11	4.71
Production Workers, All Other	18	4.51
KEY CLUSTER EMPLOYMENT	TOTAL	
Advanced Materials	0	
Aerospace & Defense	0	
Appliances & Electrical	0	
Automotive	0	
Business Services	85	
Chemicals	32	
Distribution & Logistics	109	
Film, Music & Entertainment	0	
Food & Beverage	0	
Healthcare & Medical Devices	85	

TN ECD Industry Profiles for WSCC Service Area

LABOR FORCE ESTIMATES (2022)		TENNESSEE UNION
Labor Force	3,352,030	7,857
Employment	3,238,559	7,560
Unemployment	113,471	297
Unemployment Rate	3.40%	3.80%
UNEMPLOYMENT RATE*		TENNESSEE UNION
2019	3.30%	4.00%
2020	7.50%	6.90%
2021	4.50%	4.20%
2022	3.40%	3.80%

Exhibit 36. Supply Adequacy: 2021, 2025, 2030 & 2035, by Occupation

Occupation	Supply - Demand (2021)^a	Supply Adequacy (2021)^b	Supply - Demand (2025)^a	Supply Adequacy (2025)^b	Supply - Demand (2030)^a	Supply Adequacy (2030)^b	Supply - Demand (2035)^a	Supply Adequacy (2035)^b
Registered Nurses	-15,700	80%	-13,800	83%	-10,900	88%	-8,500	91%
Licensed Practical Nurses	7,500	150%	5,400	133%	3,000	117%	1,000	105%
Respiratory Therapists	-940	70%	-970	71%	-1,030	71%	-1,080	72%
Clinical Laboratory Technologists & Technicians	-4,310	52%	-4,750	49%	-5,250	46%	-5,590	45%
Emergency Medical Technicians	500	117%	940	130%	1,230	138%	1,340	140%
Social Workers	NA	NA	390	107%	600	110%	720	111%
Nurse Practitioners	7,300	222%	9,620	253%	12,080	283%	14,190	306%
Physician Assistants	-620	81%	-350	90%	-20	99%	260	107%

Note: ^a See appendix for further information on supply adequacy for all years 2021-2035, by occupation. ^a FTEs required to provide a 2021 national average level of care. ^b Adequacy of 100% equates to the national average, except for social workers which compares projected adequacy to the Tennessee 2021 state average.

For use for THEC Rural Healthcare Pathways Expansion Grant

The 2,170 FTE supply of respiratory therapists in 2021 fell short of the estimated 3,110 FTE demand, suggesting that supply was sufficient to meet 70% of expected demand. This shortfall is v projected to continue, with a projected shortfall of 1,080 FTEs in 2035 and supply adequate to meet 72% of demand.

Among the allied health professions, hospitals report that shortages among respiratory therapists are particularly acute.

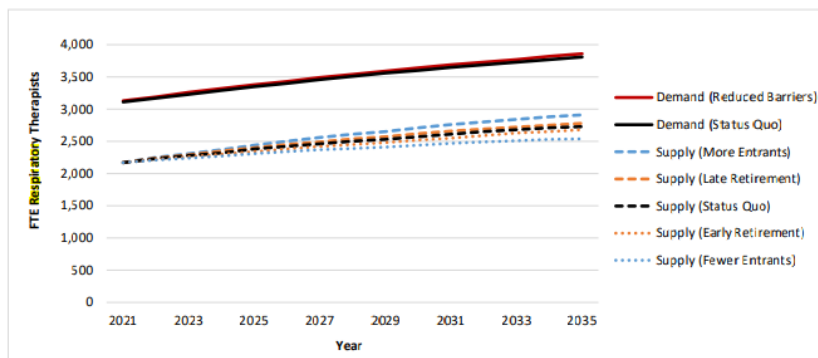
Early in the COVID-19 epidemic, shortages of respiratory therapists gained national attention. In 2021, Tennessee had an estimated 2,170 FTE supply versus 3,110 FTE demand (Exhibit 22, Exhibit 39, and Exhibit 47). This equates to a 940 FTE shortfall relative to the number required to provide a national average level of care (or supply adequate to meet 70% of demand). By 2035, a 1,080 FTE shortfall is projected (or supply adequate to meet 72% of demand) by 2035 (Exhibit 47).

The number of new respiratory therapists expected to enter the Tennessee workforce is greater than the respiratory therapists expected to leave the workforce, such that overall supply is expected to increase through 2035 for all scenarios. Over the projection period, supply is expected to grow by 560 FTEs (26% total, or 1.7% per year) under the Status Quo scenario, with projected growth over the period between 370 FTEs (17%) under the 10% Fewer Entrants scenario and 740 FTEs (34%) under the 10% More Entrants scenario (Exhibit 47).

The Status Quo demand scenario models the continuation of baseline national patterns of care use and delivery, adapted to Tennessee's population and adjusted for net cross-state migration of hospital patients. Status Quo demand for respiratory therapists is estimated to increase from 3,110 FTEs at baseline to 3,810 by 2035, a 23% increase, or around two and a half times the rate of overall population growth (Exhibit 22). The Reduced Barriers scenario has marginal impact on the demand projections compared to the baseline results.

For use for THEC Rural Healthcare Pathways Expansion Grant
Exhibit 22. Respiratory Therapist Supply and Demand Projections, 2021-2035

Exhibit 22. Respiratory Therapist Supply and Demand Projections, 2021-2035



Counties located in almost all districts except 1 and 8 are among those with the lowest respiratory therapist adequacy. Memphis (District 1) and Johnson City (District 8) have supply adequate to provide a national average level of care to their resident population. However, to the extent that hospitals in these districts are caring for patients from outside their district, supply adequacy in these districts might be overstated. Districts: 1 = Memphis; 2 = West; 3 = Middle; 4 = South Middle; 5 = Mid-East; 6 = Chattanooga; 7 = Knoxville; 8 = Northeast

THA report also states that 90% of Respiratory Therapists, based on the Tennessee-specific responses from the American Community Survey, are active in the workforce.

THA report showed that data gathered from the Tennessee Department of Health licensures showed only 192 new entrants to the profession annually.

Respiratory therapists: The initial TDH licensure file contained 18,255 respiratory therapists. Removing duplicate entries, out-of-state respiratory therapists, and inactive licenses reduced the starting supply to 2,520. Sampling from the available practice county distribution of respiratory therapists in the TDH licensure data was used to complete cases where information on practice county was not available. 2015-2019 ACS Tennessee responses were then used to reduce the headcount of active respiratory therapists in the workforce to 2,277. These steps yielded a baseline supply of 2,171 FTE respiratory therapists. Due to respiratory therapists having a high turnover rate, an annual attrition rate of 4.19% was applied for respiratory therapists under the age of 50.

Tennessee Health Workforce Projections: 2021-2035
Tennessee Hospital Association report prepared by Global Data
October 2022

For use for THEC Rural Healthcare Pathways Expansion Grant
Staffing shortages during the height of the pandemic were not unique to hospitals, and as salaries rose for jobs in industries such as retail and food service, some healthcare workers traded long hospital-based shifts for jobs offering equal or higher wages for shorter shifts in other industries. Future workers in the healthcare education pipeline also saw these increased wages in other industries as an opportunity to earn a similar amount of income, without needing to invest additional time and expense in education and licensure or incur student loan debt. In addition, many workers in the hardest hit clinical occupations, including nurses and respiratory therapists, left hospital employers and worked as traveling professionals for higher pay and less disease risk to their families.

Exhibit 36: Supply Adequacy by Occupation

Exhibit 36. Supply Adequacy: 2021, 2025, 2030 & 2035, by Occupation

Occupation	Supply - Demand (2021) ^a	Supply Adequacy (2021) ^b	Supply - Demand (2025) ^a	Supply Adequacy (2025) ^b	Supply - Demand (2030) ^a	Supply Adequacy (2030) ^b	Supply - Demand (2035) ^a	Supply Adequacy (2035) ^b
Registered Nurses	-15,700	80%	-13,800	83%	-10,900	88%	-8,500	91%
Licensed Practical Nurses	7,500	150%	5,400	133%	3,000	117%	1,000	105%
Respiratory Therapists	-940	70%	-970	71%	-1,030	71%	-1,080	72%
Clinical Laboratory Technologists & Technicians	-4,310	52%	-4,750	49%	-5,250	46%	-5,590	45%
Emergency Medical Technicians	500	117%	940	130%	1,230	138%	1,340	140%
Social Workers	NA	NA	390	107%	600	110%	720	111%
Nurse Practitioners	7,300	222%	9,620	253%	12,080	283%	14,190	306%
Physician Assistants	-620	81%	-350	90%	-20	99%	260	107%

Note: ^a See appendix for further information on supply adequacy for all years 2021-2035, by occupation. ^a FTEs required to provide a 2021 national average level of care. ^b Adequacy of 100% equates to the national average, except for social workers which compares projected adequacy to the Tennessee 2021 state average.

Tennessee Health Workforce Projections: 2021-2035
Tennessee Hospital Association report prepared by Global Data
October 2022

For use for THEC Rural Healthcare Pathways Expansion Grant
Exhibit 39: Respiratory Therapist Supply, Demand and Supply Adequacy 2021-35



Exhibit 39. Respiratory Therapist Supply, Demand, and Supply Adequacy, 2021-2035

Year	Supply	Demand ^a	Adequacy (#) ^a	Adequacy (%) ^b
2021	2,170	3,110	-940	70%
2022	2,230	3,170	-940	70%
2023	2,280	3,230	-950	71%
2024	2,320	3,290	-970	71%
2025	2,380	3,350	-970	71%
2026	2,420	3,400	-980	71%
2027	2,460	3,460	-1,000	71%
2028	2,500	3,510	-1,010	71%
2029	2,530	3,560	-1,030	71%
2030	2,570	3,600	-1,030	71%
2031	2,610	3,650	-1,040	72%
2032	2,650	3,690	-1,040	72%
2033	2,680	3,730	-1,050	72%
2034	2,710	3,770	-1,060	72%
2035	2,730	3,810	-1,080	72%

Note: ^a FTEs required to provide a 2021 national average level of care. ^b Adequacy of 100% equates to the national average.

Tennessee Health Workforce Projections: 2021-2035
Tennessee Hospital Association report prepared by Global Data
October 2022

For use for THEC Rural Healthcare Pathways Expansion Grant
Exhibit 47: Respiratory Therapist Supply and Demand Growth and Adequacy by
Scenario

Exhibit 47. Respiratory Therapist Supply and Demand Growth and Adequacy by Scenario

Scenario	2021	2035	Growth	% Growth
Demand				
<i>Status quo^a</i>	3,110	3,810	700	23%
<i>Reduced barriers</i>	3,100	3,830	730	24%
Supply				
<i>Status quo</i>	2,170	2,730	560	26%
<i>10% Fewer Entrants</i>	2,170	2,540	370	17%
<i>10% More Entrants</i>	2,170	2,910	740	34%
<i>Early Retirement (2 years earlier)</i>	2,170	2,680	510	24%
<i>Delayed Retirement (2 years later)</i>	2,170	2,780	610	28%
Supply Adequacy vs. Status Quo Demand^a				
<i>Status quo</i>	-940	-1,080		
<i>10% Fewer Entrants</i>	-940	-1,270		
<i>10% More Entrants</i>	-940	-900		
<i>Early Retirement (2 years earlier)</i>	-940	-1,130		
<i>Delayed Retirement (2 years later)</i>	-940	-1,030		
Supply Adequacy vs. Reduced Barriers Demand				
<i>Status quo</i>	-930	-1,100		
<i>10% Fewer Entrants</i>	-930	-1,290		
<i>10% More Entrants</i>	-930	-920		
<i>Early Retirement (2 years earlier)</i>	-930	-1,150		
<i>Delayed Retirement (2 years later)</i>	-930	-1,050		

Note: ^a FTEs required to provide a 2021 national average level of care.

Exhibit 39. Respiratory Therapist Supply, Demand, and Supply Adequacy, 2021-2035

Year	Supply	Demand ^a	Adequacy (#) ^a	Adequacy (%) ^b
2021	2,170	3,110	-940	70%
2022	2,230	3,170	-940	70%
2023	2,280	3,230	-950	71%
2024	2,320	3,290	-970	71%
2025	2,380	3,350	-970	71%
2026	2,420	3,400	-980	71%
2027	2,460	3,460	-1,000	71%
2028	2,500	3,510	-1,010	71%
2029	2,530	3,560	-1,030	71%
2030	2,570	3,600	-1,030	71%
2031	2,610	3,650	-1,040	72%
2032	2,650	3,690	-1,040	72%
2033	2,680	3,730	-1,050	72%
2034	2,710	3,770	-1,060	72%
2035	2,730	3,810	-1,080	72%

Note: ^a FTEs required to provide a 2021 national average level of care. ^b Adequacy of 100% equates to the national average.

Exhibit 47. Respiratory Therapist Supply and Demand Growth and Adequacy by Scenario

Scenario	2021	2035	Growth	% Growth
Demand				
<i>Status quo^a</i>	3,110	3,810	700	23%
<i>Reduced barriers</i>	3,100	3,830	730	24%
Supply				
<i>Status quo</i>	2,170	2,730	560	26%
<i>10% Fewer Entrants</i>	2,170	2,540	370	17%
<i>10% More Entrants</i>	2,170	2,910	740	34%
<i>Early Retirement (2 years earlier)</i>	2,170	2,680	510	24%
<i>Delayed Retirement (2 years later)</i>	2,170	2,780	610	28%
Supply Adequacy vs. Status Quo Demand^a				
<i>Status quo</i>	-940	-1,080		
<i>10% Fewer Entrants</i>	-940	-1,270		
<i>10% More Entrants</i>	-940	-900		
<i>Early Retirement (2 years earlier)</i>	-940	-1,130		
<i>Delayed Retirement (2 years later)</i>	-940	-1,030		
Supply Adequacy vs. Reduced Barriers Demand				
<i>Status quo</i>	-930	-1,100		
<i>10% Fewer Entrants</i>	-930	-1,290		
<i>10% More Entrants</i>	-930	-920		
<i>Early Retirement (2 years earlier)</i>	-930	-1,150		
<i>Delayed Retirement (2 years later)</i>	-930	-1,050		

Note: ^a FTEs required to provide a 2021 national average level of care.

Occupation Linkages for WSCC Service Area

CIP Code	CIP Title	SOC Code	SOC Title	Annual Separation Demand	Total Annual Demand	Empl	Avg. Wages	Online Job Ads ¹
51.0908	Respiratory Care Therapy/Therapist	25-1071	Health Specialties Teachers, Postsecondary	11	14	127	\$112,900	72
51.0908	Respiratory Care Therapy/Therapist	29-1126	Respiratory Therapists	4	5	79	\$62,300	30
51.0908	Respiratory Care Therapy/Therapist	29-2099	Health Technologists and Technicians, All Other	3	3	38	\$47,500	11

Source: [JobsEQ®](#)

Data as of the 2022-2023 academic year, related occupation data as of 2024Q2 except wages which are as of 2024.

1. Data represent found online ads active within the last thirty days in any zipcode intersecting or within the selected region; data represents a sampling rather than the complete universe of postings.

