

## APPENDIX A: Cover Sheet

NAME OF LEAD ENTITY

RHCPE GRANT  
REDUCING GAPS IN RURAL HEALTHCARE THROUGH NURSING AND EMERGENCY MEDICAL  
SERVICES PROGRAMS

DYERSBURG STATE COMMUNITY COLLEGE IN PARTNERSHIP WITH:


1. TCAT HENRY/CARROLL COUNTY
2. HENRY COUNTY HIGH SCHOOL AND DYER COUNTY HIGH SCHOOL
3. BAPTIST MEMORIAL HOSPITAL-UNION CITY; WEST TENNESSEE HEALTHCARE- DYERSBURG; WEST TENNESSEE HEALTHCARE-HENRY COUNTY; NORTHWEST TENNESSEE WORKFORCE BOARD

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Funding requested: **\$2,000,000**

X 

President of Higher Education Institution

Dr. Scott Cook

Dyersburg State Community College

X 

Project Director (Lead Entity)

Dr. Amy Johnson

Dyersburg State Community College

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**Abstract:**

**Lead Entity Information:** Dyersburg State Community College

**Project Director/Co-Director:** Dr. Amy Johnson / Ms. Jackie Watson

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**Name of Higher Education Institution/Fiscal Agent:** Dyersburg State Community College

**Title of Proposed Project:** Reducing Gaps in Rural Healthcare Through Nursing and Emergency Medical Services Programs

**Proposed Partners:****K-12 Partner**

- Henry County High School - Betsy Allison
- Dyer County High School - Jennifer Barham

**Employer Partners**

- Baptist Memorial Hospital - Union City - Skipper Bondurant
- West Tennessee Healthcare - Dyersburg - Scott Barber
- West Tennessee Healthcare - Henry County - John Carruth
- Workforce Innovations - Northwest & Southwest TN Workforce Boards - Jennifer Bane

**Other Partners**

- TCAT Henry/Carroll County - John Penn Ridgeway

**Proposed Funding Requested:** Dyersburg State Community College requests two million dollars of funding available under the Rural Health Care Pathways Expansion Grant to help bridge gaps between industry, K-12, and community college needs in Northwestern Tennessee. Based on local advisories, conversations with K-12 institutions, and the disaggregation of regional labor market data, it has been determined that gaps exist in Nursing and Emergency Medical Services programs, and there is student interest in each. Due to the growing demand in healthcare areas, Dyersburg State Community College has concluded that the aforementioned represents an excellent opportunity to establish additional academic pathways for the region's students.

With expected growth in West Tennessee due to the development of Ford's Blue Oval City plants, there will be a growing need for healthcare workers in the region. For this reason, Dyersburg State Community College will establish an Advanced Standing RN Program, Emergency Medical Services Basic, Emergency Medical Services Advanced, and Paramedic programs at the Dyersburg State Community College Henry County Center. Dyersburg State Community College will also partner with the area's K-12 institutions in order to enhance or establish these programs in the region's school systems. Doing so will help fill gaps in area educational services, entice students to attend post-secondary institutions, and ultimately change the trajectory of many students in our area who might not take advantage of post-secondary educational opportunities otherwise.



## **Section 1: Program Narrative (Five points)**

### **Brief narrative of the proposed project**

The project's goal is to begin a new Advanced Standing RN Program (LPN to RN or Paramedic to RN) and expand the Emergency Medical Services Program at Dyersburg State Community College Henry County Center in order to better meet the needs of the community and local employers by increasing the number of Registered Nurses, Emergency Medical Technicians, Advanced Emergency Medical Technicians, and Paramedics in rural West Tennessee.

The proposal will make use of the following strategies:

- Develop career pathways with documented articulation agreements.
- Provide student stipends for education-related costs.

### **Develop career pathways with documented articulation agreements**

Dyersburg State Community College will work with TCAT Henry/Carroll County to develop an articulation agreement between the TCAT LPN and Dyersburg State Community College RN programs. This articulation agreement will directly benefit Dyersburg State Community College Henry County Center and serve the counties of Henry, Weakley, and Obion.

Dyersburg State Community College will work with the University of Tennessee at Martin and the University of Memphis to develop an articulation agreement between the Dyersburg State Community College RN program and their BSN program. This articulation agreement will directly benefit all three Dyersburg State Community College locations in Dyersburg, Henry County, and Tipton County and serve all nine Dyersburg State Community College counties: Henry County, Weakley County, Obion County, Lake County, Dyer County, Crockett County, Lauderdale County, Tipton County, and Haywood County.

### **Provide student stipends for education-related costs**

Students enrolled in the Nursing, Emergency Medical Technician, Advanced Emergency Medical Technician, and Paramedic programs will receive stipends. The stipends will help students offset costs related to healthcare programs such as scrubs, stethoscopes, supplies, and books. Students enrolled in the Emergency Medical Technician Program will receive a \$150 stipend. Students



enrolled in the Advanced Emergency Medical Technician Program will receive a \$200 stipend. Students enrolled in the Paramedic Program will receive a \$300 stipend. Students enrolled in the Nursing Program will receive a \$300 stipend.

## **Section 2: Demonstration of Need (Twenty-five Points)**

### **Localized data demonstrating the need for action:**

This proposal aims to expand and enhance educational pathways in Nursing and EMS for rural northwest Tennessee students. The proposal includes beginning a new Advanced Standing RN Program at the Dyersburg State Community College Henry County Center and expanding the current EMS Program. The proposed Advanced Standing RN Program will provide career pathways for licensed practical nurses and licensed paramedics to become licensed registered nurses. This will alleviate nursing shortages in the labor market in areas served by the proposal<sup>1</sup>. Additionally, it will provide pathways for career advancement and increased salaries for individuals in low-wage occupations within the healthcare sector. Once students complete the program and succeed in earning their associate degree with Dyersburg State Community College, they become eligible to take the National Council Licensure Examination (NCLEX-RN). Upon passing the exam, the students will be issued an active, unencumbered RN license through the Tennessee State Board of Nursing. The need for an LPN/Paramedic-RN Program in the labor market area is great, given that no comparable in-person programs are available within a 50-mile radius<sup>2</sup>.

