

APPENDIX A: Cover Sheet

Tennessee College of Applied Technology Knoxville

RHCPE GRANT Union County Nurse Aide-Practical Nurse-Registered Nurse Apprenticeship Pathway

Lead Entity: *Tennessee College of Applied Technology Knoxville*

Fiscal Agent: *Tennessee College of Applied Technology Knoxville*

IN PARTNERSHIP WITH:

Higher Education Institutions

Tennessee College of Applied Technology Knoxville

Walters State Community College

LEA/School District

Union County Public Schools

Employer Partners

SunBridge Regency - Tennessee, LLC d/b/a Willow Ridge Center

Covenant Health

Project Director Name(s), Mailing Address(es)

Dr. Kelli Chaney, President

Tennessee College of Applied Technology Knoxville

1100 Liberty Street

Knoxville, TN 37919

Kelli.chaney@tcatknoxville.edu

Sally Porter, Strategic Impact Coordinator

Tennessee College of Applied Technology Knoxville

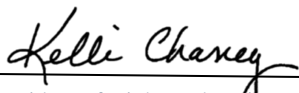
1100 Liberty Street

Knoxville, TN 37919

sally.porter@tcatknoxville.edu

Funding Requested:

\$2,000,000



President of Higher Education Institution
(Lead Entity and Fiscal Agent)



Project Director
(Lead Entity and Fiscal Agency)

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Union County Nurse Aide-Practical Nurse-Registered Nurse Apprenticeship Pathway

1. Program Narrative

Overview

This proposal aims to secure funding from the Rural Health Care Pathways Expansion Grant (RHCPE) to develop a comprehensive apprenticeship pathway for Nurse Aide, Practical Nurse, and Registered Nurse training in Union County, Tennessee. The pathway will enhance healthcare workforce development in rural areas by providing accessible training opportunities through a collaborative partnership with local education and healthcare institutions. This initiative will address existing barriers, such as travel to Knoxville, and utilize a newly constructed facility on the Union County Public Schools campus, opening in Spring 2026.

The pathway consists of three distinct levels:

- 1. Nursing Aide Program:** This entry-level program will equip students with foundational skills necessary for basic patient care, including personal hygiene assistance, mobility support, and vital signs monitoring.
- 2. Licensed Practical Nurse (LPN) Program:** Building on the Nursing Aide training, this program will provide in-depth nursing education, including medication administration, wound care, and patient assessment.
- 3. Registered Nurse (RN) Pathway:** This advanced training will prepare students for the complexities of nursing practice, focusing on critical thinking, leadership skills, and advanced clinical competencies.

The intended outcomes of the apprenticeship pathway include:

- Increased employment rates within the healthcare sector in Union County.
- A robust pipeline of qualified nursing professionals ready to meet local healthcare needs.
- Enhanced accessibility to healthcare training for rural residents, reducing barriers such as travel and cost.

Target Population

The primary audience for this apprenticeship pathway includes:

- **Rural High School Students:** These students will have the opportunity to participate in dual enrollment programs, allowing them to earn credits towards their Nursing Aide certification while still in high school. This early exposure to healthcare careers aims to inspire and prepare the next generation of healthcare professionals.
- **Adult Learners:** This group includes individuals seeking to enter the healthcare workforce or advance their careers. Many adult learners may have work or family commitments that necessitate flexible training options. The apprenticeship model will provide them with the opportunity to gain practical experience while they learn.

By targeting these populations, the program aims to foster a diverse and skilled workforce capable of addressing the healthcare needs of Union County.

Curriculum Development

The curriculum for each training level is designed to meet the specific needs of students while aligning with state and industry standards. Key components include:

Nursing Aide	Licensed Practical Nurse (LPN)	Registered Nurse (RN)
Curriculum Components: <ul style="list-style-type: none">• Worker Characteristic• Intro to Health Care• Human Body Health and Disease• Safety• Patient and Resident Care• Special Care Patients• CNA Long Term Care Clinical	Curriculum Components: <ul style="list-style-type: none">• Worker Characteristic• Basic Nursing• Fundamentals• Administer of Meds & Basic IV• Anatomy and Physiology• Clinical I• Pharmacology I• Mental Health• Medical and Surgical Nursing I• Maternity Health• Clinical II• Clinical III• Advanced Professional Vocational Relations• Pediatric Nursing• Pharmacology II• Medical & Surgical Nursing II	Curriculum Components: <ul style="list-style-type: none">• Human Anatomy and Physiology I• Human Anatomy and Physiology I Lab• English Composition I• Introductory Statistics• Introduction to Psychology• Human Anatomy and Physiology II• Human Anatomy and Physiology II Lab• Pharmacology in Nursing• Fundamentals of Nursing• Introduction to Microbiology• Introduction to Microbiology Lab• Mental Health Nursing• Medical-Surgical Nursing I• Fundamentals of Communication• Pediatric Nursing• Medical-Surgical Nursing II• Women's Health and the Childbearing Family• Professional Practice in Nursing• Medical-Surgical Nursing III• Humanities/Fine Arts General Education Elective

- **Dual Enrollment Opportunities:** High school students will be able to enroll in this program, allowing them to earn college credits and certifications while working towards their high school diploma.
- **Articulation Agreement:** Graduates from TCAT LPN programs with an unencumbered TN LPN license can receive 7 Prior Learning Assessment (PLA) credit hours towards the A.A.S. in Nursing. Admission to the AAS program requires meeting specific academic and non-academic criteria, including a minimum GPA of 2.5 and completion of prerequisite courses. Experience as an LPN is not required for admission. The LPN program will also seamlessly transition into the RN pathway through an existing articulation agreement with Walters State Community College, ensuring easy credit transfer for continuing education services. (*see Appendix F and Appendix G*)

Work-Based Learning (WBL) Experiences

The program will develop and implement collaborative, meaningful, and structured work-based learning (WBL) experiences that increase awareness of healthcare fields at the secondary level.

Defined as a proactive approach to bridging the gap between secondary and postsecondary education, WBL aims to connect students with high-demand, high-skill careers in Tennessee.

TCAT KNOXVILLE UNION COUNTY

NURSING AIDE PRACTICAL NURSE REGISTERED NURSE

APPRENTICESHIP PATHWAY

CAREER

TRAINING EXPERIENCES

Certified Nursing Aide and Licensed Practical Nurse training is available at TCAT Knoxville.

An articulation agreement is in place with Walters State Community College for an A.A.S. in Nursing.

CAREER AWARENESS
ELEMENTARY SCHOOL (K-5th)

- Tammy and Tommy TCAT
- Career Camps
- Remake Learning Days

CAREER EXPLORATION
MIDDLE SCHOOL (6th to 8th)

- Remake Learning Days
- Campus Tours
- CTE Career Nights

CAREER PREPARATION
HIGH SCHOOL (9th to 12th)

- Clinical Tours
- Industry Certifications
- SkillsUSA Tennessee
- Pre-Apprenticeships
- Dual Enrollment

ADDITIONAL CERTIFICATIONS

- HESI Test Prep
- Basic Life Support CPR
- NCLEX Test Prep
- Clinicals

Covenant HEALTH
Certified Nursing Assistant
Licensed Practical Nurse
Registered Nurse

Genesis Healthcare, Inc.
Certified Nursing Assistant

COMING SOON NEW UNION COUNTY CAMPUS SPRING 2026

Clinical Affiliations and Career Opportunities

The program will also establish clinical affiliations and career apprenticeship opportunities with local healthcare providers, including Covenant Health and SunBridge Regency - Tennessee, LLC d/b/a Willow Ridge Center. These partnerships will provide students with hands-on experience in real healthcare environments, enhancing their practical skills and employability. Students will have access to internships, co-ops, and clinical experiences that not only reinforce their academic learning but also offer insights into various healthcare roles. (*see Appendix H*)

The continuum of WBL experiences will provide students with concrete, coherent, and relevant opportunities, culminating in credit-bearing capstones such as internships, co-ops, pre-apprenticeships, registered apprenticeships, and clinical experiences. This structured approach aims to equip students with essential academic, technical, and employability skills, ultimately enhancing their readiness for careers in healthcare. Overall, the apprenticeship pathway will ensure that graduates are well-equipped to excel in their roles, contributing to the improved health outcomes of their community.

2. Demonstration of Need

Overview of Workforce Needs in Union County

Union County, situated in a rural area of Tennessee, faces significant challenges in meeting the healthcare needs of its residents. The region has a high demand for healthcare professionals, specifically in nursing roles, due to an aging population and a shortage of qualified staff. Local healthcare facilities, including Covenant Health and Willow Ridge Rehabilitation and Living Center, report difficulty in filling nursing positions, which directly impacts the quality and accessibility of care for residents.

Localized Data Demonstrating the Need for Action

According to the Tennessee Higher Education Commission (THEC) Academic Supply and Occupational Demand Report, Tennessee colleges and universities are striving to meet the growing demand for healthcare professionals, as highlighted in the Health Sciences Cluster. For example, registered nurses (RNs) in Tennessee have an employment rate of 68% for bachelor's degree graduates, with an estimated first-year annual wage of \$68,386. Additionally, licensed practical nurses (LPNs) trained through 1-2 year programs have a 77% employment rate and an estimated first-year annual wage of \$47,280. However, demand continues to outpace supply, particularly for mid-level technically skilled practitioners. LPNs are needed in all Local Workforce Development Areas (LWDAs). This critical gap is further underscored by Union County's projected 15% increase in demand for RNs and 30% growth in the need for LPNs over the next five years, reflecting the broader statewide and national trend of healthcare workforce shortages. ([see Appendix A](#))

The Tennessee Department of Labor and Workforce Development indicates that as of 2023, there are approximately 150 job openings for RNs and LPNs in Union County alone, with projections showing a significant rise as local facilities expand services. The U.S. Bureau of Labor Statistics confirms that nursing roles are among the fastest-growing occupations. ([see Appendix K](#))

- **Registered Nurses (RNs):** The employment of registered nurses is projected to grow 6% nationally between 2022 and 2032, which is about as fast as the average for all occupations. As of May 2023, the median annual wage for registered nurses was \$86,070.
- **Licensed Practical and Licensed Vocational Nurses (LPNs and LVNs):** The projected employment growth rate for LPNs and LVNs is 3% from 2022 to 2032. The median annual wage in May 2023 was \$59,770.
- **Nursing Assistants and Orderlies:** Employment of nursing assistants is projected to grow 5% from 2022 to 2032, slightly faster than the average for all occupations. The median annual wage for nursing assistants was \$38,380, and for orderlies, it was \$36,630 as of May 2023.

Furthermore, the Tennessee Department of Economic and Community Development's Center for Economic Research in Tennessee (CERT), through the TNECD County Profile Tool, reveals that healthcare occupations consistently rank among the top sectors for job growth in the region, emphasizing the urgent need for training programs tailored to these roles ([see Appendix C](#))

According to the Jobs4TN report ([see Appendix D](#)), healthcare occupations are among the most in-demand roles in East Tennessee, including Union County. Registered Nurses (RNs) are projected to have strong job growth, requiring essential skills such as reading, math, and service orientation. Similarly, Licensed Practical and Vocational Nurses (LPNs/LVNs) remain vital for providing direct patient care. Nurse Practitioners are increasingly needed for advanced care and support in underserved communities like Union County. Additionally, roles such as Medical and Health Services Managers are critical for effectively managing healthcare facilities and addressing local health challenges. Union County ranks 68th in child well-being statewide, underscoring the urgent need for expanded healthcare services, training programs, and recruitment of medical professionals to meet the community's needs and enhance overall health outcomes. These trends highlight the importance of addressing healthcare workforce needs to improve access to care and support the well-being of the community. ([see Appendix E](#))

Clear Linkages Between Grant Activities and Local/Regional Needs

Currently, Union County offers limited healthcare training options, primarily through dual enrollment programs in partnership with local high schools. However, there are unmet workforce needs, particularly in the areas of practical nursing and registered nursing. Local healthcare providers have identified skillset deficits in critical areas such as patient care, emergency response, and specialized nursing practices.