Exported on: Tuesday, January 7, 2025 11:20 AM



Occupation Report

Respiratory Therapists

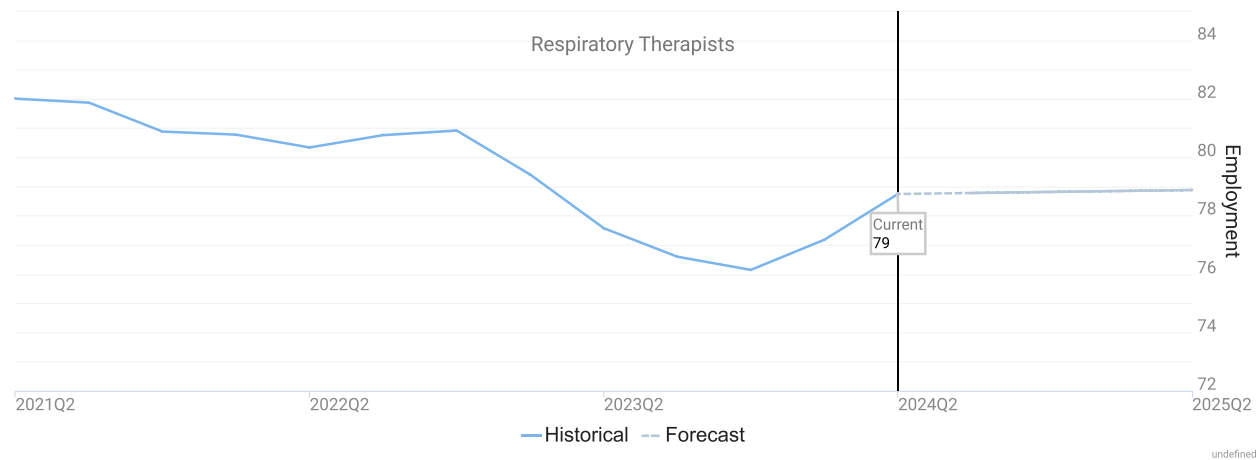
WSCC Service Area



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Occupation Snapshot

6-Digit Occupation	Empl	Avg Mean Wages	LQ	3-Year Empl Change	Annual Demand	Forecast Ann Growth
Respiratory Therapists	79	\$62,300	0.54	-3	5	1.7%



- “Annual Demand” is the projected need for new entrants into an occupation. New entrants are needed due to expected growth and to replace workers who left the occupation due to factors such as retirement or switching careers.
- “Forecast Ann Growth” is the expected change in jobs due to national, long-term trend projections (per the BLS) as well as local factors such as industry mix and population growth (as computed and modeled by Chmura).

Employment by Industry

Industry Title	% of Occ Empl	Empl	10-Year Separations	10-Year Empl Growth	10-Year Total Demand
General Medical and Surgical Hospitals	73.2%	58	28	11	39
Nursing Care Facilities (Skilled Nursing Facilities)	9.0%	7	3	1	4
Employment Services	3.9%	3	2	1	2
Offices of Physicians	2.5%	2	1	0	1
Health and Personal Care Retailers	2.0%	2	1	0	1
Professional and Commercial Equipment and Supplies Merchant Wholesalers	2.0%	2	1	0	1
Offices of Other Health Practitioners	1.4%	1	1	0	1
Home Health Care Services	1.2%	1	1	0	1
Consumer Goods Rental	1.2%	1	0	0	1
Specialty (except Psychiatric and Substance Abuse) Hospitals	0.8%	1	0	0	0
Outpatient Care Centers	0.7%	1	0	0	0
All Others	2.1%	2	1	0	1



The industry distribution indicates the industries in which workers in the occupation(s) are primarily found.





“10-Year Empl Growth” may show industries with positive as well as negative growth; this would indicate that the occupation(s) being examined are expected to expand within some industries while contracting in others.

Wages

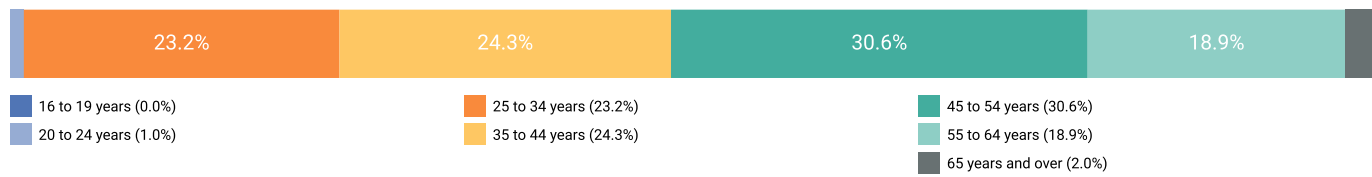


Occupation	Mean	Median	Entry Level	Experienced
Respiratory Therapists	\$62,300	\$61,200	\$51,400	\$67,700

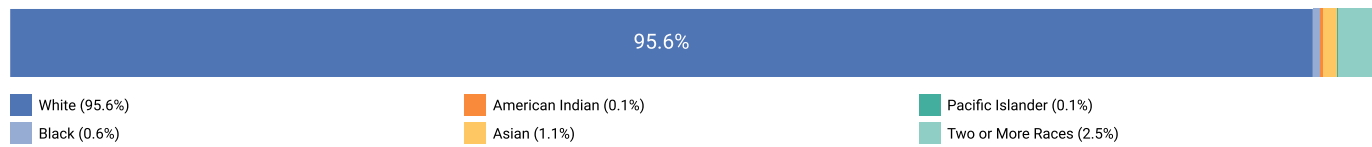
-  Occupation wages here utilize BLS OEWS data, imputed and brought forward by Chmura.
-  When this report is run for an occupation group, the table above displays up to the top ten detailed occupations which have the highest average wages within the occupation group.

Occupation Demographics

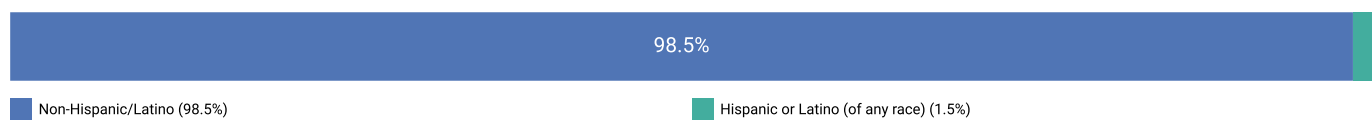
Age



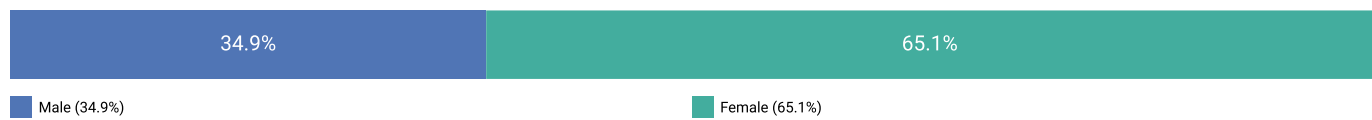
Race



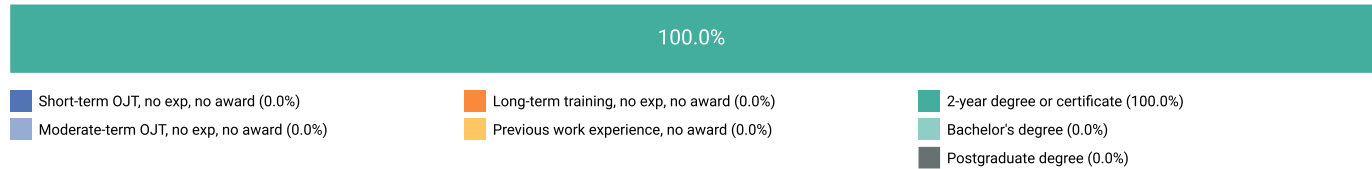
Ethnicity



Gender

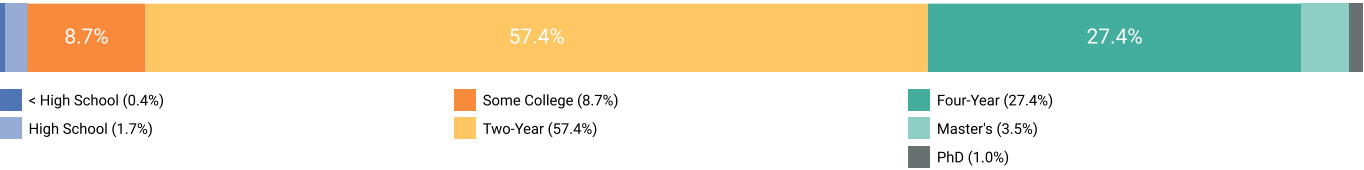


Education and Training Requirements





Education Profile

Educational Attainment



Occupation	Typical Entry-Level Education	Previous Work Experience	Typical On-the-Job Training
Respiratory Therapists	Associate's degree	None	None



- 

The stacked bar chart here illustrates the estimated mix of educational attainment of the workers in this occupation(s) in aggregate.
- 

The table indicates typical education and training requirements rather than the mix of attainment of workers in such positions.

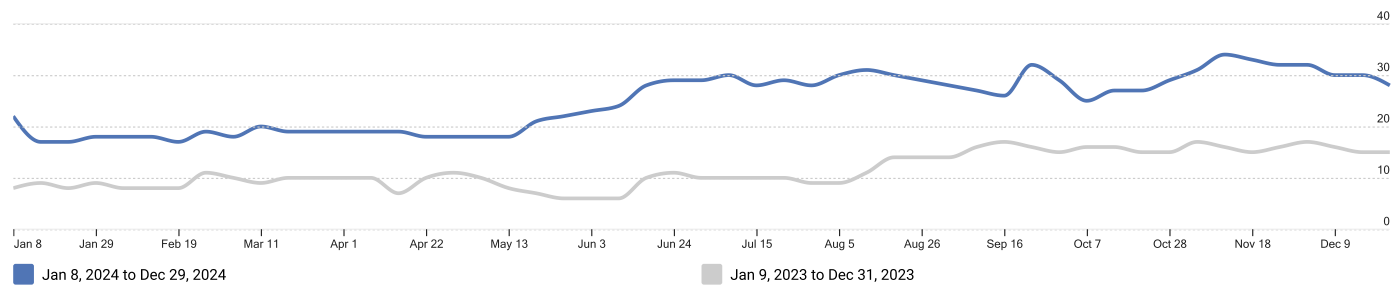
Postsecondary Programs Linked to Respiratory Therapists

Program	Awards
Walters State Community College	
Respiratory Care Therapy/Therapist	10

-  The number of graduates from postsecondary programs in the region identifies the pipeline of future workers as well as the training capacity to support industry demand.
-  Among postsecondary programs at schools located in the WSCC Service Area, the sampling above identifies those most linked to Respiratory Therapists. For a complete list see JobsEQ®, <http://www.chmuraecon.com/jobseq>

RTI (Job Postings)

Active Job Ads by Date



Online job ads are a timely indicator of local demand. Occupation assignments shown below are made by Chmura based upon analysis of job titles and job descriptions. Top employers and listed job requirements are shown on the following pages.

Occupations		Active Job Ads
SOC	Occupation	
29-1126.00	Respiratory Therapists	78

Locations

Location	Active Job Ads	
Knoxville, TN 37920	15	<div><div></div></div>
Kingsport, Tennessee	10	<div><div></div></div>
Sevierville, Tennessee	10	<div><div></div></div>
Jefferson City, Tennessee	9	<div><div></div></div>
Sevierville, TN 37862	9	<div><div></div></div>
Morristown, TN 37814	8	<div><div></div></div>
Newport, Tennessee	2	<div><div></div></div>
Sevierville, TN, 37862-5019	2	<div><div></div></div>
1924 Alcoa Highway, Knoxville, TN 37920	1	<div><div></div></div>
37813	1	<div><div></div></div>

Employers

Employer Name	Active Job Ads	
Covenant Health	17	<div><div></div></div>
The University of Tennessee Medical Center	14	<div><div></div></div>
Ballad Health	5	<div><div></div></div>
Community Health Systems	5	<div><div></div></div>
AlliedTravelCareers	4	<div><div></div></div>
Vetted Health	4	<div><div></div></div>
Covenant Health LeConte Medical Center	3	<div><div></div></div>
Health Carousel Nursing & Allied Health	2	<div><div></div></div>
Tennova Healthcare	2	<div><div></div></div>
UT MEDICAL CENTER	2	<div><div></div></div>

Hard Skills

Skill Name	Active Job Ads	
Intensive Care Unit (ICU)	6	<div><div></div></div>
Critical Care	5	<div><div></div></div>
Electrocardiogram (ECG, EKG)	5	<div><div></div></div>
Mathematics	2	<div><div></div></div>
Microsoft Office	2	<div><div></div></div>
Ability to Lift 21-30 lbs.	1	<div><div></div></div>
Ability to Lift 51-100 lbs.	1	<div><div></div></div>
Bilingual	1	<div><div></div></div>
Calculators	1	<div><div></div></div>
Cannulas	1	<div><div></div></div>

Job Titles

Job Title	Active Job Ads	
RRT	14	<div><div></div></div>
Respiratory Therapist	7	<div><div></div></div>
Respiratory Therapist (RRT)	7	<div><div></div></div>
Travel Respiratory Therapist (\$2799-\$3199/Week)	4	<div><div></div></div>
Respiratory / Neuro Diagnostics	3	<div><div></div></div>
Respiratory Care Therapist	3	<div><div></div></div>
Respiratory Therapist / Nurse	2	<div><div></div></div>
Respiratory Therapist FT Nights	2	<div><div></div></div>
Respiratory Therapist PRN	2	<div><div></div></div>
CHS Travel:Registered Respiratory Therapist (RRT)-7P-7A	1	<div><div></div></div>

Education Levels

Minimum Education Level	Active Job Ads	
Associate's degree	26	<div><div></div></div>
Unspecified/other	52	<div><div></div></div>

Programs

Program Name	Active Job Ads	
Nursing	2	<div><div></div></div>
Respiratory Therapy	2	<div><div></div></div>
Applied Science	1	<div><div></div></div>
Science	1	<div><div></div></div>

Top Skill and Certification Gaps

Top 10 Skill Gaps in WSCC Service Area

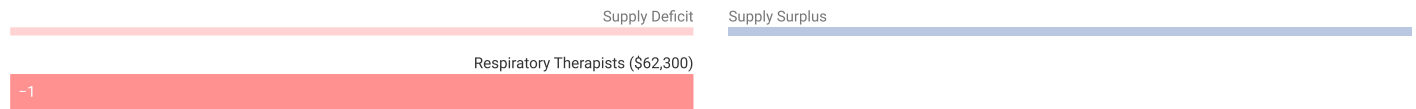
Name	Candidates	Openings	Gap
Patient Care	1	0	1

Top 10 Certification Gaps in WSCC Service Area

Name	Candidates	Openings	Gap
Pediatric Advanced Life Support (PALS)	1	0	0
Basic Life Support (BLS)	1	0	1
Neonatal Resuscitation Program (NRP)	1	0	1
Certification in Cardiopulmonary Resuscitation (CPR)	2	0	1
Registered Respiratory Therapist (RRT)	3	1	2

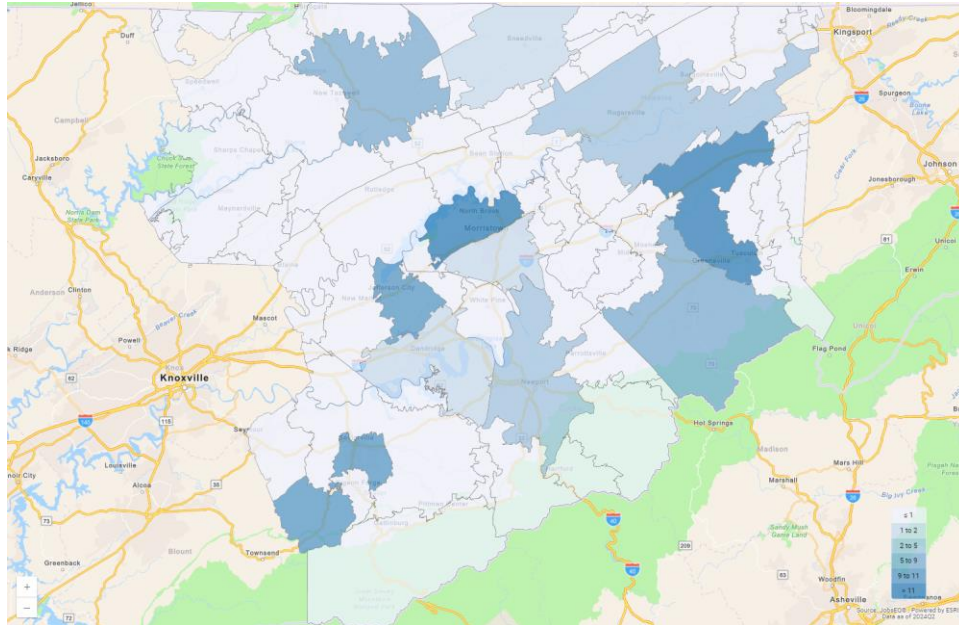
 Skill and certifications gaps can help inform employee development programs, as well as provide a comparison of the needs of regional employers to the supply.

