

Tennessee College of Applied Technology-Pulaski

Rural Health Care Pathways Expansion Grant

Program Title: REACH (Rural Education, Allied Health, and Community Health)

Lead Entity: Tennessee College of Applied Technology-Pulaski

Fiscal Agent: Tennessee College of Applied Technology-Pulaski

IN PARTNERSHIP WITH:

Higher Education Institution(s):
Columbia State Community College

LEA/School District Names:
Lawrence County Schools
Marshall County Schools

Employer Partners:
Southern Tennessee Regional Health System-Pulaski
NHC-Pulaski


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Funding Requested:
\$1,996,731


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Section 1: Program Narrative

The Tennessee College of Applied Technology-Pulaski's **REACH (Rural Education, Allied Health, and Community Health)** project seeks funding to establish and strengthen partnerships with local healthcare employers, secondary and post-secondary institutions, community organizations, workforce development, and social service agencies. The primary goals of this initiative are to bolster the healthcare workforce pipeline, address the unique challenges of rural healthcare, and enhance community awareness and access to quality education and services.

This project is driven by critical insights gained from surveys distributed to healthcare professionals, economic and community development (ECD), workforce development organizations, local government, and secondary education stakeholders across our rural service area. Their feedback highlighted a pressing need for healthcare workforce development and improved access to healthcare services in our region **(Appendix C-Rural Healthcare Survey Report)**.

To address these needs, the REACH project proposes the following initiatives within TCAT-Pulaski's five-county service area, which includes Giles, Lawrence, Lincoln, Marshall, and Maury counties:

- Upgrading TCAT-Pulaski's Allied Health & Secondary Dual-Enrollment Labs
- Offering Allied Health Camps
- Acquiring a Mobile Health Unit
- Enhancing Seamless Career Pathways/Stackable Credentials
- Expanding Work-Based Learning Opportunities
- Providing Comprehensive Student Support

By addressing the identified healthcare needs in the five-county region, the REACH project aims to create a sustainable impact on the local healthcare workforce while improving access to essential services for underserved rural populations.

Section 2: Demonstration of Need

The Practical Nursing (PN) program at TCAT-Pulaski plays a vital role in addressing the pressing healthcare workforce shortages in rural southern Middle Tennessee. As healthcare facilities in the region face substantial gaps in Licensed Practical Nurses (LPNs), Medical Assistants (MAs), and Registered Nurses (RNs), the demand for skilled allied health professionals far exceeds the current supply of qualified graduates. This growing disparity jeopardizes the quality of care available to underserved rural communities, who depend heavily on local clinics, nursing homes, and hospitals for their healthcare needs.

The region served by TCAT Pulaski faces substantial socioeconomic and geographic challenges that exacerbate the ongoing healthcare workforce crisis. According to the 2024 Perkins Consolidated Annual Report (CAR), 84.9% of TCAT students are economically disadvantaged. Ensuring access to supportive services addressing these socioeconomic and geographic is critical to helping these students stay enrolled and successfully complete their program (**Appendix D-CAR Data Report**).

While TCAT Pulaski's Practical Nursing program excels in hands-on training and strong employer partnerships, its ability to expand operations and address regional workforce shortages is limited by several challenges:

- **Outdated Equipment:** Clinical simulation labs lack modern technology, preventing students from gaining experience with current industry standards. Similarly, dual-enrollment programs at local high schools are under resourced, with insufficient supplies and equipment to provide students with effective hands-on training.

- **Program Capacity:** Enrollment is restricted due to a shortage of qualified faculty and limited clinical placement opportunities, constraining the program's ability to meet growing demand.
- **Awareness and Outreach:** Limited marketing and outreach resources hinder the program's ability to attract and support underrepresented populations, further impacting enrollment and diversity.

According to data from the TN Department of Labor and Workforce Development's Jobs4TN report (**Table 1**), the long-term projected annual openings for TCAT-Pulaski and Columbia State's Allied Health programs reflect a sustained high demand for healthcare professionals across the State. Addressing these challenges is critical to meeting the region's healthcare needs effectively.

Table 1. Projected Annual Allied Health Job Openings (2022-2032) (Jobs4TN)

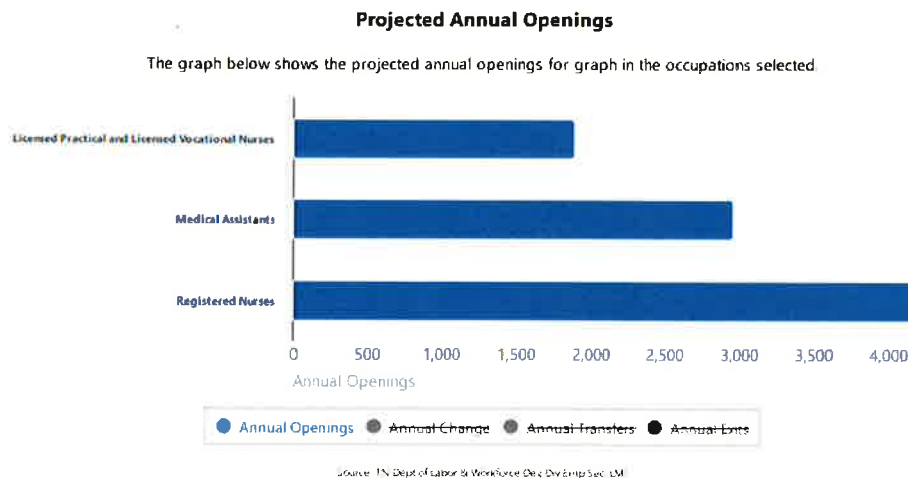


Table 2. Jobs4TN Jobs and Candidates Available Report

Jobs and Candidates Available Table

The table below shows the number of job openings advertised online, as well as potential candidates in the workforce system in Tennessee for the occupations selected on January 14, 2025 (Jobs De-duplication Level 2).

Data	Licensed Practical and Licensed Vocational Nurses	Medical Assistants	Registered Nurses
Job Openings	1,067	404	5,177
Candidates	35	96	46
Candidates per Job	0.03	0.24	0.01

Job Source: Online advertised jobs data
Candidate Source: Individuals with active résumés in the workforce system.

Despite the high demand for Allied Health careers highlighted by Jobs4TN, the gap between job openings and available candidates is stark. According to the Jobs4TN Jobs and Candidates Available report (Table 2), there are 6,648 Allied Health job openings advertised online, yet only 177 potential candidates are actively listed in the workforce system. The Tennessee Higher Education Commission's (THEC) Occupations with High Employer Demand report (Table 3) further underscores the critical need for Allied Health professionals in this region.

Table 3. THEC Occupations with High Employer Demand

THEC Occupations with High Employer Demand (Southern Middle Regional Data)			
SOC Code	Description	# of Annual Openings 2020-2030	% of Openings(2020-2030) Employment
31-9092	Medical Assistants	137	19.03%
29-2061	Licensed Practical Nurse (LPN)	173	13.84%
29-1141	Registered Nurse (RN)	168	8.04%

These findings highlight the urgent necessity for expanded educational pathways and training programs to prepare a skilled healthcare workforce. For the rural communities served by TCAT Pulaski, addressing the Allied Health labor shortage is vital to ensuring access to quality healthcare services and mitigating workforce shortages that threaten the region's healthcare infrastructure.

Medical Assistant (TCAT-Allied Health):

Labor Market Demand: The THEC Occupations with High Employer Demand Report projects a 19.03% growth in demand for Medical Assistant positions between 2020 and 2030. According to the TN Department of Labor Jobs4TN data (Table 4), the average median

hourly wage for Medical Assistants is \$17.96, slightly below the MIT Living Wage for the region (Table 5). Medical Assisting is a critical occupation in the healthcare sector, with demand expected to remain consistently strong, particularly in rural areas that often face significant healthcare workforce shortages. By implementing dual enrollment programs in Medical Assisting, we can train young adults to support healthcare providers in clinics, hospitals, assisted living facilities, and other healthcare settings. Additionally, these programs equip students with the academic credentials needed for future career advancement in the healthcare field, helping to address workforce shortages while fostering long-term opportunities for students.

Table 4. TN Department of Labor Jobs4TN Wage Report

Jobs4TN Program Wage Information			
SOC Code	Job Title	Median Salary	Median Hourly Wage
31-9092	Medical Assistants	\$37,350	\$17.96
29-2061	Licensed Practical Nurse (LPN)	\$49,785	\$23.94
29-1141	Registered Nurse (RN)	\$76,200	\$36.63

Table 5. MIT Living Wage Data (TCAT-Pulaski Service Area)

County	MIT Living Wage (Single Adult)
Giles	\$18.78
Lawrence	\$18.46
Lincoln	\$18.81
Marshall	\$19.20
Maury	\$21.36

Licensed Practical Nursing (TCAT-Allied Health)

Labor Market Demand: The demand for Licensed Practical Nurses (LPNs) in Southern Middle Tennessee is substantial, highlighting their critical role in the region's healthcare system. According to the THEC Occupations with High Employer Demand Report, the

projected job growth for LPNs is 13.84%, with a median hourly wage that exceeds the MIT living wage for the region.

With an aging population and the expansion of healthcare services in rural areas, the need for LPNs is expected to remain strong. This emphasizes the importance of training programs, such as those offered by TCAT-Pulaski, in preparing a skilled workforce to address these growing demands.

Mary Glass, Education Supervisor at Southern TN Regional Health Systems-Lawrenceburg, shared, “In 2024, our facility experienced vacancy rates as high as 20% for RNs and LPNs, resulting in increased patient wait times, staff burnout, and significant challenges in meeting our community’s health needs.”

Registered Nursing (Columbia State Community College)

Labor Market Demand: According to Jobs4TN, there are 5,177 RN job openings statewide, with a median hourly wage of \$36.63—significantly exceeding the MIT Living Wage for the region. The pathway from TCAT-Pulaski’s PN program to Columbia State’s RN program is well-established, offering a seamless transition for LPNs seeking to advance their education and expand their career opportunities. This collaboration between institutions plays a crucial role in ensuring the regional healthcare workforce is prepared to meet the growing demand for skilled nursing professionals.

Section 3: Program Plan

The Tennessee Department of Health (Division of Health Disparities Elimination) May 2024 report states, “Despite improved availability of health insurance nationally, Tennessee is in the bottom tier of states with regard to healthcare access, ranking 40th for percentage

of adults with health insurance. Likewise, cost of care is a barrier for many Tennesseans, and the state ranks 41st for the percentage of residents who avoided care in the past year due to its cost.” The report recommends expanding coordination with community service organizations to provide clinical health assessments for vulnerable individuals at community-sponsored health fairs and mobile health unit events, as well as offering referrals to low-cost or subsidized healthcare services as needed (**Appendix E-Dept. of Health Report**).

TCAT-Pulaski’s **REACH (Rural Education, Allied Health, and Community Health)** grant proposal aims to address these challenges by creating partnerships with local healthcare employers, secondary and post-secondary institutions, community organizations, and workforce development and social services agencies. This initiative seeks to strengthen the healthcare workforce pipeline, tackle rural healthcare challenges, and improve community awareness and access to quality education and services. The following initiatives are proposed as part of the grant.

- 1. Upgrading TCAT Allied Health & Secondary Dual-Enrollment Labs**

Enhance training facilities with state-of-the-art equipment and technology to provide students with hands-on, industry-standard training, preparing them for seamless entry into high-demand healthcare roles.

- 2. Offering Allied Health Camps**

Conduct camps for middle and high school students to spark early interest in healthcare careers, highlight diverse career pathways, and inspire the next

generation of healthcare professionals (**Appendix F-Allied Health Camp Activities**).

3. **Acquiring a Mobile Health Unit**

Establish a mobile health unit to bring healthcare training, education, and services to rural and underserved communities. This initiative aims to offer hands-on clinical experience for students, promote healthcare career awareness, and enhance access to vital healthcare services and information in remote areas (**Appendix G-Mobile Health Unit Activities**).

4. **Enhance Seamless Career Pathways/Stackable Credentials**

To establish structured career pathways (**Appendix H-Career Pathways and CIP to SOC Crosswalk Narrative**) that support progression from Medical Assistant (MA) to Licensed Practical Nurse (LPN) and LPN to Registered Nurse (RN), TCAT-Pulaski utilizes its existing programs, partnerships, and certifications to create clear, achievable milestones for students advancing in healthcare careers.

TCAT-Pulaski has established dual enrollment agreements (**Appendix I-Dual Enrollment Agreements**) with local high schools, enabling students to begin their healthcare training early through the Patient Care Technology/Medical Assisting program. This program allows high school students to earn industry-recognized credentials including CPR and Medical Assistant certifications.

Graduates of the Medical Assisting program can seamlessly transition into TCAT-Pulaski's Practical Nursing (PN) program. This progression is supported by the

recognition of prior learning and certifications, which can reduce required coursework, as well as tailored academic advising to ensure a smooth transition between programs.

PN graduates from TCAT-Pulaski have a clear pathway to advance their careers through articulation agreements (**Appendix J-Articulation Agreement**) with Columbia State Community College, allowing them to enroll in Registered Nursing (RN) programs. This partnership provides a seamless transition for students aiming to enhance their qualifications and address the growing demand for highly skilled healthcare professionals.

5. Expand Work-Based Learning (WBL) Opportunities

Partner with healthcare providers to deliver apprenticeships, clinical rotations, and job-shadowing opportunities. These programs will equip students with hands-on experience while addressing barriers to healthcare education in rural communities (**Appendix K-Work Based Learning Activities**).

6. Providing Comprehensive Student Support

To alleviate the financial burden of postsecondary education and assist students facing unexpected hardships, TCAT-Pulaski will provide tailored financial assistance and supportive services for Allied Health students who are participating in course work or clinicals. These services will include **Student Stipends** to cover costs such as exam fees, licensure fees, supplies, and books. Additionally, **Completion Grants** will be available to students experiencing hardships meeting their essential needs

like food, housing, childcare, and transportation costs, ensuring students receive the support necessary to successfully complete their programs (**Appendix L – Supportive Services Matrix**).

TCAT-Pulaski also collaborates with TN Adult Education to offer math and reading remediation, preparing students for the HESI entrance exam required for the PN program. Furthermore, specialized classes will be developed to support sections of the PN curriculum that demand specific math skills, such as pharmacology dosage calculations.

TCAT-Pulaski is planning to hire a **Grant Support Specialist** to assist Project Directors with the administration of the Rural Healthcare Pathways to Employment (RHCPE) Grant. This role will include responsibilities such as administering exams, gathering data for grant reports, processing student support requests, and coordinating referrals to additional funding streams such as WIOA and Skill-UP TN. Additionally, the Grant Support Specialist will facilitate work-based learning activities to enhance student career readiness and support the successful implementation of the grant initiatives.

Project Timeline

A comprehensive timeline outlining the key milestones, deliverables, and deadlines for the RHCPE Grant is included in (**Appendix M-Project Timeline**).

Project Goal and Objectives

TCAT-Pulaski has established clear and attainable goals aimed at expanding program access and awareness, developing seamless career pathways, acquiring a mobile health unit and Allied Health Lab equipment to serve the region and expand WBL opportunities, and delivering comprehensive student support.

Goal 1: To achieve a 20% increase in Allied Health program enrollment and establish or expand dual enrollment partnerships with at least 3 additional rural high schools within four years.

Metrics: Gather baseline enrollment data for TCAT-Pulaski's Allied Health programs and the current number of secondary dual enrollment offerings in the PCTMA program.

Target: Students enrolled in the healthcare programs at local high schools, PCTMA and PN programs at TCAT-Pulaski.

How: Implement targeted marketing campaigns promoting Allied Health career pathways through social media outreach, visits to high schools, and community outreach initiatives. TCAT-Pulaski will collaborate with rural high schools by developing dual enrollment opportunities and providing essential equipment, supplies, and faculty support.

Outcomes: Strengthened pipeline of trained Allied Health professionals and increased community awareness of healthcare career opportunities.

Goal 2: Enroll at least 5% of Medical Assistants (MAs) into the Practical Nurse (PN) program annually and at least 5% of LPNs into the Registered Nurse (RN) program annually.

Metrics: Gather enrollment data to identify students who have completed the MA and PN programs. Work closely with Student Services to monitor program applicants and enrollees,

ensuring that transition data between programs is accurately recorded during the enrollment process.

Target: Students enrolled in the PCTMA and PN programs at TCAT-Pulaski.

How: Provide financial support for MAs and PNs through stipends and completion grants to eliminate barriers to enrollment and program completion.

Outcomes: Increased enrollment in the PN and RN programs, addressing critical workforce shortages and expanded career advancement opportunities for healthcare professionals in the region.

Goal 3: Conduct at least 5 training sessions annually for secondary and post-secondary Allied Health students, reach at least 100 community members annually with healthcare education and screenings, and host at least 5 career exploration or work-based learning events annually in rural communities.

Metrics: Regularly track the number of students participating in MHU training, the number of preventative healthcare screenings and education sessions conducted, and the number of work-based learning or career exploration sessions. Input this information into a shared database for consistent reporting and analysis.

Target: All middle school, high school students, and underrepresented individuals located in TCAT-Pulaski's services area including Giles, Lawrence, Lincoln, Marshall, and Maury counties.

How: Deploy the Mobile Health Unit (MHU) to rural secondary schools, community centers, libraries, healthcare facilities, and career fairs to provide hands-on training. Collaborate with local health providers and public health organizations to identify areas of need, using the

MHU to offer free health screenings alongside preventative health education. Leverage the MHU for interactive Allied Health career demonstrations at high schools, career fairs, and community events, distributing program brochures and application information during each engagement.

Outcomes: Increased access to healthcare in rural and underserved areas, enhanced hands-on learning experiences for Allied Health students preparing them for clinical roles, improved community awareness and access to basic healthcare services, and strengthened partnerships between TCAT-Pulaski and regional healthcare providers.

Goal 4: Provide financial assistance to at least 25% of Allied Health students annually and achieve 90% job placement and licensure rate for Allied Health students by the end of the grant period.

Target: Students enrolled in the PCTMA and PN programs at TCAT-Pulaski.