Existing programs, while valuable, do not adequately prepare students for immediate employment in high-demand roles, leading to a reliance on out-of-county training programs. The

proposed apprenticeship pathway will directly address these gaps by providing targeted training that aligns with local healthcare needs and career opportunities.

Proposed Expansion of Academic Programs and Work-Based Learning Opportunities

The proposed initiative will develop and expand the following academic programs and pathways:

- Nurse Aide Program: Expanding dual enrollment opportunities for high school students, providing foundational training and certifications for entry-level healthcare roles.
- Licensed Practical Nurse (LPN) Program: Utilizing the existing accredited program offered at the TCAT Knoxville location expanding to the Union County campus. This program aligns with state requirements and local healthcare provider needs.
- Registered Nurse (RN) Pathway: The articulation agreement with Walters State Community College has already been completed, allowing for a seamless transition from LPN to RN. (*see Appendix F and Appendix G*)

In addition to academic programs, the initiative will implement:

- Work-Based Learning (WBL) Opportunities: Structured internships and clinical placements in collaboration with local healthcare providers, allowing students to gain hands-on experience in real-world settings.
- Industry Certifications: Providing certifications in areas such as Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) to enhance employability.

Needed Equipment

To support the proposed programs, the following equipment will be essential:

- Simulation Manikins: For hands-on training in nursing skills, allowing students to practice in a controlled environment.
- Clinical Equipment: Basic medical supplies and technology to facilitate realistic training scenarios.
- Computers and Software: For theoretical learning and simulation-based training, enhancing digital literacy in healthcare.

CIP to SOC Crosswalk

A detailed Classification of Instructional Programs (CIP) to Standard Occupational Classification (SOC) crosswalk will be included to verify the alignment of the proposed academic programs with the identified workforce needs. For example:

- CIP 51.3901 - Nursing (RN): Aligns with SOC 29-1141 - Registered Nurses.

- CIP 51.3902 - Practical Nursing: Aligns with SOC 29-2061 - Licensed Practical and Licensed Vocational Nurses.

This alignment ensures that the educational pathways developed through this proposal will directly address the labor market demands and skill deficits identified in Union County and surrounding areas, ultimately enhancing the healthcare workforce in rural Tennessee.

3. Program Plan

Detailed Summary of Proposed Program

This proposal outlines the development of a comprehensive apprenticeship pathway for Nurse Aide, Practical Nurse, and Registered Nurse training in Union County, Tennessee, aimed at addressing workforce shortages in healthcare. The program aligns with workforce data indicating a critical need for qualified healthcare professionals in rural areas.

By providing accessible training opportunities through local education and healthcare partnerships, the program will create a clear pathway for students to earn health care credentials. The credentials earned will be stackable, allowing students to build upon their education as they progress through each level of training. This structured approach will produce job candidates who not only possess the necessary skills but also hold recognized credentials that meet employer needs.

Implementation Timeline

The program development will follow a detailed timeline from August 2025 through July 2029.

Timeline	Milestones	Activities
Q1 (Aug - Oct 2025)	Phase 1 Begins	Kickoff; order equipment; develop job descriptions; dual enrollment for Nursing Aide training (August); seek program development approval for the night Licensed Practical Nurse (LPN) program from TBR and COE.
Q2 (Nov 2025 - Jan 2026)	Program Development Phase 1	Finalize program for Nursing Aide; start dual enrollment courses for Nursing Aide in January 2026; begin LPN classes at Knoxville campuses in August 2025.
Q3 (Feb - Apr 2026)	Facility Renovation and Resource Allocation	Begin renovations on Union County Public Schools campus
Q4 (May 2026)	Work-Based Learning Events	Participate in Remake Learning Days and Dream It Do It events
Q1 (Jun 2026)	Tommie and Tammie Healthcare Career Camp	Conduct annual career camp for students
Q1 (Jul 2026)	Hiring Committee Formation	Establish committee and finalize job postings
Q2 (Aug - Oct 2026)	Training Delivery Preparation	Recruit instructors and finalize training materials; dual enrollment for Nursing Aide training (August)
Q3 (Nov 2026 - Jan 2027)	Full Program Launch	Commence full Nursing Aide, LPN, and RN programs; implement night LPN program pending approval
Q1 (May 2027)	Work-Based Learning Events	Participate in Remake Learning Days and Dream It Do It events
Q1 (Jun 2027)	Tommie and Tammie Healthcare Career Camp	Conduct annual career camp for students
Q2 (Jul - Sep 2027)	Continuous Improvement	Review program feedback and adjust curriculum as needed
Q3 (Oct - Dec 2027)	Additional Recruitment and Partnerships	Explore new partnerships and expand recruitment efforts
Q4 (Jan - Mar 2028)	Mid-Project Evaluation	Conduct evaluation of program outcomes and adjustments
Q1 (Apr 2028)	Work-Based Learning Events	Participate in Remake Learning Days and Dream It Do It events
Q1 (Jun 2028)	Tommie and Tammie Healthcare Career Camp	Conduct annual career camp for students
Q2 (Jul - Sep 2028)	Program Sustainability Planning	Develop strategies for sustaining program beyond grant funding
Q3 (Oct - Dec 2028)	Final Program Adjustments	Make final adjustments based on evaluations and feedback
Q4 (Jan - Mar 2029)	Final Evaluation and Reporting	Prepare final report on program outcomes and impact
Q1 (Apr 2029)	Work-Based Learning Events	Participate in Remake Learning Days and Dream It Do It events
Q1 (Jun 2029)	Tommie and Tammie Healthcare Career Camp	Conduct annual career camp for students
Q2 (Jul 2029)	Project Conclusion and Future Planning	Conclude project activities and plan for future initiatives

Quarterly Meetings

To ensure effective collaboration and communication among all partners, quarterly meetings will be held throughout the project duration. These meetings will focus on:

- Reviewing project progress and milestones
- Addressing challenges and identifying solutions
- Sharing updates and feedback from stakeholders
- Planning upcoming activities and initiatives

Training Components

The training will consist of three key components:

Classroom Instruction: Theoretical knowledge will be delivered through lectures, discussions, and multimedia presentations, covering essential topics in healthcare.

Hands-On Training: Students will engage in practical skills training in simulation labs, allowing them to practice techniques in a controlled environment before entering clinical settings.

Work-Based Learning (WBL): Structured WBL opportunities, including apprenticeships and clinical placements at local healthcare facilities, will provide students with real-world experience and enhance their employability.

Partnership Roles *(see Appendix H)*

The implementation of the apprenticeship pathway will involve collaboration between several partners:

- Union County Public Schools: Responsible for facility management for the allied health building and dual student enrollment.
- Local Healthcare Providers (Covenant Health, SunBridge Regency - Tennessee, LLC d/b/a Willow Ridge Center): Provide clinical placements, mentorship for students, and input on curriculum relevance.
- Higher Education Institutions: Deliver the LPN and RN programs; TCAT will facilitate the grant.

Each partner will have clearly defined responsibilities to ensure the program's success, focusing on program development, training delivery, and comprehensive student support.

Detailed Project Timeline and Overview

The project will be divided into phases, with key objectives for each phase:

Phase 1: Program Development (Aug - Oct 2025)

Objective:

- Order necessary equipment.
- Develop and finalize the agreement for the Nursing Aide.

Measurement: Completion of equipment orders, agreement finalization, and TBR/COE approval.

Phase 2: Hiring and Facility Preparation (Nov 2025 - Jan 2026)

Objective:

- Form a hiring committee and finalize recruitment for teaching and staff positions.
- Prepare the facility for training.
- Start dual enrollment courses for Nursing Aide in January 2026.
- Continue LPN classes at Knoxville campuses.

Measurement: Successful hiring of instructors and completion of facility renovations.

Phase 3: Recruitment and Marketing (Feb - Jul 2026)

Objective: Recruit students and promote program awareness.

Measurement: Number of applications received and enrollment figures.

Phase 4: Program Implementation (Aug 2026 - Jul 2029)

Objective: Launch the full program and conduct comprehensive training for Nursing Aide, LPN, and RN programs, including the night LPN program pending approval.

Measurement: Student feedback and performance evaluations.

Project Governance and Accountability Plan

The governance structure will include:

- **Project Director:** The lead entity will employ a Project Director responsible for overall management and coordination.
- **Steering Committee:** A committee comprised of representatives from all partner organizations will oversee project progress. The committee will meet quarterly to assess milestones, address challenges, and ensure accountability.

Counties Served

The primary county served by this proposal is Union County. The project will benefit Union County by increasing access to healthcare training, thereby enhancing the local workforce. By developing a skilled pool of healthcare professionals, the program aims to improve health outcomes and reduce barriers to obtaining quality care in this rural area.

This comprehensive approach ensures that the proposed apprenticeship pathway not only addresses immediate workforce needs but also builds a sustainable pipeline of qualified healthcare professionals for the future.

4. Strength of Partnership

Collaborative Framework: The partnership will have a structured approach with regular quarterly meetings to review progress, address challenges, and share updates. Communication will be facilitated through shared digital platforms for ongoing collaboration. (*see Appendix J*)

Commitment of Partners: Union County Public Schools will provide facility management and dual enrollment opportunities. Covenant Health and SunBridge Regency - Tennessee, LLC d/b/a Willow Ridge Center will offer clinical placements and mentorship. TCAT Knoxville will deliver essential LPN programs, while Walters State Community College will provide RN programs. The commitment of partners is detailed in the Grant MOU, Clinical Agreements, and current grant agreement in conjunction with Covenant Health and the Tennessee Hospital Association, found in (*see Appendix F and Appendix G*). These documents show the strong commitment to workforce development partnerships in allied health.

Shared Resources: Partners will share facilities for training, qualified instructors for classroom and hands-on training, and clinical placements at local healthcare facilities. This collaboration will enhance resource utilization and maximize program impact.

5. Budget Plan

The budget for the Nurse Aide-Practical Nurse-Registered Nurse Apprenticeship Pathway is detailed in (*see Appendix B*) The total projected budget is designed to ensure the successful

implementation and sustainability of the program. Below is a breakdown of the key budget categories:

Salaries, Benefits & Taxes: \$900,000.00

This category includes salaries for essential positions such as the LPN Instructor/Preceptor, adjunct instructor, and a Work-Based Learning Navigator/Campus Coordinator. These roles are critical for providing quality education, mentoring, and support to students throughout their training. The budget also accounts for benefits and taxes associated with these positions, ensuring competitive compensation and compliance with employment regulations.

Supplies, Telephone, Postage & Shipping, Printing Publications: \$223,500.00

Funds in this category are allocated for supplies necessary for hands-on learning and work-based learning activities. Key items include:

- Simulated Nurse Call Button
- 24-Hour Wall Clock
- Table Paper, Smooth Finish
- Pneumatic Stool with Back
- Various carts and hampers (e.g., Stainless Steel Utility Cart)
- Patient gowns, linens, and towels
- Mobility aids (e.g., Deluxe Folding Walker, Aluminum Crutches)
- Clinical models and training devices (e.g., Brain Model, AED Plus Trainer)

This includes materials for events such as Remake Learning Days, Dream It Do It, and the Tommie and Tammie Healthcare Career Camps. Additionally, this budget covers communication costs, printing of educational publications, marketing, and shipping of necessary materials, ensuring effective program outreach and engagement.

Travel, Conferences & Meetings: \$40,000.00

This allocation supports travel expenses for staff attending conferences, workshops, and meetings relevant to nursing education and workforce development. Participation in these events

will enhance professional development and foster networking opportunities with industry leaders, ultimately benefiting the program and its participants.

Special Assistance to Others: \$100,000.00

This category provides financial support to students, covering costs such as books, tuition, and uniforms. By alleviating these financial burdens, the program aims to increase accessibility and encourage enrollment, particularly among underrepresented populations in the healthcare field.