The proposed EMS pathway begins with the Emergency Medical Technician, Advanced Emergency Medical Technician, and Paramedic certificates. Once students complete the national registry and pass psychomotor exams, they will then be licensed paramedics. Upon completion, paramedics can apply to the Advanced Standing RN Program. The nursing pathway begins with the Certified Nursing Assistant certificate through high school dual enrollment to a Bachelor of Science in Nursing in local universities. The Advanced Standing RN Program is three-semester instead of the traditional four-semester model.

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<sup>1</sup> West Tennessee Healthcare. (2024, August 12). *Careers*. <https://www.wth.org/careers>

<sup>2</sup> West Tennessee Healthcare. (2024, August 12). *Careers*. <https://www.wth.org/careers>

This proposal is the result of a collaboration between Dyersburg State Community College, Tennessee College of Applied Technology Henry/Carroll County, Henry County High School, Dyer County High School, West Tennessee Healthcare - Dyersburg, Baptist Memorial Hospital - Union City, West Tennessee Healthcare - Paris, and the Northwest Tennessee Workforce Board. Dyersburg State Community College is the applicant and fiscal agent for this proposal.

According to population data estimates, the labor market area currently has a projected population of 170,443 and is growing<sup>3</sup>. With the expected population growth, the labor market will need additional qualified nurses to adequately serve the population. The proposed project provides training for workers in the in-demand healthcare industry, specifically by providing opportunities for career advancement and pathways to better pay through the implementation of Dyersburg State's Advanced Standing Registered Nursing (RN) Program. The Program is currently in operation at the Dyersburg campus and the Tipton County (TN) locations. In addition to this grant's impact on the healthcare sector, communities within the labor market area will also see improvements due to the increased number of healthcare professionals available to serve. The grant will provide education options for students who currently hold a licensed practical nurse (LPN) or paramedic license and wish to further their careers by earning an RN license<sup>4</sup>.

The U.S. Bureau of Labor Statistics (2024) has projected 197,200 openings for registered nurses each year from 2023 to 2033 with a projected 6% growth in the field. In addition, one-fifth of nurses plan to retire over the next five years<sup>5</sup>. Moreover, the largest employers of registered nurses in the labor market area (West Tennessee Healthcare, Baptist Healthcare, and Henry County Medical Center) have reported significant nursing shortages which impact their ability to provide quality healthcare in the region<sup>6</sup> (see attached partnership letters).

The applicant will engage with local employers to ensure the certifications pursued in nursing and emergency medical services are aligned with employer needs and professional licensure

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<sup>3</sup> Brown, J. (2022, January 24). Tennessee population estimates for 2022 and 2024. [https://www.tn.gov/content/dam/tn/health/documents/population/CON-Population\\_Estimates-2022-2024.pdf](https://www.tn.gov/content/dam/tn/health/documents/population/CON-Population_Estimates-2022-2024.pdf)

<sup>4</sup> World Population Review. (2024, September 15). Calloway County, Kentucky Population 2024. <https://worldpopulationreview.com/us-counties/kentucky/calloway-county>

<sup>5</sup> American Nurses Association. Nurses in the Workforce. <https://www.nursingworld.org/practice-policy/workforce/>

<sup>6</sup> U.S. Bureau of Labor Statistics. (2024, August 29). Registered Nurses. *Occupational Outlook Handbook*. <https://www.bls.gov/ooh/healthcare/registered-nurses.htm>



requirements. Nursing represents 14.2% of all jobs in Tennessee<sup>7</sup>. There are currently 18,152 job openings advertised for positions related to nursing, with Health Care and Social Assistance (+81,687 jobs) in Tennessee for the 2022-2032 period. In emergency medical services, jobs4TN.gov currently has 200 job openings and an average yearly wage of \$49,555 for paramedics.

The TNECD County Profile Tool heat map shows our region's healthcare-related occupations<sup>8</sup> (1,233 total employment). These programs are also listed in the THEC Academic Supply and Occupational Demand Report as in-demand occupations (Nursing is in-demand in four regions and Health Care Support-related careers in five regions.). The data points to a demand for nursing and emergency medical services in our service area<sup>9</sup>.

The table below contains data on social determinants of health for the nine target counties for this application. According to the U.S. Census Bureau, the combined estimated 2023 population of the target counties is 256,829. In six out of the nine target counties, there is a higher percentage of the population aged 65 or older than in the rest of Tennessee. Additionally, the percentage of the population in the target counties which is below the federal poverty line is higher than the percentage seen in the rest of the state. Uninsured population percentages in eight of the nine target counties are above average for Tennessee.