How: Provide personalized academic advising and referrals to TN Adult Education for test preparation for required exams, such as the HESI. Offer stipends and completion grants to help cover licensure fees, books, supplies, and essential living expenses. Collaborate with the TN Department of Labor & Workforce Development and UT Extension to integrate services, referring students to WIOA and Skill Up TN for tuition assistance, supportive services, and additional resources to ensure their successful program completion.

Outcomes: Lowered barriers for current students and those transitioning between career pathways, leading to enhanced job placement outcomes and higher licensure pass rates among Allied Health students.

Project Governance and Accountability Plan

TCAT-Pulaski will function as the Lead Entity and Fiscal Agent for the RHCPE Grant Project. In this role, TCAT-Pulaski will oversee grant governance, ensure compliance with all grant requirements, manage funds responsibly, and report project progress to stakeholders.

Project Directors

Tonja Garrett and Amy Key, both employees of TCAT-Pulaski, will serve as Project Directors for the RHCPE Grant Project. With over 30 years of combined experience managing State and Federal grant contracts, they will oversee the day-to-day management of the project. Their responsibilities include ensuring all activities align with the grant objectives and compliance requirements, coordinating project implementation, managing the project budget, reporting progress and challenges to the Grant Steering Committee and TCAT-Pulaski Institutional Advisory Board, and acting as liaisons among project partners.

Institutional Advisory Board

The TCAT-Pulaski Institutional Advisory Board is composed of representatives from key stakeholder groups, including secondary schools, employers, workforce development agencies, and higher education institutions. Members are selected for their experience and expertise in areas aligned with the grant's focus.

The board's responsibilities include providing project guidance, reviewing, and approving project items and timelines, monitoring progress, ensuring compliance, and assisting in resolving any issues that arise during the grant period. The Advisory Board will convene 1–2 times annually throughout the grant period.

REACH Grant Steering Committee

The TCAT-Pulaski REACH Steering Committee will include members from the Institutional Advisory Board, TCAT faculty and staff, secondary partners, employer partners, workforce development partners, and Project Directors. This Committee will oversee project management, ensuring all activities align with the grant objectives and compliance requirements.

The Steering Committee will meet quarterly via Teams or Zoom and will report directly to the Institutional Advisory Board.

Decision-Making

The Project Directors, along with the President, Vice President of Instruction and Operations, Vice President of Student Services, and HR/Finance Coordinator, will oversee routine operational and day-to-day management decisions. However, approval from the Institutional Advisory Board will be required for decisions involving significant changes to the project's scope, budget, or key objectives.

Roles and Responsibilities

The roles and responsibilities of the RHCPE Grant Partners are outlined in detail in **(Appendix N-Partner Roles and Responsibilities)**.

Section 4: Strength of Partnership

TCAT-Pulaski's grant proposal is bolstered by strong partnerships with employers, workforce development agencies, secondary schools, and higher education institutions. Each partner contributes experience and resources to support the success of the RHCPE grant proposal, as detailed in **(Appendix O - Strength in Partnerships)**.

The grant partners are dedicated to establishing seamless pathways for students to transition into higher education and the workforce. Additional responsibilities and partner benefits are outlined in the Memorandums of Understanding (MOUs), included in (**Appendix P – MOUs**).

Section 5: Budget Plan

The Budget Plan is outlined in (**Appendix-B-Budget**), along with a detailed budget worksheet, summary, and itemized list of equipment and supplies.

Section 6: Sustainability

TCAT-Pulaski, in collaboration with its grant partners, is committed to the continued success and expansion of Allied Health programs. These programs play a vital role in providing students with early access to higher education, industry-recognized credentials, and valuable work-based learning experiences. Long-term strategies include implementing program enhancements, refining curriculum based on evaluations and performance metrics, supporting work-based learning initiatives, and identifying additional funding sources to sustain these programs beyond the grant period.

To ensure transparency and accountability for RHCPE grant-funded equipment, the College will assume fiscal responsibility for any costs not covered by the grant, including maintenance, installation, and warranty expenses. This commitment underscores the College's dedication to sustaining the grant-funded equipment and ensuring the long-term success of these programs.

Appendix Details-TCAT-Pulaski

Appendix Details

Appendix A

1. Cover Sheet
2. Table of Contents
3. Program Narrative

Appendix B-Grant Budget Documentation

1. Grant Budget (Page 1)
2. Budget Detail Worksheet (Pages 1-2)
3. Budget Detail Summary-Fringe Benefits and Indirect Costs (Page 1)
4. Budget Itemized Capital Purchase, Supplies, Other Non-Personnel, Professional Fee, Grant & Award, and Specific Assistance to Individuals (Pages 1-7)
5. Mobile Health Unit Price List (Page 1)
6. Mobile Health Unit Brochure (Pages 1-4)

Appendix C-Rural Healthcare Survey Report

1. Rural Healthcare Survey Stakeholders Report (Pages 1-8)

Appendix D-Perkins CAR Data Report 2024

1. Perkins CAR Data Report (1P1) Economically Disadvantage Data (Page-1)

Appendix E-TN Dept. of Health (Division of Health Disparities Elimination) Report

1. Access to Healthcare and Recommendation Report (Pages1-2)

Appendix F-Allied Health Camp Activities

1. Allied Health Camp Activities Report (Page 1)

Appendix G-Mobile Health Unit Activities

1. Mobile Health Unit Activities Report (Page 1)

Appendix H-Career Pathways and CIP to SOC Crosswalk Narrative (LPN to RN)

1. TCAT-Pulaski Career Pathway Flyer (PCTMA and Practical Nursing) (Pages 1-2)
2. Industry Certifications and CIP to SOC Crosswalk Narrative (Pages 1-2)

Appendix Details-TCAT-Pulaski

Appendix I-Dual Enrollment Agreements

1. Dual Enrollment Agreements (Marshall and Lawrence County Schools) (Pages 1-13)

Appendix J-Articulation Agreement

1. TBR Articulation Agreement TCAT PN to A.A.S. in Practical Nursing (Pages 1-2)

Appendix K-Work-Based Learning Activities

1. TCAT-Pulaski RHCPE Grant Work-Based Learn Activities (Page 1)

Appendix L-Support Services Matrix

1. RHCPE Grant Support Services Matrix (Stipends and Completion Grant) (Page 1)

Appendix M-Project Timeline

1. TCAT-Pulaski RHCPE Grant Project Timeline (2025-2029) (Page 1)

Appendix N-Partner Roles and Responsibilities

1. TCAT-Pulaski RHCPE Grant Partner Roles and Responsibilities (Pages 1-3)

Appendix O-Strength in Partnerships

1. Strength in Partnerships (Page 1)

Appendix P-Memorandum of Understand (MOUs)

Higher Education Institution

1. Columbia State Community College (Pages 1-3)

LEA/School District Partners

1. Lawrence County School System (Pages 1-3)
2. Marshall County School System (Pages 1-3)

Employer Partners

1. NHC-Pulaski (Pages 1-3)
2. Southern TN Regional Health Systems (STRHS)-Pulaski (Pages 1-3)

Appendix Q-Letters of Support

Letters of Support

Appendix Details-TCAT-Pulaski

1. Devin Ezell (Giles County Health Dept.) (Pages 1)
2. Mary Glass-(Southern TN Regional Health System (STRHS)-Lawrenceburg) (Pages 2-3)
3. Selina Moore-(TN Dept. of Labor & Workforce Development) (Page 4)
4. Linda Maddox-(Southern Middle TN Adult Education) (Page 5)

APPENDIX B- Budget

GRANT BUDGET				
Rural Health Care Pathways Expansion Grant- REACH (Rural Education, Allied Health, and Community Health)				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: September 2025 END: September 2029				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	\$232,000.00	0.00	\$232,000.00
4, 15	Professional Fee, Grant & Award ²	\$200,000.00	0.00	\$200,000.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$152,825.00	0.00	\$152,825.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	0.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance to Individuals	400,000.00	0.00	400,000.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	\$80,000.00	0.00	\$80,000.00
20	Capital Purchase ²	\$784,000.00	0.00	\$784,000.00
22	Indirect Cost	\$147,906.00	0.00	\$147,906.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	\$1,996,731.00	0.00	\$1,996,731.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

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

(Appendix-B) TCAT-Pulaski RHCPE Grant Budget Detail Worksheet

	Year 1	Year 2	Year 3	Year 4	Total
	2025-2026	2026-2027	2027-2028	2028-2029	2025-2029
Personnel					
Grant Support Specialist- (75% FT @ \$43,100 beginning October 2025): Role: Coordinates RHCPE Grant Student Support, Reporting, Testing, and WBL activities.					
	\$ 32,300.00	\$ 32,300.00	\$ 32,300.00	\$ 32,300.00	\$ 129,200.00
Total Salaries	\$ 32,300.00	\$ 32,300.00	\$ 32,300.00	\$ 32,300.00	\$ 129,200.00
Fringe Benefits					
RHCPE Grant Support Specialist	\$ 25,700.00	\$ 25,700.00	\$ 25,700.00	\$ 25,700.00	\$ 102,800.00
Total Fringe Benefits	\$ 25,700.00	\$ 25,700.00	\$ 25,700.00	\$ 25,700.00	\$ 102,800.00
Professional Fee, Grant & Award					
Stipends-Exam Fees	25,000.00	25,000.00	25,000.00	25,000.00	\$ 100,000.00
Stipends-Books and Supplies	25,000.00	25,000.00	25,000.00	25,000.00	\$ 100,000.00
					\$ -
Total Professional Fee	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 200,000.00
Supplies					
PCTMA Supplies area High Schools	\$ 56,025.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 65,025.00
TCAT-Pulaski Allied Health Lab Supplies	\$ 52,800.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 67,800.00
Mobile Health Unit Supplies	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 20,000.00
					\$ -
Total Supplies	\$ 113,825.00	\$ 13,000.00	\$ 13,000.00	\$ 13,000.00	\$ 152,825.00
Travel, Conferences, Meetings					
					\$ -
Total Travel, Conference, Meetings					\$ -
Specific Assistance to Individuals					
Completion Grant-Food	20,000.00	20,000.00	20,000.00	20,000.00	\$ 80,000.00
Completion Grant-Transportation	40,000.00	40,000.00	40,000.00	40,000.00	\$ 160,000.00
Completion Grant-Housing	20,000.00	20,000.00	20,000.00	20,000.00	\$ 80,000.00
Completion Grant-Childcare	20,000.00	20,000.00	20,000.00	20,000.00	\$ 80,000.00
					\$ -
Total Specific Assistance to Individuals	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 400,000.00
Other Non-Personnel					
Marketing for RHCPE Grant Programs	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 20,000.00
Promotional Items	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00	\$ 60,000.00
					\$ -
Total Other Non-Personnel	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 80,000.00
Capital Purchase					
VH Dissector Table-Presenter 65	\$ 50,000.00				\$ 50,000.00
VH Dissector XR Lite-Quest 3 128 GB 10-Pack (3-Year)	\$ 30,000.00				\$ 30,000.00
VH Dissector XR Lite-Quest 3 Workstation Pro (3-Year)	\$ 20,000.00				\$ 20,000.00
VH Dissector VR/XR Workstation Team Cart	\$ 10,000.00				\$ 10,000.00
Mama Anne Simulator	\$ 70,000.00				\$ 70,000.00
Mama Anne Simulator Laptop/All in one PC/SpO2 Probe	\$ 7,000.00				\$ 7,000.00
Mama Anne Education Bundle: Getting Started/LLEAP	\$ 10,000.00				\$ 10,000.00
SimBaby with Tracheostomy	\$ 45,000.00				\$ 45,000.00
SimBaby with Tracheostomy Laptop/ PC/SimPad Plus	\$ 10,000.00				\$ 10,000.00
SimBaby with Trach Trach Edu Bundle/LLEAP	\$ 10,000.00				\$ 10,000.00
Skins (Headskins Bundle)	\$ 10,000.00				\$ 10,000.00
Mobile Health Unit	\$ 400,000.00				\$ 400,000.00
SimCabRX Standard Nursing Cabinet	\$ 50,000.00				\$ 50,000.00
SimCapture En Cloud Bundle Subscriptions and Professional Services (Yr 1)	\$ 16,000.00				\$ 16,000.00
Sim Patient Room HR/SimCapture Solution & HDMI Encoder	\$ 18,000.00				\$ 18,000.00
Control Room H41/SimCapture Solution	\$ 7,000.00				\$ 7,000.00
SimCapture Enterprise Cloud Annual Subscription (Yr 2)	\$ 7,000.00				\$ 7,000.00
SimCapture Enterprise Cloud Annual Subscription (Yr 3)	\$ 7,000.00				\$ 7,000.00
SimCapture Enterprise Cloud Annual Subscription (Yr 4)	\$ 7,000.00				\$ 7,000.00
					\$ -
Total Capital Purchase	\$ 784,000.00	\$ -	\$ -	\$ -	\$ 784,000.00
Subtotal Grant Expenses	\$ 1,125,825.00	\$ 241,000.00	\$ 241,000.00	\$ 241,000.00	\$ 1,848,825.00

Indirect Cost (up to 8%)

Indirect Cost @ 8% of direct costs							\$	-	
Total Indirect Cost							\$	90,066.00	\$ 19,280.00 \$ 19,280.00 \$ 19,280.00 \$ 147,906.00
0.08									
In-Kind Contribution									
Total In-Kind Contribution							\$	-	
							\$	-	
Total Grant Expenses							\$	1,215,891.00	\$ 260,280.00 \$ 260,280.00 \$ 260,280.00 \$ 1,996,731.00

Fringe Benefits (Calculations)

- FICA, Social Security-7.65%
- Retirement-8.96%
- 401K-\$600.00
- Health Insurance-\$19,766 (Family Plan)

Indirect Costs

TCAT-Pulaski's indirect costs will be allocated across the following categories:

- **Administrative Support (10%):** The **Project Directors** ensure grant compliance and reporting, oversee budget management, coordinate and implement project activities, collect and analyze performance data, maintain communication with partners, support students and faculty, and ensure adherence to regulatory requirements. The **HR/Fiscal department** supports the RHCPE Grant project by managing hiring, onboarding, benefits administration, payroll processing, financial compliance, and personnel oversight. Additionally, they ensure proper budgeting, expenditure tracking, financial reporting, and adherence to grant regulations. The **Purchasing department** facilitates the procurement of equipment and supplies, maintains accurate records, and tracks and manages assets acquired with grant funds.
- **Facilities Maintenance (10%):** Ensure classrooms and labs meet the necessary standards for safety, accessibility, functionality, and industry standards.
- **Professional Development (50%):** Provide training and professional development opportunities for Allied Health faculty and TCAT administrative staff involved in the RHCPE Grant project to strengthen grant management and compliance, financial oversight, workforce development and career pathways, Career and Technical Education (CTE) training, work-based learning (WBL) activities, instructional quality, and student learning outcomes.
- **Technology Infrastructure (30%):** Ensure the maintenance and upgrades of labs, educational software, site licenses, and subscriptions to enhance and support Allied Health programs.

Appendix B-TCAT-Pulaski (Itemized Listing)			
TCAT-Pulaski Allied Health Lab (Capital Purchase)			
Quantity	Allied Health Lab Equipment	Price	Total
1	VH Dissector Table-Presenter 65	\$ 50,000.00	\$ 50,000.00
1	VH Dissector XR Lite-Quest 3 128GB 10-Pack (3-Year)	\$ 30,000.00	\$ 30,000.00
2	VH Dissector XR Lite-Quest 3 Workstation Pro Upgrade (3-Year)	\$ 10,000.00	\$ 20,000.00
2	VH Dissector VR/XR Workstation Team Cart	\$ 5,000.00	\$ 10,000.00
1	Mama Anne Simulator	\$ 70,000.00	\$ 70,000.00
1	Mama Anne Simulator Laptop/All in one PC/SpO2 Probe	\$ 7,000.00	\$ 7,000.00
1	Mama Anne Education Bundle: Getting Started/LLEAP	\$ 10,000.00	\$ 10,000.00
1	SimBaby with Tracheostomy	\$ 45,000.00	\$ 45,000.00
1	SimBaby with Tracheostomy Laptop/ PC/SimPad Plus	\$ 10,000.00	\$ 10,000.00
1	SimBaby with Trach Trach Edu Bundle/LLEAP	\$ 10,000.00	\$ 10,000.00
1	Skins (Headskins Bundle)	\$ 10,000.00	\$ 10,000.00
1	Mobile Health Unit	\$ 400,000.00	\$ 400,000.00
1	SimCabRX Standard Nursing Cabinet	\$ 50,000.00	\$ 50,000.00
1	SimCapture En Cloud Bundle Subscriptions and Professional Services (Yr 1)	\$ 16,000.00	\$ 16,000.00
1	Sim Patient Room HR/SimCapture Solution & HDMI Encoder	\$ 18,000.00	\$ 18,000.00
1	Control Room H41/SimCapture Solution	\$ 7,000.00	\$ 7,000.00
1	SimCapture Enterprise Cloud Annual Subscription (Yr 2)	\$ 7,000.00	\$ 7,000.00
1	SimCapture Enterprise Cloud Annual Subscription (Yr 3)	\$ 7,000.00	\$ 7,000.00
1	SimCapture Enterprise Cloud Annual Subscription (Yr 4)	\$ 7,000.00	\$ 7,000.00
			\$ 784,000.00

Appendix B-TCAT-Pulaski (Itemized Listing)			
TCAT-Pulaski Allied Health Lab (Supplies)			
Quantity	Allied Health Lab Supplies	Price	Total
1	Headskin SM3G Plus Light Geriatric	\$ 3,000.00	\$ 3,000.00
2	VH Dissector VR/XR Workstation Team Cart	\$ 4,800.00	\$ 9,600.00
1	Cleanbox CX1	\$ 2,200.00	\$ 2,200.00
1	Uvisan Disinfection Cabinet-VR12	\$ 4,800.00	\$ 4,800.00
	Misc. Supplies (Alcohol Pads, Glucometer Strips, Masks, Gloves, Gowns,		
1	Bed Linens, Needles, etc.)	\$ 20,000.00	\$ 20,000.00
6	Hospital 4 Rail Bed Package 3Dwr Synergy 5000 w/Matt	\$ 4,700.00	\$ 28,200.00
			\$ 67,800.00