Capital Purchases: \$576,500.00

Capital purchases will fund essential equipment and resources for the LPN and Nurse Aide Programs at the newly established Union County Allied Health Campus. This includes training simulators, medical supplies, and instructional technology, which are vital for delivering high-quality, hands-on training to students. The following items will be purchased:

- Synergy 1000 Multi-Position Bed Package
- Sapphire Functional Headwalls with accessories
- Exam Room Family Practice Table
- Manikin Storage Cart
- Stationary 7 Shelf
- Computer Desktop for Cart
- Various manikins and training models (e.g., Patient Care Manikin Pro, Deluxe Dual-Sex Torso Model)

Indirect Costs: \$160,000.00

Indirect costs are included to cover administrative expenses associated with managing the program. This includes utilities, facility maintenance, and other overhead costs that support the overall operation of the apprenticeship pathway.

Overall, the budget outlined in Appendix B reflects a comprehensive approach to resource allocation, ensuring that all aspects of the program are adequately funded to achieve successful outcomes for students and the community.

6. Sustainability

Long-Term Viability: To ensure the program's sustainability beyond the grant period, plans include establishing revenue streams through student tuition and ongoing partnerships with local healthcare providers. Additionally, exploring grants and sponsorships from community organizations will help secure funding for future operations.

Evaluation Measures: The program's success will be evaluated using key metrics such as student enrollment numbers, completion rates, and job placement statistics. Regular assessments will be conducted at the end of each training cycle, and findings will be documented in annual reports to stakeholders.

Community Engagement: Ongoing community engagement strategies will include hosting informational sessions, career fairs, and open houses to showcase program achievements. Collaborating with local businesses and healthcare organizations will also foster support, ensuring that the community remains invested in the apprenticeship pathway.

ACADEMIC SUPPLY FOR OCCUPATIONAL DEMAND REPORT **2024**

Cluster Seven: Health Sciences Occupations

Nationally, employment in the healthcare sector is projected to experience 1.8 million job openings annually from 2022 to 2032, attributable to the aging demographics.^{46,47} Tennessee is 26th nationwide and fifth in the southeast for its proportion of residents aged 65 and older. This aging is indicative of broader trends necessitating increased healthcare services.⁴⁸ As the Baby Boomer cohort transitions into retirement and population growth decelerates, the difficulty of replenishing the workforce is compounded.⁴⁹

A comparison of new business applications shows that Tennessee's healthcare sector business applications are up relative to the national average.⁵⁰ The state's health sciences occupations demonstrate a concentration within local service providers, including hospitals, outpatient clinics, and long-term care facilities. These roles commonly necessitate formal qualifications, such as degrees or certificates, and often a license for practice. Tennessee's demand for allied health professionals is on an upward trend, highlighting a sector comprising healthcare workers who support primary care providers.

TNECD's targeted life sciences industry sector encapsulates critical segments like biosciences logistics and distribution, medical devices and equipment, pharmaceuticals, and research and testing laboratories. Despite the exclusion of local healthcare services, there is a symbiotic relationship between these targeted segments and the broader healthcare industry, with each benefiting from shared regional assets. These assets include a network of tertiary institutions, premier research facilities, and a skilled workforce, which collectively underpin the state's life sciences infrastructure.

Statewide, there is a notable demand for mid-level technically skilled practitioners, specifically for licensed practical and licensed vocational nurses, physical therapist assistants, dental assistants, medical assistants, and phlebotomists. These roles are critical in the provision of patient care and functioning of healthcare facilities. They require specialized training, typically obtained through postsecondary nondegree awards or associate degrees. These professionals support the medical infrastructure by providing essential services to maintain patient health, aid in the management of chronic conditions, and contribute to the preventative care imperative in an era of demographic transition.

⁴⁶ U.S. Bureau of Labor Statistics, [Occupational Outlook Handbook, Healthcare Occupations](#)

⁴⁷ Much of the state's population increase is driven by domestic net migration gains—more people moving into the state than moving out. -- Tennessee State Data Center [TN 2022 Population Gains Pushed by Record Domestic Net Migration](#)

⁴⁸ Consumer Affairs, Elderly Population in U.S. by State, 2023

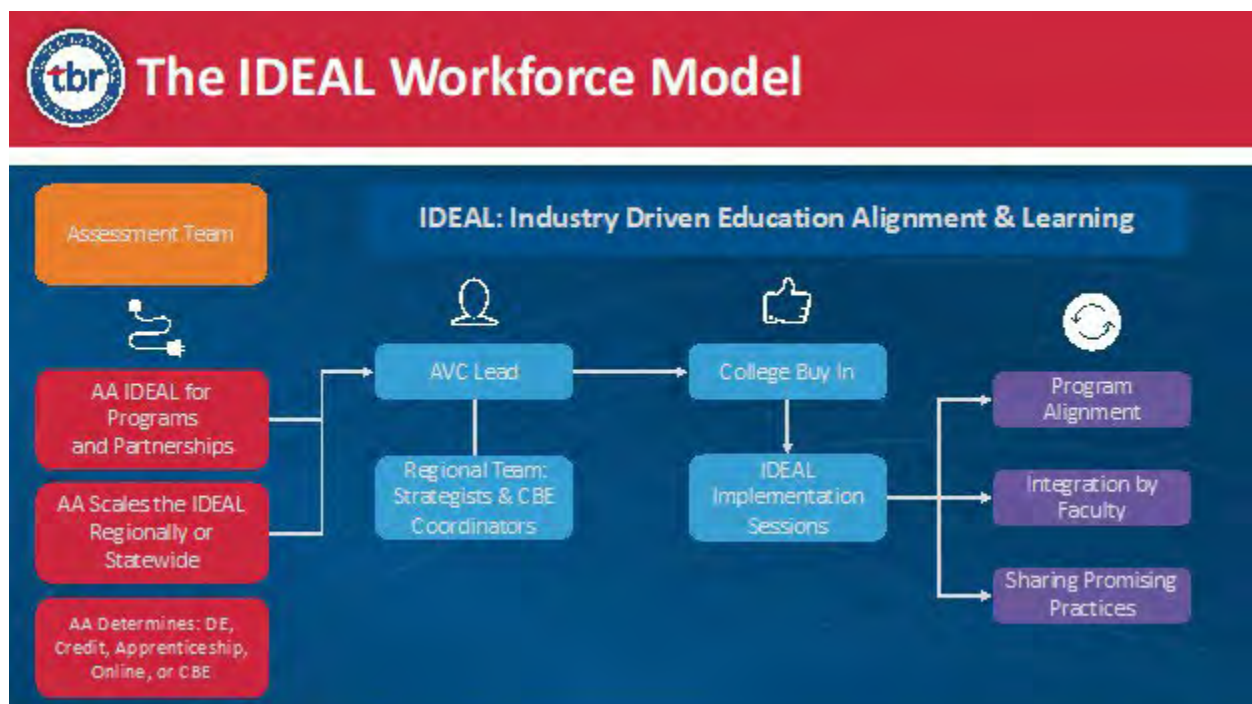
⁴⁹ Boyd Center for Business and Economic Research, *An Economic Report to the Governor of the State of Tennessee*, 2023

⁵⁰ Boyd Center for Business and Economic Research, *An Economic Report to the Governor of the State of Tennessee*, 2024

The Tennessee Board of Regents's IDEAL Workforce Model

The Tennessee Board of Regents (TBR) delivers comprehensive, state-of-the-art training services for new and existing business and industry workforce partners to increase the number of workforce training hours produced by TBR, its institutions, and the number of companies served. This comprehensive approach ensures that TBR colleges are uniquely positioned to rapidly respond to the workforce needs of existing and emerging industries across the state.

TBR has created the **IDEAL Workforce Model**, Industry-Driven Education Aligned Learning, to scale regional or statewide training programs for industry partners that are referred to TBR by entities such as the Governor's Office, the Legislature, state agencies like Economic and Community Development or Department of Labor and Workforce Development, and the Chancellor's Office. This work is supported by collaborative efforts across TBR's External Affairs' Center for Workforce Development, the Office of Academic Affairs, and the Center for Apprenticeships divisions.



The Industry-Driven Education Aligned Learning (IDEAL) model is used by TBR after a regional assessment team completes the intake process with a referred company. That team works to assess industry needs, identify aligned training, or create custom training. This regional assessment team also identifies if the training can be provided as a traditional academic program, short-term workforce training, registered apprenticeship, dual enrollment opportunity, competency-based education, or as a multimodal approach that incorporates two or more of these strategies.

The workforce opportunity is presented to all college Presidents, Chief Academic Officers, and Directors for Workforce Development in a virtual statewide meeting. The industry partner is given time to present their workforce need, the in-kind contributions they will provide to catalyze the new training program, and the facility, equipment, and faculty requirements for training if they have offered it in another context (e.g., another state or region). A champion from TBR summarizes the viable training options to the colleges, such as apprenticeship or dual enrollment. Over subsequent weeks, college presidents are asked to signal their interest in exploring the opportunity further and to identify a campus lead. When a college chooses to participate in the effort, TBR's External Affairs and Academic Affairs staff lead them through a series of facilitated implementation sessions where faculty and workforce development staff work to embed or create new programs and/or training to meet the industry demand.

TBR has used this model to successfully create new training programs for Amazon and their AWS certifications, the National Tile Contractors Association in collaboration with the TN Department of Economic & Community Development, the TN Forestry Association in collaboration with the TN Department of Agriculture, the Direct Support Professional Program in collaboration with TennCare, the Floor Covering Education Foundation, Massage Therapy programs in collaboration with The Ingram Group, and the University of Tennessee's Grow Your Own Teacher Apprenticeship.

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

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

Health Sciences Aligned Academic Programs

Postsecondary Health Sciences Degrees, 2021-22

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

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	*	*	*

CIP Code	Program Title	Educ. Award Level	Number of Grads	% Employed in TN	Estimated First Year Annual Wage
51.1801	Opticianry/Ophthalmic Dispensing Optician.	AA	17	88%	\$34,770
51.1803	Ophthalmic Technician/Technologist.	AA	*	*	*
51.2202	Environmental Health	AA	*	*	*
51.2202	Environmental Health	BA	*	*	*
51.2202	Environmental Health	D	*	*	*
51.2306	Occupational Therapy/Therapist.	MA	128	50%	\$59,335
51.2306	Occupational Therapy/Therapist.	D	23	61%	\$60,650
51.2308	Physical Therapy/Therapist.	D	163	63%	\$69,146
51.3101	Dietetics/Dietitian.	BA	14	21%	*
51.3101	Dietetics/Dietitian.	CPBA	13	23%	*
51.3102	Clinical Nutrition/Nutritionist.	MA	34	53%	\$44,607
51.3203	Nursing Education.	CPBA	*	*	*
51.3501	Massage Therapy/Therapeutic Massage.	C < 1 YR	21	48%	\$29,987
51.3501	Massage Therapy/Therapeutic Massage.	C 1-2 YR	*	*	*
51.3801	Registered Nursing/Registered Nurse.	AA	923	89%	\$65,179
51.3801	Registered Nursing/Registered Nurse.	BA	2457	68%	\$68,386
51.3801	Registered Nursing/Registered Nurse.	CPBA	10	50%	\$88,744
51.3801	Registered Nursing/Registered Nurse.	MA	368	69%	\$84,905
51.3804	Nurse Anesthetist.	D	25	8%	*
51.3805	Family Practice Nurse/Nursing.	CPBA	12	50%	\$109,872
51.3805	Family Practice Nurse/Nursing.	MA	164	50%	\$85,751
51.3805	Family Practice Nurse/Nursing.	EDS	20	10%	*
51.3805	Family Practice Nurse/Nursing.	D	43	65%	\$100,835
51.3808	Nursing Science.	D	*	*	*
51.3809	Pediatric Nurse/Nursing.	CPBA	*	*	*
51.3809	Pediatric Nurse/Nursing.	MA	*	*	*
51.3810	Psychiatric/Mental Health Nurse/Nursing.	CPBA	19	37%	\$111,350
51.3810	Psychiatric/Mental Health Nurse/Nursing.	MA	13	77%	\$91,234
51.3810	Psychiatric/Mental Health Nurse/Nursing.	EDS	*	*	*
51.3810	Psychiatric/Mental Health Nurse/Nursing.	D	*	*	*
51.3818	Nursing Practice.	BA	35	66%	\$46,244
51.3818	Nursing Practice.	D	147	56%	\$104,036
51.3899	Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other.	BA	*	*	*
51.3901	Licensed Practical/Vocational Nurse Training.	C < 1 YR	114	61%	\$30,354
51.3901	Licensed Practical/Vocational Nurse Training.	C 1-2 YR	1107	77%	\$47,280
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide.	C < 1 YR	51	71%	\$25,824

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).