County	Population 2023	% Age 65+	% Age 25+ High School	% Age 25+ with at least Bachelor's	Per Capita Income Prior to 12 months	% Below Fed Poverty Level	% Persons W/O Health Insurance. <65 age
Crockett	13,982	18.9%	85.7%	15.5%	\$30,362	16.6%	13.9%
Dyer	36,498	18.0%	88.2%	21.6%	\$37,415	17.1%	11.7%
Lake	6,347	16.9%	74.3%	10.8%	\$19,695	34.2%	14.4%
Lauderdale	24,610	16.8%	82.0%	10.4%	\$24,358	19.5%	12.0%
Tipton	62,015	15.9%	89.0%	19.6%	\$31,909	13.9%	10.0%
Weakley	33,084	18.5%	87.5%	20.1%	\$26,820	18.0%	12.1%
Henry	32,554	24.0%	87.1%	19.0%	\$28,098	15.5%	13.0%
Haywood	17,328	21.1%	82.2%	12.2%	\$26,031	20.7%	12.9%
Obion	30,411	21.1%	84.8%	17.2%	\$28,782	16.9%	13.4%
Tennessee	7,126,489	17.3%	89.3%	29.7%	\$36,040	13.3%	11.1%

Source: U.S. Bureau of the Census. Quick Facts<sup>10</sup>

<sup>7</sup>

[https://jobs4tnwfs.tn.gov/vosnet/lmi/profiles/profileSummary.aspx?session=occdetail\\_lms&valueName=occupation](https://jobs4tnwfs.tn.gov/vosnet/lmi/profiles/profileSummary.aspx?session=occdetail_lms&valueName=occupation)

<sup>8</sup> <https://tnecd.com/county-profiles/>

<sup>9</sup> <https://www.tn.gov/thec/research/supply-and-demand.html>

<sup>10</sup> <https://www.census.gov/quickfacts/table/EDU635215/00>



The issues surrounding the social determinants of health in the target counties impact the ability of residents to access healthcare services, manage their chronic diseases, and address drug abuse. The table below shows that issues of adult smoking, obesity, and diabetes are prevalent in the target counties. Deaths from heart disease and stroke are major health problems for the counties as well.

County	2018 % Adult Smokers	2018 % Adult Obesity	2018 % Adults Diabetes	Overdose Deaths	Heart Disease Death Rate (2016-2020)	Stroke Death Rate
Crockett	24%	37%	13%	N/A	327.4	N/A
Dyer	22%	35%	12%	20	328.6	38.5%
Lake	30%	41%	15%	N/A	324.2	N/A
Lauderdale	27%	41%	15%	16	290.6	52.4%
Tipton	21%	41%	11%	38	220.2	43.8%
Weakley	24%	37%	12%	20	189.5	45.4%
Henry	25%	39%	12%	38	263.3	80.3%
Haywood	26%	43%	16%	N/A	258.7	85.5%
Obion	25%	36%	12%	11	231.4	39.5%
Tennessee	20%	36%	12%	43	204.0	56.0%

Sources: Robert Wood Johnson Foundation, 2024 Health Rankings<sup>11</sup>

The proposed project will address these identified health needs in several ways. The timeliness of emergency responses to heart attacks, heart failures, and stroke are important to positive health outcomes for these chronic diseases. This proposal has four hospitals in the service area: Henry County Medical Center, West Tennessee Healthcare Martin Hospital, Baptist Memorial Hospital-Union City, and West Tennessee Healthcare Dyersburg Hospital. These hospitals are separated by distances of 20 miles or more, and emergency medical technicians and paramedics must provide quick, high-quality care en route to hospital emergency rooms. As first responders in a variety of settings (for example - fire departments, police departments, and ambulance companies), they are responsible for stabilizing patients and providing emergency care. The present proposal will increase the number of highly trained emergency medical technicians, advanced emergency medical technicians, paramedics, and nurses who can care for patients in rural settings.

<sup>11</sup> Tennessee Department of Health. (2022), <https://www.countyhealthrankings.org/>; 2022. Rates are per 100,000. <https://www.tn.gov/health/health-program-areas/statistics/health-data/death-statistics.html>; Heart Diseases [https://hdpulse.nlm.nih.gov/data-portal/mortality/map?cod=250&cod\\_options=cod\\_15&ratetype=aa&ratetype\\_options=ratetype\\_2&race=00&race\\_options=race\\_6&sex=0&sex\\_options=sex\\_3&age=001&age\\_options=age\\_11&ruralurban=0&ruralurban\\_options=ruralurban\\_3&yeargroup=5&yeargroup\\_options=year5yearmort\\_1&statefips=47&statefips\\_options=area\\_states&county=47000&county\\_options=counties\\_tennessee&comparison=counties\\_to\\_us&comparison\\_options=comparison\\_counties&radio\\_comparison=areas&radio\\_comparison\\_options=cods\\_or\\_areas](https://hdpulse.nlm.nih.gov/data-portal/mortality/map?cod=250&cod_options=cod_15&ratetype=aa&ratetype_options=ratetype_2&race=00&race_options=race_6&sex=0&sex_options=sex_3&age=001&age_options=age_11&ruralurban=0&ruralurban_options=ruralurban_3&yeargroup=5&yeargroup_options=year5yearmort_1&statefips=47&statefips_options=area_states&county=47000&county_options=counties_tennessee&comparison=counties_to_us&comparison_options=comparison_counties&radio_comparison=areas&radio_comparison_options=cods_or_areas)

**Clear linkages between grant activities and local/regional needs.**

The proposed grant activities include a nursing education pathway and an emergency medical services education pathway that begins in high school by offering dual enrollment classes within the certification pathway. Dyersburg State Community College will offer Certified Nursing Assistant and other health science courses in high schools, which can, in turn, lead to an Associate of Applied Science (AAS) in Nursing. Students can then continue their education with a Bachelor of Science in Nursing at the University of Tennessee at Martin, the University of Memphis, or any local university. An emergency medical services certification in paramedics can lead students to an AAS in Emergency Medical Services at Dyersburg State Community College, and/or students can apply for the Paramedic to RN (Advanced Standing RN Program) in order to complete their RN degree in three semesters.