Appendix B-TCAT-Pulaski (Itemized Listing)

Patient Care Technology/Medical Assisting (PCTMA) Program Lab (Supplies)				
Location-(9) Secondary Schools	Quantity	Lab Supplies	Price	Total
Secondary Schools	9	Point A (PAM-3) Premium 3-Function Full Electric Hospital Bed	\$ 2,000.00	\$ 18,000.00
Secondary Schools	9	NSEC Cabinet Style Space Saver Treatment Table with 2 Drawers	\$ 2,000.00	\$ 18,000.00
Secondary Schools	9	SimCoach Intravenous Practice Arm, Phlebotomy Practice Kit	\$ 150.00	\$ 1,350.00
Secondary Schools	9	Vital Sign Rolling Medical Cart Workstation, Rolling iPad Stand with Wheels	\$ 400.00	\$ 3,600.00
Secondary Schools	9	DETECTO 339 Mechanical Physician Beam Scale with Height Rod, Dual Reading	\$ 300.00	\$ 2,700.00
Secondary Schools	9	Carex Overbed Table and Hospital Bed Table with Wheels	\$ 200.00	\$ 1,800.00
Secondary Schools	9	WNL Products for Training Use Only AED Defibrillator Practi-Trainer Essentials Kit	\$ 150.00	\$ 1,350.00
Secondary Schools	9	Drive Medical BLS18FBD-ELR Blue Streak Lightweight Wheelchair	\$ 150.00	\$ 1,350.00
Secondary Schools	9	Pulse Oximeter, 4 Color OLED Display Oxygen Monitor Fingertip	\$ 50.00	\$ 450.00
Secondary Schools	9	Metal Storage Cabinet 36" Locking 2 Drawers	\$ 150.00	\$ 1,350.00
Secondary Schools	45	Santamedical Adult Deluxe Aneroid Sphygmomanometer-BP Monitor Cuff	\$ 25.00	\$ 1,125.00
Secondary Schools	9	iHealth Track Smart Upper Arm Blood Pressure Monitor	\$ 50.00	\$ 450.00
Secondary Schools	18	iHealth Gluco+Wireless Smart Blood Glucose Monitor Kit	\$ 100.00	\$ 1,800.00
Secondary Schools	9	ADC Adscope 613 Teaching Stethoscope Tunable AFD Tech (Student/Instructor)	\$ 100.00	\$ 900.00
Secondary Schools	9	Rubbermaid Commercial Legacy Step-On Trash Can 12-Gallon Red	\$ 150.00	\$ 1,350.00
Secondary Schools	9	Oakridge Large Sharps Container Professional 3-Gallon (1 pack) Rotating Lid	\$ 50.00	\$ 450.00
Secondary Schools		Misc. Supplies (Alcohol Pads, Glucometer Strips, Masks, Gloves, Gowns, Bed Linens,		
Secondary Schools	9	Needles, etc.)	\$ 1,000.00	\$ 9,000.00
				\$ -
				\$ 65,025.00

Secondary Schools-PCTMA Labs

Giles County High School
 Richland High School
 Lawrence County High School
 Loretto High School
 Spring Hill High School
 Culleoka High School
 Spot Lowe Technology Center
 Chapel Hill High School
 Cornersville High School

Appendix B-TCAT-Pulaski (Itemized Listing)				
Mobile Health Unit (Supplies)				
Quantity	Supply Items		Price	Total
1	Misc. Supplies (Alcohol Pads, Glucometer Strips, Masks, Gloves, Gowns, Disposable Bed Covers, Needles, Disinfectant Spray and Wipes, etc.)	\$	20,000.00	\$ 20,000.00
				\$ -
				\$ 20,000.00

Appendix B-TCAT-Pulaski (Itemized Listing)			
Marketing and Promotional Items (Other Non-Personnel)			
Quantity	Other-Non Personnel Items	Price	Total
1	Marketing Items: Brochures, Flyers, Posters, Banners, Informational Packets, Videos, Display Booths, etc.	\$ 20,000.00	\$ 20,000.00
1	Promotional Items: Camps, Career Fairs, Mobile Health Unit, Open House events, etc.	\$ 40,000.00	\$ 40,000.00
			\$ 60,000.00

Appendix B-TCAT-Pulaski (Itemized Listing)				
Student Stipends (Professional Fee, Grant & Award)				
Quantity	Professional Fees Items (PCTMA & PN Students)		Price	Total
1	Exam & Licensure Fees (CPR, Phlebotomy, CCMA, Kaplan-PN, NCLEX-PN, HESI)	\$	100,000.00	\$ 100,000.00
1	Books and Supplies (PCT Kits, Nurse Pack, Uniforms, Shoes, B/P Stethoscope, Watch,)	\$	100,000.00	\$ 100,000.00
				\$ 200,000.00

Appendix B-TCAT-Pulaski (Itemized Listing)			
Completion Grant (Specific Assistance to Individuals)			
Quantity	Specific Assistance to Individuals (PCTMA & PN Students)	Price	Total
1	Food: Grocery Cards	\$ 80,000.00	\$ 80,000.00
1	Transportation: Gas Cards	\$ 160,000.00	\$ 160,000.00
1	Housing: Payment made directly to Landlord/Mortgage Company/Utilities	\$ 80,000.00	\$ 80,000.00
1	Childcare: Payments made directly to Provider	\$ 80,000.00	\$ 80,000.00
		\$	\$
			\$ 400,000.00

Mobile Medical Clinic

Price List, Options, and Upgrades

PRICE LIST:

25 Ft Medical Trailer (No Generator Included) – 2 Exam Rooms	142,500
19 Ft Medical Clinic (Ford T-350 SRW) Gas - 1 Exam Room	172,500
23 Ft Medical Clinic (Ford E350) Gas - 1 Exam Room	182,500
26 Ft Medical Clinic (Ford E450) Gas – 1 or 2 Exam Rooms	192,500
37 Ft Medical Clinic (Ford F650) Diesel – 2 Exam Rooms	297,500

Optional Medical Equipment: (all pricing include Install and/or anchor down)

♦ UMF Fusion One Power Exam Chair (Model 3002) – upgrade	5,650
♦ Exterior Outlet – (Per outlet) Placement TBD	350
♦ Exam Light –LED Flexible Arm (Mounted beside Exam Table)	1,100
♦ Side Power Awning – (Automatic)	4,950
♦ 2 nd Refrigerator – Medical –Locking - 120V Only	1,650
♦ Inverter for Medical Fridge 1000 Watt Inverter for battery use without generator/landline	1,250
♦ Blood Draw Chair (AdirMed 997)	950
♦ Cold Weather Package – Heat Blanket & Insulation for Fresh Water Lines/Tank	600
♦ Hot Water Tank—2.5 Gallon Tank (Includes Electric Outlet)	1,250
♦ Stabilizing/Leveling System for Rear (26 Ft Ford E450) 2 Cylinders /2 pumps Man Adj	3,950
♦ Stabilizing/Leveling System for Rear (37 Ft Ford F650) 2 Cylinders /2 Pumps Man Adj	4,950
♦ Solar Panel System (190 Watt) Helps charge your Aux. Battery	1,650
♦ Exterior Graphics (FULL WRAP on Rear Box Budgeted Amount 5,950 – 9,500)	TBD
♦ Install of Clients Equipment (Does not include materials or parts)	145/Hr
♦ LP Gas Heater Furnace System with Tank & Thermostat (25,000 BTU)	4,600
♦ Roof Antenna Installed (for WiFi Cradle Point System to be added later)	1,250
♦ Additional Sink with Faucet & Plumbing (Exam Room or Bathroom)	1,650
♦ Separate Grey Tank for Sink(s) – Each	1,450
♦ Handicap Lift with Roll Up Door and Safety Equipment - BRAUN/RICON (26 Ft)	13,950
♦ Handicap Lift with Roll Up Door and Safety Equipment - BRAUN/RICON (37 Ft)	14,750
♦ Egress Window – Tinted 20” x 30” with Slider and Screen – Location TBD	1,600
♦ Wall Heater – 1500 Watt (For Temperatures Below 30 Degrees)	1,050
♦ Spare Tire With Holder On Rear Bumper (23 Ft, 26 Ft, & 37 Ft)	1,950
♦ Spare Tire for 25 Ft Medical Trailer (Delivered Loose On Interior Floor)	250
♦ Volta Aux Battery System (In Place Of Generator And Needs 50 Amp Plug In Nightly)	29,750
♦ Delivery to your Zip Code	TBD

Optional Dental Equipment: (all pricing include Install and/or anchor down)

♦ Dental Chair (L2000 Luguna 2.0 Dental Chair with Touch/Control Pad)	7,500
♦ Dental Chair Light (L600 –LED Light with Post and Bracket)	1,950
♦ Dental Cart with Scaler and Light (MC3600CV-SL)	4,650





37 Ft Mobile Medical Clinic

Two Private Rooms, Bathroom, Waiting Area, & Workstations

PRIMARY CARE | MENTAL HEALTH | STD/AIDS TESTING

OCCUPATIONAL HEALTH | HOMELESS OUTREACH | SUBSTANCE TREATMENT



Impacting lives in
your community

(602) 715-2814 | MagnumMobilesv.com



Hallway leading to Private Exam Room



Private Toilet and Sink

Standard Clinic Specifications:

- F650 Chassis Diesel w/ 60 Gal Fuel Tank
- 12Kw ONAN EFI Diesel Com Generator w/ Remote Start
- Commercial Flooring w/ 1 ½" Foundation
- 12 Interior LED Light Fixtures
- 30" Swing Entry Door w/ Window & Deadbolt
- Window w/ Screen & Blind 30 x 18
- AGM 105 Amp Hr Aux. Battery
- Bathroom with Paper Holder & Mirror
- Reception Desk, Bench Seating & Workstations (Built to Floorplan)
- 2 Exam Tables for Private Rooms
- 3 Air Conditioners 15 K Thermostat Controlled
- 110 Outlets on Interior (Built to Floorplan)
- Ext Measures Approx. 37 Ft L x 8 1/2 Ft W x 12 ½ Ft H
- Interior Height- 84 inch
- Cab Seating- Grey Vinyl (3 Seats)
- 50 Amp Landline, Charger, Aux Battery, Transfer Switch
- Room Separating Folding Doors
- Solid or Clear Upper Cabinets
- Slam Shut Latches for Cabinets & Drawers
- Wide Open Isle Space for Comfortable Work Areas
- Thicker Walls & Ceiling (Approx. 3") Better R-Value
- Sink, Faucet, Water Pump & Paper Towel Holder
- Fire Extinguisher, Carbon Mon. Detector & Safety Triangles
- Storage (Built to Floorplan)
- 20 Gal Grey & 20 Gal Black Holding Tank
- 35 Gal Fresh Water Tank
- Refrigerator-DC
- 5 year Warranty



Private Exam Room



Reception/Waiting Area

Our Process

"Building **your** mobile workplace, with **your** specific needs in mind"



Magnum Mobile has developed many wonderful client relationships and our family is growing rapidly through our commitment to high quality materials and world-class workmanship. Magnum Mobile prides itself on the focus we give to the individual needs of our client's making sure we provide the most optimal and easy-to-use mobile workplace. We guarantee superb service throughout our partnership, even after your specialty vehicle leaves our manufacturing facility.

3 Step Process



1

Identify your services and determine how many staff members will be working inside the mobile unit.



2

Identify the size of the mobile unit needed for your services and team size.



3

Determine and create a floorplan for your ideal mobile workplace.

"After visiting the Magnum Mobile Factory I had a first hand experience of their products. I must say I was taken in by the quality and range of their products. I decided right there and then to purchase our Mobile Medical Clinic. The Mobile Clinic was delivered on schedule as promised and deployed to Africa helping deliver rural health care to people in need."

—DR. SOLOMON OWUMI, HEALTH FOUNDATION FOR MATERNAL CHILDCARE



**Same Day
Response**



**5 Year
Warranty**



**On-Going Relationship
Before-During-After Your Build**

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Our Team



Teamwork makes the dream work

As a leader in the Mobile Workplace Industry, Magnum Mobile Specialty Vehicles has been providing the highest quality designs and standards for both medical and animal institutions. With our commitment to high quality materials combined with our world-class workmanship and customer service, Magnum is ahead of its generation and will continue to be superior for years to come. Choosing the right manufacturer and floorplan upfront in the new build process is a key collaboration. From the start, you will want to be comfortable with your manufacture and client relations manager, as you will be working with them throughout the build of your specialty vehicle.

All mobile workplaces designed and built at Magnum have a skilled, highly trained team dedicated to your specific build. Each floorplan is reviewed and checked throughout the build for its function, purpose, and superior quality. Standard operating procedures are always in place with a double checklist to make sure each Magnum Mobile workplace will be built to last.

"From client education, to design work, to timeline updates, through completion and delivery of the mobile unit, it went flawlessly... We did not have one unmet expectation the day the mobile unit rolled onto our property. Everything we designed met and exceeded our expectations."

—SUSIE CISNEY FROM ALLEN COUNTY DEPARTMENT OF HEALTH



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Rural Healthcare Pathways Expansion Grant

Survey Responses

CTE, EDC, and County Officials

Company/Organization Name

7 responses

Maury Alliance

Maury County Public Schools

Giles County Government

Lawrence County Chamber of Commerce

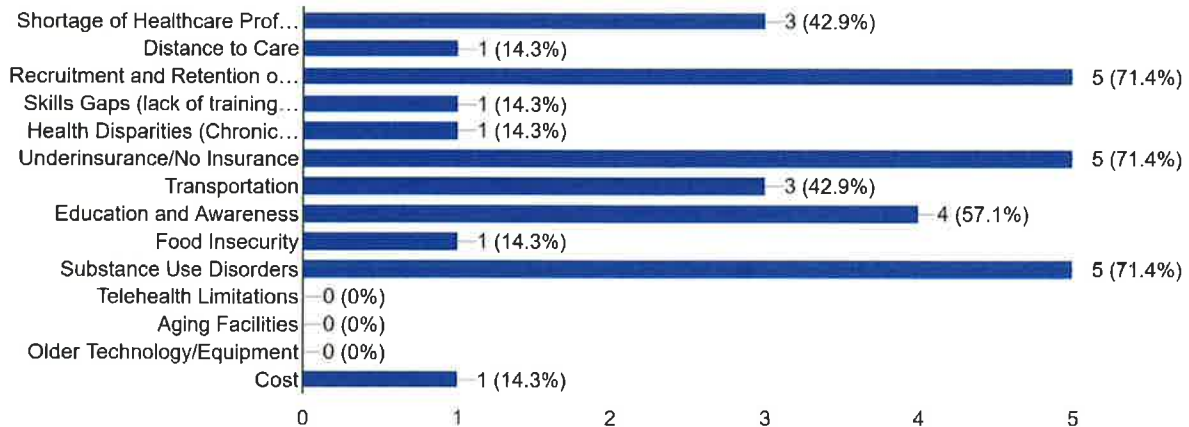
Marshall County Schools

Giles County High School

Lincoln County Schools

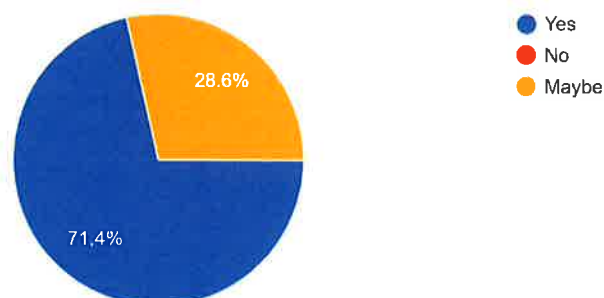
What do you see as the most pressing healthcare challenges in your community? (Please check all that apply)

7 responses



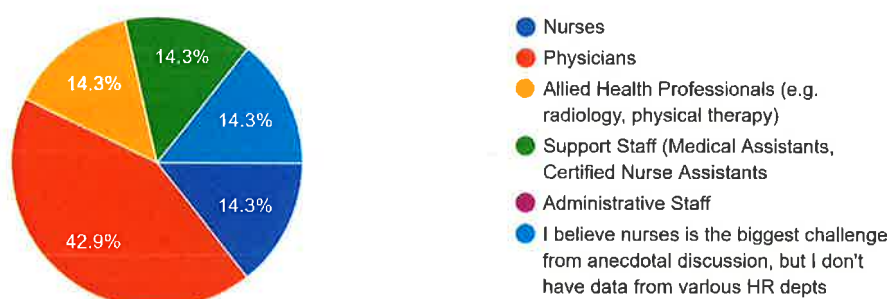
Do you believe there is a shortage of healthcare professionals in your area?

7 responses



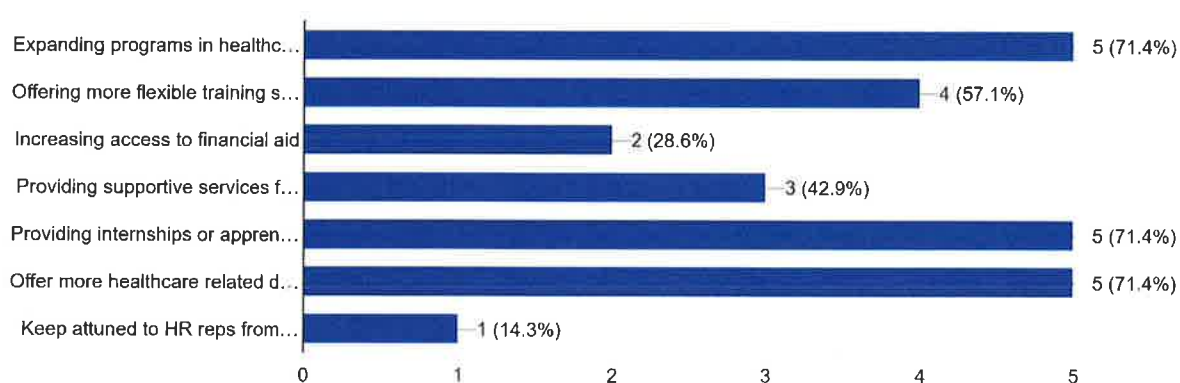
Which healthcare roles are most difficult to fill locally?