Health Sciences Apprenticeship Completers, 2022

CIP Code	Program Title	Number of Completers 2022
51.0707	Health Information/Medical Records Technology/Technician.	*
51.0801	Medical/Clinical Assistant.	22
51.0909	Surgical Technology/Technologist.	*
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide.	26

APPENDIX B: Budget

GRANT BUDGET				
Rural Health Care Pathways Expansion Grant				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable Period: BEGIN: August 2025 END: August 2029				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	\$900,000		
4, 15	Professional Fee, Grant & Award ²			
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications			
11. 12	Travel, Conferences & Meetings			
13	Interest ²			
14	Insurance			
16	Specific Assistance To Individuals			
17	Depreciation ²			
18	Other Non-Personnel ²			
20	Capital Purchase ²			
22	Indirect Cost			
24	In-Kind Expense			
25	GRAND TOTAL			

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

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

POPULATION & DEMOGRAPHICS

LOCATION	
Time Zone	Eastern Time Zone
Grand Division	East Tennessee
Area (Square Miles)	223.6
County Seat	Maynardville
Metropolitan Area	Knoxville, TN
ECD Region	East

POPULATION		RACE (PERCENTAGE OF POPULATION)	
Population (2020)	19,802	White Alone	95.60%
Population (2022)	19,860	Black or African American, alone	0.50%
Population Change (2020 - 2022)	0.3%	American Indian And Alaska Native, alone	0.00%
Population Forecast (2040)	20,744	Asian, alone	0.00%
Foreign Born Population	81	Native Hawaiian or Other Pacific Islander, alone	0.00%

Foreign Born Persons (Percentage of Population)	0.40%	Some Other Race, alone	0.30%
Language Other Than English Spoken At Home	1.90%	Two or More Races	3.50%
Civilian Veteran Population	1,128	Hispanic or Latino	2.00%

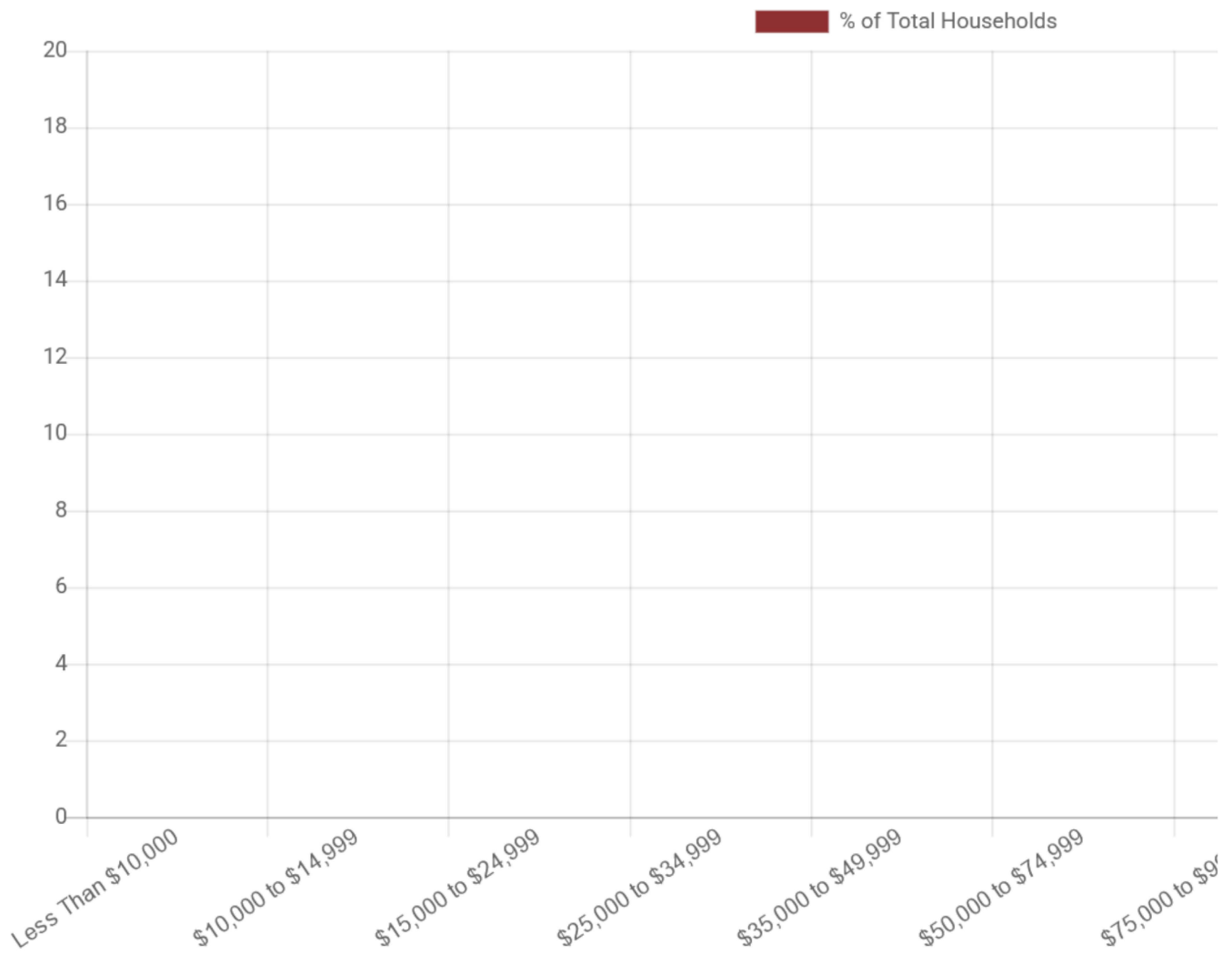
AGE (PERCENTAGE OF POPULATION)	MALE	FEMALE	TOTAL
Under 5 Years Old	5.40%	0.047	5.10%
Under 18 Years Old	21.60%	21.40%	21.50%
18-64 Years Old	61.20%	59.40%	60.30%
65 Years and Over	17.20%	19.20%	18.20%
Median Age	42.6	42.2	42.8

Sources:
U.S. Census Bureau, 2018-2022 5-Year American Community Survey
U.S. Bureau of Labor Statistics
Tennessee State Data Center (2024)

HOUSING & INCOME

HOUSING & INCOME		HOUSEHOLD INCOME & BENEFITS	PERCENT OF HOUSEHOLD
Households	7,552		
Homeownership Rate	80.5%	Less Than \$10,000	4.7%
Persons Per Household	2.61	\$10,000 to \$14,999	6.4%
Living In Same House 1 Year & Over	92.1%	\$15,000 to \$24,999	10.6%
Median Home Value	\$164,400	\$25,000 to \$34,999	7.9%
Annual Home Sales	166	\$35,000 to \$49,999	16.7%
Median Sale Price of Homes Sold	\$280,000	\$50,000 to \$74,999	18.6%
Persons In Households With Income Below Poverty Level	15.9%	\$75,000 to \$99,999	12.6%
Total Personal Income	\$835.7M	\$100,000 to \$149,999	13.8%
Personal Income Per Capita	\$40,862	\$150,000 to \$199,999	4.6%
County Median Wage	\$18.75	\$200,000 or More	4.1%
		Median Household Income	\$57,094

PERCENTAGE OF HOUSEHOLDS BY INCOME RANGE



Sources:

U.S. Census Bureau, 2018-2022 5-Year American Community Survey
Tennessee Housing Development Agency (2023)
U.S. Bureau of Economic Analysis (2023)
Lightcast (2023)

TAX STRUCTURE

PROPERTY TAX		SALES TAX	
Property Tax Rate (County)	\$1.8999	State Sales Tax Rate	7.0%
State Property Tax	None	County Sales Tax Rate	2.25%
Assessment Ratio: Residential Property	25%	Local Sales Tax Collections (FY 2023)	\$3,808,005
Assessment Ratio: Farm Property	25%	Local Sales Tax Collections (FY 2024)	\$3,751,853
Assessment Ratio: Commercial/Industrial Property	40%	Local Sales Tax Collections Growth (FY 2023 - FY 2024)	1.50%
Assessment Ratio: Public Utility Property	55%		
Assessment Ratio: Business Personal Property	30%		
STATE TAX		STATE BOND RATINGS	
State Income Tax on Wages	None	Moody's	Aaa
State Income Tax: Interest from Bonds and Notes and Dividends from Stock	None (Hall Income tax was fully repealed January 1, 2021)	Standard & Poor's	AAA
Excise Tax (State)	6.5% of Tennessee taxable income	Fitch	AAA
		DEBT PER CAPITA	
		State Debt per Capita	\$988
		County Debt Per Capita	\$160

**Franchise Tax
(state)**

0.25% of the greater
of net worth or real
and tangible
property in
Tennessee. The
minimum tax is
\$100.

**Unemployment
Insurance Tax
(state)**

2.7% of the first
\$7,000 in wages for
new employers

Sources:

Tennessee Comptroller of the Treasury (2024)

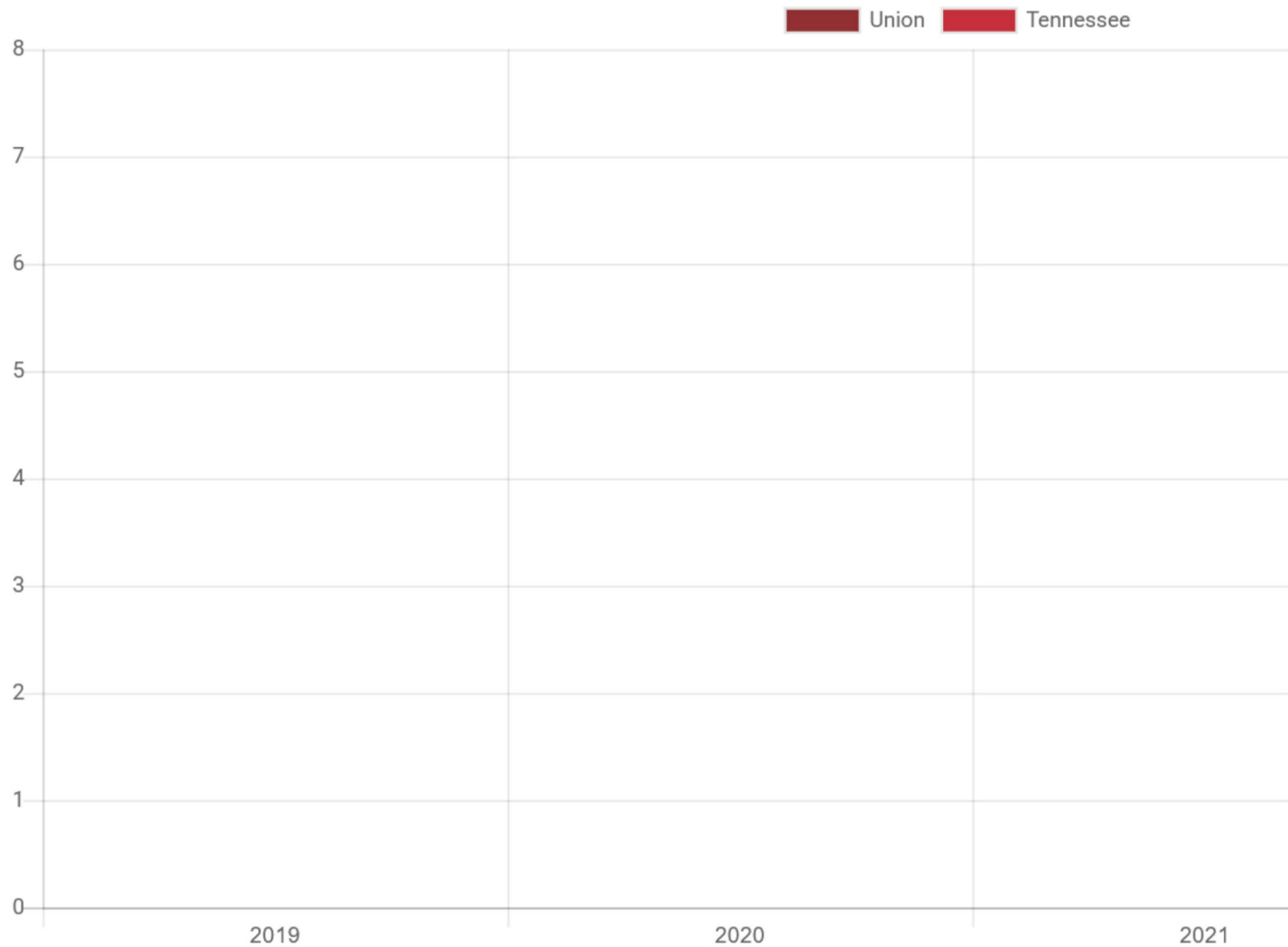
Tennessee Department of Revenue (2024)