The applicant is instrumental in training emergency medical technicians, advanced emergency medical technicians, paramedics, and healthcare technicians for the rural target counties of this application. Students completing Dyersburg State Community College healthcare programs are from Northwest Tennessee and are likely to remain there upon completion of their college work. Expanding and enhancing programs of study at institutions of higher education in Tennessee is difficult without external grant funding. Current funding methodologies for public institutions are based on outcomes such as graduation or placement rates. Few funds are provided for start-up expenses associated with expanding or enhancing programs, for example, purchasing equipment and supplies and hiring faculty or staff.

The proposed project will benefit residents in many ways:

- It will help to address issues of transportation distance to healthcare providers in rural areas. This proposal will produce an increased number of qualified emergency medical technicians, advanced emergency medical technicians, paramedics, and nurses, professionals ready to care for patients at the incident scene, during transport, and at the hospital.
- The addition of the Advanced Standing RN Program and the EMS Program expansions and enhancements will increase the region's economic stability and educational standing given that most students attending Dyersburg State Community College are from Northwest Tennessee and remain in the area after completing their studies.



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

The Advanced Standing RN Program would be a new Dyersburg State Community College Henry County Center program. Currently, there is no Nursing Program at that location. The Emergency Medical Technician Program would expand at the Henry County Center. The Advanced Emergency Medical Technician and the Paramedic Program would be new programs at the Dyersburg State Community College Henry County Center. There is no Advanced Emergency Medical Technician or Paramedic Program at the Henry County Center.

Work-based learning opportunities will prove integral throughout the implementation of the Nursing and Emergency Medical Services Programs. Students must have a chance to gain hands-on, real-life experience as they are working through their degrees and certifications. Working with our industry partners, Dyersburg State Community College will incorporate jobsite placements and/or shadowing opportunities into coursework. Work-based learning opportunities include clinical experiences and preceptorships within these two healthcare programs. As the table below states, both Programs have eligible CIP and SOC codes for the grant.

<b>Program Name</b>	<b>CIP Code</b>	<b>SOC Code</b>	<b>Eligible Program</b>
Emergency Medical Services	31.51.0904.02	29-2040	Yes
Registered Nursing	31.51.3801.00	29-1140	Yes

**Equipment List**

The applicant proposes to purchase the equipment noted in Appendix C. This equipment will allow the College to train Emergency Medical Technicians, Advanced Emergency Medical Technicians, Paramedics, and Nursing Program students who will then be able to provide medical care for patients. The simulation equipment for the Programs will ensure students are exposed to a wide range of medical problems in the simulation laboratory in order to increase the quality of care they can provide in the future. This is accomplished by incorporating simulation into the curriculum, thus allowing students to complete their experiential learning on campus and also in clinical rotations, which will be completed with local hospitals and EMS services. Students with excellent skill competencies are urgently needed in our predominantly rural area.



Dyersburg State Community College will partner with Henry County High School and Dyer County High School to promote dual enrollment healthcare classes to juniors and seniors as part of the grant. The equipment will allow both high schools to teach the health science courses efficiently and effectively by providing hands-on training. Henry County High School and Dyer County High School have provided a list of equipment that schools will need and is noted in Appendix D.

### **Section 3: Program Plan (Twenty-Five Points)**

#### **Detailed summary of proposed plan.**

After working with local industry partners and reviewing labor market data mentioned in previous sections, the project's overall goal is to provide students living and working in rural Northwest Tennessee with a stackable career path. Those students interested in the nursing pathway can take healthcare technician classes or certified nursing assistant classes while in high school, continue to Tennessee College of Applied Technologies, and receive their LPN licensure. Upon completion of LPN licensure, students can complete their Associate of Applied Science degree in Nursing at Dyersburg State Community College. Upon completion of the Registered Nurse licensure, students can continue their education up to and including a Doctorate of Nursing. Intentional progression of coursework leading to credentials begins with dual enrollment courses in high school, continues to an associate degree and bachelor's degree. The aforementioned leads to credentials that align with workforce needs and meet the funding requirement of two or more post-secondary opportunities.

For those students interested in the emergency medical services pathway, students can take an emergency responder class in high school, enroll in an Emergency Medical Technician Program and earn certification. They can enroll in an Advanced Emergency Medical Technician Program and earn certification, and enroll in the Paramedic Program and complete licensure. The paramedic can complete a bachelor's degree in Emergency Medical Services. Paramedics can apply for the Advanced Standing RN Program, complete their Associate of Applied Science in Nursing, and continue on to the Doctoral level.

### **Healthcare Technician Certification/Certified Nursing Assistant to Associate of Applied Science in Nursing**

- **May 2026:** High School Students graduate with a certification in Healthcare Technician or Certified Nursing Assistant.
- **August 2026:** Students begin taking classes for the Associate of Applied Science with a concentration in Nursing, or apply for the LPN program at TCAT Henry/Carroll County.
- **August 2028:** The second nursing class begins.

### **Emergency Medical Technician Certification to Associate of Applied Science in Paramedic or Nursing.**

- **August 2025:** High school students enroll in dual enrollment emergency responder courses.
- **August 2026:** Students enroll in the Emergency Medical Technician Program.
- **January 2027:** Students enroll in the Advanced Emergency Medical Technician Program.
- **August 2027:** Students enroll in the Paramedic Program.
- **August 2028:** Students can enroll in a Bachelor's program for emergency medical services or begin with the second nursing class.

The following table identifies career pathways and estimates total participants in the proposed program across the 48-month period of performance for this grant program:

College	Career Pathway Program(s)	Estimated Total # of Participants During the Grant Period of Performance
Dyersburg State Community College	Nursing	48
Dyersburg State Community College	Emergency Medical Technicians	76
Dyersburg State Community College	Adv. Emergency Medical Technicians	48
Dyersburg State Community College	Paramedics	48
<b>Total</b>		<b>220</b>

### **Detailed Project Timeline and Overview.**

This proposal aims to increase access to students in rural Northwest Tennessee so that they can pursue a certificate and/or degree in the Nursing and/or Emergency Medical Services Programs. This proposal includes twelve overviews with associated tasks in order to help collaborative members achieve established goals. These activities support efforts and experiences aligned with workforce data and educational objectives. They provide credentials, degrees, and licensures identified as urgently necessary by local workforce partners. Detailed Workplan located in Appendix E.