7 responses



How can local educational institutions (TCATs) better support the healthcare workforce?

7 responses



Partnerships and Solutions**What partnerships exist or could be developed to improve rural healthcare services?**

7 responses

Maury Regional Health / Dual Enrollment Programs in local High Schools

We have partnerships with TCAT Pulaski and Hohenwald, C-State, Maury Regional Health, NHC, TOA, and Morning Pointe to name a few.

The EDC has quarterly HR meetings; this would be a great network to utilize in identifying our greatest needs and pursuing solutions together.

Partnerships with Southern Tennessee Regional Health Systems - Lawrenceburg and other local clinics.

Expansion of the Dual Enrollment Partnership in Area High Schools with TCAT.

Giles County High School and Tcat provides dual enrollment courses for our students.

Utilize dual enrollment opportunities for students to gain certifications such as EKG, Phlebotomy, CNA, MA while in high school

What strategies could improve healthcare access and quality in your community?

7 responses

Do not have sufficient expertise to respond.

Not sure

The biggest element is retention of quality health care professionals, and that entails county/city/community cooperation to improve schools, amenities, housing, etc. Work on that front is ongoing. Another strategy is to continue expanding tele-health and/or mobile treatment centers. Tele-health could be expanded into the Senior Center and (ideally) our libraries throughout the county. Mobile treatment is just getting underway for substance abuse treatment.

Knowledge of services/specialties.

If number of providers are increased, access and quality will be improved.

Offering better pay to Healthcare professionals.

Partner with local high schools to offer credentialing programs

Rural Healthcare Pathways Expansion Grant

Survey Responses

Employer & Healthcare Partners

What is the name of your healthcare facility/organization?

8 responses

Maury Regional Health

Giles County

Giles County EMS

Skill Up TN

Vibe Dental

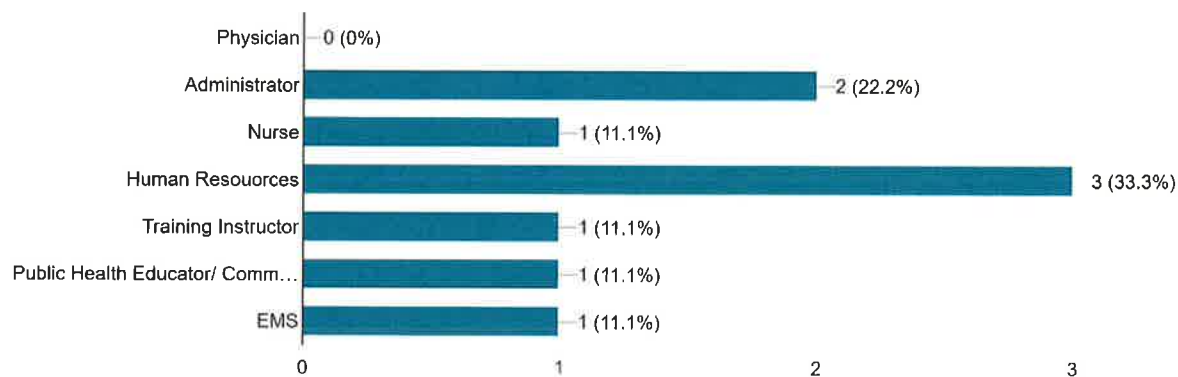
University of Tennessee College of Nursing

Vanderbilt University Medical Center

Southern Middle TN Adult Education

What is your primary role?

9 responses



Healthcare Staffing Needs

How many positions do you currently have open? (Please specify the number and types, e.g. RNs, LPNs, CNAs, Pharmacy Tech, Administrative Staff, EMTs, etc.)

5 responses

0

1

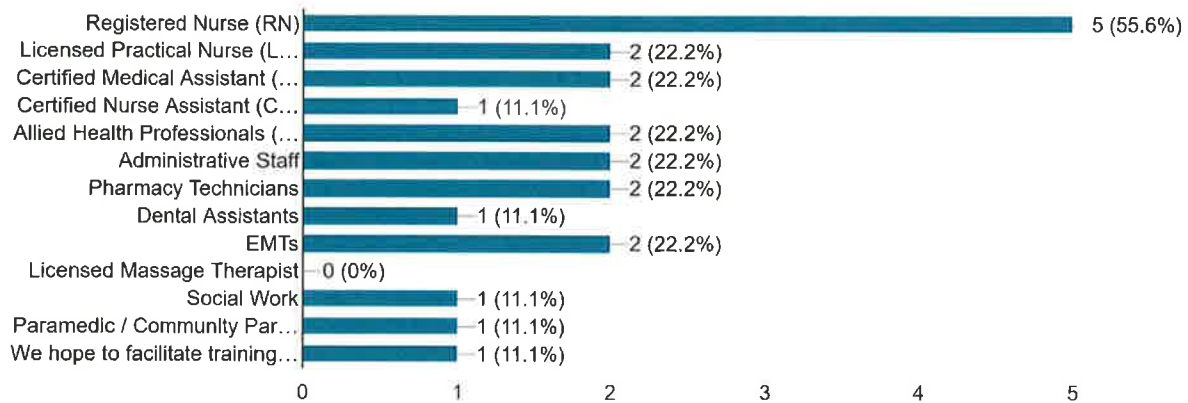
500

200

N/A

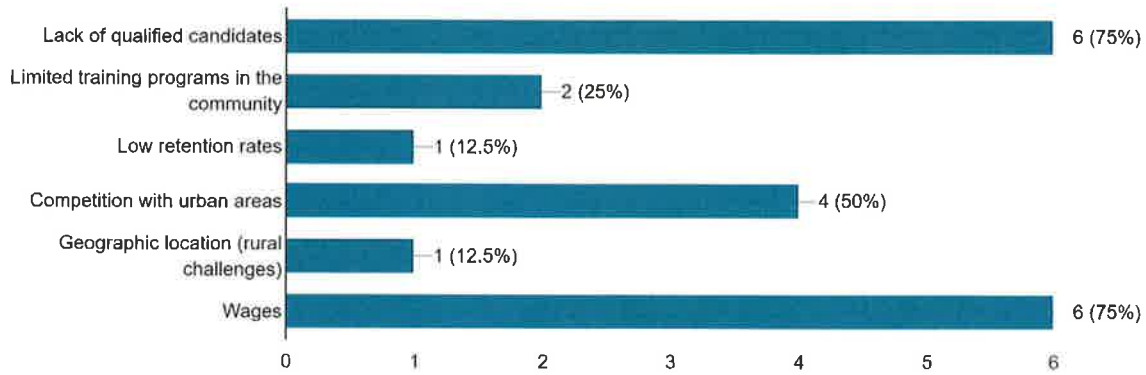
Which roles do you expect to have the greatest hiring needs in the next 4 years?

9 responses



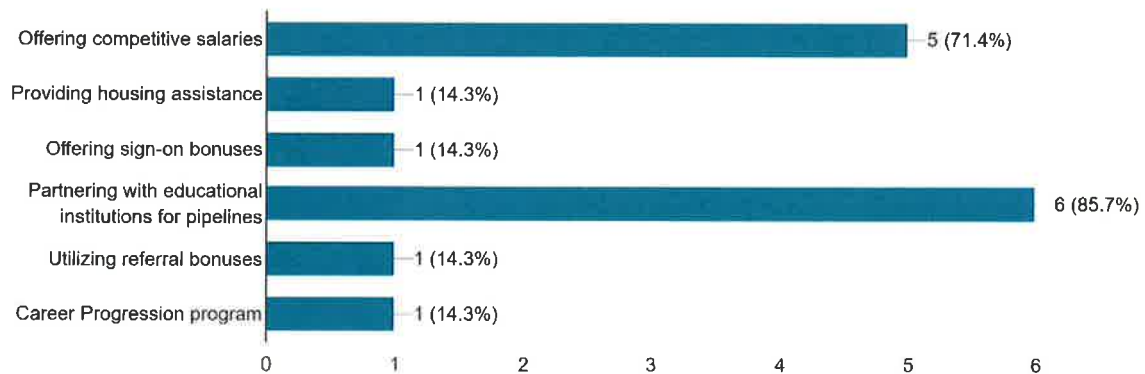
What are the the most significant challenges your facility faces in hiring qualified healthcare staff?

8 responses



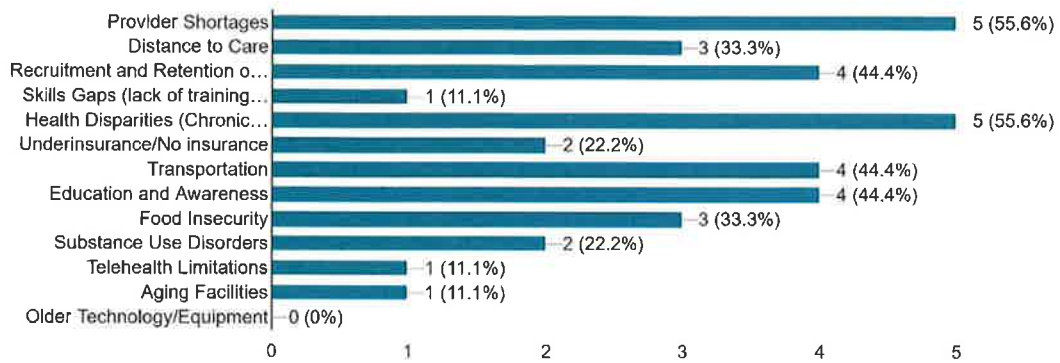
What strategies do you use to recruit and retain healthcare professionals?

7 responses



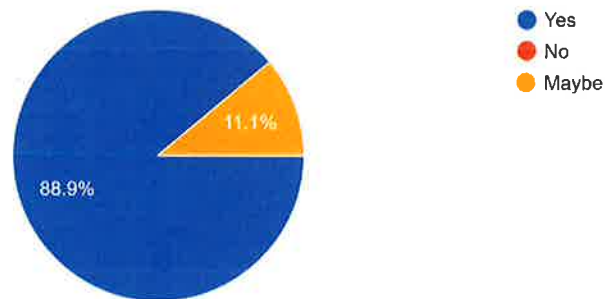
What are the biggest healthcare issues in your community? (Please check all that apply)

9 responses



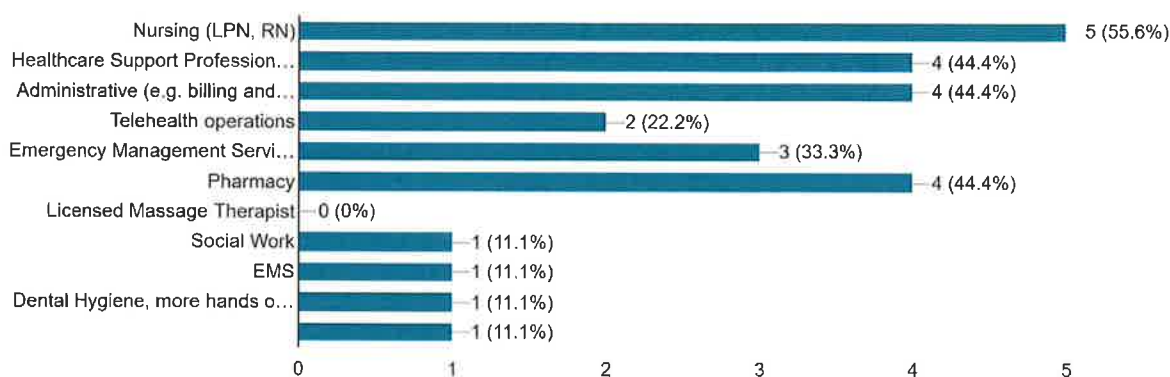
Would you be interested in partnering with educational institutions (e.g. TCAT-Pulaski) to train and recruit future healthcare professionals?

9 responses



What types of training programs would be most helpful to meet your workforce needs? (Select all that apply)

9 responses



Future Planning

What do you see as the biggest healthcare staffing need in the region over the next 5 years?

6 responses

RN, PT, MLT/MT

Registered Dietician, Administrative Staff, Public Health Educator

EMTs, Paramedics, Nurses

RNs

Physical Therapists, RNs

Nurses (all levels) & dental assistants

TN Perkins State Determined Levels of Performance
Community College CTE Concentrator Performance Data Form

1P1 - Student Retention and Placement

Institution: TCAT-Pulaski

CAR Data Year: 2024

Line	Population	Numerator	Denominator	SDLoP	90% of SDLoP	Actual Performance	Met 90% SDLoP?
1	Grand Total	506	597	55.6%	50.0%	84.8%	Yes
GENDER							
2	Male	292	339	55.6%	50.0%	86.1%	Yes
3	Female	193	234	55.6%	50.0%	82.5%	Yes
RACE/ETHNICITY (1997 Revised Standards)							
4	American Indian or Alaskan Native	3	3	55.6%	50.0%	100.0%	Yes
5	Asian	5	7	55.6%	50.0%	71.4%	Yes
6	Black or African American	33	45	55.6%	50.0%	73.3%	Yes
7	Hispanic/Latino	24	28	55.6%	50.0%	85.7%	Yes
8	Native Hawaiian or Other Pacific Islander	0	0	55.6%	50.0%		
9	White	419	490	55.6%	50.0%	85.5%	Yes
10	Two or More Races	21	22	55.6%	50.0%	95.5%	Yes
11	Unknown	1	2	55.6%	50.0%	50.0%	No
SPECIAL POPULATIONS							
12	Individuals with Disabilities (ADA)	11	13	55.6%	50.0%	84.6%	Yes
13	Economically Disadvantaged	270	318	55.6%	50.0%	84.9%	Yes
14	Preparing for Nontraditional Fields	22	28	55.6%	50.0%	78.6%	Yes
15	Single Parents	11	13	55.6%	50.0%	84.6%	Yes
16	Out-of-Workforce Individuals	3	3	55.6%	50.0%	100.0%	Yes
17	English Language Learners	7	8	55.6%	50.0%	87.5%	Yes
18	Homeless Individuals	0	0	55.6%	50.0%		
19	Youth in Foster Care	7	8	55.6%	50.0%	87.5%	Yes
20	Youth with Parent in Active Military	127	152	55.6%	50.0%	83.6%	Yes
CAREER CLUSTERS							
21	Agriculture, Food, & Natural Resources	0	0	55.6%	50.0%		
22	Architecture & Construction	134	147	55.6%	50.0%	91.2%	Yes
23	Arts, AV Technology, & Communications	0	0	55.6%	50.0%		
24	Business Management & Administration	20	28	55.6%	50.0%	71.4%	Yes
25	Education & Training	0	0	55.6%	50.0%		
26	Finance	0	0	55.6%	50.0%		
27	Government and Public Administration	0	0	55.6%	50.0%		
28	Health Sciences	161	193	55.6%	50.0%	83.4%	Yes
29	Hospitality & Tourism	0	0	55.6%	50.0%		
30	Human Services	0	0	55.6%	50.0%		
31	Information Technology	25	36	55.6%	50.0%	69.4%	Yes
32	Law, Public Safety, Corrections, & Security	7	7	55.6%	50.0%	100.0%	Yes
33	Manufacturing	159	186	55.6%	50.0%	85.5%	Yes
34	Marketing	0	0	55.6%	50.0%		
35	Science, Technology, Engineering, & Math	0	0	55.6%	50.0%		
36	Transportation, Distribution, & Logistics	0	0	55.6%	50.0%		
37	Other or Unidentified	0	0	55.6%	50.0%		

Perkins V Definition:

The percentage of CTE concentrators who, during the second quarter after program completion:

- (1) remain enrolled in postsecondary education,
- (2) are in advanced training,
- (3) military service, or
- (4) a service program that receives assistance under title I of the National and Community Service Act of 1990 (42 U.S.C. 12511 et seq.),
- (5) are volunteers as described in section 5(a) of the Peace Corps Act (22 U.S.C. 2504(a)), or
- (6) are placed or retained in employment.

Denominator

The total number of Perkins concentrators for the given reporting year.

Students eligible for placement in a given reporting year.

Numerator

Of the concentrators, the number still enrolled at the home TCAT the following fall or graduating from the TCAT prior to the following fall. This is the total number of retained students.

Of the students eligible for placement, the number of students placed. This includes continuing in higher education or advanced training, military service, recognized volunteer service, or employment.

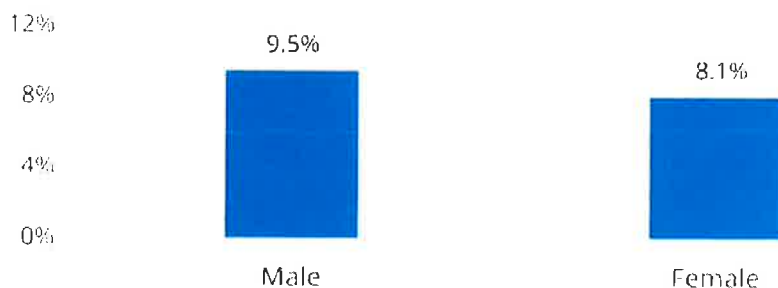
Access to Healthcare

Measures: Insurance, Cost of Care, Primary Care, Dental Care, and Obstetric Care Availability

Overview

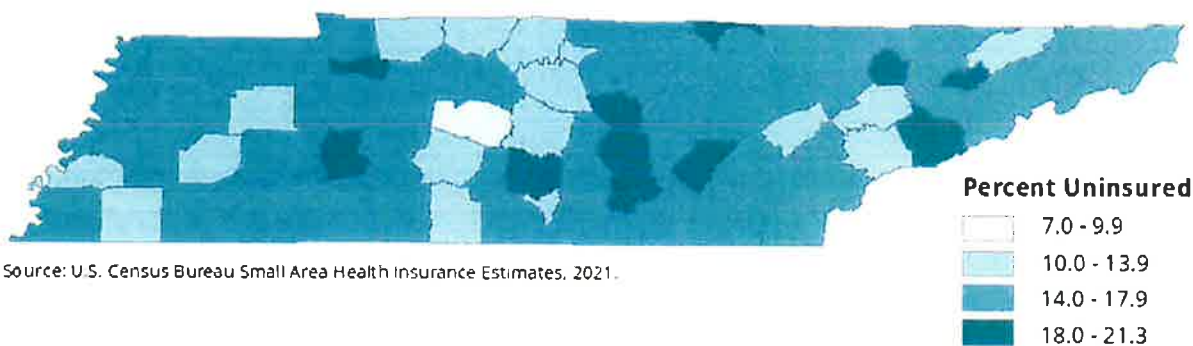
Despite improved availability of health insurance nationally, **Tennessee is in the bottom tier of states with regard to health care access, ranking 40th for percentage of adults with health insurance.** Likewise, cost of care is a barrier for many Tennesseans, and the state ranks 41st for the percentage of residents who avoided care in the past year due to its cost. Variation in access to care is noted by age group and race/ethnicity, particularly for Hispanic/Latino residents of the state. Additionally, **primary and dental care availability are unevenly distributed, with resource shortage areas noted in both urban and rural counties.**

Figure 29. Percentage of Adult Population without Health Insurance by Sex, Tennessee, 2022.