The Tax Foundation (2024)

LABOR FORCE

LABOR FORCE ESTIMATES (2023)	TENNESSEE	UNION	UNEMPLOYMENT RATE*	TENNESSEE	UNION
Labor Force	3,379,605	7,912	2019	7.40%	6.80%
Employment	3,267,935	7,614	2020	4.50%	4.20%
Unemployment	111,670	298	2021	3.40%	3.80%
Unemployment Rate	3.30%	3.80%	2022	3.30%	3.80%

UNEMPLOYMENT RATE (BY PERCENTAGE)



Sources:

U.S. Bureau of Labor Statistics

INDUSTRIES

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
Other Services (except Public Administration)	41	12	\$34,128
Government	784	22	\$38,587

Total	2,664	280	\$44,933
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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	TOTAL EMPLOYMENT
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

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
Union County Board of Education	471	Maynardville
Clayton Homes	200	Maynardville
Union County Government	150	Maynardville
Food City	114	Maynardville

TRANSPORTATION & LOGISTICS

TRANSPORTATION

Nearest Commercial Service Airport	McGhee Tyson (Knoxville)
Distance to Nearest Commercial Service Airport	38
Daily Flights At Nearest Commercial Service Airport	84
Nearest General Aviation Airport	Claiborne County Airport
Distance to Nearest General Aviation Airport	23.5
Runway Length at Nearest General Aviation Airport	5,208'
Mean Travel Time to Work (Minutes)	31.8
Access of Interstate	I-75 (7 miles)
U.S. Highways	NONE
State Highways	33, 61, 131, 144, 170, 370
Nearest Port (From County Seat)	Knoxville
Railroads Serving County	NS

Sources:

Tennessee Department of Transportation

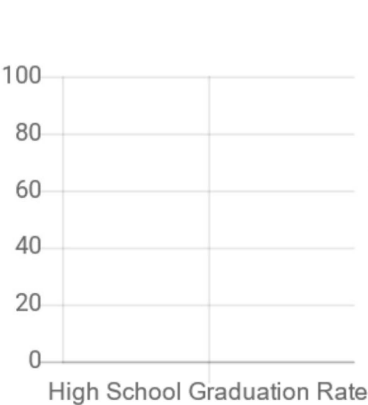
Federal Aviation Administration, Aeronautical Data (2024)

U.S. Census Bureau, 2018-2022 5-Year American Community Survey

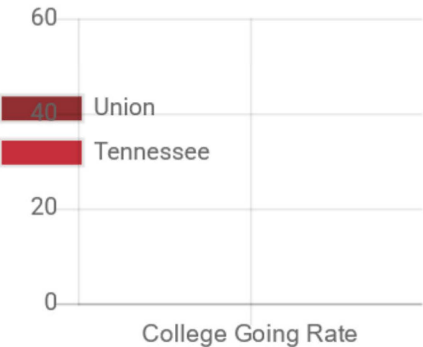
EDUCATION

GENERAL STATS	UNION	TENNESSEE
Population Aged 25-64 With High School Degree Or Higher	81.3%	91.5%
Population Aged 25-64 With Associate's Degree Or Higher	19.4%	41.2%
Population Aged 25-64 With Bachelor's Degree Or Higher	10.5%	32.8%
High School Graduation Rate	89.9%	90.6%
College Going Rate	49.5%	56.7%
Average ACT Score	16.7	19.0

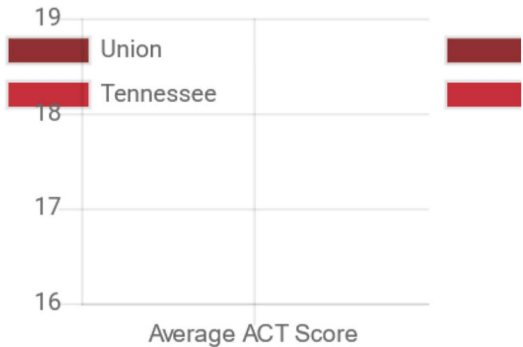
HIGH SCHOOL GRADUATION
RATE



COLLEGE GOING RATE



AVERAGE ACT SCORE



UNION COUNTY SCHOOLS	ENROLLMENT
Elementary Schools	3,008
Middle Schools	1,887

REGIONAL HIGHER EDUCATION INSTITUTIONS	CITY	ENROLLMENT
The University of Tennessee-Knoxville	Knoxville	33,805
Pellissippi State Community College	Knoxville	8,452
Lincoln Memorial University	Harrogate	5,418
Tennessee College of Applied Technology-Knoxville	Knoxville	1,157
Johnson University	Knoxville	939
Tennessee College of Applied Technology-Jacksboro	Jacksboro	328

Sources:

U.S. Census Bureau, 2022 1-Year American Community Survey,

U.S. Census Bureau, 2022 5-Year American Community Survey

Tennessee Department of Education (2022-2023)

National Center for Education Statistics

Tennessee Board of Regents and Tennessee Higher Education Commission

† Regional higher education institutions include those within the selected and surrounding counties.

Due to data availability, federal graduation rates were used for Clay, Fentress, and Haywood counties.

HEALTH & PUBLIC SAFETY

DOCTORS		OVERWEIGHT & OBESITY PREVALENCE	
Number of Doctors	5	Adults*	27.9
		Children** (Grade 8)	42.9

REGIONAL HOSPITALS	NUMBER OF BEDS	CITY
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Sources:
American Medical Association (2023)
National Center for Chronic Disease Prevention and Health Promotion
Tennessee Department of Health
† Regional hospitals include those within the selected and surrounding counties.

CLIMATE

CLIMATE	
Average High Temperature	68.7°F
Average Low Temperature	46.5°F
Average Annual Temperature	57.6°F
Annual Rainfall	56.90"
Elevation (at County Seat)	1,050'
Prevailing Winds	Southwest

Sources:
National Oceanic and Atmospheric Administration (2023)

COMMUNITY INFORMATION

LUTTRELL	
Population (2022)	830
Charter Type	Private Act
Local Option Sales Tax Rate	2.25%
Phone Number	(865) 992-0870
Retire Tennessee Participant	No
Tennessee Downtowns Participant	No

Main Street Participant

No

MAYNARDVILLE**Population (2022)**

2,526

Charter Type

General Law Manager-Commission

Local Option Sales Tax Rate

2.25%

Phone Number

(865) 992-3821

Retire Tennessee Participant

No

Tennessee Downtowns Participant

No

Main Street Participant

No

PLAINVIEW**Population (2019)**

1,872

Charter Type

General Law Mayor-Alderman

Local Option Sales Tax Rate

2.25%

Phone Number

(865) 992-5841

Retire Tennessee Participant

No

Tennessee Downtowns Participant

No

Main Street Participant

No

ADDITIONAL COMMUNITY INFORMATION

Sources:

Tennessee Municipal Technical Advisory Service

Tennessee Department of Revenue (2015)

Tennessee Comptroller of the Treasury (2015)

U.S. Census Bureau, 2010-2014 5-Year American Community Survey

East Tennessee

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



In Demand Occupations to 2026

Personal Skills and Abilities

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

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
Doctoral or professional degree										
Lawyers	80	\$100,947	●	○	●	●				A
Health Specialties Teachers, Postsecondary	75	n/a	●	●	●	●	●			
Master's degree										
Educational, Guidance, School, and Vocational Counselors	95	\$48,276	●	○	●	●				A
Education Administrators, Postsecondary	90	\$87,599	●	○	●	○	○			A
Education Administrators, Elementary and Secondary School	80	\$81,360	●	●	●	●				
Nurse Practitioners	75	\$95,168	●	○	●	●	●			
Bachelor's degree										
General and Operations Managers	825	\$83,083	●	○	●	●	○			
Registered Nurses	605	\$56,850	●	○	●	●	○			
Elementary School Teachers, Except Special Education	385	\$49,360	●	○	●	●	○			A
Accountants and Auditors	320	\$64,088	●	●	●	●				
Financial Managers	250	\$80,047	●	●	●	●				
Secondary School Teachers, Except Special and Career/Technical Education	240	\$50,515	●	○	●	●	○			A
Middle School Teachers, Except Special and Career/Technical Education	175	\$50,131	●	●	●	●				A
Human Resources Specialists	165	\$49,042	●	○	●	○				A
Child, Family, and School Social Workers	160	\$42,335	●	○	●	●	○			A
Medical and Health Services Managers	150	\$84,512	●	○	●	●	○			
Sales Managers	140	\$99,215	●	●	●	●				
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	140	\$67,244	●	○	●	●				A
Market Research Analysts & Marketing Specialists	125	\$51,117	●	●	○	●	○	○		
Loan Officers	125	\$60,790	●	●	●	○				
Management Analysts	115	\$79,069	●	●	●	●				
Construction Managers	115	\$70,177	●	●	●	●	○			

✓ Jobs in Demand

✓ Positive Job Growth

✓ At least 75 expected annual job openings

East Tennessee

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



In Demand Occupations to 2026

Personal Skills and Abilities

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

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

East Tennessee

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



In Demand Occupations to 2026

Personal Skills and Abilities

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

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
Some college, no degree										
Computer User Support Specialists	180	\$41,266	●	○	●	○	○	○	○	
High school diploma or equivalent										
First-Line Supervisors of Office and Administrative Support Workers	675	\$49,639	●	○	●	●				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	445	\$48,646	●	○	●	●				
Food Service Managers	425	\$46,888	●	○	●	●				
First-Line Supervisors of Production and Operating Workers	330	\$57,876	●	○	○	●			○	
Electricians	275	\$52,036	●	●	○	○	○		●	
Industrial Machinery Mechanics	270	\$47,212	○	○	○	○	○	○	●	
First-Line Supervisors of Construction Trades and Extraction Workers	245	\$52,846	●	○	●	●	○		○	
First-Line Supervisors of Non-Retail Sales Workers	230	\$63,661								
First-Line Supervisors, Mechanics, Installers, Repairers	205	\$60,192	●	●	●	●			●	
Police and Sheriff's Patrol Officers	180	\$39,428	●	○	●	●				
Chefs and Head Cooks	160	\$46,901	●	●	●	●				A
Property, Real Estate, and Community Association Managers	150	\$43,032	●	○	●	●				
Welders, Cutters, Solderers, and Brazers	145	\$37,817	●	○	○	○			○	
Bus and Truck Mechanics and Diesel Engine Specialists	140	\$39,953	○	○	○	○			●	
Maintenance Workers, Machinery	140	\$43,495	●	○	○	○			●	
Machinists	135	\$45,531	●	○	○	○			○	
Operating Engineers and Other Construction Equipment Operators	130	\$38,236	○	○	○	○			○	
Plumbers, Pipefitters, and Steamfitters	125	\$44,121	●	○	●	○			●	