### **Quarter 1 &2 - First Year**

- **Overview 1:** Add the Associate of Applied Science in Nursing Program at the Dyersburg State Community College Henry County Center.
- **Overview 2:** Hire two faculty members for the Associate of Applied Science in Nursing Program.
- **Overview 3:** Add Emergency Medical Technician, Advanced Emergency Medical Technician, and Paramedic Programs at the Dyersburg State Community College Henry County Center.
- **Overview 4:** Hire two faculty members for the Emergency Medical Technician, Advanced Emergency Medical Technician, and Paramedic Programs.
- **Overview 5:** Hire one full-time administrative assistant for the Nursing and Emergency Medical Services Programs.

### **Quarter 1, 2, 3, & 4- All Four Years**

- **Overview 6:** Purchase nursing laboratory capital and non-capital equipment.
- **Overview 7:** Purchase emergency medical technician, advanced medical technician, paramedic laboratory capital, and non-capital equipment.
- **Overview 8:** The application for accreditation in Nursing and EMS begins Fall 2025. Self-studies and all accreditation information will be required during all four years of grant.
- **Overview 9:** Conduct advertisement and marketing of programs through social media, billboards, and outsourced website improvements.

### **Quarter 2 & 4 of All Four Years**

- **Overview 10:** Prepare and conduct presentations at fire and police stations, HOSA Clubs, fairs, fall festivals, local high schools, and the American Job Centers.
- **Overview 11:** Host HOSA students for tours of the Emergency Medical Services and Nursing Program labs at the Dyersburg State Community College Henry County Center.
- **Overview 12:** Conduct workshops through the Northwest Tennessee Workforce Board at each high school.

**Identify key objectives for each phase of the project and describe how they will be measured.** Detailed Workplan located in Appendix E.

**Objective 1:** Add the Associate of Applied Science in Nursing Program at the Dyersburg State Community College Henry County Center. Dyersburg State Community College will work with Tennessee Colleges of Applied Technology at Henry/Carroll County to develop an articulation between their LPN and RN Programs. Also, Dyersburg State Community College will work with the University of Tennessee at Martin and the University of Memphis to develop an articulation agreement regarding the RN to BSN Program. Ms. Jackie Watson, Dean of Health Sciences, will implement the courses, certifications, and degrees at Dyersburg State Community College. Ms. Watson will be responsible for hiring an instructor to run the Nursing Program at the Henry County Center. Instructor cost: \$525,000 and secretary cost \$187,500. Work will begin in Fall 2025, go through the Instructional Council, and be implemented in Fall 2026. Measurement- Was the nursing program added? Yes or No



**Objective 2:** Add the Emergency Medical Technician Certificate, the Advanced Emergency Medical Technician Certificate, and the Paramedic Certificate/degree. The Emergency Medical Technician Certificate will lead to the Advanced Emergency Medical Technician Certificate. The Advanced Emergency Medical Technician Certificate will lead to the Paramedic Certificate or Associate of Applied Science. Instructor cost: \$525,000. Ms. Jackie Watson, Dean of Health Sciences, will implement the courses, certifications, and degrees at Dyersburg State Community College. Work will begin Fall 2025. Measurement- Was the EMS program added? Yes or No

**Objective 3:** Enroll ten students in dual enrollment healthcare classes in the following high schools beginning Fall 2025: Dyer County High School and Henry County High School. Dean of Arts, Sciences, and Technologies, Dr. Jimmy Barham, oversees dual enrollment courses. Ms. Jackie Watson, Dean of Health Sciences, oversees all health science dual enrollment courses. Ms. Tracie Keith, Director of Enrollment Services, is responsible for enrolling students in the courses. The grant will pay for one three-credit hour class for 10 students at the two high schools for 3 years. The estimated cost will be \$128,000. Measurement will be calculated by tallying the number of students enrolled each semester/year from each high school in each healthcare course.

**Objective 4:** Purchase new healthcare equipment for Dyer County High School and Henry County High School. The new equipment will include mannequins, IV arms and suture practice arms. The cost will be \$26,516.29. All equipment will be purchased in Fall 2025 and Spring 2026. Dr. Jimmy Barham, Dean of Arts, Sciences, and Technologies, and Ms. Jackie Watson, Dean of Health Sciences, will purchase the equipment. Dyersburg State Community College will work with Jennifer Barham, Dyer County High School, and Betsy Allison, Henry County High School, to oversee the equipment's purchase. Measurement- Was equipment purchased? Yes or No.

**Objective 6:** Purchase new Nursing equipment for Dyersburg State Community College. This includes beds, mannequins, and all training equipment. The equipment will cost \$161,456.19. All equipment will be purchased in Fall 2025 and Spring of 2026. Ms. Jackie Watson, Dean of Health Sciences, will be responsible for buying equipment. Measurement- Was equipment purchased? Yes or no.