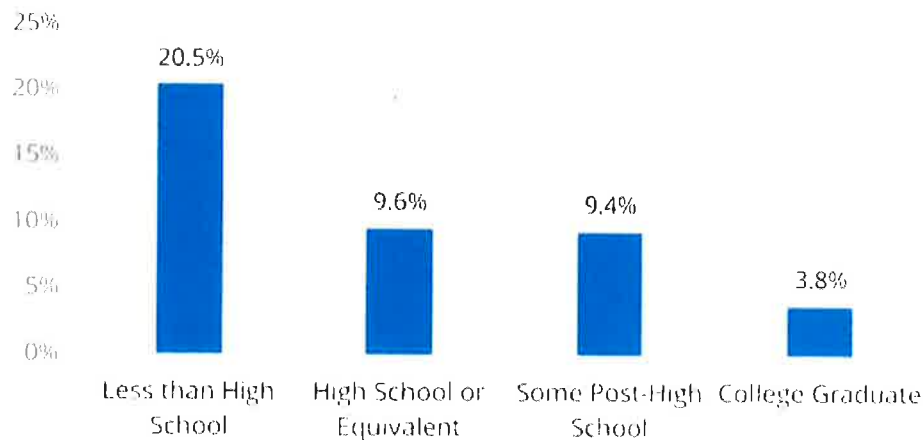
Source: U.S. Census Bureau, American Community Survey, 2022.

Figure 30. Percentage of Adult Population without Health Insurance, Tennessee, 2021.



Source: U.S. Census Bureau Small Area Health Insurance Estimates, 2021.

Figure 28. Percentage of Population Reporting Disabling Conditions Associated with Difficulty in Independent Care by Educational Attainment, Tennessee, 2022.



Source: Tennessee Department of Health, Division of Population Health Assessment, Behavioral Risk Factors Surveillance System, 2022.

Recommendations

The increasing number of vulnerable individuals within the population of Tennessee suggests that a key to improving health outcomes lies in developing awareness of those that are vulnerable or excluded and considering active strategies to promote their health and social inclusion. Transportation support and linguistically and culturally appropriate outreach materials are critical components. Additional specific recommendations include:

- Support local outreach efforts to vulnerable populations across the state to assess need and develop culturally and linguistically appropriate health promotion materials and events in coordination with local advisors.
- Conduct events in accessible community locations to mitigate transportation concerns and carefully coordinate timing of events with community leaders to maximize attendance.
- Expand coordination with community services organizations to provide clinical health assessments for vulnerable individuals at community-sponsored health fairs and mobile clinic events and provide referral to low-cost or subsidized healthcare services as necessary.
- Provide follow-up care coordination to ensure vulnerable individuals are receiving appropriate care and support their compliance with treatment recommendations.

Allied Health Camp

Target Audience:

- Middle and high school students interested in health sciences.
- Local community members seeking to explore Allied Health careers.

Frequency of Camps:

- Held annually (summer break) to maximize student availability.
- Consider offering weekend mini camps during the academic year.

Topics/Training Covered:

- **Healthcare Fundamentals:** Basic first aid, CPR, and introduction to vital signs.
- **Career Exploration:** Presentations from professionals in nursing, pharmacy technician, and allied health fields.
- **Skill-Building Workshops:** Hands-on activities like mock clinical scenarios, phlebotomy simulations, and patient communication exercises.
- **Health and Wellness Education:** Nutrition, mental health awareness, and preventative care tips.
- **Technology in Healthcare:** Demonstrations of simulation mannequins and electronic health records.

Potential Community Partners:

- **Libraries:** For hosting educational sessions and lending resources.
- **Local Hospitals and Clinics:** Professionals to volunteer as guest speakers or mentors.
- **Public Health Departments:** Providing materials on community health issues and resources.
- **Local Schools:** Engaging students through HOSA (Health Occupations Students of America) clubs and dual enrollment programs.

Mobile Health Unit

Potential Partners:

- **Libraries:** Offer health check-up days or wellness education sessions.
- **HeadStart Centers:** Onsite health screenings for students and employees and health education workshops.
- **Senior Citizen Centers:** Provide screenings for blood pressure, glucose, and other age-related health concerns.
- **Boys and Girls Clubs:** Conduct workshops on nutrition and fitness for youth.
- **Career Fairs:** Promote Allied Health programs and demonstrate healthcare careers.
- **HOSA Clubs:** Collaborate on community outreach projects and hands-on training.
- **Community Health Events:** Participate in local health fairs and vaccination drives.
- **Business and Industry:** Onsite health screenings for employees, including ergonomic assessments and wellness resources.
- **Secondary Schools, Colleges, and Universities:** Provide health screenings for students and staff.

Types of Services Offered:

- Preventative screenings (blood pressure, glucose, BMI, etc.).
- Immunizations (in partnership with local health departments).
- Health education workshops (nutrition, mental health, substance abuse prevention).
- Demonstrations of healthcare careers and training programs.
- Community wellness projects, such as fitness challenges or hygiene drives.

Community Awareness Projects:

- “Health Awareness Days” in underserved communities to promote free services.
- Collaborations with schools to provide youth-focused health education.
- Public campaigns during National Health Observances, like Heart Health Month.

Staffing the Mobile Unit:

- Allied Health faculty and trained students to deliver services under supervision.
- Partnerships with local healthcare providers for specialized services.
- Volunteers from community organizations or retired healthcare professionals.

Service Area Travel:

- The Mobile Health Unit will travel across all counties in the service area to ensure accessibility.
- REACH areas and underserved communities with limited healthcare access.

Start Your Career in...

Patient Care Technology & Medical Assisting

at TCAT Pulaski

The Pathway To Your Future Starts Now

Contact Us Today!

admissions@tcatpulaski.edu

931-424-4014

Appendix G-TCAT Career Pathways

Page 1 of 2

Start Dual Enrollment with us in high school

Free for TN residents through a state grant. You must maintain a 2.0 GPA minimum in coursework. Call us for seat availability and deadlines.

Possible Careers

- Certified Medical Assistant
- Phlebotomist
- EKG Technician
- Certified Nursing Assistant

Potential Salary Ranges

- Phlebotomist: \$39k-\$52k
- Certified Medical Assistant: \$37k-\$41k
- EKG Technician: \$49k-\$76k

Credentials You Could Earn

- PBT
- CMA
- CNA
- CPR
- EKG

Learn Hands-On During the 1-year program

Book work and lecture is combined with hands-on training in our medical learning lab and during clinical rotations.

Job Placement Help

TCAT Instructors are available to help find you a job after graduation. We have a 90% job placement rate on average.

We Are Affordable

Tuition is \$1,440 per trimester with financial aid available for those who qualify. TCAT Pulaski also accepts TN Promise, TN Reconnect, & other various scholarships & grants.

Local Employers

- All Hospitals
- Most Private Medical Clinics
- Long-term care facilities

Finish in a Year

Enjoy a smaller class environment and our instructors will help you as you learn in the classroom and nursing lab areas.

Applying is Easy

We are here to help you every step of the way! First, go online to www.tcatpulaski.edu/apply Call us at 931-424-4014 with any questions. Admissions will send you a follow up email with next steps.

Meet our program graduate Aimee Rose!

Aimee graduated in the class of 2023 and now works at an express walk-in primary care clinic in Lewisburg, Tennessee.



Doug Rutherford, Instructor
931-424-2960

doug.rutherford@tcatpulaski.edu



Want more program information?
www.tcatpulaski.edu

Start Your Career in...

Practical Nursing

at TCAT Pulaski

The Pathway To Your Future Starts Now

Contact Us Today!

admissions@tcatpulaski.edu

931-424-4014

Appendix H-TCAT
Career Pathways

Pages 2 of 2

Why TCAT Nursing?

Jump right in to learning nursing skills and skip unnecessary classes. Experience quality instruction during a challenging and rigorous year-long program.



Possible Careers

- Licensed Practical Nurse
- Possibly continue to a Registered Nurse bridge program after graduation

Potential Salary Ranges

- LPN: **\$37k-\$43k**
- RN with Associates in Nursing: **\$55k-\$82k**
- RN with BS in Nursing: **\$60k-\$96k**

Credentials You Could Earn

- CPR
- Nurse Aid Certificate
- Practical Nursing Diploma

Learn Hands-On During the 1-year program

Book work and lecture is combined with hands-on training in our medical learning lab and during clinical rotations.

Job Placement Help

TCAT Instructors are available to help find you a job after graduation. We have a 90% job placement rate on average.

We Are Affordable

Tuition is \$1,440 per trimester with financial aid available for those who qualify. TCAT Pulaski also accepts TN Promise, TN Reconnect, & other various scholarships & grants.

Local Employers

- All Hospitals
- Most Private Medical Clinics
- Long-term care facilities

Finish in a Year

Enjoy a smaller class environment and our instructors will help you as you learn in the classroom and nursing lab areas.

Applying is Easy

We are here to help you every step of the way! First, go online to

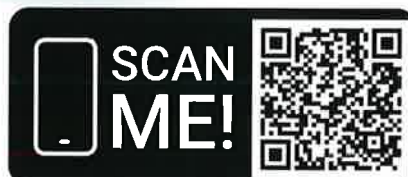
www.tcatpulaski.edu/apply
Call us at 931-424-4014 with any questions. Admissions will send you a follow up email with next steps.

Meet our program graduate Ashley Norman!

Ashley graduated in the class of 2024 and now works as an ER Nurse at Huntsville Hospital.



Tobie Adair, Instructor
tobie.adair@tcatpulaski.edu



Want more program information?
www.tcatpulaski.edu

TCAT-Pulaski Course Credentials and Industry Certifications				
Program	Course Credential Earned	Hours	Credential Type	Industry Certifications
PCTMA	Nurse Aide Certificate	432	Certificate	Certified Nursing Assistant (CNA)
	Phlebotomy Certificate	186	Certificate	Certified Phlebotomy Tech
	Electrocardiogram Certificate	864	Certificate	Certified EKG Technician
	Patient Care Technology Diploma	864	Diploma	
	Medical Assistant Diploma	1296	Diploma	Certified Clinical Medical Assistant (CCMA)
Practical Nursing	Practical Nursing	1296	Diploma	Licensed Practical Nurse (LPN)

CIP to SOC Crosswalk Narrative

CIP 51.3901 - Licensed Practical/Vocational Nurse Training, equips students with the foundational skills required for entry-level nursing roles. TCATs play a significant role in providing this training, offering hands-on, competency-based education tailored to industry standards. TCAT programs typically culminate in a diploma or certificate, qualifying students to take the NCLEX-PN exam and enter the workforce as Licensed Practical Nurses (LPNs).

For those seeking to transition to a Registered Nurse (RN) role, **CIP 51.3801** - Registered Nursing/Registered Nurse represents the next step. Many Tennessee community colleges offer LPN-to-RN bridge programs, enabling LPNs to build on their prior education and experience. These programs provide more advanced training in patient care, health promotion, and management of complex medical conditions, preparing students for the NCLEX-RN exam and RN licensure.

Occupational Pathways (SOC Codes)

The training provided in these CIP programs directly correlates with occupational opportunities outlined in the SOC system:

- **SOC 29-2061** - Licensed Practical and Licensed Vocational Nurses describes the entry-level role of LPNs, who provide basic medical care, monitor patients, and communicate with RNs and physicians regarding patient needs.
- **SOC 29-1141** - Registered Nurses represents the advanced role of RNs, who develop and manage patient care plans, administer medications, and provide education to patients and families. RNs also supervise LPNs and other healthcare staff, reflecting their increased scope of practice and responsibility.

TCAT to Community College Pathway

The transition from TCAT to a community college is a key component of the LPN-to-RN pipeline. TCAT graduates can enter LPN-to-RN articulation agreements with local community colleges, which streamline the transfer of credits and reduce duplication of coursework. These agreements ensure that the skills and knowledge gained at TCAT are recognized, allowing students to complete their RN training efficiently.

For example:

1. TCAT Practical Nursing Programs (**CIP 51.3901**) prepare students for immediate employment as LPNs while providing the foundation for further education.
2. LPN graduates can then enroll in an LPN-to-RN Bridge Program (**CIP 51.3801**) at a community college, where their TCAT training is applied toward the RN curriculum.

These programs typically include coursework in advanced nursing concepts, pharmacology, anatomy, and clinical practice, ensuring that students are equipped to meet the demands of the RN role.

Workforce Alignment

This crosswalk highlights the seamless progression from education to employment, emphasizing the importance of aligning training programs with industry demands. By connecting the CIP codes for LPN and RN training to their respective SOC codes, TCATs and community colleges ensure that students have clear, attainable pathways to high-demand, high-wage nursing careers.

The TCAT-to-community college pathway plays a pivotal role in addressing critical workforce shortages in healthcare by supporting career advancement and fostering a highly skilled nursing workforce. It provides students with affordable, accessible local opportunities to achieve their career goals while meeting the healthcare needs of Tennessee's rural communities.

**Dual Enrollment Agreement for Tennessee Colleges of Applied Technology
Between
Tennessee College of Applied Technology - Pulaski
and
Marshall County School System**

This Dual Enrollment Agreement ("Agreement"), by and between Tennessee College of Applied Technology - Pulaski ("Institution") and Marshall County School System ("High School"), is for the purpose of providing eligible high school students the opportunity to earn both college and high school graduation credits simultaneously upon successful completion of qualified course(s), as further defined herein.

OVERVIEW

In accordance with the guidelines and policies set forth by the Tennessee Higher Education Commission and Tennessee Board of Regents ("TBR") Policy 2:03:00:01, and the procedures established by Institution, Institution desires to provide eligible high school students the opportunity to earn both college and high school graduation credits simultaneously upon successful completion of qualified course(s) (each a "Dual Enrollment Course") toward a program of study (a "Program").

The following classes that are listed in the Institution's catalog and use the course syllabus, including outcomes and requirements, and text and materials approved by the respective Institution department are offered as Dual Enrollment Courses:

- Administrative Office Technology
- Advanced Manufacturing Education
- CNC Machining Technology
- Industrial Maintenance Technology
- Patient Care Technology/Medical Assisting
- Welding Technology

Eligible students ("Students") must be enrolled as 9th, 10th, 11th, or 12th grade students in a Tennessee public or nonpublic secondary school, or in a home education program. In order to enroll in a specific Dual Enrollment Course, Students must meet the Program's specific placement requirements as determined by the Institution.

In order to participate in a Dual Enrollment Course, Students must submit the following to the **STUDENT SERVICES OFFICE**:

- A completed application for admission signed by the Student;
- Required signatures from Student and parent or legal guardian of the Student.

In order to remain eligible to participate in Dual Enrollment Courses, Students must be in compliance with the Institution's attendance policy, or the High School's attendance policy for Dual Enrollment Courses held at the High School, and maintain a cumulative GPA of at least 2.0, or higher based on individual academic program GPA standards in the Dual Enrollment Course(s) that the Student is taking in order to register for subsequent Dual Enrollment Courses. Exceptions must be submitted in writing to the Institution's Vice President for Student Services.

Dual Enrollment Courses may be held on the campus of the Institution or the High School as mutually agreed to by the parties.

A. RESPONSIBILITIES OF THE PARTIES

Revised 4-17-23

A.1 The Institution:

- Is responsible for ensuring that a qualified faculty or adjunct faculty member is the instructor for the Dual Enrollment Course.
- Reserves the right to schedule an observation of all Dual Enrollment Courses held on the campus(es) of the High School at any time to ensure that Institution's expectations for the quality of the Dual Enrollment Course are met.
- Will initially classify Students enrolled in a Dual Enrollment Course as non-degree seeking. However, upon high school graduation or GED completion, the Dual Enrollment Course credit(s) may be applied toward an appropriate college-degree program so long as regular admissions requirements are met.
- Will adhere to High School's standard operating procedures for the reservation and utilization of school equipment for all Dual Enrollment Courses operated on the High School's campus.
- May require that the High School maintain science and computer laboratories and equipment appropriate and compatible for delivery of a Dual Enrollment Course held on the High School's campus.
- May cancel any Dual Enrollment Course with enrollment insufficient to cover Institution's expenses, so long as no invoices are sent to High School for such Dual Enrollment Course.
- On the schedule requested by High School, provide to High School for all Students completed grade reporting sheets and attendance reporting sheets.