Occupation Gaps



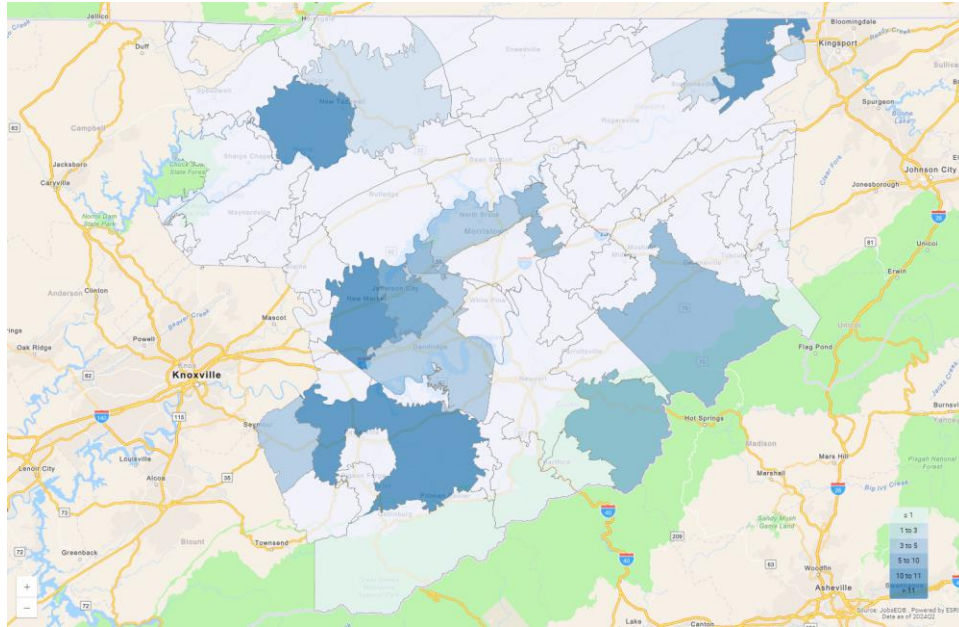
- 💡 The above are the potential average annual gaps over 10 years. Many variables go into this analysis, but at its core it is based on a forecast comparing occupation demand growth to the local population growth and the projected educational attainment of those residents. When an area, for example, has an occupation expected to grow quickly but the educational requirement for the occupation does not match well with the educational attainment of its residents, there is a high potential for an occupation shortfall in the region. Alternatively, slow-growing or contracting occupations often represent potential supply surpluses.
- 💡 The potential supply shortfall is an underlying force that the market needs to resolve one way or another, such as by employers recruiting from further distances for these occupations, wages going up to attract more candidates, and/or increased demand and wages enticing more local residents to get training for these occupations. While this an important analysis for determining local occupation needs, the occupation gap should be considered along with other regional data including growth and separation forecasts, unemployment rates, wage trends, and award and skill gap analyses.

Geographic Distribution



Top ZCTAs by Place of Work for Respiratory Therapists, 2024Q2

Region	Employment
ZCTA 37814	17
ZCTA 37745 (Greene County, Tennessee portion)	12
ZCTA 37862	11
ZCTA 37760	10
ZCTA 37743 (Greene County, Tennessee portion)	8
ZCTA 37879 (Claiborne County, Tennessee portion)	6
ZCTA 37821 (Cocke County, Tennessee portion)	3
ZCTA 37857 (Hawkins County, Tennessee portion)	2
ZCTA 37813 (Hamblen County, Tennessee portion)	2
ZCTA 37869 (Hancock County, Tennessee portion)	1

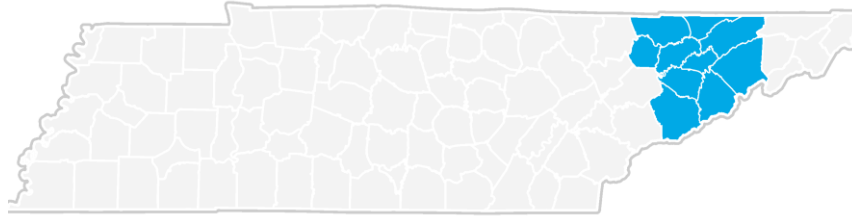


Top ZCTAs by Place of Residence for Respiratory Therapists, 2024Q2

Region	Employment
ZCTA 37642 (Hawkins County, Tennessee portion)	13
ZCTA 37825 (Claiborne County, Tennessee portion)	12
ZCTA 37876 (Sevier County, Tennessee portion)	11
ZCTA 37820	11
ZCTA 37760	10
ZCTA 37727	6
ZCTA 37877 (Hamblen County, Tennessee portion)	6
ZCTA 37743 (Greene County, Tennessee portion)	6
ZCTA 37860	6
ZCTA 37725 (Jefferson County, Tennessee portion)	5

💡 “Place of work” employment is based upon the location of employers for these workers. “Place of residence” data refers to the home locations of the workforce, which is typically the preferred data set to use when calculating labor availability within a drive-time or radius of a potential worksite.

WSCC Service Area Regional Map



Data Notes

- Occupation employment by default indicates employment by place of work. Occupation employment is as of 2024Q2 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS OEWS data. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts. Wages by occupation are as of 2024Q2, utilizing BLS OEWS data, imputed and brought forward by Chmura. Entry-level and experienced wages are derived from these source data, computed by Chmura.
- Industry employment is as of 2024Q2 and is based upon BLS QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including Census ZBP data.
- Education and training requirements are from the BLS. Educational attainment mix and other occupation demographics data are modeled by Chmura for 2024Q2 using regional occupation employment from JobsEQ, ZCTA-level demographics data from the Census Bureau, and national occupation-demographics patterns from the BLS.
- Postsecondary awards are per the NCES and are for the 2022-2023 academic year. Any programs shown are linked with the occupation(s) being analyzed via the program-occupation crosswalk, which may not be comprehensive. Any programs shown reflect only data reported to the NCES; reporting is required of all Title IV schools. Training providers that do not report data to the NCES are not reflected.
- Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced by Chmura and gleaned from over 40,000 websites. Data reflect ads active during the 12-month period ending 01/07/2025 and advertised for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Historical ad volume is revised as additional data are made available and processed. Since many extraneous factors can affect short-term volume of online job postings, time-series data can be volatile and should be used with caution. All ad counts represent deduplicated figures and exclude ads from staffing companies.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a five-year sample of resumes data; both data sets compiled as of July 2022. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Occupation gaps are modeled by Chmura, indicating long-term potential supply and demand mismatches in a region due, in part, to job demand and labor pool dynamics, including educational attainment and projected growth.
- Occupation employment by place of residence is as of 2024Q2 and modeled by Chmura based upon occupation employment by place of work and commuting patterns. Commuting patterns are derived from source data from the Census Bureau, occupation-specific commuting tendencies, and updated to reflect more recent population and employment estimates.
- Figures may not sum due to rounding.

Region Definition

WSCC Service Area is defined as the following counties:

Claiborne County, Tennessee

Cocke County, Tennessee

Grainger County, Tennessee

Greene County, Tennessee

Hamblen County, Tennessee

Hancock County, Tennessee

Hawkins County, Tennessee

Jefferson County, Tennessee

Sevier County, Tennessee

Union County, Tennessee

FAQ

What is (LQ) location quotient?

Location quotient is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

What is annual demand?

Annual demand is the sum of the annual projected growth demand and separation demand. Separation demand is the number of jobs required due to separations—labor force exits (including retirements) and turnover resulting from workers moving from one occupation into another. Note that separation demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. Growth demand is the increase or decrease of jobs expected due to expansion or contraction of the overall number of jobs.

Definition of Respiratory Therapists (29-1126)

Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

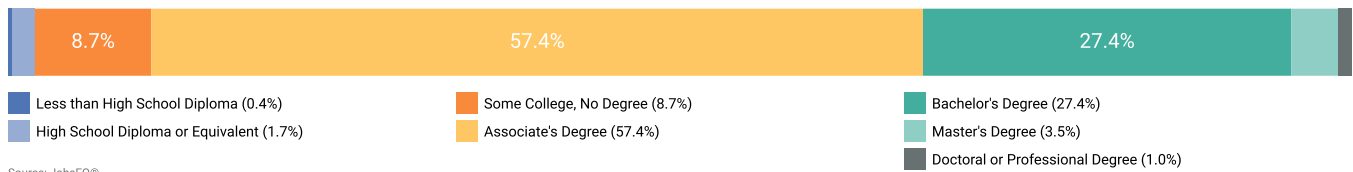
Education and Training Requirements, Respiratory Therapists (29-1126)

Typical Entry-Level Education:	Associate's degree
Previous Work Experience:	None
Typical On-the-Job Training:	None

Data for Respiratory Therapists 29-1126

Source: [JobsEQ®](#)

Educational Attainment Profile, Respiratory Therapists (29-1126)



Source: JobsEQ®

Regional Postsecondary Programs, Respiratory Therapists (29-1126)

Annual Awards - WSCC Service Area

Title/School	Certificates and 2yr Degrees	4yr Degrees	Postgraduate Degrees
51.0908 Respiratory Care Therapy/Therapist			
Walters State Community College	10	0	0
Total			
Total	10	0	0

Source: [JobsEQ®](#)

Data as of the 2023 academic year

Average Annual Wages, WSCC Service Area

Mean	Entry Level	Experienced
\$62,300	\$51,400	\$67,700

Data for Respiratory Therapists 29-1126

Source: [JobsEQ®](#)

Wage data are as of 2024Q2

Industry Wages, Respiratory Therapists (29-1126)

Industry	Annual Wages
General Medical and Surgical Hospitals	\$62,300
Nursing Care Facilities (Skilled Nursing Facilities)	\$58,700
Employment Services	\$80,900
Offices of Physicians	\$58,600
Health and Personal Care Retailers	\$47,000
Professional and Commercial Equipment and Supplies Merchant Wholesalers	\$60,800
Offices of Other Health Practitioners	\$62,200
Home Health Care Services	\$58,200
Consumer Goods Rental	\$63,600
Specialty (except Psychiatric and Substance Abuse) Hospitals	\$58,800
Outpatient Care Centers	\$61,400

Source: [JobsEQ®](#)

Wages reflect Covered Employment only. Industries employing Respiratory Therapists (29-1126)

Data as of 2024Q2

Attributes, Respiratory Therapists (29-1126)

Importance	Attribute	Description
Knowledge		
83	Customer and Personal Service	Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
82	Medicine and Dentistry	Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.
73	English Language	Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
68	Education and Training	Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
61	Psychology	Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.
56	Biology	Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.
56	Computers and Electronics	Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
53	Chemistry	Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.
52	Mathematics	Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
48	Therapy and Counseling	Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.
47	Physics	Knowledge and prediction of physical principles, laws, their interrelationships, and applications to understanding fluid, material, and atmospheric dynamics, and mechanical, electrical, atomic and sub-atomic structures and processes.
43	Law and Government	Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.
40	Sociology and Anthropology	Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures, and their history and origins.
39	Public Safety and Security	Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.
34	Philosophy and Theology	Knowledge of different philosophical systems and religions. This includes their basic principles, values, ethics, ways of thinking, customs, practices, and their impact on human culture.

Attributes, Respiratory Therapists (29-1126)

Importance	Attribute	Description
33	Communications and Media	Knowledge of media production, communication, and dissemination techniques and methods. This includes alternative ways to inform and entertain via written, oral, and visual media.
33	Mechanical	Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
33	Administrative	Knowledge of administrative and office procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and workplace terminology.
30	Engineering and Technology	Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
29	Administration and Management	Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
26	Personnel and Human Resources	Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems.
25	Foreign Language	Knowledge of the structure and content of a foreign (non-English) language including the meaning and spelling of words, rules of composition and grammar, and pronunciation.
24	Telecommunications	Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
15	Production and Processing	Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
14	Economics and Accounting	Knowledge of economic and accounting principles and practices, the financial markets, banking, and the analysis and reporting of financial data.
13	Sales and Marketing	Knowledge of principles and methods for showing, promoting, and selling products or services. This includes marketing strategy and tactics, product demonstration, sales techniques, and sales control systems.
12	Transportation	Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.
8	Geography	Knowledge of principles and methods for describing the features of land, sea, and air masses, including their physical characteristics, locations, interrelationships, and distribution of plant, animal, and human life.
7	Building and Construction	Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures such as highways and roads.
5	History and Archeology	Knowledge of historical events and their causes, indicators, and effects on civilizations and cultures.
5	Design	Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.

Attributes, Respiratory Therapists (29-1126)

Importance	Attribute	Description
2	Food Production	Knowledge of techniques and equipment for planting, growing, and harvesting food products (both plant and animal) for consumption, including storage/handling techniques.
2	Fine Arts	Knowledge of the theory and techniques required to compose, produce, and perform works of music, dance, visual arts, drama, and sculpture.
Abilities		
75	Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
75	Problem Sensitivity	The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing that there is a problem.
75	Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
72	Information Ordering	The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
72	Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
72	Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.
69	Written Comprehension	The ability to read and understand information and ideas presented in writing.
69	Near Vision	The ability to see details at close range (within a few feet of the observer).
63	Speech Clarity	The ability to speak clearly so others can understand you.
63	Written Expression	The ability to communicate information and ideas in writing so others will understand.
56	Perceptual Speed	The ability to quickly and accurately compare similarities and differences among sets of letters, numbers, objects, pictures, or patterns. The things to be compared may be presented at the same time or one after the other. This ability also includes comparing a presented object with a remembered object.
56	Speech Recognition	The ability to identify and understand the speech of another person.
53	Manual Dexterity	The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.
53	Finger Dexterity	The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.
53	Selective Attention	The ability to concentrate on a task over a period of time without being distracted.
50	Control Precision	The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions.
50	Multilimb Coordination	The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the whole body is in motion.
50	Arm-Hand Steadiness	The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.