**Objective 7:** Purchase new Emergency Medical Services equipment for Dyersburg State Community College. This includes simulators, supplies, and all training equipment. The equipment will cost \$138,892. All equipment will be purchased in Fall 2025 and Spring 2026. Ms. Jackie Watson, Dean of Health Sciences, will be responsible for buying equipment. Measurement- Was the equipment purchased? Yes or No

**Objective 8:** Students enrolled in the Nursing, Emergency Medical Technician, Advanced Emergency Medical Technician, and Paramedic Programs will receive stipends. This will help students offset costs related to healthcare programs such as scrubs, stethoscopes, equipment, or books. Students enrolled in Emergency Medical Technician will receive a \$150 stipend. Students enrolled in the Advanced Emergency Medical Technician Program will receive a \$200 stipend. Students enrolled in the Paramedic Program will receive a \$300 stipend. Students enrolled in the Nursing Program will receive a \$300 stipend. Estimated amount \$54,000. Measurement- Was stipends distributed? Yes or No and What was the total amount of stipend per semester given to the student? Detailed list of stipend amount.



Semester	Program	Stipend Amount	# of Students	Total
Fall 2025	EMT	\$150	24	\$3600
Spring 2026	AEMT	\$200	24	\$4800
Fall 2026	Paramedic	\$300	24	\$7200
Spring 2027	EMT	\$150	24	\$3600
Fall 2027	AEMT	\$200	24	\$4800
Spring 2028	Paramedic	\$300	24	\$7200
Fall 2028	EMT	\$150	24	\$3600
Spring 2029	AEMT	\$200	24	\$4800
Fall 2026	Nursing	\$300	24	\$7200
Fall 2028	Nursing	\$300	24	\$7200
<b>Total</b>				<b>\$54,000</b>

**Objective 9:** The New Nursing Program admits its first class. Ms. Jackie Watson, Dean of Health Sciences, will oversee the admission of the Nursing class, which will admit 24 students. Work will begin in the Fall 2025; the first class will be admitted in Fall 2026 and graduate in Spring 2028. Measurement: Was the first nursing class admitted? Yes or No. If so, how many were admitted?

**Objective 10:** Emergency Medical Technician admits first cohort. Ms. Jackie Watson, Dean of Health Sciences, will oversee the admission of the EMS cohort. The first class will admit 24 students in the Fall 2025. Measurement- Was the first EMT class admitted? Yes or No. If so, how many were admitted to the EMT program?

**Objective 11:** Advanced Emergency Medical Technician admits first cohort. Ms. Jackie Watson, Dean of Health Sciences, will oversee the admission of the EMS cohort. The first class will admit 24 students in the Spring 2026. Measurement: Was the first AEMT class admitted? Yes or No. If so, how many were admitted to the AEMT program?

**Objective 12:** The Paramedic Program admits its first cohort. Ms. Jackie Watson, Dean of Health Sciences, will oversee the admission of the EMS cohort. The first class will admit 24 students in the Fall 2026. Measurement: Was the first Paramedic class admitted? Yes or No. If so, how many were admitted to the Paramedic program?

**Objective 13:** The Northwest and Southwest TN Workforce Board will provide targeted outreach events in Dyer County High School, Henry County High School, McKenzie High School, Martin Westview High School, Greenfield High School, and Dresden High School. These events will promote career paths related to Healthcare Programs such as Nursing and Emergency Medical Services. Dyersburg State Community College will partner with Workforce staff to provide career services in American Job Centers by utilizing Workforce Innovation and Opportunity Act (WIOA) grant funding to improve the quality and labor market relevance of workforce investment, education, and economic development. Workforce services determine customers' needs through interviews and assessment processes in our local area. For those eligible for services in the Northwest region, WIOA provides last-dollar Needs-Based Scholarships up to \$4,000 per school year for a maximum of two years. Since Dyersburg State Community College is in rural West Tennessee, which has distressed counties and no public transportation, WIOA provides students attending training with a monthly travel stipend via a Fleet Gas Card. The board also has an emergency support service policy in order to assist students with significant barriers. The estimated cost is \$1,600 per visit. (Visits at all schools x 4 = \$38,400). Ms. Jennifer Bane, Executive Director

of the Northwest TN Workforce Board, will be responsible for the targeted outreach events. The events will occur in the Spring 2026, Fall 2026, Spring 2027, Fall 2027, Spring 2028, Fall 2028, and Spring 2029. Measurement- Was the targeted outreach events completed? Yes or No.

**Objective 14:** Market the Nursing and Emergency Medical Services programs to the community's citizens. One task will accomplish the following objective: Implement a marketing plan that includes billboards, social media, radio ads, flyers, purchasing swag, and other items needed to market the programs. The estimated cost will be \$55,235.52. Ms. Crystal Allen, Marketing and Public Relations Coordinator, will oversee this task, which will begin in Fall 2025. Measurement- Was marketing done on the Nursing and EMS programs? Yes or No.

### **Project governance and accountability plan**

The lead entity for the aforementioned is Dyersburg State Community College. The project co-leaders are Dr. Amy Johnson, Vice President of Academic Affairs and Student Success and Ms. Jackie Watson, Dean of Health Sciences. Dr. Johnson and Ms. Watson will also serve as the liaison between the community college, partnering universities for matriculation, and partnering high schools.

Project governance falls under the umbrella of the Vice President of Academic Affairs and Student Success, which includes Ms. Jackie Watson, Dean of Health Sciences; Dr. Jimmy Barham, Dean of Arts, Sciences, and Technologies; Dr. Christie Hamilton, Director of Nursing; Mr. Baker McCool, Director of the EMS Program and Ms. Tracie Keith, Director of Enrollment Services. The Vice President of Information Technology and Facilities Management, Josh Duggin, is responsible for enhancing classroom and campus lab space at the Henry County location. Mr. Mike Samples, Director of the Physical Plant, reports to the Vice President of Information Technology and Facilities Management and is responsible for renovation and enhancing classroom and campus lab space. Ms. Crystal Allen, Coordinator of Marketing and Public Relations, will be responsible for all program marketing, along with the Vice President of External Affairs, Dr. Amanda Walker. Mr. John Penn Ridgeway is the President of TCAT Henry/Carroll County and will be responsible for LPN to RN Articulation process. Ms. Betsy Allison, CTE Director, is a Henry County High School employee. Ms. Jennifer Barham, CTE Coordinator, is a Dyer County High School employee. Ms. Barham and Ms. Allison are project leaders. They will help oversee educational components, workforce partnerships, and equipment installation at each school. The collaborative team will work to ensure that the equipment is purchased promptly and programs begin and continue in accordance with the timeline.