✓ Jobs in Demand

✓ Positive Job Growth

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East Tennessee

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



In Demand Occupations to 2026

Personal Skills and Abilities

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

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
High school diploma or equivalent continued										
Executive Secretaries and Executive Administrative	115	\$48,021	●	○	●	○				
Welding, Soldering, and Brazing Machine Setters, Operators, and	95	\$36,688	○	○	○	○			○	
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	75	n/a	●	○	●	●			○	

✓ Jobs in Demand

✓ Positive Job Growth

✓ At least 75 expected annual job openings

For more information, please contact:

Workforce Insights, Research and Reporting Engine Division

Wired.Info@tn.gov; (615) 741-2284

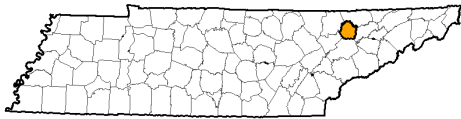
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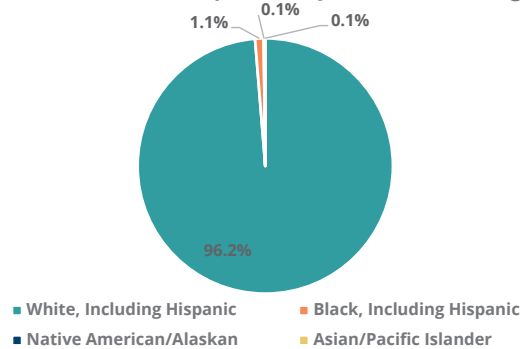
Tennessee Department of Labor and Workforce Development;
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68th UNION

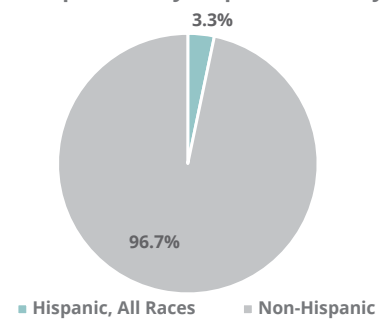
Population Under 18: 20.8%



Child Population by Race



Child Population by Hispanic Ethnicity



Published May 2023

ECONOMIC WELL-BEING 22ND

	Rank	Previous Percent/Rate	Previous Rank
Children living in poverty 23.5%	66th	27.6%	88th
Severe housing cost burden 7.5%	7th	10.7%	65th
Child care cost burden 23.0%	31st	23.2%	61st

EDUCATION 90TH

	Rank	Previous Percent/Rate	Previous Rank
3rd to 8th grade reading proficiency 20.1%	91st	18.0%	87th
3rd to 8th grade math proficiency 14.3%	92nd	13.2%	87th
Youth graduating high school on time 89.7%	80th	85.8%	86th

HEALTH 67TH

	Rank	Previous Percent/Rate	Previous Rank
Children who are food insecure 14.0%	57th	18.6%	65th
Children who lack health insurance 7.4%	80th	5.4%	60th
Babies born at a low birthweight 8.4%	40th	8.1%	33rd

FAMILY & COMMUNITY 28TH

	Rank	Previous Percent/Rate	Previous Rank
Children living in single parent families 30.4%	34th	18.4%	10th
Children who are chronically absent 13.2%	17th	12.4%	45th
Victims of abuse or neglect per 1,000 14.6	57th	13.7	55th

Union County

Number Rate Tennessee Rate County Rate as a percentage of State Rate County Rank

Demographics

Total population (state value is number not rate)	20,041	NA	6,975,170	0.3%	67
Population under 18 years of age (percent of total population)	4,176	20.8%	22.0%	94.7%	51

Economic Well-Being

Youth unemployment	7	1.8%	12.9%	14.0%	6
Per capita personal income (state value is dollars not rate)	\$40,349	NA	\$56,560	71.3%	75
Median home sales price (state value is dollars not rate)	\$208,000	NA	\$283,410	73.4%	36
Children receiving Families First grants (TANF)	114	2.7%	1.5%	182.4%	81
Children receiving Supplemental Nutrition Assistance (SNAP)	1,275	30.5%	24.0%	127.1%	75
Fair market rent (percent of monthly median household income)	\$1,287	30.2%	21.1%	143.5%	90

Education

School age special education services	744	12.8%	12.2%	105.3%	31
TEIS participation (percent of children age 0 to 2)	28	4.6%	3.8%	121.5%	81
Cohort high school dropouts (percent of class cohort)	22	9.8%	6.7%	145.9%	88
Event high school dropouts (percent of students grade 9 to 12)	88	10.4%	4.0%	260.7%	93
Economically disadvantaged students	1,858	32.0%	30.0%	106.7%	46
School suspensions	85	1.5%	5.1%	28.9%	18
Graduating seniors scoring 21 or better on the ACT at least once	34	19.4%	35.3%	54.9%	85
Young adult college enrollment (percent of graduating seniors)	446	34.6%	52.8%	65.5%	94

Health

Neonatal abstinence syndrome (per 1,000 live births)	*	*	6.6	*	*
Births to mothers who smoked during pregnancy	63	27.6%	9.1%	303.6%	91
Children on TennCare (Medicaid)	3,271	67.5%	55.3%	122.0%	77
Total TennCare (Medicaid) enrollees	6,098	30.4%	24.9%	122.2%	71
Births covered by TennCare (Medicaid)	162	70.7%	55.1%	128.5%	73
Children qualified for Medicaid/CHIP but uninsured	196	7.2%	7.6%	94.7%	50
Infant mortality (per 1,000 live births)	*	*	6.2	*	*
Neonatal death (per 1,000 live births)	0	0.00	3.2	0.0%	1
Child deaths (per 100,000 children age 1 to 14)	0	0.00	20.7	0.0%	1
Teen violent deaths (per 100,000 youth age 15 to 19)	0	0.0	69.7	0.0%	1
Adequate prenatal care	197	86.0%	73.9%	116.4%	3
Pediatric physicians (per 100,000 children)	1	23.9	76.5	31.3%	45
Public school students measured as overweight/obese	NA	*	42.8%	*	*
Teens with STDs (per 1,000 youth age 15 to 17)	5	6.9	16.6	41.4%	14
WIC participation (percent of children under 5)	828	80.3%	31.7%	253.3%	95
Dentists by county (per 100,000 residents)	2	10.0	41.4	24.1%	85

Family & Community

Reported child abuse cases	264	6.3%	4.6%	137.7%	76
Commitment to state custody (per 1,000 children)	28	6.0	2.8	215.5%	79
Remaining in state custody (per 1,000 children)	54	11.7	5.3	220.2%	86
Juvenile court referrals	173	4.1%	1.8%	231.3%	88
Recorded marriages (per 1,000 residents)	140	6.9	6.6	105.1%	34
Recorded divorces (per 1,000 residents)	81	4.0	3.2	125.4%	74
Young driver accidents (percent of age 15-24 driver's licenses)	65	3.8%	12.3%	31.1%	8
Regulated child care spaces (percent of children age 0 to 12)	339	11.6%	28.9%	40.0%	88
Child care assistance (per 1,000 children age 0 to 12)	16	5.5	24.9	21.9%	22

Union

Overall

At 68th, Union County is in the bottom half of Tennessee counties in child well-being. The county's strongest area was Economic Well-Being.

Strengths

Union's strongest indicator is the percent of households in the county experiencing a severe housing cost burden, where the county ranks 7th. The county also performs well in the percent of chronic absenteeism among public school students at 13.2%.

Opportunities

The county's biggest challenge is the percent of students who scored "On Track" or "Mastered" in TCAP Math, where it ranks 92nd. There are opportunities for improvement in the percent of students who scored "On Track" or "Mastered" in TCAP Reading as well.

Policy/Practice/Program Options to Improve Outcomes

Many of these policies have multiple models for delivery, including public-private partnership, non-profit partners and community engagement.

Expanding pre-K access, allowing early assessment of reading skills coupled with appropriate interventions where needed, can improve reading proficiency in later grades. Pre-k access along with STEM opportunities in elementary and middle schools can improve math proficiency. Many local public libraries offer creative programming and contests to encourage children and youth to read more. The Tennessee State Library and Archives supports local libraries with training and materials for summer reading programs. The Tennessee STEM Innovation Network offers resources and support to help schools implement STEM programs locally. In addition, the Tennessee Department of Education supports summer learning camps for all students but especially to support those who have fallen behind.

Indicator Definitions and History

Children living in poverty - Percent of children living in a household below the federal poverty line. Source: US Census Bureau Small Area Income and Poverty Estimates (2021).

Severe housing cost burden - Percent of households spending 50% or more of their income on housing. Source: American Community Survey, 5-year estimates (2017-2021). New to the county profiles, it replaces Fair Market Rent. It is more closely aligned to a KIDS COUNT national indicator, does not apply only to rental housing, and is a rate rather than a dollar value.

Child care cost burden - Child care costs for a household with two children as a percent of median household income. Source: Produced by the University of Wisconsin Population Health Institute using The Living Wage Calculator (2022) and Small Area Income and Poverty Estimates (2021). This is new to the rankings and replaces Median Household Income (MHI). We wanted an indicator expressed as a percentage rather than a dollar amount as well as one that related to a common family expense. Income is already somewhat measured in poverty estimates. In addition, this indicator uses MHI in its calculation.

3rd to 8th grade reading proficiency - Percent of third- to eighth-grade students who scored "on-track" or "mastered" on the Tennessee Comprehensive Assessment Program (TCAP) reading and language test. Source: Tennessee Department of Education (2021-22).

3rd to 8th grade math proficiency - Percent of third- to eighth-grade students who scored "on-track" or "mastered" on the Tennessee Comprehensive Assessment program (TCAP) math test. Source: Tennessee Department of Education (2021-22).

Youth graduating high school on time - Percent of ninth-grade cohort that graduates in four years. Source: Tennessee Department of Education (2021-22).

Children who are food insecure - Percent of children who sometimes lack access to adequate food. Source: Map the Meal Gap (2021). This is new to the rankings and replaces child and teen death rates, which, because the Department of Health has tightened its data suppression rules, is no longer available for all counties. We did not have an indicator for all counties to line up with overweight/obesity data in the national ranking, so we searched for an one related to nutrition and healthy eating.

Children who lack health insurance - Percent of children who lack health insurance. Source: US Census Bureau Small Area Health Insurance Estimates (2020).

Babies born at a low birthweight - Percent of live births where baby weighs less than 2,500 grams (5.5 pounds), averaged over three years. Source: Tennessee Department of Health (2019-21), with three counties estimated using American Community Survey 5-year data (2015-19, 2016-20, 2017-21). It has been in our county profiles from the beginning, though it was previously just one-year data. The Department of Health has tightened its data suppression rules, and dozens of counties' data were unavailable with one-year numbers. Three-year numbers still left three counties suppressed. Those were estimated from 5-year American Community Survey data.

Children living in single parent families - Single-parent households as a percent of all households with children. Source: American Community Survey, 5-year estimates (2017-2021). New to the county profiles, it replaces births to unmarried females, which in turn replaced teen births. As the Tennessee Department of Health tightened its data suppression rules, teen birth data was no longer available for all counties. Children born to unmarried females was always an attempt to roughly estimate teen births using different data. In moving from actual counts to ACS 5-year estimates, we decided to use this indicator over teen births as it affects families with parents of all ages.

Children who are chronically absent - Children who are absent 10 percent or more of school days for any reason, including excused/unexcused absences and out-of-school suspensions. Source: Tennessee Department of Education (2021-22). New to the county profiles, it replaces school suspensions, which have suppressed data for many counties.