A.2. The High School shall:

- Award high school graduation credit(s) for each Dual Enrollment Course successfully completed.
- Provide appropriate classroom space and instructional equipment, as determined by the Institution, for Dual Enrollment Courses offered on the High School campus.
- Pursuant to 0520-1-3-.06(4) (c) 1. of Tennessee Board of Education Rules, Regulations, and Minimum Standards for the Governance of Tennessee Public School (1994), retain the right to observe and supervise instruction, which is conducted on the High School campus during regular school hours.
- Agree to follow the Institution's academic calendar for all Dual Enrollment Courses if requested by the Institution.
- Provide Institution with any grade reporting sheets or attendance reporting sheets that Institution will be requested to complete for Students.
- Ensure that each Student applies for the Dual Enrollment Lottery Grant and any other Tennessee Student Assistance Corporation ("TSAC") grants available to pay for Dual Enrollment Courses prior to the deadlines set by TSAC.
- Not permit any Student to enroll in a Dual Enrollment Course unless that Student has either (i) provided to High School health information that establishes that the Student has complied with the recommended immunization schedule for measles, mumps, rubella and varicella for adults, issued by the Center for Disease Control and Prevention Advisory Committee on Immunization Practices or (ii) provided to High School documentation that meets the requirements of Rule 0140-02-09-.03 of the Tennessee Board of Regents regarding exemptions from vaccination requirements.
- Ensure that Students enrolling in a nursing, laboratory or allied health profession Dual Enrollment Course are aware of the need to comply with immunization requirements of entities providing clinical experiences associated with such courses.

A.3. The Institution and the High School shall:

- Each designate a individual to provide oversight of details and distribute general program information and necessary forms to Students.

- Jointly determine the Dual Enrollment Courses to be offered, subject to Institution's staffing and scheduling limitations and any enrollment or financial limitations.
- Provide appropriate information to the Students regarding Dual Enrollment Lottery Grant and any other TSAC grants available to pay for Dual Enrollment Courses.

B. AGREEMENT TERM:

- B.1. Term. This Agreement shall be effective for the period of no more than one (1) year, commencing on 8/1/2024 and ending on 5/31/2025.
- B.2. Term Extension. The parties may agree to extend the term of this Agreement for additional periods of time not to exceed five (5) years in length, so long as an amendment extending the term of this Agreement is executed prior to the expiration date of this Agreement.

C. FACULTY/COSTS

- C.1. Instructors for the Dual Enrollment Courses shall be subject to the approval of both parties and will adhere to Institution's policies regarding academic standards and documentation of attendance and grades. The Institution reserves the right to replace any Dual Enrollment Course instructor provided by the High School for non-performance and/or violation of Institution policies and guidelines. The parties will promptly enter into an amendment of this Agreement if the replacement results in the Institution then being responsible for compensating the instructor of the affected Dual Enrollment Course. The parties agree that the primary employer of a Dual Enrollment Course instructor (Institution or High School) shall be responsible to arrange and compensate, if required, a substitute in the event that the instructor will be absent for a class meeting.
- C.2. In the event the instructor is provided and compensated by the Institution, such compensation will be based upon applicable Institution policies as to Institution faculty.
- C.3. In the event the instructor is provided and directly compensated by the High School, such compensation will be based upon applicable High School policies and no funds shall be due to the High School from the Institution unless otherwise specified in Section C.6 below. This does not prevent the Institution from entering into separate agreements with instructors who are also employees of the High School to engage such instructors as adjuncts.
- C.4. Intentionally Deleted.
- C.5. For Dual Enrollment Courses held at Institution's facilities, the per Student cost per Dual Enrollment Course shall be equal to the per student cost that the Institution has set as the per student cost for enrollment in such course by other students of the Institution (the "Institution's Class Cost"). The Institution's Class Cost includes the cost of providing the instructor, classroom space, all maintenance and mandatory fees, textbooks and other class materials. The Institution's Class Cost will not include any fees that the Tennessee Higher Education Commission has determined may not be charged for Dual Enrollment Courses. The following costs are not included in the Institution's Class Cost but are associated and due for each Student in each Dual Enrollment Course: Not applicable. The parties acknowledge that the per student enrollment cost for each course the Institution offers, and all fees are approved by TBR and available for review by High School upon request.
- C.6. For Dual Enrollment Courses held at High School's facilities, the parties agree as follows:

In the event the High School provides the instructor and other Dual Enrollment Course needs as mutually agreed to by the parties, the Institution shall pay the High School 50% of the Grant Monies received for the Dual Enrollment Course in order to compensate the High School for the costs associated with providing the Dual Enrollment Course at the High School. This amount shall not be subject to escalation for any reason or increased unless this Agreement is amended.

- C.7. In the event that a Student drops a Dual Enrollment Course by the Institution's Drop/Add Deadline, Grant Monies will be returned to TSAC in accordance with Institution and TSAC policies.

D. TERMS AND CONDITIONS:

- D.1. Required Approvals. The Institution is not bound by this Agreement until it is approved by the appropriate officials in accordance with applicable Tennessee laws and regulations as shown on the signature page of this Agreement.
- D.2. Modification and Amendment. This Agreement may be modified only by a written amendment executed by all parties hereto and approved by the appropriate officials.
- D.3. Performance. Each party agrees to work in good faith to achieve the objectives of this Agreement.
- D.4. Termination. Either party may terminate this Agreement with or without cause for any reason by providing written notice to the other party. However, in no event shall termination be effective until the end of the academic year then in progress.
- D.5. Nondiscrimination. Each party hereby agrees that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of either party on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law.
- D.6. State and Federal Compliance. Each party shall comply with all applicable State and Federal laws and regulations, including without limitation with the Family Educational Rights and Privacy Act (FERPA) (collectively, the "Laws"). Each party agrees that its officers, employees and agents will use personally identifiable information from an education record disclosed pursuant to this Agreement only for the purposes for which the disclosure was made and not for any other purpose unless permitted by the Laws or necessary in order to comply with this Agreement. For purposes of clarity, the parties acknowledge that Students enrolled in Dual Enrollment Courses are students of both the Institution and the High School with educational records created by the instructors of such Dual Enrollment Courses being records of both the Institution and the High School. The parties further acknowledge that the Laws applicable to educational records held by the Institution differ from those applicable to educational records held by the High School and agree that the Laws applicable to educational records held by the Institution shall apply only to the Institution, and the Laws applicable to educational records held by the High School shall apply only to the High School. The personally identifiable information may not be disclosed or re-disclosed by either party to any but the other party without prior written consent of the Student, the parent or legal guardian of the Student, or as otherwise permitted by FERPA or this Agreement.
- D.7. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.

D.8. Severability. If any terms or conditions of this Agreement are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Agreement are declared severable.

D.9. Communications and Contacts.

The Institution:

Wendy Hopper, Vice President Instruction and Operations
Tennessee College of Applied Technology - Pulaski
P.O. Box 614, 1233 East College Street, Pulaski, TN 38478
931-424-2426
931-424-2417

The High School:

Frank Musgrave, Career and Technical Education Director
Marshall County School System
700 Jones Circle, Lewisburg, TN 37091
931-359-1581
931-270-8816

D.10. Relationship of the Parties. This Agreement shall in no way be interpreted as creating an agency or employment relationship between the parties.

D.11. Liability. Institution is a public institution of higher education and a member of the State University and Community College System of Tennessee governed by the Tennessee Board of Regents. As a state entity, its liability arising from performance under this Agreement shall be subject to and limited to those rights and remedies, if any, available under T. C. A. §§ 9-8-101 through 9-8-407. The High School is a political subdivision of the state and, as such its liability for injuries which may result from its performance under this Agreement shall be subject to and limited to those rights and remedies, if any, available under the Tennessee Governmental Tort Liability Act, §§ T. C. A. 29-20-201, et seq.

Each party shall be solely liable for payment of its portion of all claims, liability, costs, expenses, demands, settlements, or judgments resulting from action or omissions of itself or those for whom it is legally responsible, relating to or arising under this Agreement.

IN WITNESS WHEREOF:

MARSHALL COUNTY SCHOOL SYSTEM:

DocuSigned by:

Frank Musgrave

2024-07-17 | 10:34 AM CDT

Frank Musgrave, Career and Technical Education
Director

Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY – PULASKI:

DocuSigned by:

Mike Whithead

2024-07-17 | 11:15 AM CDT

Revised 4-17-23

Mike Whitehead, President

Date

TENNESSEE BOARD OF REGENTS:

DocuSigned by:
 

2024-07-17 | 11:17 AM CDT

Flora W. Tydings, Chancellor

Date

**Dual Enrollment Agreement for Tennessee Colleges of Applied Technology
Between
Tennessee College of Applied Technology - Pulaski
and
Lawrence County School System**

This Dual Enrollment Agreement ("Agreement"), by and between Tennessee College of Applied Technology - Pulaski ("Institution") and Lawrence County School System ("High School"), is for the purpose of providing eligible high school students the opportunity to earn both college and high school graduation credits simultaneously upon successful completion of qualified course(s), as further defined herein.

OVERVIEW

In accordance with the guidelines and policies set forth by the Tennessee Higher Education Commission and Tennessee Board of Regents ("TBR") Policy 2:03:00:01, and the procedures established by Institution, Institution desires to provide eligible high school students the opportunity to earn both college and high school graduation credits simultaneously upon successful completion of qualified course(s) (each a "Dual Enrollment Course") toward a program of study (a "Program").

The following classes that are listed in the Institution's catalog and use the course syllabus, including outcomes and requirements, and text and materials approved by the respective Institution department are offered as Dual Enrollment Courses:

- Building Construction Technology--North Lawrence ISC (Summertown High School)
- Building Construction Technology-- Lawrence County High School
- Building Construction Technology-- South Lawrence ISC (Loretto High School)
- CNC Machining Technology -- Lawrence County ISC
- Computer Operating Systems & Network Technology-- Lawrenceburg ISC (Lawrence County High School)
- Patient Care Technology/Medical Assisting
- Pharmacy Technician
- Residential/Commercial Wiring & Plumbing--Lawrenceburg ISC (Lawrence County High School)
- Residential/Commercial Wiring & Plumbing--South Lawrence ISC (Loretto High School)
- Welding
- Welding--South Lawrence ISC (Loretto High School)

Eligible students ("Students") must be enrolled as 9th, 10th, 11th, or 12th grade students in a Tennessee public or nonpublic secondary school, or in a home education program. In order to enroll in a specific Dual Enrollment Course, Students must meet the Program's specific placement requirements as determined by the Institution.

In order to participate in a Dual Enrollment Course, Students must submit the following to the **STUDENT SERVICES OFFICE**:

- A completed application for admission signed by the Student;
- Required signatures from Student and parent or legal guardian of the Student.

In order to remain eligible to participate in Dual Enrollment Courses, Students must be in compliance with the Institution's attendance policy, or the High School's attendance policy for Dual Enrollment Courses held at the High School, and maintain a cumulative GPA of at least 2.0, or higher based on individual academic program GPA standards in the Dual Enrollment Course(s)

that the Student is taking in order to register for subsequent Dual Enrollment Courses. Exceptions must be submitted in writing to the Institution's Vice President for Student Services.

Dual Enrollment Courses may be held on the campus of the Institution or the High School as mutually agreed to by the parties.

A. RESPONSIBILITIES OF THE PARTIES

A.1 The Institution:

- Is responsible for ensuring that a qualified faculty or adjunct faculty member is the instructor for the Dual Enrollment Course.
- Reserves the right to schedule an observation of all Dual Enrollment Courses held on the campus(es) of the High School at any time to ensure that Institution's expectations for the quality of the Dual Enrollment Course are met.
- Will initially classify Students enrolled in a Dual Enrollment Course as non-degree seeking. However, upon high school graduation or GED completion, the Dual Enrollment Course credit(s) may be applied toward an appropriate college-degree program so long as regular admissions requirements are met.
- Will adhere to High School's standard operating procedures for the reservation and utilization of school equipment for all Dual Enrollment Courses operated on the High School's campus.
- May require that the High School maintain science and computer laboratories and equipment appropriate and compatible for delivery of a Dual Enrollment Course held on the High School's campus.
- May cancel any Dual Enrollment Course with enrollment insufficient to cover Institution's expenses, so long as no invoices are sent to High School for such Dual Enrollment Course.
- On the schedule requested by High School, provide to High School for all Students completed grade reporting sheets and attendance reporting sheets.

A.2. The High School shall:

- Award high school graduation credit(s) for each Dual Enrollment Course successfully completed.
- Provide appropriate classroom space and instructional equipment, as determined by the Institution, for Dual Enrollment Courses offered on the High School campus.
- Pursuant to 0520-1-3-.06(4) (c) 1. of Tennessee Board of Education Rules, Regulations, and Minimum Standards for the Governance of Tennessee Public School (1994), retain the right to observe and supervise instruction, which is conducted on the High School campus during regular school hours.
- Agree to follow the Institution's academic calendar for all Dual Enrollment Courses if requested by the Institution.
- Provide Institution with any grade reporting sheets or attendance reporting sheets that Institution will be requested to complete for Students.
- Ensure that each Student applies for the Dual Enrollment Lottery Grant and any other Tennessee Student Assistance Corporation ("TSAC") grants available to pay for Dual Enrollment Courses prior to the deadlines set by TSAC.
- Not permit any Student to enroll in a Dual Enrollment Course unless that Student has either (i) provided to High School health information that establishes that the Student has complied with the recommended immunization schedule for measles, mumps, rubella and varicella for adults, issued by the Center for Disease Control and Prevention Advisory Committee on Immunization Practices or (ii) provided to High School documentation that meets the requirements of Rule 0140-02-09-.03 of the Tennessee Board of Regents regarding exemptions from vaccination requirements.

- Ensure that Students enrolling in a nursing, laboratory or allied health profession Dual Enrollment Course are aware of the need to comply with immunization requirements of entities providing clinical experiences associated with such courses.
- Ensure that the Building Construction Technology program at the South Lawrence ISC (Loretto High School) is a mandatory Dual Enrollment program with continuance dependent upon TCAT-Pulaski's annual enrollment review.
- Allow approved Loretto and Lawrence County High School Dual-Enrolled Building Construction Technology graduates to attend Summertown High School's TCAT-Pulaski Building Construction Technology program as adult students.

A.3. The Institution and the High School shall:

- Each designate a individual to provide oversight of details and distribute general program information and necessary forms to Students.
- Jointly determine the Dual Enrollment Courses to be offered, subject to Institution's staffing and scheduling limitations and any enrollment or financial limitations.
- Provide appropriate information to the Students regarding Dual Enrollment Lottery Grant and any other TSAC grants available to pay for Dual Enrollment Courses.

B. AGREEMENT TERM:

- B.1. Term. This Agreement shall be effective for the period of no more than one (1) year, commencing on 8/1/2024 and ending on 5/31/2025.
- B.2. Term Extension. The parties may agree to extend the term of this Agreement for additional periods of time not to exceed five (5) years in length, so long as an amendment extending the term of this Agreement is executed prior to the expiration date of this Agreement.

C. FACULTY/COSTS

- C.1. Instructors for the Dual Enrollment Courses shall be subject to the approval of both parties and will adhere to Institution's policies regarding academic standards and documentation of attendance and grades. The Institution reserves the right to replace any Dual Enrollment Course instructor provided by the High School for non-performance and/or violation of Institution policies and guidelines. The parties will promptly enter into an amendment of this Agreement if the replacement results in the Institution then being responsible for compensating the instructor of the affected Dual Enrollment Course. The parties agree that the primary employer of a Dual Enrollment Course instructor (Institution or High School) shall be responsible to arrange and compensate, if required, a substitute in the event that the instructor will be absent for a class meeting.
- C.2. In the event the instructor is provided and compensated by the Institution, such compensation will be based upon applicable Institution policies as to Institution faculty.
- C.3. In the event the instructor is provided and directly compensated by the High School, such compensation will be based upon applicable High School policies and no funds shall be due to the High School from the Institution unless otherwise specified in Section C.6 below. This does not prevent the Institution from entering into separate agreements with instructors who are also employees of the High School to engage such instructors as adjuncts.
- C.4. All costs associated with enrollment of Students in Dual Enrollment Courses shall be the responsibility of the High School, Student or Student's parent or legal guardian. Institution shall invoice High School for such costs, and it shall be High School's responsibility to seek any reimbursement of any such amounts from Student or Student's parent or legal

guardian, at High School's discretion. Invoices will be sent to High School each January and June during the term of this Agreement. High School shall remit payment to Institution at the address set forth in Section D.9 within thirty (30) days of receipt of an invoice. The costs shall be as set forth in Sections C.5. and C.6.

- Institution shall credit against amounts due from High School for each Dual Enrollment Course, all amounts received under the Tennessee Dual Enrollment Lottery Grant, Middle College Scholarship, or any other TSAC grant intended to pay for the costs of a particular Student's enrollment in a Dual Enrollment Course (collectively, "Grant Monies").
- Invoices shall include the names of all Students for enrolled in each Dual Enrollment Course and the names of all Students for whom Grant Monies were received.

C.5. For Dual Enrollment Courses held at Institution's facilities, the per Student cost per Dual Enrollment Course shall be equal to the per student cost that the Institution has set as the per student cost for enrollment in such course by other students of the Institution (the "Institution's Class Cost"). The Institution's Class Cost includes the cost of providing the instructor, classroom space, all maintenance and mandatory fees, textbooks and other class materials. The Institution's Class Cost will not include any fees that the Tennessee Higher Education Commission has determined may not be charged for Dual Enrollment Courses. The following costs are not included in the Institution's Class Cost but are associated and due for each Student in each Dual Enrollment Course: Not applicable. The parties acknowledge that the per student enrollment cost for each course the Institution offers, and all fees are approved by TBR and available for review by High School upon request.

C.6. For Dual Enrollment Courses held at High School's facilities, the parties agree as follows:

In the event the High School provides the instructor and other Dual Enrollment Course needs as mutually agreed to by the parties, the Institution shall pay the High School 50% of the Grant Monies received for the Dual Enrollment Course in order to compensate the High School for the costs associated with providing the Dual Enrollment Course at the High School. This amount shall not be subject to escalation for any reason or increased unless this Agreement is amended.

Building Construction Technology—North Lawrence ISC location: High School shall reimburse Institution on a monthly basis an amount equal to the sum of: 50% of the actual cost of salary and benefits paid by the Institution for the instructor of the Building Construction Technology course.

Building Construction Technology—South Lawrence ISC location: High School shall reimburse Institution on a monthly basis an amount equal to the sum of: 50% of the actual cost of salary and benefits paid by the Institution for the instructor of the Building Construction Technology course (said instructor will be engaged for a ten-month contract), plus 50% of the actual cost of consumables.