The project steering committee will meet quarterly to discuss upcoming deadlines, issues related to equipment, dual enrollment courses, and any other issues that may arise during the quarter. The committee includes Dr. Amy Johnson, Ms. Jackie Watson, Mr. Baker McCool, Ms. Tracie Keith, VP Josh Duggin, Mr. Mike Samples, Ms. Crystal Allen, Dr. Amanda Walker, Ms. Betsy Allison, Ms. Jennifer Barham, and Dr. Jimmy Barham.

### **Counties Served**

The counties served as part of this proposal are Henry County, Weakley County, Obion County, and Dyer County. The new Nursing and Emergency Medical Services Program will be housed in Henry County. Students who live in Weakley County and Obion County will be able to visit campus and apply for these two new programs. Weakley County is 30 miles from Henry County, and Obion County is 60 miles from Henry County. Henry County High School and Dyer County High School will be partners in the grant. The hospitals in Henry County, Obion County, and Dyer County have all expressed their support of these programs (See attached letters in Appendix F).

### **Section 4: Strength of Partnership (Twenty Points)**

#### **Mandatory Partner's Role**

This proposal is the result of a collaboration between Dyersburg State Community College, TCAT Henry/Carroll County, rural school systems in Dyer County and Henry County, Northwest Tennessee Workforce Board, West Tennessee Healthcare - Henry County, Baptist Memorial Hospital - Union City, and West Tennessee Healthcare - Dyersburg. The applicant and fiscal agent for this proposal is Dyersburg State Community College. The included local school systems will be responsible for implementing dual enrollment courses related to healthcare programs. Dyersburg State Community College will work with TCAT Henry/Carroll County to implement an articulation agreement between the LPN and Advanced Standing RN Program. Dyersburg State Community College will work with the University of Tennessee at Martin and the University of Memphis, both have an RN to BSN degree. The Northwest Tennessee Workforce Board will provide event days in order to recruit students into each local high school program. All hospitals will provide work-based learning opportunities through clinical experiences and preceptorships.

**Memorandums of Understanding:**

The collaborative has formal agreements and memoranda of understanding (MOU) through transfer agreements among educational institutions and support from local industry. Memorandums of Understanding are attached from Dyer County High School, Henry County High School, West Tennessee Healthcare-Dyersburg, Baptist Memorial Hospital-Union City, West Tennessee Healthcare-Henry County, TCAT Henry/Carroll County, and Northwest Tennessee Workforce Board. Letters of Support are attached for TCAT Henry/Carroll County, Dyer County High School, Henry County High School, West Tennessee Healthcare-Dyersburg, Baptist Memorial Hospital-Union City, and West Tennessee Healthcare-Henry County. MOU noted in Appendix G



## **Section 5: Budget Plan (Fifteen Points)**

### **Clear Alignment:**

The Work Plan is located at the bottom of this document.

Line 1, 2 - Salary, Benefits, and Taxes: \$1,237,500. This salary meets the goal of increasing access for students in rural West Tennessee and the objectives of #2, 4, 7, 8, 9, and 11. Full-time faculty members will develop and implement the Nursing and Emergency Medical Service Programs and teach in the Programs themselves.

Line 4, 15 - Professional fee, grant, and award: \$220,400. This amount meets the goal of increasing access for students by providing stipends to students in the EMS and Nursing Programs, paying for dual enrollment tuition in Henry County and Dyer County High Schools. Additionally, the Northwest Tennessee Workforce Board will host workshops at the local high schools in Rural West Tennessee and the objectives of #1-11.

Line 5, 6, 7, 8, 9, 10 - Supplies, Telephone, Postage and Shipping, Occupancy, Equipment Rental, and Maintenance, Printing, and Publications: \$123,682.48. This amount meets the goal of increasing access for students in rural West Tennessee by purchasing supplies for EMS and Nursing labs and classrooms at Dyersburg State Community College, Henry County High School and Dyer County High School and meets the objectives of #1-11. Printing and Publications, purchasing supplies, and telephone costs are vital to starting the two new programs.

Line 11, 12 - Travel, Conferences, and Meetings: \$0.

Line 18 - Other non-personnel: \$55,235.52. Meets the goal to increase access for students in rural West Tennessee and meets objectives by providing marketing and recruiting efforts to all students and households in the service area and meets the objectives of #1, 2, 5, 6, 7, 8, 9.

Line 20 - Capital Purchase: \$203,182.00 This purchase meets the goal of increasing access for students in rural West Tennessee by purchasing real-life simulation mannequins and equipment that will simulate the clinical environment and meets the objectives of #1, 2, 5, 6, 7, 8, 9. Dyersburg State Community College defines capital purchases as any purchase over \$5,000. The simulation mannequins may exceed the \$5,000 benchmark.

Line 22 - Indirect Cost: \$160,000. This amount meets the goal of increasing access for students in rural West Tennessee and meets the objectives of #1-11. The indirect cost will be used to manage the grant and the two programs.

### **Equipment Cost:**

The equipment needed to start a Nursing and EMS Program will meet the current workforce needs in rural West Tennessee directly. The equipment for the Nursing Program will include a bed, Foley catheters, IV supplies, iSimulate training, mannequins, and simulation equipment. The equipment for the EMS Program will consist of simulation equipment and mannequins, airway supplies, and stretchers.