Attributes, Respiratory Therapists (29-1126)

Importance	Attribute	Description
50	Flexibility of Closure	The ability to identify or detect a known pattern (a figure, object, word, or sound) that is hidden in other distracting material.
50	Category Flexibility	The ability to generate or use different sets of rules for combining or grouping things in different ways.
50	Far Vision	The ability to see details at a distance.
47	Visual Color Discrimination	The ability to match or detect differences between colors, including shades of color and brightness.
47	Hearing Sensitivity	The ability to detect or tell the differences between sounds that vary in pitch and loudness.
47	Mathematical Reasoning	The ability to choose the right mathematical methods or formulas to solve a problem.
47	Number Facility	The ability to add, subtract, multiply, or divide quickly and correctly.
47	Fluency of Ideas	The ability to come up with a number of ideas about a topic (the number of ideas is important, not their quality, correctness, or creativity).
47	Originality	The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.
47	Extent Flexibility	The ability to bend, stretch, twist, or reach with your body, arms, and/or legs.
47	Time Sharing	The ability to shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources).
44	Trunk Strength	The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without "giving out" or fatiguing.
44	Auditory Attention	The ability to focus on a single source of sound in the presence of other distracting sounds.
41	Depth Perception	The ability to judge which of several objects is closer or farther away from you, or to judge the distance between you and an object.
41	Memorization	The ability to remember information such as words, numbers, pictures, and procedures.
35	Speed of Closure	The ability to quickly make sense of, combine, and organize information into meaningful patterns.
35	Visualization	The ability to imagine how something will look after it is moved around or when its parts are moved or rearranged.
35	Stamina	The ability to exert yourself physically over long periods of time without getting winded or out of breath.
31	Static Strength	The ability to exert maximum muscle force to lift, push, pull, or carry objects.
28	Dynamic Strength	The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue.
28	Reaction Time	The ability to quickly respond (with the hand, finger, or foot) to a signal (sound, light, picture) when it appears.
28	Wrist-Finger Speed	The ability to make fast, simple, repeated movements of the fingers, hands, and wrists.
28	Response Orientation	The ability to choose quickly between two or more movements in response to two or more different signals (lights, sounds, pictures). It includes the speed with which the correct response is started with the hand, foot, or other body part.

Attributes, Respiratory Therapists (29-1126)

Importance	Attribute	Description
28	Gross Body Coordination	The ability to coordinate the movement of your arms, legs, and torso together when the whole body is in motion.
25	Gross Body Equilibrium	The ability to keep or regain your body balance or stay upright when in an unstable position.
25	Rate Control	The ability to time your movements or the movement of a piece of equipment in anticipation of changes in the speed and/or direction of a moving object or scene.
25	Speed of Limb Movement	The ability to quickly move the arms and legs.
22	Peripheral Vision	The ability to see objects or movement of objects to one's side when the eyes are looking ahead.
19	Sound Localization	The ability to tell the direction from which a sound originated.
16	Glare Sensitivity	The ability to see objects in the presence of a glare or bright lighting.
16	Night Vision	The ability to see under low-light conditions.
13	Spatial Orientation	The ability to know your location in relation to the environment or to know where other objects are in relation to you.
0	Explosive Strength	The ability to use short bursts of muscle force to propel oneself (as in jumping or sprinting), or to throw an object.
0	Dynamic Flexibility	The ability to quickly and repeatedly bend, stretch, twist, or reach out with your body, arms, and/or legs.
Basic Skills		
72	Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
72	Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
72	Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
69	Speaking	Talking to others to convey information effectively.
66	Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.
66	Reading Comprehension	Understanding written sentences and paragraphs in work-related documents.
53	Learning Strategies	Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.
53	Writing	Communicating effectively in writing as appropriate for the needs of the audience.
50	Science	Using scientific rules and methods to solve problems.
44	Mathematics	Using mathematics to solve problems.
Cross-Functional Skills		
66	Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.
66	Service Orientation	Actively looking for ways to help people.
60	Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
60	Coordination	Adjusting actions in relation to others' actions.

Attributes, Respiratory Therapists (29-1126)

Importance	Attribute	Description
60	Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.
56	Instructing	Teaching others how to do something.
53	Time Management	Managing one's own time and the time of others.
50	Quality Control Analysis	Conducting tests and inspections of products, services, or processes to evaluate quality or performance.
50	Operations Monitoring	Watching gauges, dials, or other indicators to make sure a machine is working properly.
47	Operation and Control	Controlling operations of equipment or systems.
47	Persuasion	Persuading others to change their minds or behavior.
47	Negotiation	Bringing others together and trying to reconcile differences.
47	Management of Personnel Resources	Motivating, developing, and directing people as they work, identifying the best people for the job.
47	Systems Analysis	Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
47	Systems Evaluation	Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.
35	Troubleshooting	Determining causes of operating errors and deciding what to do about it.
35	Equipment Selection	Determining the kind of tools and equipment needed to do a job.
31	Repairing	Repairing machines or systems using the needed tools.
31	Equipment Maintenance	Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.
28	Operations Analysis	Analyzing needs and product requirements to create a design.
28	Technology Design	Generating or adapting equipment and technology to serve user needs.
25	Management of Material Resources	Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.
22	Management of Financial Resources	Determining how money will be spent to get the work done, and accounting for these expenditures.
13	Programming	Writing computer programs for various purposes.
0	Installation	Installing equipment, machines, wiring, or programs to meet specifications.

Data for Respiratory Therapists 29-1126

Source: [JobsEQ®](http://www.chmuraecon.com/jobseq)



Perkins V Report

Strengthening Career & Technical Education

in WSCC Service Area



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About this Report

The education industry supplies human capital to all industries. This report takes a macroeconomic view of the industries and the occupations that currently underpin the WSCC Service Area economy. Knowing what skills and occupations local employers need now and in the future will help the education community better anticipate curriculum that prepares students for those job openings.

This report is designed to help educators who want to move beyond compliance and use Perkins V to make a real difference in their students' education. It provides actionable labor market intelligence—one of the Comprehensive Local Needs Assessment's (CLNA's) six requirements to bridge secondary education students to skilled jobs that employers need in the WSCC Service Area.

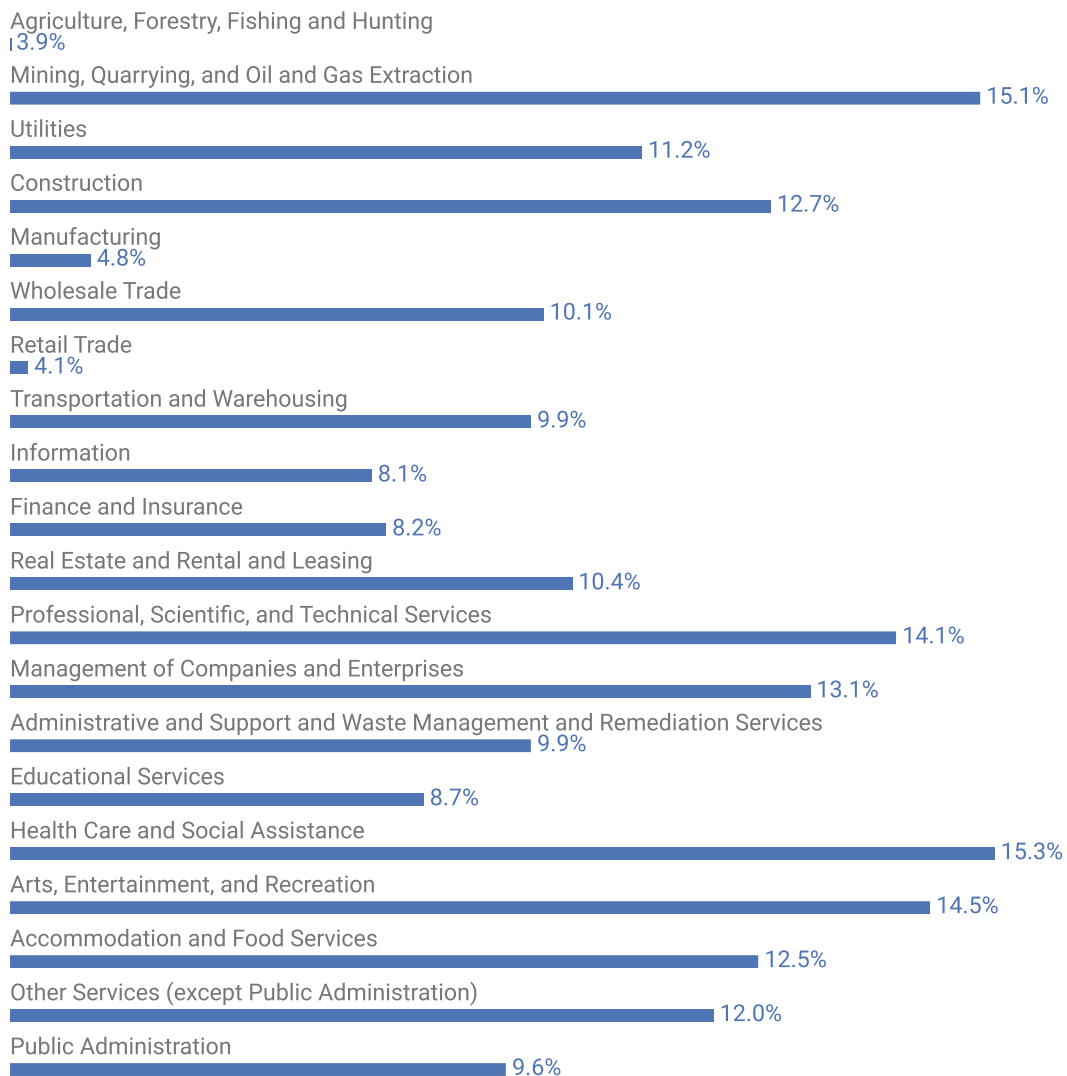
Industry Growth Forecasts

To help high school students select careers, educators can show them the earnings potential and the job opportunities across all industries today and in the future.

Employers can be categorized into one of 20 major industry sectors. The chart below shows the net job growth forecast for these sectors in the WSCC Service Area.

As of the second quarter of 2024, the WSCC Service Area had 20 sectors forecast to have positive employment growth over the next ten years and 0 sectors projected to contract. Those growing include "Health Care and Social Assistance," "Mining, Quarrying, and Oil and Gas Extraction" and "Arts, Entertainment, and Recreation."

10 Year Forecast Growth Rate



Industry Forecasts Including Retirement Demand

For an accurate assessment of future demand, the number of people retiring from an industry need to be taken into account. From that perspective, the "Accommodation and Food Services," "Retail Trade" and "Manufacturing" sectors are expected to have the highest annual job demand in the WSCC Service Area.

Sector	Employment	Avg Ann Wages	Ann Empl Growth	Ann Total Demand
Accommodation and Food Services	26,128	\$29,416	310	4,966
Retail Trade	24,437	\$33,168	99	3,439
Manufacturing	30,229	\$61,824	143	3,192
Health Care and Social Assistance	15,793	\$51,418	226	1,770
Educational Services	13,383	\$46,213	112	1,367
Arts, Entertainment, and Recreation	8,475	\$32,177	116	1,367
Administrative and Support and Waste Management and Remediation Services	8,536	\$39,676	81	1,052
Construction	10,442	\$57,216	125	1,020
Transportation and Warehousing	7,923	\$67,030	75	936
Other Services (except Public Administration)	6,568	\$30,896	75	823
Public Administration	7,519	\$48,724	69	760
Agriculture, Forestry, Fishing and Hunting	3,990	\$10,142	15	505
Wholesale Trade	3,651	\$73,337	35	400
Professional, Scientific, and Technical Services	3,855	\$60,340	51	363
Finance and Insurance	2,822	\$62,362	22	256
Real Estate and Rental and Leasing	2,340	\$62,162	23	247
Utilities	1,393	\$79,402	15	137
Information	927	\$64,616	7	88
Mining, Quarrying, and Oil and Gas Extraction	770	\$79,499	11	82
Management of Companies and Enterprises	808	\$90,537	10	78
Total - All Industries	180,067	\$46,318	1,634	21,217

Detailed Industry Projections

Total employment in the WSCC Service Area is forecast to increase 9.5% over the next ten years, compared with an expected growth rate of 4.2% in the nation over the same period.

At the detailed industry level, "Restaurants and Other Eating Places" and "Traveler Accommodation" are expected to experience the most job gains over this period.

Industry	Employment	Avg Ann Wages	Hist 10yr Change	Proj 10yr Growth
Restaurants and Other Eating Places	18,767	\$25,816	3,205	2,217
Traveler Accommodation	6,532	\$40,055	961	971
Elementary and Secondary Schools	10,410	\$45,364	897	910
Executive, Legislative, and Other General Government Support	5,880	\$42,690	686	588
Amusement Parks and Arcades	4,347	\$33,564	2,313	583
Beverage Manufacturing	1,564	\$43,967	1,158	510
Individual and Family Services	1,347	\$27,251	318	427
Offices of Physicians	2,397	\$75,722	318	371
General Medical and Surgical Hospitals	3,191	\$60,933	-237	350
Home Health Care Services	1,299	\$55,617	410	327

"Motor Vehicle Parts Manufacturing" and "Printing and Related Support Activities" are projected to have the largest job declines in the region over the next ten years.

Industry	Employment	Avg Ann Wages	Hist 10yr Change	Proj 10yr Growth
Motor Vehicle Parts Manufacturing	3,508	\$62,070	100	-499
Printing and Related Support Activities	696	\$57,556	78	-85
Gasoline Stations	2,381	\$31,339	568	-66
Converted Paper Product Manufacturing	1,202	\$58,145	-432	-64
Pulp, Paper, and Paperboard Mills	91	\$60,723	91	-21
Cut and Sew Apparel Manufacturing	86	\$40,120	-5	-17
Newspaper, Periodical, Book, and Directory Publishers	173	\$40,928	-227	-16
Apparel Knitting Mills	56	\$27,377	56	-13
Vocational Rehabilitation Services	286	\$32,057	-394	-12
Used Merchandise Retailers	361	\$24,068	112	-10

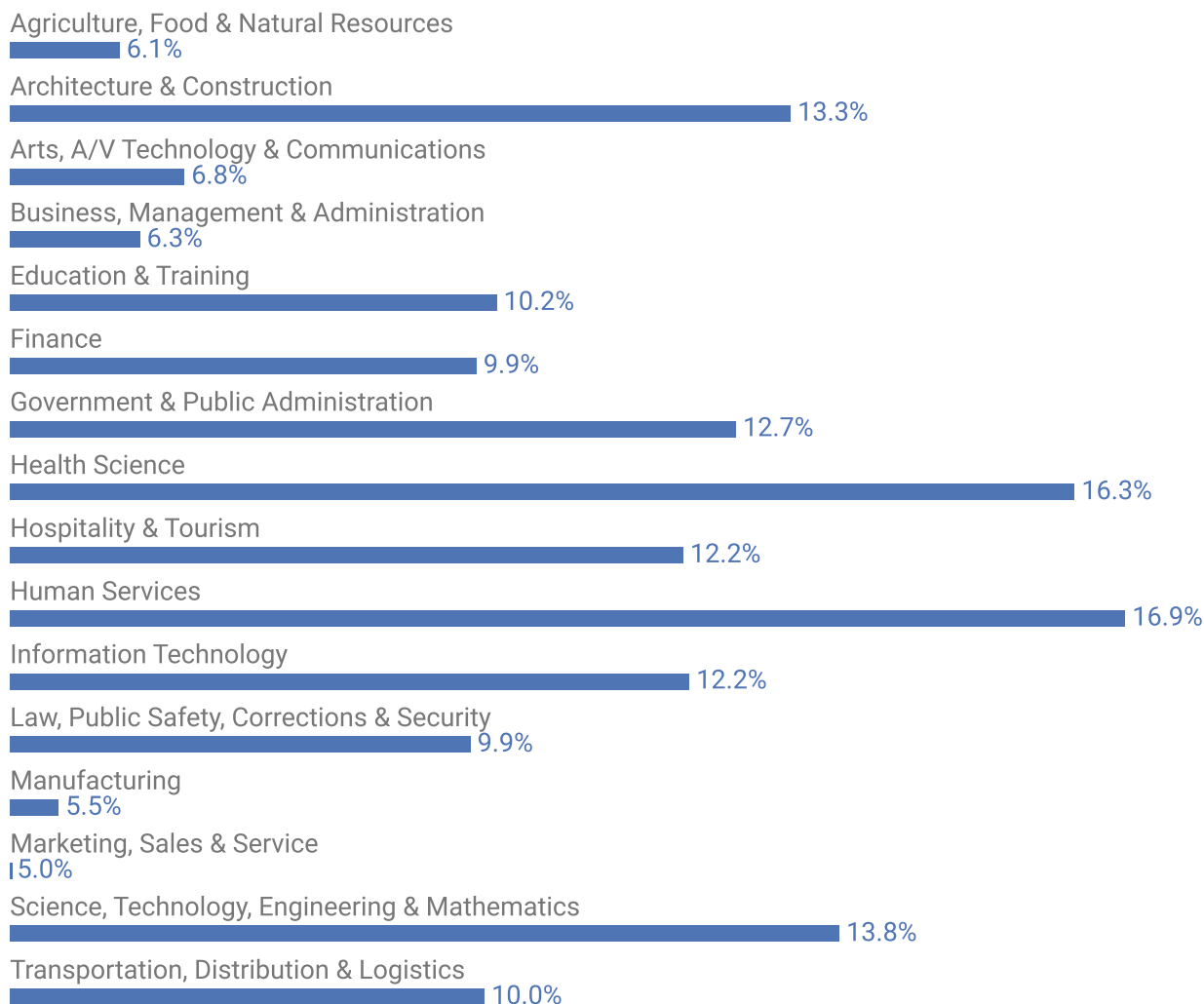
Career Cluster Growth Forecasts

With hundreds of occupations, it can be difficult for educators to pinpoint the most promising high-demand and high-wage occupations in their region that provide rewarding careers for their students. Analysis of the sixteen CTE Clusters provides an entryway into career pathways.