Victims of abuse or neglect per 1,000 - Child victims of abuse or neglect. In cases with multiple children each child is counted individually. The total is the number of children associated with substantiated cases of severe abuse and of determinations of "Services Court Ordered" or "Services Needed" in cases of non-severe abuse or neglect. Children with multiple cases during the year are counted only once. The rate is per 1,000 children. Source: Tennessee Department of Children's Services (2021). This has been in our county rankings from the beginning, but we have moved to counting children rather than cases.



**Systemwide Articulation Agreement Between
Colleges in The College System of Tennessee
For the Period of Fall 2022 through Summer 2025**

**Articulation of Practical Nursing Delivered at the
Tennessee Colleges of Applied Technology to be Applied Toward
The A.A.S. in Nursing Delivered at Specified
Community Colleges in Tennessee**

The Tennessee community colleges hereinafter referred to as the "CC(s)" and the Tennessee colleges of applied technology hereinafter referred to as the "TCAT(s)" have entered into a statewide partnership which promotes student transfer and program articulation. The partnership is for the purpose of providing eligible TCAT students the opportunity to receive college credit upon successful completion of a qualified program at a TCAT and/or by earning recognized industry certification(s) as identified in "APPENDIX A."

OVERVIEW

In accordance with the guidelines set forth by the Tennessee Board of Regents (TBR), the Tennessee Higher Education Commission (THEC), and the procedures established by the individual CCs, we hereby enter into this Agreement to provide the eligible TCAT students the opportunity to receive college credit upon successful completion of a qualified program at a TCAT and by earning recognized industry certification(s) or meeting other criteria as identified in "APPENDIX A."

The CCs determine awarded credits based upon the course completion(s), certification(s) earned, or other specified requirements.

1. TCATs will indicate on student transcripts the specific coursework completed and certifications taken and passed (if known).
2. When evaluating student transcripts, the CC will award credit based on criteria identified in "APPENDIX A."
3. In addition, CCs may award credit based upon evaluation of transcripts on a course-by-course basis.
4. Pre-requisite courses must be considered prior to accepting credit via this agreement.
5. Students must meet the standards and follow the procedures of the individual CC catalog for the year they enrolled in the articulated course/program or follow the current year CC catalog.
6. The awarding of any nontraditional credit (e.g. CLEP, AP credit-by-exam, military services, etc.) may be granted for coursework not identified in "APPENDIX A."
7. Upon an institution's request this agreement will be reviewed.
8. This agreement will remain in effect until modified or rescinded by the duly authorized signatories, or until the term of the agreement has expired.
9. The CCs and the TCATs shall:
 - a. Designate a responsible party to provide oversight of details and disseminate general program information to students.
 - b. Determine course(s) to award credit based upon recommendation of content

- faculty.
 - c. Agree to review every three years the certifications/courses and/or Student Learning Outcomes for which college credit will be awarded.
 - d. Establish a process to ensure effective coordination between the individual CC(s) and TCAT(s). The Statewide Articulation Committee shall serve as a resource for questions or concerns that may arise and will consist of representatives from both the CC(s) and the TCAT(s) that are faculty or curriculum coordinators for the discipline as appointed by the chief academic officer at the CC and the President at the TCAT.
10. The SACSCOC accredited institution agrees to accept specific course work from a non-SACSCOC accredited institution to be applied toward an award from a SACSCOC accredited institution. That course work may not be accepted by other colleges or universities in transfer, even if it appears on a student transcript. The decision to accept course work in transfer from any institution is made by the receiving institution, and the acceptance of credits or course work is based on the receiving institution's regulations and guidelines."
11. This agreement will commence the semester following the signing thereof.

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**Articulation of Practical Nursing Delivered at the
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The A.A.S. in Nursing Delivered at Specified
Community Colleges in Tennessee**

APPENDIX A

Awarding of College Credit to Practical Nursing graduates of Tennessee Colleges of
Technology into the A.A.S. in Nursing

TCAT Requirements	Credit Hours	Community College Course Awarded
Graduation from a TCAT LPN program and the student must hold an unencumbered TN LPN license	7 PLA credit hours	Graduation from TCAT LPN license with unencumbered TN LPN license

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

Non-Academic Admission Requirements

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

Academic Admission Requirements

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

APPENDIX A (continued)

Prerequisite Course Requirements for Admission into RN Program

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

Licensure Requirements

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

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

Prior Learning Assessment (PLA) Credit

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

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

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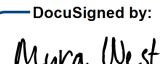
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TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN:

DocuSigned by:

Susanne Cox
President
2022-08-02 | 4:35 PM CDT
Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MURFREESBORO:

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Carol Puryear
President
2022-08-01 | 9:51 AM PDT
Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY NASHVILLE:

DocuSigned by:

Nathan Garrett
President
2022-08-01 | 11:18 AM CDT
Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY NEWBERN:

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Yolanda Jones
President
2022-08-01 | 11:22 AM CDT
Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY ONEIDA:

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Dwight E. Murphy
President
2022-08-01 | 9:20 AM PDT
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TENNESSEE COLLEGE OF APPLIED TECHNOLOGY PARIS:

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Willie Guffy
President
2022-08-01 | 12:56 PM CDT
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TENNESSEE COLLEGE OF APPLIED TECHNOLOGY PULASKI:

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Mike Whitehead
President
2022-08-01 | 11:19 AM CDT
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TENNESSEE COLLEGE OF APPLIED TECHNOLOGY RIPLEY:

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President 03D6925F4708B451... Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY SHELBYVILLE:

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President 00940E... Date

TENNESSEE BOARD OF REGENTS COMMUNITY COLLEGES

CHATTANOOGA STATE COMMUNITY COLLEGE:

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2022-08-03 | 7:25 PM PDT

President 05767D49A9874E0... Date

CLEVELAND STATE COMMUNITY COLLEGE:

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2022-08-04 | 8:59 AM EDT

President 0439F409F31465... Date

COLUMBIA STATE COMMUNITY COLLEGE:

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President 0B5D93262AD8F428... Date

DYERSBURG STATE COMMUNITY COLLEGE:

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President 05728A1730C8040A... Date

JACKSON STATE COMMUNITY COLLEGE:

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President Date

MOTLOW STATE COMMUNITY COLLEGE:

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2022-08-03 | 8:40 AM CDT
President Date

NASHVILLE STATE COMMUNITY COLLEGE:

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NORTHEAST STATE COMMUNITY COLLEGE:

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President Date

PELLISSIPPI STATE COMMUNITY COLLEGE:

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President Date

ROANE STATE COMMUNITY COLLEGE:

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President Date

SOUTHWEST TENNESSEE COMMUNITY COLLEGE:

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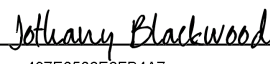
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President Date

WALTERS STATE COMMUNITY COLLEGE:

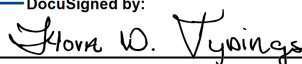
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President
2022-08-01 | 3:45 PM EDT
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TENNESSEE BOARD OF REGENTS:

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Vice Chancellor, Academic Affairs
2022-08-16 | 11:20 AM CDT
Date

TENNESSEE BOARD OF REGENTS:

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Chancellor
2022-08-16 | 11:22 AM CDT
Date

**Systemwide Articulation Agreement Between
Colleges in The College System of Tennessee
For the Period of Fall 2022 through Summer 2025**

**Articulation of Nursing Aid Program Delivered at the
Tennessee Colleges of Applied Technology to be Applied Toward
The A.A.S. in Health Science Delivered at Specified
Community Colleges in Tennessee**

The Tennessee community colleges hereinafter referred to as the "CC(s)" and the Tennessee colleges of applied technology hereinafter referred to as the "TCAT(s)" have entered into a statewide partnership which promotes student transfer and program articulation. The partnership is for the purpose of providing eligible TCAT students the opportunity to receive college credit upon successful completion of a qualified program at a TCAT and/or by earning recognized industry certification(s) as identified in "APPENDIX A" and "APPENDIX B."

OVERVIEW

In accordance with the guidelines set forth by the Tennessee Board of Regents (TBR), the Tennessee Higher Education Commission (THEC), and the procedures established by the individual CCs, we hereby enter into this Agreement to provide the eligible TCAT students the opportunity to receive college credit upon successful completion of a qualified program at a TCAT and by earning recognized industry certification(s) or meeting other criteria as identified in "APPENDIX A" OR "APPENDIX B."

The CCs determine awarded credits based upon the course completion(s), certification(s) earned, or other specified requirements.

1. TCATs will indicate on student transcripts the specific coursework completed and certifications taken and passed (if known).
2. When evaluating student transcripts, the CC will award credit based on criteria identified in "APPENDIX A" OR "APPENDIX B."
3. In addition, CCs may award credit based upon evaluation of transcripts on a course-by-course basis.
4. Pre-requisite courses must be considered prior to accepting credit via this agreement.
5. Students must meet the standards and follow the procedures of the individual CC catalog for the year they enrolled in the articulated course/program or follow the current year CC catalog.
6. The awarding of any nontraditional credit (e.g. CLEP, AP credit-by-exam, military services, etc.) may be granted for coursework not identified "APPENDIX A" OR "APPENDIX B."
7. Upon an institution's request this agreement will be reviewed.
8. This agreement will remain in effect until modified or rescinded by the duly authorized signatories, or until the term of the agreement has expired.
9. The CCs and the TCATs shall:
 - a. Designate a responsible party to provide oversight of details and disseminate general program information to students.

- b. Determine course(s) to award credit based upon recommendation of content faculty.
 - c. Agree to review every three years the certifications/courses and/or Student Learning Outcomes for which college credit will be awarded.
 - d. Establish a process to ensure effective coordination between the individual CC(s) and TCAT(s). The Statewide Articulation Committee shall serve as a resource for questions or concerns that may arise and will consist of representatives from both the CC(s) and the TCAT(s) that are faculty or curriculum coordinators for the discipline as appointed by the chief academic officer at the CC and the President at the TCAT.
10. The SACSCOC accredited institution agrees to accept specific course work from a non-SACSCOC accredited institution to be applied toward an award from a SACSCOC accredited institution. That course work may not be accepted by other colleges or universities in transfer, even if it appears on a student transcript. The decision to accept course work in transfer from any institution is made by the receiving institution, and the acceptance of credits or course work is based on the receiving institution's regulations and guidelines."
11. This agreement will commence the semester following the signing thereof.