Computer Operating Systems & Network Technology — Lawrenceburg ISC location: High School shall reimburse Institution on a monthly basis an amount equal to the sum of: 50% of the actual cost of salary and benefits paid by the Institution for the instructor of the Computer Operating Systems & Network Technology course (said instructor will be engaged for a ten-month contract), plus 50% of the actual cost of consumables.

Residential/Commercial Wiring & Plumbing— Lawrenceburg ISC location: High School shall reimburse Institution on a monthly basis an amount equal to the sum of: 50% of the

actual cost of salary and benefits paid by the Institution for the instructor of the Residential/Commercial Wiring & Plumbing course.

Residential/Commercial Wiring & Plumbing—South Lawrence ISC location: High School shall reimburse Institution on a monthly basis an amount equal to the sum of: 50% of the actual cost of salary and benefits paid by the Institution for the instructor of the Residential/Commercial Wiring & Plumbing course.

Welding—South Lawrence ISC location: High School shall reimburse Institution on a monthly basis an amount equal to the sum of: 50% of the actual cost of salary and benefits paid by the Institution for the instructor of the Welding course.

If other costs are anticipated to be incurred by Institution in connection with a Dual Enrollment Course, such as for supplies, Institution will obtain High School's written approval of such costs prior to invoicing High School for the same.

- C.7. In the event that a Student drops a Dual Enrollment Course by the Institution's Drop/Add Deadline, Grant Monies will be returned to TSAC in accordance with Institution and TSAC policies.

D. TERMS AND CONDITIONS:

- D.1. Required Approvals. The Institution is not bound by this Agreement until it is approved by the appropriate officials in accordance with applicable Tennessee laws and regulations as shown on the signature page of this Agreement.
- D.2. Modification and Amendment. This Agreement may be modified only by a written amendment executed by all parties hereto and approved by the appropriate officials.
- D.3. Performance. Each party agrees to work in good faith to achieve the objectives of this Agreement.
- D.4. Termination. Either party may terminate this Agreement with or without cause for any reason by providing written notice to the other party. However, in no event shall termination be effective until the end of the academic year then in progress.
- D.5. Nondiscrimination. Each party hereby agrees that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of either party on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law.
- D.6. State and Federal Compliance. Each party shall comply with all applicable State and Federal laws and regulations, including without limitation with the Family Educational Rights and Privacy Act (FERPA) (collectively, the "Laws"). Each party agrees that its officers, employees and agents will use personally identifiable information from an education record disclosed pursuant to this Agreement only for the purposes for which the disclosure was made and not for any other purpose unless permitted by the Laws or necessary in order to comply with this Agreement. For purposes of clarity, the parties acknowledge that Students enrolled in Dual Enrollment Courses are students of both the Institution and the High School with educational records created by the instructors of such Dual Enrollment Courses being records of both the Institution and the High School. The parties further acknowledge that the Laws applicable to educational records held by the Institution differ from those applicable to educational records held by the High School and agree that the Laws applicable to educational records held by the Institution shall apply

only to the Institution, and the Laws applicable to educational records held by the High School shall apply only to the High School. The personally identifiable information may not be disclosed or re-disclosed by either party to any but the other party without prior written consent of the Student, the parent or legal guardian of the Student, or as otherwise permitted by FERPA or this Agreement.

D.7. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.

D.8. Severability. If any terms or conditions of this Agreement are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Agreement are declared severable.

D.9. Communications and Contacts.

The Institution:

Wendy Hopper, Vice President Instruction and Operations
Tennessee College of Applied Technology - Pulaski
P.O. Box 614, 1233 East College Street, Pulaski, TN 38478
931-424-2426
931-424-2417

The High School:

Hope Thomason, CTE & Communications Director
Lawrence County School System
1620 Springer Road, Lawrenceburg, TN 38464
931-279-0646
931-766-1551

D.10. Relationship of the Parties. This Agreement shall in no way be interpreted as creating an agency or employment relationship between the parties.

D.11. Liability. Institution is a public institution of higher education and a member of the State University and Community College System of Tennessee governed by the Tennessee Board of Regents. As a state entity, its liability arising from performance under this Agreement shall be subject to and limited to those rights and remedies, if any, available under T. C. A. §§ 9-8-101 through 9-8-407. The High School is a political subdivision of the state and, as such its liability for injuries which may result from its performance under this Agreement shall be subject to and limited to those rights and remedies, if any, available under the Tennessee Governmental Tort Liability Act, §§ T. C. A. 29-20-201, et seq.

Each party shall be solely liable for payment of its portion of all claims, liability, costs, expenses, demands, settlements, or judgments resulting from action or omissions of itself or those for whom it is legally responsible, relating to or arising under this Agreement.

IN WITNESS WHEREOF:

LAWRENCE COUNTY SCHOOL SYSTEM:

DocuSigned by:

2024-07-25 | 8:31 AM CDT

Hope Thomason, CTE & Communications Director Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY – PULASKI:

DocuSigned by:

2024-07-25 | 2:54 PM CDT

Mike Whitehead, President Date

TENNESSEE BOARD OF REGENTS:

DocuSigned by:

2024-07-25 | 3:07 PM CDT

Flora W. Tydings, Chancellor Date

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

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

Prior Learning Assessment (PLA) Credit

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

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

Non-Academic Admission Requirements

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

Academic Admission Requirements

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

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

Prerequisite Course Requirements for Admission into RN Program

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

Licensure Requirements

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

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

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

Appendix: K (Work Based Learning Activities)

TCAT-Pulaski

TCAT-Pulaski RHCPE Grant WBL Activities			
WBL Activity Description	Frequency	Responsible Staff	Target Group
Employer Industry Tours	Quarterly starting January 2026-Sept. 2029	TCAT-Pulaski Project Directors, Secondary School Career Coaches, Instructors, CTE Admin Staff, Industry Partners, Workforce Development Partners	High School Students and TCAT LPN/PCTMA Students: Giles, Lawrence, Lincoln, Marshall, and Maury counties
Job Shadowing Opportunities	Starting January 2026-Sept. 2029	TCAT-Pulaski Project Directors, Secondary School Career Coaches, CTE Admin Staff, Instructors, Industry Partners	High School Students and TCAT LPN/PCTMA Students: Giles, Lawrence, Lincoln, Marshall, and Maury counties
Internships Opportunities	Starting January 2026-Sept. 2029	TCAT-Pulaski Project Directors, Secondary School Career Coaches, Instructors, CTE Admin Staff, Industry Partners	High School Juniors/Seniors and TCAT LPN/PCTMA Students: Giles, Lawrence, Lincoln, Marshall, and Maury counties
Guest Speakers	Quarterly starting January 2026-Sept. 2029	TCAT-Pulaski Project Directors, Secondary School Career Coaches, Instructors, CTE Admin Staff, Industry Partners	Middle and High School Students and TCAT LPN/PCTMA Students: Giles, Lawrence, Lincoln, Marshall, and Maury counties
Career & College Fair Events	5-7 times per year starting January 2026-Sept. 2029	TCAT-Pulaski Project Directors, Secondary School Career Coaches, TCAT Allied Health Instructors, CTE Admin Staff, Industry Partners, Higher Education Partners, Workforce Development Partners	Middle and High School Students and TCAT LPN/PCTMA Students: Giles, Lawrence, Lincoln, Marshall, and Maury counties
Allied Health Camps	2-3 times per year starting June/July 2026-Sept. 2029	TCAT-Pulaski Project Directors, TCAT Allied Health Instructors, Secondary School Career Coaches, CTE Admin Staff, Industry Partners, Higher Education Partners, Workforce Development Partners	Middle and High School Students and TCAT LPN/PCTMA Students: Giles, Lawrence, Lincoln, Marshall, and Maury counties
Mobile Health Unit	Starting June 2026-Sept. 2029	TCAT-Pulaski Project Directors and Allied Health Instructors	HeadStart, Elementary, Middle and High School Students and TCAT LPN/PCTMA Students, Senior Centers, Libraries, Boys & Girls Club, Colleges and Universities, Business & Industry, and the Rural Communities: Giles, Lawrence, Lincoln, Marshall, and Maury counties

TCAT-Pulaski RHCPE Grant Support Services Matrix					
Student Stipends					
Category	Description	Purpose	Eligibility Criteria	Required Documentation	Estimated Cost Per Student
Exam and Licensure Fees	Covers costs of certification exams required for Allied Health students.	Ensures students obtain necessary credentials for employment post-graduation.	<ul style="list-style-type: none"> *Enrolled in Allied Health programs and/or clinicals. *Demonstrated financial need or lack of resources to purchase materials. 	<ul style="list-style-type: none"> *Proof of program enrollment (e.g. student ID, enrollment confirmation) *Statement of Financial Need 	<ul style="list-style-type: none"> *Focus on students who are completing their certification within six months of program completion. *Student stipends must be credited to the student's account and not paid to the student.
Books and Supplies	Covers textbooks and essential training materials for Allied Health programs.	Equips students with the tools needed for successful learning.	<ul style="list-style-type: none"> *Enrolled in Allied Health programs and/or clinicals. *Demonstrated financial need or lack of resources to purchase materials. 	<ul style="list-style-type: none"> *Class schedule and syllabus listing required materials. *Statement of financial needs. 	<ul style="list-style-type: none"> *Student stipends must be credited to the student's account and not paid to the student.
Completion Grant					
Food	Assistance with grocery costs.	Addresses food insecurity to support student focus on academics.	<ul style="list-style-type: none"> *Students demonstrating food insecurity (self-report or referral by instructor or staff). *Enrolled in Allied Health programs and/or clinicals. 	Self-attestation form or referral documentation.	<ul style="list-style-type: none"> Up to \$150 per request via grocery card per trimester *Consider partnerships with local food banks or grocery stores for supplemental support. *Refer students to Dept. of Human Services for SNAP assistance, WIOA, and Skill-Up TN.
Transportation	Provides gas cards.	Reduces transportation barriers to attending classes or clinical sites.	<ul style="list-style-type: none"> Students with documented transportation barriers (e.g., no vehicle, high gas costs, distance from campus). *Enrolled in Allied Health programs and/or clinicals. 	<ul style="list-style-type: none"> *Proof of residence and distance from campus. *Statement of need (e.g. commuting costs). 	<ul style="list-style-type: none"> Up to \$650 per request per trimester. *Gas cards, transit passes, or ride-share vouchers should align with the student's class/clinical schedule. *Refer students to WIOA and/or Skill-Up TN for assistance.
Housing	Helps with rent and/or utilities.	Prevents homelessness and housing instability for students.	<ul style="list-style-type: none"> Students experiencing housing insecurity or at risk of eviction (e.g., homelessness, living in unstable conditions). *Enrolled in Allied Health programs and/or clinicals. 	<ul style="list-style-type: none"> *Eviction notice, lease agreement, or utility bills. *Statement of need. 	<ul style="list-style-type: none"> Up to \$850 per request per trimester. *Temporary housing support should include coordination with local shelters or housing programs. *Refer students to WIOA and/or Skill-Up TN for assistance.
Childcare	Covers childcare expenses to enable student attendance.	Reduces barriers for students with young children.	<ul style="list-style-type: none"> *Students with dependent children under 12 years old. *Demonstrated need for childcare to attend classes or clinicals. *Enrolled in Allied Health programs and/or clinicals. 	<ul style="list-style-type: none"> *Proof of dependent children (e.g. birth certificate or tax form). *Statement of need. 	<ul style="list-style-type: none"> 75% of the maximum amount per trimester Explore partnerships with local childcare providers to expand capacity and reduce costs. *Refer students to WIOA and/or Skill-Up TN for assistance.

***Program participants may receive up to \$625.00 in Completion Grant funds each trimester for up to (8) trimesters at TCATs.

TCAT-Pulaski RHCPE Grant Project Timeline																
Description	Fiscal Year 1 (25-26)				Fiscal Year 2 (26-27)				Fiscal Year 3 (27-28)				Fiscal Year 4 (28-29)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun
Prepare for project implementation																
Inform Advisory Board of Grant Award and recommend Steering Committee members																
Develop Steering to advise grant activities and work with partners																
Recruit, hire, train RHCPE Grant Support Specialist																
Develop performance metric tools and establish baseline data																
Collect Dual Enrollment Agreements with Partner Secondary Schools																
Develop Marketing Materials for Dual Enrollment, MHU, Supportive Services activities																
Implement Training Activities in schools within service area																
Purchase Allied Health and Secondary School Lab Equipment/Supplies																
Hold Quarterly Subcommittee Meetings via Teams/Zoom																
Present reports to Advisory Board																
Recruit/enroll students for Dual Enrollment Programs at area high schools																
Collect Dual Enrollment data and evaluate student outcomes,																
Capture Credentials Earned data																
Professional development opportunities for faculty and staff																
RHCPE Grant Steering Committee Meetings																
Submit RHCPE Grant quarterly reports																
Monitor student progress, make necessary adjustments to ensure program success																
Prepare stakeholders reports to include program outcomes																
Implement program improvement and curriculum adjustments based on evaluations																
Establish a sustainability plan for equipment housed at Secondary Schools and MHU activities with Grant Partners																
Seek additional funding sources to sustain the program beyond the grant period																

Grant Partner Roles and Responsibilities

Partner Type	Responsibilities
TCAT-Pulaski	<ul style="list-style-type: none"> • Serves as Lead Entity and Fiscal Agent of the RHCPE GRANT. • Coordinates all aspects of the grant proposal, including planning, implementation, and evaluation. • Manages all aspects of the grant, including financial reporting and accountability. • Will purchase necessary materials, supplies, and equipment for designated components per the RHCPE GRANT budget. • Collect data on program outcomes and evaluate program effectiveness. • Coordinate CTE dual enrollment with secondary schools. • Coordinate CTE Work-Based Learning (Mobile Health Unit) activities with Business and Industry. • Communicate regularly with partners and stakeholders to keep them informed about the program and gather feedback. • Will notify Employer Partners of upcoming students seeking employment who are nearing completion of the training program and have received industry credentials. • Participate in TCAT-Pulaski's Institutional Advisory Committee meetings.
Secondary Schools Partner	<ul style="list-style-type: none"> • Provide appropriate classroom space and instructional equipment, as determined by the TCAT-Pulaski, for CTE Dual Enrollment courses offered on the High School campus. • Participate in the evaluation of the RHCPE GRANT program at the local and state level. • Assist the program in developing, implementing, and progressing its sustainability plan. • Assist TCAT-Pulaski staff with year-round Work Based Learning (Mobile Health Unit) activities for dual enrolled students participating in the program. • Meet with TCAT-Pulaski staff as needed throughout the year to discuss student progress. • Participate in TCAT-Pulaski's Institutional Advisory Committee meetings.

	<ul style="list-style-type: none"> • All other responsibilities, terms, and conditions as spelled out in the CTE Dual Enrollment Agreement between TCAT-Pulaski and secondary schools. • Address the need for Secondary Schools to allocate funds to support the ongoing maintenance and repair of equipment purchased with grant funds. • Provide Professional Development for the Faculty to ensure they have the necessary skills to operate and maintain equipment after the grant period ends. • Maintain accurate inventories of equipment including serial numbers, make, model, and warranty information. • Regularly monitor the condition, performance, and usage of equipment on an ongoing basis.
Higher Education Partner	<ul style="list-style-type: none"> • Coordinate referrals for TCAT-Pulaski LPN to RN program. • Meet with TCAT-Pulaski staff as needed throughout the year to discuss student progress. • Participate in TCAT-Pulaski's Institutional Advisory Committee meetings.
Workforce Development Partner	<ul style="list-style-type: none"> • Provide insights into the needs of business and industry by identifying the skills and certifications that are in high demand among employers in the region. • Facilitate partnerships between high schools, TCAT-Pulaski, businesses, healthcare providers, and community organizations. • Promote awareness of dual enrollment opportunities among students, parents, educators, and community members. • Participate in the evaluation of the RHCPE GRANT program at the local and state level. • Participate in TCAT-Pulaski's Institutional Advisory Committee meetings.
Employer Partners	<ul style="list-style-type: none"> • Provide WBL business and industry awareness such as workplace tours, guest speakers, and participation in career fair events. • Provide students with WBL (Mobile Health Unit) career exploration opportunities such as job shadowing, mentorship, and informational interviews. • Offer students WBL internships and/or co-opportunities related to the RHCPE GRANT project.