Of the sixteen career clusters, all are expected to expand employment in the WSCC Service Area over the next ten years. Of those all, "Science, Technology, Engineering & Mathematics," "Information Technology," "Finance," "Health Science," "Business, Management & Administration," "Government & Public Administration," "Education & Training," "Agriculture, Food & Natural Resources," "Law, Public Safety, Corrections & Security," "Arts, A/V Technology & Communications" and "Architecture & Construction" pay more than the average occupation wage in the region (\$49,000).

10 Year Forecast Growth Rate

Total Employment, Latest Available Data



Career Cluster Forecasts Including Retirement Demand

Similar to the analysis of industry employment growth, an accurate assessment of future occupation demand requires that the number of people retiring be taken into account as shown in the table below. In the WSCC Service Area, "Hospitality & Tourism," "Business, Management & Administration" and "Marketing, Sales & Service" clusters are expected to have the highest annual job demand.

"Science, Technology, Engineering & Mathematics" has the highest wages of the CTE Clusters followed by the "Information Technology" and "Finance" clusters.

Career Cluster	Employment	Avg Ann Wages	Job Ads	Ann Empl Growth	Ann Total Demand
Science, Technology, Engineering & Mathematics	1,361	\$94,500	143	18	105
Information Technology	1,859	\$82,700	64	21	132
Finance	3,464	\$73,400	225	33	308
Health Science	10,881	\$69,500	2,085	165	1,103
Business, Management & Administration	28,056	\$59,100	993	172	3,233
Government & Public Administration	1,025	\$57,400	74	12	106
Education & Training	9,981	\$56,500	298	97	969
Agriculture, Food & Natural Resources	4,842	\$56,100	58	28	623
Law, Public Safety, Corrections & Security	4,774	\$53,300	112	45	533
Arts, A/V Technology & Communications	2,543	\$52,300	105	17	269
Architecture & Construction	12,389	\$51,500	183	155	1,302
Transportation, Distribution & Logistics	16,456	\$46,600	495	157	2,051
Manufacturing	23,908	\$45,100	625	126	2,646
Marketing, Sales & Service	19,758	\$42,100	2,049	95	2,836
Human Services	6,850	\$39,500	571	107	994
Hospitality & Tourism	31,921	\$31,500	1,912	368	6,460
Total - All Occupations	180,067	\$49,000	9,991	1,627	23,681

Detailed Occupation Projections

There are over 800 defined occupations at the detailed level. Among those occupations that support a living wage, "General and Operations Managers" and "Heavy and Tractor-Trailer Truck Drivers" are expected to add the most jobs over the next ten years in the WSCC Service Area.

Occupation	Employment	Avg Ann Wages	Job Ads	Hist 10yr Change	Proj 10yr Growth
General and Operations Managers	3,361	\$108,900	58	1,332	382
Heavy and Tractor-Trailer Truck Drivers	3,558	\$56,000	155	545	376
Registered Nurses	1,813	\$71,400	555	78	210
Nurse Practitioners	362	\$103,700	30	139	195
Managers, All Other	1,328	\$79,000	5	944	169
Elementary School Teachers, Except Special Education	1,790	\$56,900	13	151	167
Industrial Machinery Mechanics	615	\$59,100	3	178	149
Medical and Health Services Managers	374	\$106,500	165	71	132
First-Line Supervisors of Construction Trades and Extraction Workers	880	\$70,300	9	285	123
Financial Managers	564	\$123,500	22	90	122

Of occupations supporting a living wage, "Tool and Die Makers" and "Computer Programmers" are projected to have the largest decline in employment over the next ten years.

Occupation	Employment	Avg Ann Wages	Job Ads	Hist 10yr Change	Proj 10yr Growth
Tool and Die Makers	188	\$56,300	6	-35	-19
Computer Programmers	51	\$107,600	0	-41	-3
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	32	\$56,700	1	-15	-2
Advertising Sales Agents	43	\$55,700	2	-26	-2
Model Makers, Metal and Plastic	5	\$58,600	0	-7	-1
Drafters, All Other	30	\$66,200	0	6	-1
Mechanical Drafters	75	\$59,800	6	-12	-1
Wellhead Pumpers	1	\$65,600	0	-1	0
Flight Attendants	1	\$68,200	0	1	0
Aircraft Cargo Handling Supervisors	1	\$69,700	0	0	0

Top Employers Advertising for Jobs

This table identifies the twenty employers in the WSCC Service Area with the most online job ads over the last year for occupations that support a living wage. These employers should be considered candidates for stakeholder engagement groups.

Employers			
Employer Name	Active Job Ads	% of Total	
The University of Tennessee Medical Center	770	4.8%	<div></div>
Lincoln Memorial University (New)	542	3.4%	<div></div>
Covenant Health	524	3.3%	<div></div>
Eastman	321	2.0%	<div></div>
AlliedTravelCareers	202	1.3%	<div></div>
Ballad Health	168	1.0%	<div></div>
LHC Group.	146	0.9%	<div></div>
Houghton Mifflin Harcourt	111	0.7%	<div></div>
Gentiva Hospice	99	0.6%	<div></div>
BAE Systems	98	0.6%	<div></div>
TRUPIANO-KETRON?	98	0.6%	<div></div>
Community Health Systems	87	0.5%	<div></div>
Amedisys	86	0.5%	<div></div>
Lee Company	79	0.5%	<div></div>
LocumJobsOnline	79	0.5%	<div></div>
Regal	77	0.5%	<div></div>
Paschall Truck Lines, INC	76	0.5%	<div></div>
Navy	75	0.5%	<div></div>
Vetted Health	73	0.5%	<div></div>
First Horizon	72	0.4%	<div></div>

Top Skills in Demand for Job Ads

Below are the top 10 hard and soft required by employers in online job ads over the last year for occupations which support a living wage within the WSCC Service Area.

Hard Skills

Skill Name	Active Job Ads	
Microsoft Excel	1,385	<div><div></div></div>
Microsoft Office	1,367	<div><div></div></div>
Microsoft Outlook	610	<div><div></div></div>
Sales	604	<div><div></div></div>
Manufacturing	555	<div><div></div></div>
Microsoft Word	511	<div><div></div></div>
Microsoft PowerPoint	501	<div><div></div></div>
Ability to Lift 51-100 lbs.	474	<div><div></div></div>
Ability to Lift 41-50 lbs.	448	<div><div></div></div>
Customer Relationship Management (CRM)	430	<div><div></div></div>

Soft Skills

Skill Name	Active Job Ads	
Communication (Verbal and written skills)	6,508	<div><div></div></div>
Cooperative/Team Player	4,316	<div><div></div></div>
Customer Service	2,577	<div><div></div></div>
Interpersonal Relationships/Maintain Relationships	2,019	<div><div></div></div>
Organization	1,835	<div><div></div></div>
Problem Solving	1,679	<div><div></div></div>
Supervision/Management	1,659	<div><div></div></div>
Self-Motivated/Ability to Work Independently/Self Leadership	1,626	<div><div></div></div>
Detail Oriented/Meticulous	1,509	<div><div></div></div>
Adaptability/Flexibility/Tolerance of Change and Uncertainty	1,330	<div><div></div></div>

Top Skill and Certification Gaps

Below are the top 10 skill and certification gaps (supply shortfalls) among occupations which support a living wage within the WSCC Service Area. These data are based on online resumes and job ads that reflect local supply and demand.

Top 10 Skill Gaps in WSCC Service Area

Name	Candidates	Openings	Gap
Microsoft Excel	240	550	-309
Microsoft Office	234	399	-165
Teaching/Training, School	146	258	-112
Microsoft Outlook	92	199	-107
Tractor-Trailer Trucks	30	137	-107
Spanish	35	132	-97
Microsoft PowerPoint	71	165	-94
Microsoft Word	120	209	-89
Manufacturing	116	203	-87
Sales	125	206	-80

Top 10 Certification Gaps in WSCC Service Area

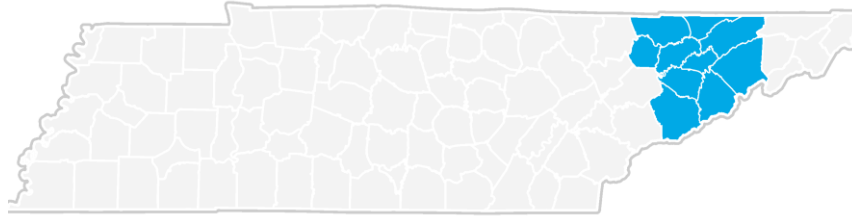
Name	Candidates	Openings	Gap
Class A Commercial Driver's License (CDL-A)	39	101	-62
Certification in Cardiopulmonary Resuscitation (CPR)	15	52	-37
Registered Nurse (RN)	39	55	-16
Project Management Professional (PMP)	2	16	-14
First Aid Certification	9	18	-9
Association of Proposal Management Professionals (APMP)	0	9	-9
Basic Life Support (BLS)	24	32	-8
Driver's License	0	7	-7
Professional in Human Resources (PHR)	4	10	-7
The American Registry of Radiologic Technologists (ARRT) Certification	1	6	-5

Regional Colleges and Universities

For students interested in advanced degrees, the list below provides the largest postsecondary schools within the WSCC Service Area. The schools are sorted by enrollment size.

School	Certificates and 2yr Awards	4yr Awards	Total School Enrollment	Avg Net Price
Walters State Community College	1,227	0	5,477	\$5,290
Lincoln Memorial University	110	286	5,418	\$19,401
Carson-Newman University	36	389	2,586	\$19,755
Tusculum University	38	244	1,303	\$22,961
Tennessee College of Applied Technology-Morristown	464	0	859	\$10,264
Sandra Academy of Salon Services	42	0	73	\$7,385
Total	1,917	919	15,716	n/a

WSSCC Service Area Regional Map



Data Notes

- Industry employment and wages (including total regional employment and wages) are as of 2024Q2 and are based upon Bureau of Labor Statistics (BLS) QCEW data, imputed by Chmura where necessary, and supplemented by additional sources including non-covered employment such as self-employed. Employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts.
- Occupation employment is as of 2024Q2 and is based on industry employment and local staffing patterns calculated by Chmura and utilizing BLS Occupation Employment and Wage Statistics (OEWS) data. Wages by occupation are as of 2024Q2, utilizing BLS OEWS data, imputed and brought forward by Chmura. Occupation employment forecasts are modeled by Chmura and are consistent with BLS national-level 10-year forecasts.
- Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced by Chmura and gleaned from over 40,000 websites. The data include job ads for any Zip Code Tabulation Area in or intersecting with the region for which this report was produced. Data in “Detailed Occupation Projections” reflect ads active during the 30-day period ending 01/06/2025. Data in “Top Employers Advertising for jobs” and “Top Skills in Demand for Job Ads” reflect ads active during the 12-month period ending 01/06/2025 and exclude ads from staffing companies.
- For skill and certification gaps, openings and candidates are based upon regional occupation demand (growth plus separations) and the percent of skill demand and supply. Skill demand mix data are per a one-year sample of RTI data; skill supply data are estimated using a five-year sample of resumes data; both data sets compiled as of July 2022. Data may be based, at least in part, on data from broader geographies; see the Skill Gaps analytic export for more details.
- Postsecondary are per the National Center for Education Statistics. Awards and enrollment are for the 2022-2023 academic year and average net price data are for the 2022-2023 academic year.
- Figures may not sum due to rounding.

Region Definition

WSCC Service Area is defined as the following counties:

Claiborne County, Tennessee

Cocke County, Tennessee

Grainger County, Tennessee

Greene County, Tennessee

Hamblen County, Tennessee

Hancock County, Tennessee

Hawkins County, Tennessee

Jefferson County, Tennessee

Sevier County, Tennessee

Union County, Tennessee

FAQs

How are industries and occupations defined?

Industries are defined via the North American Industry Classification System (NAICS). “Sectors” in this report represent 2-digit NAICS codes and industries in the “Industry Analysis” section of this report represent 4-digit NAICS codes. Occupations are defined via the Standard Occupational Classification System (SOC). Occupations in the “Occupation Analysis” section of this report represent 6-digit SOC codes. “CTE Clusters” are collections of 6-digit SOC occupations as defined through the National Career Clusters® Framework.

How is “Ann Total Demand” defined?

Annual total employment demand is forecast job demand that includes job needs due to growth, exits (such as retirements), and transfers (individuals moving from one career into another).

What is the Living Wage used in this report?

The living wage in the United States is \$25.02 per hour in 2022, before taxes for a family of four (two working adults, two children) - MIT Living Wage Calculator.

CIP2020Code	CIP2020Title	SOC2018Code	SOC2018Title
51.0908	Respiratory Care Therapy/Therapist.	29-1126	Respiratory Therapists

Source: <https://nces.ed.gov/ipeds/cipcode/post3.aspx?y=56>

MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT
BETWEEN
WALTERS STATE COMMUNITY COLLEGE
AND
EAST TENNESSEE HUMAN RESOURCES AGENCY

This Memorandum of Understanding (MOU) and Agreement, made as of this 13th day of January, 2025, by and between Walters State Community College, hereinafter referred to as the "Institution", and East Tennessee Human Resources Agency or ETHRA, hereinafter referred to as the "Contractor". ETHRA will serve as the Partner, listed as the *East Tennessee Local Workforce Development Board*.

Whereas, Walters State Community College (Walters State) and East Tennessee Local Workforce Development Board for the East Tennessee Local Workforce Development Area are interested in forming a long-term, regional Collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, Walters State and East Tennessee Local Workforce Development Board are interested in working together to develop and to implement a Tennessee Higher Education Commission Rural Healthcare Pathways Expansion (THEC RHP) Grant that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster areas of Respiratory Care and Health Services.