**Systemwide Articulation Agreement Between
Colleges in The College System of Tennessee
For the Period of Fall 2022 through Summer 2025**

**Articulation of Nursing Aid Program Delivered at the
Tennessee Colleges of Applied Technology to be Applied Toward
The A.A.S. in Health Science Delivered at Specified
Community Colleges in Tennessee**

APPENDIX A

Awarding of College Credit to Nurse Aid program graduates of Tennessee Colleges of
Technology into the A.A.S.in Health Science degree

Professional Licensure	Credit Hours	Community College Course Title
Certified Nursing Assistant (CNA)-State Licensure	3	ALHS 1010- Introduction to Health Sciences
	3	AHSC 1200-Certified Nursing Assistant
	3	AHSC 1210-Certified Nursing Assistant Lab
*Total credit hours available to earn	9	

*Students may earn credit hours for other courses based upon faculty approval. This pathway to the A.A.S. in Health Science is available **at Jackson State Community College.**

APPENDIX B

Awarding of College Credit to Nurse Aid program graduates of Tennessee Colleges of
Technology into the A.A.S.in Health Science degree

Professional Licensure	Credit Hours	Community College Course Title
Nurse Aide Courses (120 hours)	3	ALHS 2316-Experiential Portfolio
Certified Nurse Aide (CNA)	3	ALHS 2316-Experiential Portfolio
*Total credit hours available to earn	6	

* Students earn credit hours based upon faculty approval after completing ALHS 2315, Experiential Learning, as part of the Health Science degree course requirements **at Roane State Community College or Chattanooga State Community College.**

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY CROSSVILLE:

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2022-07-29 | 4:36 PM PDT
President Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY ELIZABETHTON:

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2022-07-29 | 8:03 PM CDT
President Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HARRIMAN:

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2022-08-01 | 5:04 AM PDT
President Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HARTSVILLE:

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TENNESSEE COLLEGE OF APPLIED TECHNOLOGY JACKSBORO:

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2022-07-30 | 11:43 AM CDT
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TENNESSEE COLLEGE OF APPLIED TECHNOLOGY KNOXVILLE

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TENNESSEE COLLEGE OF APPLIED TECHNOLOGY LIVINGSTON:

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2022-07-29 | 5:05 PM CDT
President Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MEMPHIS:

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2022-07-31 | 7:40 PM CDT
President Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MURFREESBORO:

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2022-07-31 | 2:32 PM PDT
President Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY NEWBERN:

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Houlanda Jones 2022-07-29 | 5:07 PM CDT
President 9D25F01B4A74CB... Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY ONEIDA:

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Dwight E. Murphy 2022-07-30 | 7:43 AM PDT
President 8F17159B84C9... Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY PULASKI:

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Mike Whitehead 2022-07-29 | 4:45 PM CDT
President FF5A9118F50A440... Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY SHELBYVILLE:

DocuSigned by:
Laura Monks 2022-07-29 | 2:32 PM PDT
President F268472740040E... Date

CHATTANOOGA STATE COMMUNITY COLLEGE:

DocuSigned by:
Rebecca Ashford 2022-08-03 | 7:15 PM PDT
President 7F7B94146B74E0... Date

ROANE STATE COMMUNITY COLLEGE:

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Dr. Chris Whaley/MM 2022-07-29 | 4:20 PM PDT
President FF27687D349441... Date

JACKSON STATE COMMUNITY COLLEGE:

DocuSigned by:
George Pimentel 2022-08-01 | 6:17 AM PDT
President F62C341FE4B8472... Date

TENNESSEE BOARD OF REGENTS:

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Jathany Blackwood 2022-08-03 | 9:42 PM CDT
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Vice Chancellor, Academic Affairs

Date

TENNESSEE BOARD OF REGENTS:

DocuSigned by:

Chancellor

DS


2022-08-04 | 5:57 AM CDT

Date

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

This Agreement entered into this 19th day of January, 2025 by and between Tennessee College of Applied Technology Knoxville, (hereinafter referred to as the “College”) and Covenant Health and SunBridge Regency - Tennessee, LLC d/b/a Willow Ridge Center, (hereinafter collectively referred to as the “Employer Participants”) and Union County Public Schools and Walters State Community College, (hereinafter collectively referred to as the “Educational Participants”), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

PURPOSE

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

I. ROLES

1. COLLEGE ROLE:

The College agrees to the following responsibilities:

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

2. EMPLOYER PARTICIPANTS:

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

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

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

3. EDUCATION PARTICIPANTS:

Education Participants agree to the following responsibilities:


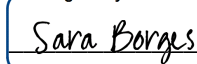
- Recruiting students to enroll in Health Career Pathways
- Providing students with WBL (Work-Based Learning) opportunities by engaging students and employers in meaningful activities
- Managing dual enrollment/dual credit with the College
- Providing students the opportunity to obtain industry credentials, including underrepresented groups of students (economically disadvantaged, students with disabilities, students in foster care; and students with parents that are in the armed forces or on active duty) as well as non-traditional
- Monitor Employer Participant engagement


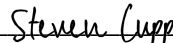
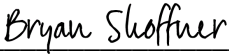
The Education Participants agree that there is a need for these programs in their rural communities because of a lack of overall awareness and access in secondary students regarding health careers in their local geographic

area. The benefits include a potentially increased employment rate and income for the rural communities they serve and providing increased access to quality health care.

II. MISCELLANEOUS:

1. Modification of roles/responsibilities and the sustainability of the program are collectively decided by the parties.
2. An Employer Participant or Educational Participant may terminate its relationship with the program at the end of an academic term with a 30-day written notice to the College.
3. Employer Participants and Educational Participants and may be added through written Amendment to this Agreement.
4. Term. The term of this Agreement shall be August 1, 2025 through July 31, 2029.
5. Counterparts. This Agreement may be executed in any number of counterparts, each of which together shall be deemed to be original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such a facsimile or ".pdf" signature page was an original thereof.

<p>COLLEGE: Tennessee College of Applied Technology</p> <p>Signed by:  <small>14B7C44A782C1425...</small></p> <p>Signature</p> <p><u>Kelli Chaney, President</u> Name and Title</p> <p>2025-01-20 9:11 AM PST</p> <p>_____ Date</p>	<p>EMPLOYER PARTICIPANT: Covenant Health</p> <p>Signed by:  <small>212B63D4C7E2425...</small></p> <p>Signature</p> <p><u>Dr. Sara Borges, DNP-FNP, RN</u> Name and Title</p> <p>2025-01-20 9:37 AM CST</p> <p>_____ Date</p>
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<p>EDUCATIONAL PARTICIPANT: Walters State Community College</p> <p>DocuSigned by:  Signature 1A684EA...</p> <p><u>Tony Miksa, President</u> Name and Title</p> <p>2025-01-27 10:11 AM EST Date</p>	<p>EMPLOYER PARTICIPANT: SunBridge Regency - Tennessee, LLC d/b/a Willow Ridge Center</p> <p>DocuSigned by:  Signature 871B94C0...</p> <p>Steven Cupp Name and Title</p> <p>2025-01-30 9:29 AM EST Date</p>
<p>EDUCATIONAL PARTICIPANT: Union County Public Schools</p> <p>DocuSigned by:  Signature 930FF0A97EC64B2...</p> <p><u>Bryan Shoffner, CTE Director</u> Name and Title</p> <p>2025-01-22 8:50 AM PST Date</p>	<p>EMPLOYER PARTICIPANT:</p> <p>Signature</p> <p>Name and Title</p> <p>Date</p>
<p>EDUCATIONAL PARTICIPANT:</p> <p>Signature</p> <p>Name and Title</p> <p>Date</p>	<p>EMPLOYER PARTICIPANT:</p> <p>Signature</p> <p>Name and Title</p> <p>Date</p>



Collaborative Framework

The partnership for the Nurse Aide-Practical Nurse-Registered Nurse Apprenticeship Pathway will operate within a structured and collaborative framework to ensure effective implementation and ongoing success. This framework will include the following key components:

Bi-Annual Meetings

- **Purpose:** Bi-annual meetings will serve as a platform for partners to review program progress, address challenges, and discuss updates.
- **Participants:** Representatives from each partner organization, including Covenant Health, Willow Ridge Rehabilitation and Living Center, TCAT Knoxville, Walters State Community College, and local high schools.
- **Agenda:** Topics will include student enrollment and retention, curriculum alignment, work-based learning opportunities, and program outcomes.
- **Outcomes:** Meetings will result in actionable steps to address identified challenges and ensure alignment with program goals.

Quarterly Narrative Reporting

- **Purpose:** Quarterly Narrative Reports will provide updates on program performance, milestones, challenges, and achievements.
- **Timing:** Reports will be sent via email following the completion of reimbursement reports for THEC.
- **Content:** Narrative reports will include data on enrollment, progress updates, and program objectives in alignment with grant requirements.

Continuous Improvement

The collaborative framework will incorporate a feedback loop where insights from bi-annual meetings and quarterly narrative reports are used to make data-driven improvements to the program. This structured approach will ensure transparency, accountability, and the achievement of shared goals.

By fostering strong communication and collaboration, this partnership will address workforce needs in Union County and contribute to the development of a skilled and sustainable healthcare workforce.



OCCUPATIONAL OUTLOOK HANDBOOK

Search Handbook

Go

Licensed Practical and Licensed Vocational Nurses

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: Licensed Practical and Licensed Vocational Nurses

2023 Median Pay	\$59,730 per year \$28.72 per hour
Typical Entry-Level Education	Postsecondary nondegree award
Work Experience in a Related Occupation	None
On-the-job Training	None
Number of Jobs, 2023	657,800
Job Outlook, 2023-33	3% (As fast as average)
Employment Change, 2023-33	16,900



What Licensed Practical and Licensed Vocational Nurses Do

Licensed practical nurses (LPNs) and licensed vocational nurses (LVNs) provide basic medical care.

Work Environment

Licensed practical and licensed vocational nurses work in a variety of settings, including nursing and residential care facilities, hospitals, physicians' offices, and private homes. Most work full time.

How to Become a Licensed Practical or Licensed Vocational Nurse

Licensed practical and licensed vocational nurses must complete a state-approved educational program, which typically takes about 1 year. They must be licensed.

Pay

The median annual wage for licensed practical and licensed vocational nurses was \$59,730 in May 2023.

Job Outlook

Employment of licensed practical and licensed vocational nurses is projected to grow 3 percent from 2023 to 2033, about as fast as the average for all occupations.



OCCUPATIONAL OUTLOOK HANDBOOK

Search Handbook Go

Nursing Assistants and Orderlies

PRINTER-FRIENDLY

Summary	What They Do	Work Environment	How to Become One	Pay	Job Outlook	State & Area Data	Similar Occupations	More Info
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Summary

Quick Facts: Nursing Assistants and Orderlies	
2023 Median Pay ?	\$38,130 per year \$18.33 per hour
Typical Entry-Level Education ?	See How to Become One
Work Experience in a Related Occupation ?	None
On-the-job Training ?	See How to Become One
Number of Jobs, 2023 ?	1,469,400
Job Outlook, 2023-33 ?	4% (As fast as average)
Employment Change, 2023-33 ?	64,700



What Nursing Assistants and Orderlies Do

Nursing assistants provide basic care and help patients with activities of daily living. Orderlies transport patients and clean treatment areas.

Work Environment

Most nursing assistants and orderlies work in nursing and residential care facilities and in hospitals. They are physically active and may need to help lift or move patients.

How to Become a Nursing Assistant or Orderly

Nursing assistants often need to complete a state-approved education program and pass their state’s competency exam to become licensed or certified. Orderlies typically have at least a high school diploma.

Pay

The median annual wage for nursing assistants was \$38,200 in May 2023.

The median annual wage for orderlies was \$36,830 in May 2023.



OCCUPATIONAL OUTLOOK HANDBOOK

Search Handbook Go

Registered Nurses

PRINTER-FRIENDLY

Summary

What They Do

Work Environment

How to Become One

Pay

Job Outlook

State & Area Data

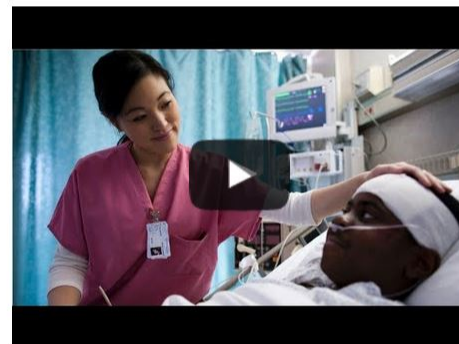
Similar Occupations

More Info

Summary

Quick Facts: Registered Nurses

2023 Median Pay	\$86,070 per year \$41.38 per hour
Typical Entry-Level Education	Bachelor's degree
Work Experience in a Related Occupation	None
On-the-job Training	None
Number of Jobs, 2023	3,300,100
Job Outlook, 2023-33	6% (Faster than average)
Employment Change, 2023-33	197,200



What Registered Nurses Do

Registered nurses (RNs) provide and coordinate patient care and educate patients and the public about various health conditions.

Work Environment

Registered nurses work in hospitals, physicians' offices, home healthcare services, and nursing care facilities. Others work in outpatient clinics and schools.

How to Become a Registered Nurse

Registered nurses usually take one of three education paths: a bachelor's degree in nursing, an associate's degree in nursing, or a diploma from an approved nursing program. Registered nurses must be licensed.

Pay

The median annual wage for registered nurses was \$86,070 in May 2023.

Job Outlook