	<ul style="list-style-type: none">• Agrees to consider credentialed graduates from the training programs for employment opportunities within its organization.• Will assess candidates from the training programs based on their qualifications, skills, and suitability for open positions.• Create pathways for WBL participants to transition into permanent employment within the organization by offering apprenticeships, or intern-to-hire opportunities.• Offer faculty/instructors opportunities for externships related to the RHCPE GRANT project.• Collaborate with TCAT-Pulaski and CTE school partners regarding curriculum and instruction.• Participate in the evaluation of the RHCPE GRANT program at the local and state level.• Build sustainable partnerships with TCAT-Pulaski and secondary partners by collaborating on curriculum development, program design, and evaluation to ensure program relevance and effectiveness of work-based learning experiences.• Meet with TCAT-Pulaski staff as needed throughout the year to discuss student progress.
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Appendix-O Strength in Partnerships TCAT-Pulaski			
Lead Entity and Fiscal Partner	Representatives	Education/Workforce Experience	Experience Details
TCAT-Pulaski	Mike Whitehead-President	30+ Years	TCAT-Pulaski Staff has a wealth of expertise and experience in effectively managing and overseeing grants. Our team members have a proven track record of successfully securing, administering, and implementing state and federal grants across a variety of initiatives and program areas such as GIVE 3.0 and 1.0 Grants, TDOL WIOA Grants, Pathway Home Grants, BIA 2nd Chance Grants, & Reentry Grants.
TCAT-Pulaski	Wendy Hopper-VP Instruction & Operations	30+ Years	
TCAT-Pulaski	Christa Williams-VP Student Services	20+ Years	
TCAT-Pulaski	Stephanie Grissom-Fiscal Director	25+ Years	
TCAT-Pulaski	Tonja Garrett-Workforce Dev. (Project Director)	30+ Years	
TCAT-Pulaski	Amy Key-Director of Nursing (Co-Project Director)	20+ Years	
Secondary Partners	Representatives	Education/Workforce Experience	Experience Details
Giles County Schools	Vickie Beard-Director of Schools	20+ Years	Extensive teaching, educational administration, curriculum development, staff supervision, community engagement, and policy making experience
Lawrence County School System	Hope Thomason-CTE Director	10+ Years	
Lincoln County Schools	Bill Heath-Director of Schools	20+ Years	
Marshall County School System	Frank Musgrave-CTE Director	10+ Years	
Maury County Public Schools	Amy Davis-CTE Director	20+ Years	
Employer Partners	Representatives	Education/Workforce Experience	Experience Details
NHC Healthcare-Pulaski	Douglas Wong-Administrator	15+ Years	Business and Industry representatives have a proven history of collaboration with TCAT-Pulaski on grant initiatives. Through strategic partnerships, they have consistently demonstrated their commitment to advancing workforce development in the region.
Southern Regional TN Health System	Jason Fuglebert-CEO	15+ Years	
Giles County Health Department	Devin A. Ezell-Public Health County Director	10+ Years	
Higher Education Partner	Representatives	Education/Workforce Experience	Experience Details
Columbia State Community College	Dr. Janet Smith-President	40+ Years	Extensive knowledge in academic affairs, curriculum development, higher education leadership, institutional management, strategic management, budgeting, and policy experience.
Workforce Partners	Representatives	Education/Workforce Experience	Experience Details
TN Dept. of Labor & Workforce Development	Selina Moore-Business & Workforce Director	25+ Years	Business, Industry and Workforce Development, Community Engagement and Public Relations Experience
TN Adult Education	Linda Maddox-Adult Education Director	30+ Years	

**AGREEMENT
BETWEEN
Tennessee College of Applied Technology-Pulaski
AND
Columbia State Community College**

This Agreement entered into this 22nd day of January, 2025 by and between **Tennessee College of Applied Technology-Pulaski** (hereinafter referred to as the “College”) and **Columbia State Community College**, (hereinafter collectively referred to as the “Educational Participant”), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

PURPOSE

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission’s (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College’s rural service areas. In particular, the Agreement is intended to establish expectations 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 lead entity and fiscal agent of the grant.
- Deliver healthcare career educational opportunities to employees and students of the Educational Participants.
- Collaborate with Postsecondary Partner to develop seamless pathways from TCAT programs into higher-level healthcare certifications or degrees (e.g., LPN to RN).
- Offer supportive services, including stipends and completion grants, to help students overcome barriers to retention and program completion.

2. EDUCATION PARTICIPANTS:

Education Participants agree to the following responsibilities:

- Recruiting students to enroll in Healthcare Career Pathways.

- Meet with TCAT LPN students to offer information sessions on Columbia State's RN Program.
- Meet with TCAT-Pulaski staff as needed throughout the year to discuss student progress.
- Serve on TCAT-Pulaski's RHCPE Grant Steering Committee.

The Education Participants recognize the critical need for these programs in rural communities due to limited awareness and access among secondary students regarding healthcare career opportunities in their local areas. These programs offer significant benefits, including developing a skilled talent pipeline for employers and expanding access to quality healthcare services.

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 **22 January 2025** through **31 July 2029**.
5. Counterparts. This Agreement may be executed in any number of counterparts, each of which together shall be deemed to be original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such a facsimile or ".pdf" signature page was an original thereof.

COLLEGE:
TCAT-Pulaski

Mike Whitehead
Signature

Mike Whitehead, President
Mike Whitehead, President
Name and Title

1/22/25
Date

EDUCATOR PARTICIPANT:
Columbia State Community College

Janet Smith
Janet Smith (Jan 30, 2025 09:27 CST)
Signature

Dr. Janet F. Smith, President
Name and Title

Jan 30, 2025
Date

**AGREEMENT
BETWEEN
Tennessee College of Applied Technology-Pulaski
AND
Lawrence County School System**

This Agreement entered into this 22nd day of January 2025 by and between **Tennessee College of Applied Technology-Pulaski** (hereinafter referred to as the "College") and **Lawrence County School System**, (hereinafter collectively referred to as the "Educational Participant"), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

PURPOSE

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission's (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College's rural service areas. In particular, the Agreement is intended to establish expectations 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 lead entity and fiscal agent of the grant.
- Deliver healthcare career educational opportunities to employees and students of the Educational Participants.
- Collaborate with Secondary Partner to develop seamless pathways from secondary Healthcare programs into higher-level healthcare certifications or degrees (e.g., CNA to MA and MA to LPN).
- Offer supportive services, including stipends and completion grants, to help students overcome barriers to retention and program completion.

2. EDUCATION PARTICIPANTS:

Education Participants agree to the following responsibilities:

- Recruiting students to enroll in Healthcare Career Pathways.

- Provide students with Work Based Learning (WBL) opportunities by engaging students and employers in meaningful activities.
- Manage dual enrollment/dual credit with the College.
- Share marketing materials highlighting TCAT Allied Health programs, career opportunities, and pathways to further education.
- Provide students the opportunity to obtain industry credentials, including underrepresented groups of students as well as non-traditional.
- Serve on TCAT-Pulaski's RHCPE Grant Steering Committee.

The Education Participants recognize the critical need for these programs in rural communities due to limited awareness and access among secondary students regarding healthcare career opportunities in their local areas. These programs offer significant benefits, including developing a skilled talent pipeline for employers and expanding access to quality healthcare services.

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 **22 January 2025** through **31 July 2029**.
5. Counterparts. This Agreement may be executed in any number of counterparts, each of which together shall be deemed to be original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such a facsimile or ".pdf" signature page was an original thereof.

COLLEGE: TCAT-Pulaski	EDUCATOR PARTICIPANT: Lawrence County School System
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<u>Mike Whitehead</u>	<u>Hope Thomason</u>
Signature	Signature
Mike Whitehead, President	Hope Thomason, CTE Director
<u>Name and Title</u>	<u>Name and Title</u>
<u>1/22/25</u>	<u>1-28-25</u>
Date	Date

**AGREEMENT
BETWEEN
Tennessee College of Applied Technology-Pulaski
AND
Marshall County School System**

This Agreement entered into this 22nd day of January 2025 by and between **Tennessee College of Applied Technology-Pulaski** (hereinafter referred to as the “College”) and **Marshall County School System**, (hereinafter collectively referred to as the “Educational Participant”), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

PURPOSE

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission’s (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College’s rural service areas. In particular, the Agreement is intended to establish expectations 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 lead entity and fiscal agent of the grant.
- Deliver healthcare career educational opportunities to employees and students of the Educational Participants.
- Collaborate with Secondary Partner to develop seamless pathways from secondary Healthcare programs into higher-level healthcare certifications or degrees (e.g., CNA to MA and MA to LPN).
- Offer supportive services, including stipends and completion grants, to help students overcome barriers to retention and program completion.

2. EDUCATION PARTICIPANTS:

Education Participants agree to the following responsibilities:

- Recruiting students to enroll in Healthcare Career Pathways.

- Provide students with Work Based Learning (WBL) opportunities by engaging students and employers in meaningful activities.
- Manage dual enrollment/dual credit with the College.
- Share marketing materials highlighting TCAT Allied Health programs, career opportunities, and pathways to further education.
- Provide students the opportunity to obtain industry credentials, including underrepresented groups of students as well as non-traditional.
- Serve on TCAT-Pulaski's RHCPE Grant Steering Committee.

The Education Participants recognize the critical need for these programs in rural communities due to limited awareness and access among secondary students regarding healthcare career opportunities in their local areas. These programs offer significant benefits, including developing a skilled talent pipeline for employers and expanding access to quality healthcare services.

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 **22 January 2025** through **31 July 2029**.
5. Counterparts. This Agreement may be executed in any number of counterparts, each of which together shall be deemed to be original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such a facsimile or ".pdf" signature page was an original thereof.

<p>COLLEGE: TCAT-Pulaski</p> <p><u>Mike Whitehead</u> Signature</p> <p>Mike Whitehead, President <u>Mike Whitehead, President</u> Name and Title</p> <p><u>1/22/25</u> Date</p>	<p>EDUCATOR PARTICIPANT: Marshall County School System</p> <p><u>Frank Musgrave</u> Signature</p> <p>Frank Musgrave, CTE Director <u>Frank Musgrave, CTE Director</u> Name and Title</p> <p><u>1/24/25</u> Date</p>
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**AGREEMENT
BETWEEN
Tennessee College of Applied Technology-Pulaski
AND
NHC-Pulaski**

This Agreement entered into this 22nd day of January 2025 by and between **Tennessee College of Applied Technology-Pulaski** (hereinafter referred to as the “College”) and **NHC-Pulaski**, (hereinafter collectively referred to as the “Employer Participant”), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

PURPOSE

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission's (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College's rural service areas. In particular, the Agreement is intended to establish expectations 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 lead entity and fiscal agent of the grant.
- Deliver healthcare 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 respective programs.

2. EMPLOYER PARTICIPANTS:

Employer Participants agree to the following responsibilities:

- Alerting the College of job openings.
- Host tours for youth and adult programs participants.
- Participate in school career exploration events.

- Consider graduates for employment.
- Serve on TCAT-Pulaski's RHCPE Grant Steering Committee upon request and attend requested meetings.

The Employer Participants recognize the critical need for these programs in rural communities due to limited awareness and access among secondary students regarding healthcare career opportunities in their local areas. These programs offer significant benefits, including developing a skilled talent pipeline for employers and expanding access to quality healthcare services.

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.
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COLLEGE: TCAT-Pulaski	EMPLOYER PARTICIPANT: NHC-Pulaski
 Signature	 Signature
Mike Whitehead, President Name and Title	Douglas Wong, Administrator Name and Title
 Date	 Date

**AGREEMENT
BETWEEN
Tennessee College of Applied Technology-Pulaski
AND
Southern Tennessee Regional Healthcare System (STRHS)-Pulaski**

This Agreement entered into this 22nd day of January 2025 by and between **Tennessee College of Applied Technology-Pulaski** (hereinafter referred to as the "College") and **STRHS-Pulaski**, (hereinafter collectively referred to as the "Employer Participant"), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

PURPOSE

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission's (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College's rural service areas. In particular, the Agreement is intended to establish expectations 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 lead entity and fiscal agent of the grant.
- Deliver healthcare 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 respective programs.

2. EMPLOYER PARTICIPANTS:

Employer Participants agree to the following responsibilities:

- Alerting the College of job openings.
- Host tours for youth and adult programs participants.
- Participate in school career exploration events.

- Consider graduates for employment.
- Serve on TCAT-Pulaski's RHCPE Grant Steering Committee upon request and attend requested meetings.

The Employer Participants recognize the critical need for these programs in rural communities due to limited awareness and access among secondary students regarding healthcare career opportunities in their local areas. These programs offer significant benefits, including developing a skilled talent pipeline for employers and expanding access to quality healthcare services.

II. MISCELLANEOUS:

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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.
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COLLEGE:

TCAT-Pulaski

Mike Whitehead

Signature

Mike Whitehead, President

Name and Title

1-22-2025

Date

EMPLOYER PARTICIPANT:

STRHS-Pulaski

Signature

Name and Title

Date

Giles County Health Department
209 South Cedar Lane
Pulaski, TN 38478
Phone: (931) 363-5506

To Whom It May Concern,

On behalf of the Giles County Health Department, I am writing to express our strong support for TCAT-Pulaski's REACH (Rural Education, Allied Health, and Community Health) grant proposal. This initiative is vital for addressing the pressing healthcare challenges facing our rural community and strengthening the local healthcare workforce pipeline.

Giles County faces significant health disparities that underscore the urgent need for innovative solutions. According to the latest county health data, chronic conditions such as diabetes, hypertension, and obesity are among the leading health issues, disproportionately affecting underserved populations. Access to preventive care and health education remains a critical barrier for many residents in our rural areas.

We are excited about the proposed deployment of a mobile health unit as part of this grant initiative. The mobile health unit would provide essential healthcare services, including screenings and health education, directly to underserved and geographically isolated communities. By bringing services to residents who face transportation or financial barriers, this effort would improve access to preventive care and promote healthier outcomes for our population.

The Giles County Health Department will work with you to identify specific avenues in which we might support the project goals. This support could include helping to identify target areas with unmet healthcare needs and offering guidance on addressing the health disparities in our county.

The Giles County Health Department firmly believes in the potential of this initiative to make a transformative impact on our community. We are proud to support TCAT-Pulaski in this endeavor and look forward to contributing to its success. Please feel free to contact me if you require additional information or assistance.

Sincerely,



Devin Alicia Ezell
Public Health County Director
Giles County Health Department
Devin.Ezell@tn.gov | 931-363-5506



January 16th, 2025

Dear Members of the Grant Review Committee,

On behalf of Southern TN Regional Healthcare Systems- Lawrenceburg (STRHS-L), I am writing to express our strong support for TCAT Pulaski's proposal for the THEC Rural Healthcare Pathways Expansion Grant. As a leading healthcare provider in southern Middle Tennessee, we are acutely aware of the critical shortages in healthcare professionals across our region. The proposed initiatives outlined in TCAT Pulaski's grant application will directly address these workforce gaps and enhance the quality of care available to our rural communities.

At STRHS-L, we face persistent challenges in recruiting and retaining skilled healthcare professionals, particularly **Registered Nurses (RNs) and Licensed Practical Nurses (LPNs)**. These roles are foundational to the effective delivery of healthcare, yet the demand far exceeds the current supply of qualified candidates. For example, in 2024, our facility has experienced vacancy rates as high as 20% for RNs and LPNs, leading to increased patient wait times, staff burnout, and challenges in meeting our community's healthcare needs.

TCAT Pulaski has consistently been a vital partner in preparing skilled healthcare professionals for our workforce. Their commitment to hands-on training, industry-aligned curricula, and innovative outreach programs has had a measurable impact on the availability of healthcare talent in our region. However, as the demand for healthcare services continues to grow, additional resources are essential to expand program capacity, modernize training facilities, and attract a diverse pool of students. Expanding the pipeline of trained healthcare professionals, particularly in underserved areas, is critical to sustaining the health and well-being of our communities.

STRHS-L fully supports TCAT Pulaski's efforts to secure this grant and is committed to collaborating with them to provide clinical placement opportunities, industry feedback, and job opportunities for graduates. Together, we can ensure that our region has access to the skilled professionals needed to meet the growing healthcare demands of our population.

Thank you for considering TCAT Pulaski's application. We are confident that this investment will have a transformative impact on our regional healthcare system.



Best regards,

Mary Glass MSN, RN

Education Supervisor

Southern TN Regional Health System-Lawrenceburg

1607 S. Locust Ave.

Lawrenceburg, TN 38464

Office: 931-766-3193

Mary.Weathers@lpnt.net

www.southerntennessee.com

Tonja Garrett
TCAT Pulaski
1233 East College Street
Pulaski, TN 38478

January 17, 2025

Dear Mrs. Garrett,

I am writing to express my strong support for the R.E.A.C.H. (Rural Education, Allied, and Community Health) initiative proposed by TCAT Pulaski. This initiative is critical to addressing the significant workforce shortages within the healthcare sector, one of the top three industries facing workforce challenges in the Southern Middle region and across the state of Tennessee.

Healthcare providers in our region, including hospitals, clinics, and other care facilities, consistently report an urgent need for skilled professionals such as Medical Assistants, Licensed Practical Nurses (LPNs), and Registered Nurses (RNs). This shortage has been exacerbated by an aging population, increased demand for services, and limited access to training resources, particularly in rural areas. These challenges threaten the ability of healthcare providers to deliver quality care to our communities.

This initiative aims to tackle these pressing issues by expanding opportunities for healthcare training and career development. By developing clear, accessible pathways to careers in healthcare, this program will help equip local residents with the skills necessary to meet the growing demand for healthcare professionals. Furthermore, we will work together to braid services by referring students to WIOA for tuition assistance, supportive services, and other resources to ensure their success. This approach will not only address workforce shortages but also enhance healthcare access, improve patient outcomes, and stimulate economic growth in the Southern Middle region.

We are confident that this initiative will make a significant and lasting impact on our communities. Please do not hesitate to contact me at Selina.Moore@tn.gov if additional information or further support is required. Thank you for considering this critical initiative and for your commitment to advancing healthcare workforce development in our region.

Sincerely,

Selina Moore



Selina Moore
Business & Workforce Director, Southern Middle TN
TN Department of Labor & Workforce Development



**Southern Middle Tennessee Adult Education
5000 Northfield Lane, Suite 124
Spring Hill, TN 37174
1-866-801-4723**

January 22, 2025

Dear Tonja,

I hope this letter finds you well. I am writing on behalf of Southern Middle Tennessee Adult Education to express our enthusiastic support for TCAT Pulaski's REACH Initiative. This initiative presents an exciting opportunity to expand our existing IET Remediation project with your students. Building on the strong partnership we have already established; we are eager to support the students who will benefit from this initiative.

We are committed to enhancing students' success in healthcare careers and would like to provide additional support for those preparing for the HESI and NCLEX exams. Our focus will be on essential skills such as dosage calculations, healthcare-related math, and reading comprehension, all of which are critical for success in these high-stakes assessments.

As you know, a strong foundation in math and reading is vital for navigating the complexities of the healthcare field. By incorporating targeted instruction in these areas, we aim to significantly improve students' preparedness for the HESI and NCLEX exams, ensuring their success both academically and professionally.

Our goal is to offer tailored resources and instruction that align with the demands of these critical exams. Through this expanded remediation effort, we hope to equip learners with the skills they need to excel and confidently pursue their nursing and allied health careers.

We deeply value our collaboration with TCAT Pulaski and believe that this expansion of the IET Remediation project will further enrich the educational experience for students. Thank you for your continued partnership, and we look forward to working together to achieve these important goals.

Best Regards,

Linda Maddox

Linda Maddox, Program Director
Southern Middle Tennessee Adult Education
Email: Linda.Maddox@sctworkforce.org
Mobile: (931) 625-6494