Whereas, both Walters State and East Tennessee Local Workforce Development Board recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, seven of the counties in the East Tennessee Local Workforce Development Area are in the service area of Walters State; and

Whereas, Walters State and East Tennessee Local Workforce Development Board are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for THEC RHP program participation in order to:

- 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, self-sustaining employment, and career advancement;
- 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships;
- 3) develop/expand industry recognized certification preparation and attainment; and
- 4) align training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Walters State Community College agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the THEC RHP project
- 2) Provide leadership for the planning, development, and implementation of the THEC RHP project
- 3) Staff the grant program
- 4) Provide leadership for the development of a collaborative roundtable and/or advisory committee to plan activities and monitor achievement of measurable project outcomes
- 5) Conduct/facilitate collaborative roundtable/advisory committee meetings
- 6) Plan and organize a continuum of work-based learning experiences, including industry experiences, internships, co-ops, apprenticeships, and externships
- 7) Work with collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services
- 8) Work with collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines
- 9) Work with collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 10) Provide a framework by which to support and mentor students that includes high school teachers, college faculty, college and high school staff, and employer partners
- 11) Provide a framework by which THEC RHP initiatives will be evaluated and sustained

East Tennessee Local Workforce Development Board (ETHRA) agrees to collaborate in the following ways:

- 1) Participate actively in the Walters State THEC RHP collaborative by providing workforce development practitioners to participate in collaborative/roundtable activities;
- 2) Work with collaborative partners to align and to map education/training program curriculum and credentialing requirements to industry standards and needs;
- 3) Assist with the implementation of assessments or credentials that can significantly strengthen the reliability of student learning outcome measures e.g., National Career Readiness assessment/certification;
- 4) Identify high demand, industry-recognized certifications or credentials used for hiring and promotion;
- 5) Participate in the development and implementation of a career and workplace readiness certification/acknowledgement program with participating schools;
- 6) Participate in the planning and execution of THEC RHP project evaluation and with the determination of sustainability of successful project components;
- 7) Assist with the development and implementation of the THEC RHP work-based learning continuum in areas of:
 - i. career awareness: i.e., develop projects/activities that favorably depict career options in targeted fields;
 - ii. career exploration: i.e., provide labor market information addressing high demand occupations for the region and the state; and
 - iii. career preparation and training: i.e., underwrite project-based based learning activities and capstone work-based learning experiences such as OJT, internships, and pre- and Registered Apprenticeships for eligible customers.
- 8) Share student/employee data with lead entity to be used for project evaluation and dissemination of outcomes/results of activities funded through the project
- 9) Provide supportive services to eligible customers; and
- 10) Work with collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines.

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The parties further agree that the following shall be essential terms and conditions of this Agreement.

1. The term of this Agreement shall be from August, 2025 through August, 2029.
2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
3. If the Contractor fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Contractor shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed.
4. This Agreement may be modified only by written amendment executed by all parties hereto.
5. The Contractor shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed sub-Contractor was or is currently ineligible to bid on the Contract.
6. Unless the Contractor is a State of Tennessee Agency, the Contractor warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, sub-Contractor, or consultant to the Contractor in connection with any work contemplated or performed relative to this Agreement. If the Contractor is an individual, the Contractor warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
7. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

8. The Contractor, being an independent Contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
10. The Contractor shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Contractor, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Contractor attests that Contractor will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any sub-Contractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.


If Contractor is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Contractor shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Contractor may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
12. As applicable, the Contractor shall be registered or have received an exemption from the Department of Revenue for the collection of

Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.

13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the Contractor. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Contractor shall cease all work associated with the Agreement. Should such an event occur, the Contractor shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Contractor agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

East Tennessee Human Resources Agency



Signature

Director, ETHRA Workforce Services &
Executive Director, East Tennessee Local Workforce Development Area

January 13, 2025

Date

Mailing Address:

9111 Cross Park Drive
Suite D-100
Knoxville, TN 37923

Walters State Community College

Tony Miksa

Signature

President

Title

1/28/2025

Date

**MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT
 BETWEEN
 WALTERS STATE COMMUNITY COLLEGE
 AND
 SEVIER COUNTY SCHOOL SYSTEM**

This Memorandum of Understanding (MOU) and Agreement, made as of this 1/28/2025 of January, 2025, by and between Walters State Community College, hereinafter referred to as the "Institution", and Sevier County School System, hereinafter referred to as the "School System".

W I T N E S S E T H

- A. In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:
1. The School System (Sevier County Schools) agrees to perform the following services:
 - a) Participate in Guided Pathway Career teaching modules in the appropriate setting.
 - b) Participate in the Career Awareness Day(s) for Respiratory Therapy (RT) students.
 - c) Participate in Institution's Dual Enrollment RT course offerings.
 - d) Support Work-Based Learning opportunities offered by the Institution or Workforce partners.
 - e) Participate in advisory council meetings to ensure continued progress towards the goals established for this project.
 2. The Institution (WSCC) agrees to perform the following services:
 - a) Collaborate on the implementation of School System (Sevier County Schools) to begin the RT program accreditation.
 - b) Take med lab equipment to demonstrate to CTE classes in Sevier County (K-12).
 - c) Offer RT Dual Enrollment opportunities to the students of School System.
 - d) Offer Career Awareness opportunities to middle school students for RT and other health programs.
 - e) Provide the Institution's representative, Ms. Sara Smith, Program Director & Associate Professor, Respiratory Care, as the contact person.
 - f) Provide the facilities and support services to enable School System to render performance.
 - g) Lead the advisory council meetings.
- B. The parties further agree that the following shall be essential terms and conditions of this Agreement.
1. The term of this Agreement shall be from August 1, 2025 through August 30, 2029.
 2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the

School System shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date. The Institution may cancel this Agreement if the Institution reasonably perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.

3. If the School System fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the School System shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the School System shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the School System.
4. This Agreement may be modified only by written amendment executed by all parties hereto.
5. The School System shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed sub-School System was or is currently ineligible to bid on the Contract.
6. Unless the School System is a State of Tennessee Agency, the School System warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, sub-School System, or consultant to the School System in connection with any work contemplated or performed relative to this Agreement. If the School System is an individual, the School System warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
7. The School System hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the School System on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The School System shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
8. The School System, being an independent School System and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
9. To the extent allowable and required by Tennessee law: (1) any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee; and (2) damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
10. The School System shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the School System, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury,

or their duly appointed representatives, or a licensed independent public accountant.

11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, School System attests that School System will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any sub-School System, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement. If School System is discovered to have breached the Attestation, the Commissioner of Finance and Administration may take appropriate action as allowable by law.
12. As applicable, the School System shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
13. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to terminate the Agreement upon written notice to the School System. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the School System shall cease all work associated with the Agreement. Should such an event occur, the School System shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the School System shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
15. The requirements of Tenn. Code Ann. § 12-12-101, *et seq.*, addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The School System agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

Sevier County School System

Syhanie M. Huskey
Signature

Superintendent
Title

1/15/25
Date

Walters State Community College

Tony Miksa
Tony Miksa

President
Title

1/28/2025
Date

Mailing Address:

226 Cedar Street
Sevierville, TN 37862

**MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT
BETWEEN
WALTERS STATE COMMUNITY COLLEGE
AND
COVENANT HEALTHCARE SYSTEMS**

This Memorandum of Understanding (MOU) and Agreement, made as of this ____ day of 1/28/2025, 2025, by and between Walters State Community College, hereinafter referred to as the "Institution", and Covenant Healthcare Systems, hereinafter referred to as the "Contractor".

W I T N E S S E T H

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Contractor agrees to perform the following services:
1. Assist the Institution by providing Work-Based Learning training and opportunities onsite to upgrade skills for Respiratory Therapy (RT) students.
 2. Provide training for employees, as needed, to fulfill supervisory responsibilities of Walters State students.
 3. Provide the required Work-Based Learning component of the to satisfy RT program standards.
 4. Provide training documentation to Institution.
 5. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
1. Provide the institutional representative, Sara Smith, as the contact person.
 2. Provide the support services to enable Contractor to render performance.
 3. Provide Walters State's RT students to Contractor that meet Contractor standards for Work-Based Learning and onsite training opportunities.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
1. The term of this Agreement shall be from August 1, 2025 through August 30, 2029.
 2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 3. If the Contractor fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Contractor shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Contractor shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Contractor.
 4. This Agreement may be modified only by written amendment executed by all parties hereto.
 5. The Contractor shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.

6. Unless the Contractor is a State of Tennessee Agency, the Contractor warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Contractor in connection with any work contemplated or performed relative to this Agreement. If the Contractor is an individual, the Contractor warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
7. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
8. The Contractor, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
10. The Contractor shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Contractor, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Contractor attests that Contractor will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.

If Contractor is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Contractor shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Contractor may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
12. As applicable, the Contractor shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to

terminate the Agreement upon written notice to the Contractor. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Contractor shall cease all work associated with the Agreement. Should such an event occur, the Contractor shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Contractor agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

COVENANT HEALTH SYSTEMS

Debi Welch
Signature Debi Welch
SVP Human Resources
Title
1/16/2025
Date

Mailing Address:

1400 Centerpoint Blvd.
Suite 209
Knoxville, TN.
37932

WALTERS STATE COMMUNITY COLLEGE

Tony Miksa
Signature , Dr. Tony Miksa President
President
Title
1/28/2025
Date

**MEMORANDUM OF UNDERSTANDING (MOU) AND AGREEMENT
BETWEEN
WALTERS STATE COMMUNITY COLLEGE
AND
BALLAD HEALTH**

This Memorandum of Understanding (MOU) and Agreement, made as of this 27th day of January, 2025, by and between Walters State Community College, hereinafter referred to as the "Institution", and Ballard Health hereinafter referred to as the "Contractor".

W I T N E S S E T H

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

- A. The Contractor agrees to perform the following services:
1. Assist the Institution by providing Work-Based Learning training and opportunities onsite to upgrade skills for Respiratory Therapy (RT) students.
 2. Provide training for employees, as needed, to fulfill supervisory responsibilities of Walters State students.
 3. Provide the required Work-Based Learning component of the to satisfy RT program standards.
 4. Provide training documentation to Institution.
 5. Recognize that the Institution retains a right to cancel this Agreement if the Institution perceives any action related to this activity as being harmful to or inconsistent with the normal practices and philosophy of the Institution and all applicable policies of the Tennessee Board of Regents.
- B. The Institution agrees to perform the following services:
1. Provide the institutional representative, Sara Smith, as the contact person.
 2. Provide the support services to enable Contractor to render performance.
 3. Provide Walters State's RT students to Contractor that meet Contractor standards for Work-Based Learning and onsite training opportunities.
- C. The parties further agree that the following shall be essential terms and conditions of this Agreement.
1. The term of this Agreement shall be from August 1, 2025 through August 30, 2029.
 2. This Agreement may be terminated by either party by giving written notice to the other, at least 15 days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.
 3. If the Contractor fails to fulfill in a timely and proper manner its obligations under this Agreement, or if the Contractor shall violate any of the terms of this Agreement, the Institution shall have the right to immediately terminate this Agreement and withhold payments in excess of fair compensation for work completed. Notwithstanding the above, the Contractor shall not be relieved of liability to the Institution for damages sustained by virtue of any breach of this Agreement by the Contractor.
 4. This Agreement may be modified only by written amendment executed by all parties hereto.
 5. The Contractor shall not assign this Agreement or enter into subcontracts for any of the work described herein without obtaining the proper written approval of the Institution or Board of Regents, as appropriate. Approval shall not be given if the proposed subcontractor was or is currently ineligible to bid on the Contract.

6. Unless the Contractor is a State of Tennessee Agency, the Contractor warrants that no part of the total contract amount provided herein shall be paid directly or indirectly to any officer or employee of the State of Tennessee as wages, compensation, or gifts in exchange for acting as officer, agent, employee, subcontractor, or consultant to the Contractor in connection with any work contemplated or performed relative to this Agreement. If the Contractor is an individual, the Contractor warrants that within the past six months he/she has not been and during the term of this Agreement will not become an employee of the State of Tennessee.
7. The Contractor hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the Contractor on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The Contractor shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
8. The Contractor, being an independent contractor and not an employee of this Institution, agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this Agreement.
9. Any and all claims against the Institution for personal injury and/or property damage resulting from the negligence of the Institution in performing any responsibility specifically required under the terms for this Agreement shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee. Damages recoverable against the Institution shall be expressly limited to claims paid by the Board of Claims or Claims Commission pursuant to Tennessee law.
10. The Contractor shall maintain documentation for all charges against the Institution under this Agreement. The books, records, and documents of the Contractor, insofar as they relate to work performed or money received under this Agreement, shall be maintained for a period of three full years from the date of the final payment, and shall be subject to audit, at any reasonable time and upon reasonable notice, by the Institution or the state Comptroller of the Treasury, or their duly appointed representatives, or a licensed independent public accountant.
11. Tennessee Code Annotated §12-3-309, prohibits State entities from contracting to acquire goods and/or services from any person who knowingly utilizes the services of illegal immigrants in the performance of the contract and by signing this Agreement, Contractor attests that Contractor will not knowingly utilize the services of illegal immigrants in the performance of this Agreement and will not knowingly utilize the services of any subcontractor, if permitted under this Agreement, who will utilize the services of illegal immigrants in the performance of this Agreement.

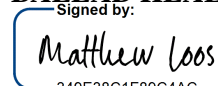
If Contractor is discovered to have breached the Attestation, the Commissioner of Finance and Administration shall declare that the Contractor shall be prohibited from contracting or submitting a bid to any Tennessee Board of Regents institution or any other state entity for a period of one (1) year from the date of discovery of the breach. Contractor may appeal the one (1) year by utilizing an appeals process in the Rules of Finance and Administration, Chapter 0620.
12. As applicable, the Contractor shall be registered or have received an exemption from the Department of Revenue for the collection of Tennessee sales and use tax. This registration requirement is a material requirement of this Contract.
13. Subject to Funds Availability. This Agreement is subject to the appropriation and availability of State and/or Federal funds. In the event that the funds are not appropriated or are otherwise unavailable, the Institution reserves the right to

terminate the Agreement upon written notice to the Contractor. Termination under this Section C.13 shall not be deemed a breach of Contract by the Institution. Upon receipt of the written notice, the Contractor shall cease all work associated with the Agreement. Should such an event occur, the Contractor shall be entitled to compensation for all satisfactory and authorized services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from the Institution any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

14. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
15. Iran Divestment Act. The requirements of Tenn. Code Ann. § 12-12-101 et.seq., addressing contracting with persons with investment activities in Iran, shall be a material provision of this Contract. The Contractor agrees, under penalty of perjury, that to the best of its knowledge and belief that it is not on the list created pursuant to Tenn. Code Ann. § 12-12-106.
16. This Agreement shall not be binding upon the parties until it is approved by the president or his designee, or the Tennessee Board of Regents, as appropriate.

IN WITNESS WHEREOF, the parties have by their duly authorized representative set their signature.

BALLAD HEALTH

Signed by:

349E38C1F89C4AC...
Signature
VP/ Chief Academic Officer, Ballad Health
Title
1/27/2025
Date


APPROVED BY BALLAD LEGAL
DEPARTMENT RKS

Mailing Address:**Ballad Health**

400 N. State of Franklin Rd.

Johnson City, TN 37604

WALTERS STATE COMMUNITY COLLEGE

DocuSigned by:

C24AA8E91A684EA...
Signature, Dr. Tony Miksa
President
Title
1/28/2025
Date



JOB DESCRIPTION

<i>Job Title</i>	Satellite Coordinator for Respiratory Care	<i>Department</i>	Respiratory Care Program
<i>Location (home)*</i>	Sevierville Campus	<i>EEO Category</i>	First/Mid-Level Officials/Managers
<i>Reports to (title)</i>	Program Director of Respiratory Care	<input checked="" type="checkbox"/> Exempt or <input type="checkbox"/> Nonexempt	
<i>Created Date</i>	1/28/25	<i>Revision Date(s)</i>	<i>Job Grade</i>

*Employees are assigned to a "home" location but may occasionally or regularly be required to work at other WSCC locations.

JOB PURPOSE

To provide clinical direction to the Program function as a 9 month faculty member and to actualize the goals/standards of the Program.

ESSENTIAL JOB FUNCTIONS

1. Provide clinical direction for the program by the following: utilize existing programmatic material within the program curriculum; provide for indirect supervision of clinical faculty and other faculty members. 50%
2. Assist Program Director in the performance of yearly evaluations on clinical agencies 30%
3. Function as full-time faculty member within the program by carrying an appropriate teaching load. 20%
4. Perform other duties as assigned.

LEADERSHIP AND SUPERVISORY

The incumbent is not responsible for the supervision of others. The incumbent is responsible for project management/program administration.

The position operates with general supervision, though most tasks are guided by broad policies and procedures. The employee often participates in setting objectives. Work is evaluated on short to intermediate-term results, but not on the procedures used to accomplish those objectives.

QUALIFYING JOB STANDARDS

Required

- Bachelor's degree is required.
- Teaching experience with preference to formal academic experience or graduate level course work in education.
- Registered Respiratory Therapist (RRT) by the National Board of Respiratory Care.
- Current Tennessee license or be licensure eligible.
- Knowledge of the CoARC accreditation Essentials.

- Four years' experience as a respiratory care practitioner. Preference given to candidates with experience as RRT.
- Ability to work without supervision and meet deadlines.

BEHAVIORAL CORE COMPETENCIES – EMPLOYEE

- Respiratory Therapy Skills and the ability to communicate/facilitate learning, and maintain effective interpersonal relationships with others.
- Works effectively as team member to achieve goals and objectives.
- Shares information readily with others and listens effectively, showing openness to new ideas
- Treats team members with dignity and trust and shows respect for others' race, nationality, gender, age, background, perspectives, experience and style.
- Displays a high degree of personal effectiveness; pursues objectives with consistent determination. Willing and prepared to accept personal responsibility for actions, both positive and negative.
- Treats team members with respect. Willingly responds to requests for assistance from team members.
- Respects the College's rich heritage and historical achievements by embracing important changes that advance the College's mission while honoring the past.
- Exercises discretion and forethought in the efficient utilization of organizational resources, showing respect for the organization's generous benefactors and supporters.

ENVIRONMENT AND WORKING CONDITIONS

Office environment is temperature controlled with occasional fluctuations, well lit, and free from loud noises and unnecessary interruptions. When in hospitals, exposure to disease could be potentially hazardous. Exposure to bodily fluids can occasionally occur.

PHYSICAL DEMANDS (including requirements for travel or working nights/weekends/holidays)

- Large amounts of time spent looking at computer monitors could lead to some eye strain, stress, or headache issues.
- Repetitive stress injuries could occur.
- Some travel is required for this position.
- Ability to use standard office equipment.
- Ability to use computers, audio-visual materials and respiratory care laboratory equipment.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties of this job.

Manager Signature

Date

Employee Signature

Date

January 28, 2025

Mr. Mitch Currey
Senior Director Workforce and Economic Development
Tennessee Higher Education Commission
312 Rosa Parks Avenue, 9th Floor
Nashville, Tennessee 37243

Dear Mr. Currey,

Please accept this letter of commitment from Walters State Community College (WSCC) in support of the Rural Health Care Pathways Expansion (RHCPE) grant proposal. Walters State is proud of the exemplary training provided to health professionals through its Division of Health Programs. As educators, it is our intent to provide well-trained individuals to serve the East Tennessee region. We respectfully request **\$1,898,617.37** to help underwrite the purchase of equipment, supplies and personnel costs for Walters State's expansion of our Respiratory Care/ Respiratory Therapist (RT) program to our Sevier campus. This support is verified by the Vice President Council meeting minutes of Monday, January 27, 2025.

These sought-after resources will allow additional collaboration between our industry, K-12, and Workforce Development partners. The college will commit any funds above those sought by the grant to ensure implementation and sustainability. This letter of commitment documents WSCC's willingness to establish, maintain and continue expansion of the RT program in our service region. Furthermore, the effort will enable us to reach goals stated in the 2025-2030 WSCC Academic Master Plan. We seek to offer our communities access to local industry-based programs. One key priority over the next five years is program expansion to meet the ever-changing regional needs. This grant funding supports these efforts.

It is critical to have the newest technology on which to train our students and that meets state and national standards that these future healthcare professionals will use in the field. The equipment requested enables the Health Programs Division to build a pipeline of career-ready professionals, based on quality classroom and laboratory training, and clinical work-based learning opportunities.

Thank you so much for your support in this process. We look forward to hearing from you in the near future.

Sincerely,



Tony Miksa
President

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OFFICE OF THE PRESIDENT

APPENDIX B: Budget

Grant Budget				
Rural Health Care Pathways Expansion Grant (RHCPE)				
Walters State Community College: Expanding Respiratory Care in East Tennessee				
The following budget line-item amounts below shall be applicable only to expense incurred during the				
Applicable Period:				
BEGIN:	August 1, 2025	END:	August 31, 2029	
Policy Object Line-item Reference	EXPENSE OBJECT LINE- ITEM CATEGORY	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1,2	Salaries, Benefits & Taxes	\$1,088,741.05	\$0.00	\$1,088,741.05
4,15	Professional Fee, Grant & Award	\$0.00	\$0.00	\$0.00
5,6,7,8,9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$225,636.00	\$0.00	\$225,636.00
11,12	Travel, Conferences & Meetings	\$42,340.00	\$0.00	\$42,340.00
13	Interest	\$0.00	\$0.00	\$0.00
14	Insurance	\$3,980.00	\$0.00	\$3,980.00
16	Specific Assistance To Individuals	\$0.00	\$0.00	\$0.00
17	Depreciation	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel:	\$13,960.00	\$0.00	\$13,960.00
20	Capital Purchases:	\$383,322.00	\$0.00	\$383,322.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
22	Indirect Cost	\$140,638.32	\$0.00	\$140,638.32
25	GRAND TOTAL	\$1,898,617.37	\$0.00	\$1,898,617.37

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

1

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

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SALARIES, BENEFITS AND TAXES						
Full-time instructors (9 month faculty) Year 1 - 1 FTE faculty; Years 2 - 4 = 2 FTE faculty with 5% COLA increase	\$51,697.00	\$108,563.70	\$113,991.90	\$119,691.50	\$393,944.10	additional faculty to accommodate student increase with RT program expansion
Adjunct faculty for RT program @ \$8,000 per person, per academic year with 5% COLA increase years 3 - 4/ baseline = Year 2 = 2 adjuncts @ \$8,000	\$0.00	\$16,000.00	\$16,800.00	\$17,640.00	\$50,440.00	additional faculty to accommodate student increase with RT program expansion for clinicals
Subtotal SALARIES	\$51,697.00	\$124,563.70	\$130,791.90	\$137,331.50	\$444,384.10	N/A
Benefits @ 45%	\$23,263.65	\$56,053.67	\$58,856.36	\$61,799.18	\$199,972.85	Benefits include medicare, FICA
YEARLY TOTAL	\$126,657.65	\$305,181.07	\$320,440.16	\$336,462.18	\$1,088,741.05	
SUBTOTAL: SALARIES, BENEFITS					\$1,088,741.05	\$1,088,741.05
PROFESSIONAL FEES, GRANT and AWARD						
SUBTOTAL: PROFESSIONAL FEES						\$ -
SUPPLIES, Telephone, postage, shipping, Occupancy, Equipment Rental & Maintenance, Printing and Publications						
maxblend2 (3 @ \$2,259 ea)	\$6,778.00				\$6,778.00	classroom / lab set up
Respirometer Mark 8 sm face (2 @ \$3,290 ea)	\$6,580.00				\$6,580.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES, etc. (continued)						
Arterial Puncture Training Arm (3 @ \$3,554 ea)	\$10,662.00		\$13,000.00		\$23,662.00	classroom / lab set up
Philips V60 (2 @ \$4,500 ea)	\$9,000.00				\$9,000.00	classroom / lab set up
Laerdal Airway Management Trainer (3 @ \$2,800 ea)	\$8,400.00		\$9,000.00		\$17,400.00	classroom / lab set up
CAREdge Electric Hospital Bed (5 @ \$4,461.60 ea)	\$22,308.00				\$22,308.00	classroom / lab set up
ECG Machine w Cart	\$4,995.00				\$4,995.00	classroom / lab set up
Airvo 2	\$2,400.00				\$2,400.00	classroom / lab set up
Laerda 220-25050 Newborn Anne	\$2,900.00				\$2,900.00	classroom / lab set up
Life/Form Adult Tracheotomy Care Manikin (3 @ \$985 ea) in year 1 and 3; COL increase for yr 3	\$2,955.00			\$3,100.00	\$6,055.00	classroom / lab set up
Humidification (4 @ \$1,223 ea)	\$4,890.00				\$4,890.00	classroom / lab set up
Cough Assist T70	\$2,499.00				\$2,499.00	classroom / lab set up
DURAQuipp Emerg Crash Cart, 5 drawer Blue Assembled	\$1,105.00				\$1,105.00	classroom / lab set up
Pocket Nurse Radiant Infant Warmer	\$4,069.00				\$4,069.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Humidifier with adapter, 650ML, Aquapak {10/CS}	\$49.00				\$49.00	classroom / lab set up
Gloves Small {100/BX} (5 @ \$242.20 ea)/ COL in years 2-4	\$1,211.00	\$1,215.00	\$1,220.00	\$1,225.00	\$4,871.00	classroom / lab set up
Gloves Large {100/BX} (5 @ \$242.20 ea) COL in years 2-4	\$1,211.00	\$1,215.00	\$1,220.00	\$1,225.00	\$4,871.00	classroom / lab set up
Gloves XL {100/BX} (5) @ \$242.20 ea) COL in years 2-4	\$1,211.00	\$1,215.00	\$1,220.00	\$1,225.00	\$4,871.00	classroom / lab set up
Gloves Medium {100/BX} (5 @ \$242.20 ea) COL in years 2-4	\$1,211.00	\$1,215.00	\$1,220.00	\$1,225.00	\$4,871.00	classroom / lab set up
ECG electrode. Medi-Trace 230, adult {20PK/CS} (1)	\$178.00	\$0.00	\$0.00	\$0.00	\$178.00	classroom / lab set up
Aneroid Sphygmom / Stethoscope Combo w/case {10EA} (1 pkg)	\$427.00				\$427.00	classroom / lab set up
Flowmeter Compact Oxygen Chemetron QC Alum 0-15 LPM (10 @ \$49 ea)	\$490.00				\$490.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Flowmeter Compact Oxygen Chemetron QC Aluminum 0-15 LPM (10@ \$49 ea)	\$490.00				\$490.00	classroom / lab set up
Air Chrome 0-15 LPM Flowmeter x Chemetron Quick Connect w/ Yellow Tubing Nipple (10 @ \$91 ea)	\$910.00				\$910.00	classroom / lab set up
Flowmeter w/ Chemetron Adapter Chrome (10 @ \$64.80 ea)	\$648.00				\$648.00	classroom / lab set up
Aquapak Prefilled Nebulizer, 760 mL, with Sterile Water {10/per case} (1) per yr with COL pricing	\$36.00	\$38.00	\$42.00	\$45.00	\$161.00	classroom / lab set up
Electrodes, Red Dot 2330, Resting EKG {4000/CS} 1 per yr with COL pricing	\$454.00	\$458.00	\$462.00	\$466.00	\$1,840.00	classroom / lab set up
Mini Electrode, Medi- Trace 130, snap application {20PK/ CS} 1 per yr with COL pricing	\$274.00	\$278.00	\$280.00	\$284.00	\$1,116.00	classroom / lab set up
PN Prep Pad Alcohol Medium Sterile (10) @ \$3.80 each)	\$38.00	\$40.00	\$42.00	\$46.00	\$166.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Custom Breath Circuit- Adult 72" Segment Elbow {20/per case} 1 case in year 1 and one in year 3	\$366.00		\$380.00		\$746.00	classroom / lab set up
Heart Dissection Model, 4 parts	\$206.00				\$206.00	classroom / lab set up
ORMD Sani Hands Wipes, Antimicrobial {100/BX} 1 box per year with COL pricing	\$11.00	\$15.00	\$18.00	\$21.00	\$65.00	classroom / lab set up
ORMD Demo Dose Aero Inhaler (10 @ \$11.80 ea)	\$118.00				\$118.00	classroom / lab set up
ECG Cart	\$725.00				\$725.00	classroom / lab set up
Table Overbed Non- Tilt 28-44in (5 @ \$98.80 ea	\$494.00				\$494.00	classroom / lab set up
Saline Irrigation Screw Top 100mL (100 @ \$2.27 ea)	\$227.00				\$227.00	classroom / lab set up
ECG CP150 w/ Interpretation Color touchscreen	\$4,270.00				\$4,270.00	classroom / lab set up
Oral Airway Kit Berman 6 sizes (2 @ \$9.00 ea)	\$18.00				\$18.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
IV Pole 2 Hook w/4 Caster Base Chrome Plated Steel (4 \$59.50 ea)	\$238.00				\$238.00	classroom / lab set up
Syringe Only Luer-Lok 10mL (20/ pkg)	\$10.00				\$10.00	classroom / lab set up
Gauze Sponge Bulk 8Ply 2x2in Non Sterile Curity {200/bag}	\$5.00				\$5.00	classroom / lab set up
Lister Bandage Scissor 5.5in Chrome (5 @ \$4.60)	\$23.00				\$23.00	classroom / lab set up
Hemostatic Kelly Forcep 5.5in Straight Stainless (5 @ \$4.80 ea)	\$24.00				\$24.00	classroom / lab set up
ORMD Pocket Nurse Isolation Bundle	\$263.00				\$263.00	classroom / lab set up
Magill Catheter Forcep 9.75in Stainless (2 @ \$16.50 ea)	\$33.00				\$33.00	classroom / lab set up
Sharps Container 5qt Red (20 @ \$7.75 ea)	\$155.00				\$155.00	classroom / lab set up
Bacteria Filters (2 @ \$53.50 ea year 1-2 with COL increase yrs 3-4	\$107.00	\$107.00	\$112.00	\$120.00	\$446.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Suction Regulator (6 @ \$403.17 ea)	\$2,419.00				\$2,419.00	classroom / lab set up
Disposable Suction Canister 800cc (20 @ \$4.50 each, yrs 1 and 3)	\$90.00		\$90.00		\$180.00	classroom / lab set up
Yankauer Suction handle, Bulb tip w/out control vent, sterile (20 @ \$0.75 ea)	\$16.00				\$16.00	classroom / lab set up
Manual Resuscitator BVM, Lifesaver, Adult, reservoir, swivel Connector, Mask, Flow Diverter, Disposable (20 @ \$25.95 ea)	\$519.00				\$519.00	classroom / lab set up
Pulse Ox, ONYX 9590 Vantage Black (10 @ \$197.10 ea)	\$1,971.00				\$1,971.00	classroom / lab set up
Blood Pressure Unit, Economy, Adult, 2 tube, Blue nylon cuff with case [5 yr calib Warranty] (20 @ \$22 ea)	\$440.00				\$440.00	classroom / lab set up
Cylinder wrench, D & E Ctlinders, Durable plastic, Green (10 pk) years 1 and 3	\$11.00		\$11.00		\$22.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Oxygen regulator, H Cylinder,CGA540, w/o-15LPM Flowmeter (5 @ \$324.20 ea)	\$1,621.00				\$1,621.00	classroom / lab set up
Cylinder Rolling Cart; H,T M or OR M60 cylin, 49inH x 13.5in W x 16.5inD (2 @ \$321 ea)	\$642.00				\$642.00	classroom / lab set up
Cylinder Cart, Deluxe D/E Cylinder, mounts to hospital beds 36in H x 11.75in W x 11.75in D (4 @ \$124.50)	\$498.00				\$498.00	classroom / lab set up
Oxygen Nasal Cannula, Adult, Soft curved Nasal Prongs, 7Ft bore tubing (50 @ \$0.76 ea)	\$36.00				\$36.00	classroom / lab set up
Face Mask, Venturi, Adult, Multi-vent, Air Entrainment Mask (50 @ \$374 ea)	\$187.00				\$187.00	classroom / lab set up
Tracheal Adult Endotracheal closed suction system, 24hr, size 10fr {15/per 1 case}	\$279.00				\$279.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Venti Plus Test Lung, 0.5 L, Neonate/Ped 15mm Connector (5 @ \$189 ea)	\$945.00				\$945.00	classroom / lab set up
Incent Spiro, 4000mL, 1WY {12/CS} (2 @ \$48 ea)	\$96.00	\$100.00	\$110.00	\$120.00	\$426.00	classroom / lab set up
TruZone Peak Flow Meter (PFM) (20 @ \$12.45 ea)	\$249.00	\$254.00	\$260.00	\$267.00	\$1,030.00	classroom / lab set up
Tracheal Adult Endotracheal closed suction system, 24hr, size 10fr {15 per case/ 1 case}	\$279.00				\$279.00	classroom / lab set up
Percuss/Vibrator (2 @ \$475.50 ea)	\$951.00				\$951.00	classroom / lab set up
TruZone Peak Flow Meter Mouthpiece, one way valve, disp {200/per case} 1 case/ yrs 1 & 3	\$116.00		\$120.00		\$236.00	classroom / lab set up
Wye Assembly, w/2 oxygen flowmeters, compact 0-15LPM chemetron adapt (10 @ \$104.30 ea)	\$1,043.00				\$1,043.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Air Flowmeter, 0-15LPM, Chemetron connect, chrome (10 @ \$48.00 ea)	\$480.00				\$480.00	classroom / lab set up
Quick Connect Adapt, air, chemetron x Diss male, w valve (5 @ \$34.40 ea)	\$172.00				\$172.00	classroom / lab set up
Quick Connect Adapt, oxygen, chemetron x Diss male w/valve (5 @ \$27.80 ea)	\$139.00				\$139.00	classroom / lab set up
Tube, Corr, 100ft Rool, 22mm ID, segmented every 6in - 1 per year with COL pricing years 2 - 4	\$15.00	\$17.00	\$20.00	\$24.00	\$76.00	classroom / lab set up
Wye Assembly, w/2 air flowmeters, compact 0-15LPM chemetron adaptor (10 @ \$72.90 ea)	\$729.00				\$729.00	classroom / lab set up
Tracheostomy Mask, Adult, Single Patient Use (50 @ \$1.26 ea)	\$63.00	\$67.00	\$70.00	\$74.00	\$274.00	classroom / lab set up
Oxygen Regulator, green, CGA870, silver, click style 0-15LPM w/barb outlet (4 @ \$68 ea)	\$272.00				\$272.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Aerosol Mask, adult, Elongated mask w/ Elastic strap & Adjustable Nose Strap (50 @ \$0.66 ea) with COL pricing increase yrs 3 & 4	\$33.00	\$33.00	\$36.00	\$40.00	\$142.00	classroom / lab set up
Aerosol Drainage System (50 @ \$2.52 ea with COL pricing years 2 - 4)	\$126.00	\$130.00	\$140.00	\$155.00	\$551.00	classroom / lab set up
Oxygen Mask,Adult Elongated, Medium Concentration Mask, 7ft smooth bore tubing (50 @ \$0.97 ea with COL pricing for years 2 - 4	\$47.00	\$50.00	\$52.00	\$55.00	\$204.00	classroom / lab set up
Oxygen Mask,Adult Elongated, High Concentration, total non-rebreathing 7ft smooth bore tubing (50 @ \$1.52 ea with COL pricing years 2 - 4)	\$76.00	\$80.00	\$82.00	\$86.00	\$324.00	classroom / lab set up
Face Tent, Adult, oxygen & Aerosol rich enviroment, w/out tube (50 @ \$1.56 ea) years 1 - 4	\$78.00	\$78.00	\$78.00	\$78.00	\$312.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Nebulizer, Small Volume, Hand held 7ft Kink Resistant tubing (100 @ \$1.25 ea with COL pricing years 2 - 4)	\$125.00	\$128.00	\$140.00	\$148.00	\$541.00	classroom / lab set up
ABG Kit, Pro-vent, Mini Kit (100 @ \$1.70 ea with COL pricing years 2 - 4)	\$170.00	\$190.00	\$210.00	\$220.00	\$790.00	classroom / lab set up
Oscillatory Pep Therapy System (20 @ \$45.00 ea - years 1 and 3)	\$900.00		\$900.00		\$1,800.00	classroom / lab set up
Versapap Positive airway pressure device {10/CS} (2 @ \$297.00 each)	\$594.00				\$594.00	classroom / lab set up
Endotracheal tube , 5.0mm ID, 20fr {10/CS - 1 case per year with COL pricing years 2 - 4)	\$54.00	\$58.00	\$62.00	\$68.00	\$242.00	classroom / lab set up
Sterilite 6-pack Storage Bins w/ Lids (7 @ \$82.86 ea)	\$580.00				\$580.00	classroom / lab set up
Oxygen hose, 10ft, Chemetron Quick Connect X Diss female hand tight (2 @ \$63.50 ea)	\$127.00				\$127.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Quick Connect Adaptor, oxygen, chemetron X Diss male w/ valve (2 @ \$28 ea)	\$56.00				\$56.00	classroom / lab set up
Curaplex Suction Tubing 0.5in x 6ft (20 @ \$1.20 ea yr 1/ with COL pricing yr 3	\$24.00		\$30.00		\$54.00	classroom / lab set up
Air Hose, 10ft, Chemetron Quick Connect, Diss Female Hand Tight (2 @ \$34.50 ea)	\$69.00				\$69.00	classroom / lab set up
Quick Connector Adaptor, Air, Chemtron x Diss male, w/ valve (2 @ \$34.50 ea)	\$69.00				\$69.00	classroom / lab set up
Human Nasal Cavity Throat Anatomy Model, Human Lung	\$42.00				\$42.00	classroom / lab set up
Rubbermaid 2-step ladder, aluminum lightweight Folding Step Stool	\$73.00				\$73.00	classroom / lab set up
Vaunn Medical Foot Step Stool, 350lbs Heavy-Duty Welded Steel Legs (5 @ \$38.80 ea)	\$194.00				\$194.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
Amazon Basic LCD 8-Digit Desktop Calculator, Black {5PK} (6 @ \$28 ea)	\$168.00			\$175.00	\$343.00	classroom / lab set up
Kitchen Trash Can w/ Lid, 13 gallon Automatic Garbage Can for Bathroom (6 @ \$47.50 ea)	\$285.00				\$285.00	classroom / lab set up
Dealmed Control Isolation Kit {5 kits @ \$6 ea}	\$30.00				\$30.00	classroom / lab set up
PLUSSEN Soap Dispenser Wall Mount Adhesive Commercial Soap Dispenser (10 @ \$21.60 ea)	\$216.00				\$216.00	classroom / lab set up
QPEUIM Wall Clock 12in Wall Clocks Non-Ticking Battery Operated [w/2nd hand] (10 @ \$14 ea)	\$140.00				\$140.00	classroom / lab set up
Movo MV-T5 57in Video Camera Tripod Stand w/ Pan Head (2 @ \$80 ea)	\$160.00				\$160.00	classroom / lab set up
Ziploc 682257 Double Zipper Bags, Plastic, 1 gal, clear w/ write on panel {250/BX} (2 @ \$38.50 ea)	\$77.00	\$80.00	\$82.00	\$85.00	\$324.00	classroom / lab set up

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
XL Gloves Box Holder, Wire Rack Dispenser for Gloves 4Pk (3 @ \$53.00 ea)	\$159.00				\$159.00	classroom / lab set up
Countertop Microwave 1100 Watts, 1.6 Cu. Ft- Smart Sensor w/ LED Lighting/Child Lock	\$155.00				\$155.00	classroom / lab set up
Upstreman 17.6 Cu.Ft. Double Door, Refrig Stainless. Large Capacity Top Freezer, Frost Free, Adjustable Thermostat Control, Reversible Door	\$900.00				\$900.00	classroom / lab set up
Basic Comforter Blanket twin/Twin XL ,Lightweight Microfiber (10 @ \$19.70 ea)	\$197.00			\$210.00	\$407.00	classroom / lab set up
THPACIP 4K Video Camcorder 48MP 30FPS with IR Night Vision,Digital Zoom Camera Record. LCD Touch Screen,Vlog Camera,Remote Control, 32GB SD Card (2 @ \$130 ea)	\$260.00				\$260.00	classroom / lab set up

Budget Item	Year 1 (2024-25)	Year 2 (2025 – 26)	Year 3 (2026 – 27)	Year 4 (2027 – 28)	Total Amount	Narrative/ Justification
SUPPLIES (continued)						
GP PRO Push Roll Paper Towel Dispenser, (10 @ \$49.90 ea)	\$499.00				\$499.00	classroom / lab set up
Powder Free Nitrile Disposable Gloves 2XL {100/CS} (5 @ \$17.00 ea)	\$85.00	\$88.00	\$90.00	\$95.00	\$358.00	classroom / lab set up
Linens 24-Pack White Thin 100% Cotton Towel Washcloths, Commercial	\$20.00			\$30.00	\$50.00	classroom / lab set up
Gold Texttiles 12pcs (20x40in) Cotton Bath Towels, Light Weight	\$30.00				\$30.00	classroom / lab set up
Chairs, assembly incl (20 @ \$557 ea)	\$11,140				\$11,140.00	classroom / lab set up
Oxygen -- COL for years 2 - 4	\$900.00	\$928.00	\$950.00	\$970.00	\$3,748.00	classroom / lab set up
camp supplies 1 per yr @ \$99 per student x 30 students(stipend, recruit, med supplies)	\$2,970.00	\$2,970.00	\$2,970.00	\$2,970.00	\$11,880.00	Career awareness/ summer camps and health academy
25 laptops (Dell 14",16 GB, Windows 10 @ \$899 ea.incl shipping	\$22,475.00				\$22,475.00	Camps, Health Academy, Lab set up
laptop cart ULINE Model H-5489	\$765.00				\$765.00	Camps, Health Academy, Lab set up
YEARLY TOTAL	\$165,018.00	\$11,047.00	\$34,719.00	\$14,852.00	\$225,636.00	
SUBTOTAL: SUPPLIES						\$225,636.00

Budget Item	Year 1 (2024-25)	Year 2 (2025 – 26)	Year 3 (2026 – 27)	Year 4 (2027 – 28)	Total Amount	Narrative/ Justification
TRAVEL, conference and meetings						
Regis: AARC Forum/ 3@ \$495 ea = \$1,485 yr for yrs 1 & 2; Fac increase to 5 @ yrs 3 & 4. (5 @ \$495 = \$2,475 with COL increase yrs 3 & 4).	\$ 1,485.00	\$ 1,485.00	\$2,500.00	\$2,500.00	\$ 7,970.00	Professional Development necessary to retain accreditation
Air, Lodging and Per Diem for 3 faculty (PD, RT faculty for years 1 and 2 @ \$1,622.33 = \$4,867 annually. Years 3 & 4 faculty increase	\$ 4,867.00	\$ 4,867.00	\$8,500.00	\$8,500.00	\$ 26,734.00	Professional Development necessary to retain accreditation
Travel from Greeneville WSSC to Sevierville (.70/mile) in 2025. Additional COL adjustments reflected in yrs 2 - 4.	\$ 330.00	\$ 336.00	\$350.00	\$350.00	\$ 1,366.00	travel between campuses
TN Society for Resp Care state mtg; Diff costs, based on location in TN and # students competing.	\$ 1,370.00	\$ 1,500.00	\$1,700.00	\$1,700.00	\$ 6,270.00	Professional Development necessary to retain accreditation
YEARLY TOTAL	\$ 8,052.00	\$ 8,188.00	\$ 13,050.00	\$ 13,050.00	\$ 42,340.00	
SUBTOTAL: TRAVEL						\$ 42,340.00

Budget Item	Year 1 (2024-25)	Year 2 (2025 – 26)	Year 3 (2026 – 27)	Year 4 (2027 – 28)	Total Amount	Narrative/ Justification
INSURANCE						
# Students: Yr 1 (10); Yr 2 (15); Yr 3(17); Yr 4(22). Years 1 - 2 @ \$50 ea. Incl. COL during years 3 & 4 (\$70 per student).	\$500.00	\$750.00	\$1,190.00	\$1,540.00	\$3,980.00	Student insurance - required for entry in RT program/ /per year to be renewed annually blanket coverage
SUBTOTAL: INSURANCE						\$3,980.00
OTHER NON-PERSONNEL (ADVERTISING, MEMBERSHIP, ASSOCIATION FEES, LICENSES, PERMITS REGISTRATION, AND						
BLS/ CPR training @ \$70 per student Yr 1 (10); Yr 2 (15); Yr 3(17); Yr 4(22).	\$ 700.00	\$ 1,050.00	\$ 1,190.00	\$ 1,540.00	\$ 4,480.00	Pre-requisite for clinical; Stackable credential;
RT exam fee @ \$70 per student Yr 1 (10); Yr 2 (15); Yr 3(17); Yr 4(22).	\$ 700.00	\$ 1,050.00	\$ 1,190.00	\$ 1,540.00	\$ 4,480.00	Examination fee for Respiratory Therapist
Accreditation fees / year 1 initial fee \$2,000 and years 2 - 4 \$1,000 each year	\$ 2,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 5,000.00	Accreditation fees for Respiratory Therapy/ Respiratory Care program expansion
YEARLY TOTAL	\$ 3,400.00	\$ 3,100.00	\$ 3,380.00	\$ 4,080.00	\$ 13,960.00	
SUBTOTAL: OTHER NON-PERSONNEL						\$ 13,960.00
EQUIPMENT/ capital purchase						
MiniBox PFT Machine	\$26,500.00	Pulmonary testing	PFT training prep	TMC Exam prep	\$26,500.00	See below
Evita Draeger Vent	\$44,366.00				\$44,366.00	

Budget Item	Year 1 (2025 – 26)	Year 2 (2026 – 27)	Year 3 (2027 – 28)	Year 4 (2028 – 29)	Total Amount	Narrative/ Justification
EQUIPMENT/ capital purchase (continued)						
SmartVest (2 @ \$10,000 ea)	\$20,000.00				\$20,000.00	All capital equipment, which will be purchased in year 1, for lab settings allows students to simulate therapies and life-saving monitoring prior to live patient care.
Servo U Ventilator (2 @ \$51,288 ea)	\$102,576.00				\$102,576.00	
Hamilton Ventilator (2 @ \$52,850 ea)	\$105,700.00				\$105,700.00	
Bedside Monitors (5 @ \$11,116 ea)	\$55,580.00				\$55,580.00	
Portable Monitor/stand	\$12,600.00				\$12,600.00	
Glidescope	\$16,000.00				\$16,000.00	
YEARLY TOTAL	\$383,322.00	\$0.00	\$0.00	\$0.00	\$383,322.00	
SUBTOTAL: EQUIPMENT, CAPITAL PURCHASE						\$383,322.00
TOTAL Direct Costs	\$686,949.65	\$328,266.07	\$372,779.16	\$369,984.18	\$1,757,979.05	\$1,757,979.05
Indirect costs @ 8% of direct costs	\$54,955.97	\$26,261.29	\$29,822.33	\$29,598.73	\$140,638.32	\$140,638.32
TOTAL (direct + indirect costs)	\$741,905.62	\$354,527.35	\$402,601.49	\$399,582.91	\$1,898,617.37	\$1,898,617.37