### **Indirect Cost:**

The indirect cost rate is 8% of the total cost. The indirect cost will offset the curriculum development related to the Nursing and Emergency Medical Services Programs, which are new to

Dyersburg State Community College Henry County Center. The curriculum will be implemented throughout all channels related to Dyersburg State Community College, the Tennessee Board of Regents (TBR), and the Tennessee Higher Education Commission (THEC). Recruitment will be done to promote the program within local high schools and the community.

## APPENDIX B: Budget

GRANT BUDGET				
GIVE Program Competitive Grant				
The grant budget line-item amounts below shall apply only to expenses incurred during the following:				
Applicable Period:	BEGIN: 08/2024	END: 08/2028		
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	1,237,500	0.00	0.00
4, 15	Professional Fee, Grant & Award <sup>2</sup>	220,400	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	123,682.48	0.00	0.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	0.00
13	Interest <sup>2</sup>	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance to Individuals	0.00	0.00	0.00
17	Depreciation <sup>2</sup>	0.00	0.00	0.00
18	Other Non-Personnel <sup>2</sup>	55,235.52	0.00	0.00
20	Capital Purchase <sup>2</sup>	203,182.00	0.00	0.00
22	Indirect Cost	160,000	0.00	0.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	2,000,000.00	0.00	0.00

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*.<sup>12</sup> Applicable detail follows this page if the line item is funded.

<sup>12</sup> [www.state.tn.us/finance/act/documents/policy3.pdf](http://www.state.tn.us/finance/act/documents/policy3.pdf)



## **Section 6: Sustainability (Fifteen Points)**

### **Sustainability:**

The education programs will continue at the conclusion of the grant at each partner's institution. Education partners will use state funds to continue the programs. Dyersburg State Community College will use state funds to continue the employment of faculty members to teach Nursing and Emergency Medical Services Programs. The partners will continue working together beyond the grant period to meet the needs of the students and the community. Students will have work-based learning (WBL) opportunities in these Programs that will allow them to attend clinicals at local hospitals and participate in preceptorships. These school-based enterprises, community partnerships, and K-12/post-secondary partnerships will allow each Program to thrive in a sustainable fashion for the foreseeable future. Bringing jobs and revenue to West Tennessee areas will also help to offset some of the economic disadvantages that some of our service areas experience. Each entity will take full responsibility for the sustainability and longevity of the Programs once established through the grant. Dyersburg State Community College will work with districts to ensure a viable sustainability plan for equipment and that WBL is implemented as outlined in the MOU agreements. In all cases, local dollars and other federal budgets will be utilized in the case that the Programs' school-based enterprises do not earn enough to cover expenses.

## APPENDIX C: DSCC Equipment List

### Dyersburg State Community College Equipment List

<b>Emergency Medical Technician, Advanced Emergency Medical Technician, Paramedic Non-Capital Equipment:</b>			
<b>Description</b>	<b>Quantity</b>	<b>Unit Cost</b>	<b>Total Cost</b>
Infant Manikin Airway Mgmt Trainer with case Simulaids	12	\$810	\$9,720
Infant Airway Mgmt for intubation with stand	12	\$800	\$9,600
Simbodies Task Trainer, Wound Packing Thigh	1	\$1,100	\$1,100
Simbodies Task Trainer, Major Leg Injury	1	\$2,700	\$2,700
Simbodies Task Trainer, Shoulder Upper Arm Wound Packing	1	\$875	\$875
Ambu IV Trainer Clinical	4	\$ 400	\$1,600
Crash Kelley	2	\$2,800	\$5,600
Laerdal Airway MGMT trainer	4	\$2,500	\$10,000
Curaplex BVM Adult Mask Size 5 Universal connector 7ft O2 Tubing	6	\$11	\$66
Curaplex BVM Infant Mask Size 2 Universal connector 7ft O2 Tubing	6	\$11	\$66
Combat Application Tourniquet Orange Gen 7 One-handed	10	\$30	\$300
Curaplex O2 Mask Infant Elongated w/o vent, reservoir bag 7ft tube 50/case	1	\$52	\$52
Curaplex O2 Mask Adult Elongated w/o vent, reservoir bag 7ft tube 50/case	1	\$51	\$51
Curaplex bi-nasal cannula pediatric 7ft 50/case	1	\$26	\$26
Curaplex bi-nasal cannula adult 7ft 50/case	1	\$26	\$26
Curaplex Fluff Bandage Roll 4.5x4.1yds, 6ply non-Sterile, 100rl/cs	1	\$78	\$78
Curaplex Non-Sterile, Gauze Sponge, Woven, 4x4, 12-ply, 200/BG 10BG/CS	1	\$80	\$80
Bandage, Cohesive, Coban, Blue, 2 in x 5 yd Fully Stretched, Latex, Non-sterile, 36rls/cs	1	\$150	\$150
LTD QTY - Curaplex IV Start Kit, Alcohol Prep, Tegaderm, 2x2 Gauze Sponge	1	\$175	\$175
IV flush syringe, Normal Saline, 10ml Prefilled in 10ml Syringe 30ea/bx 8bx/cs	1	\$170	\$170
IV Solution, Sodium Chloride 0.9% 1000ml Bag 14ea/cs	1	\$97	\$97
Curaplex IV Catheter, CuraSlide XC, 20 ga x 1 1/4 in, Safety 50ea/bx 4bx/cs	1	\$350	\$350



Curaplex IV Catheter, CuraSlide XC, 18 ga x 1 1/4 in, Safety 50ea/bx 4bx/cs	1	\$325	\$325
G5 AED Trainer with iCPR	6	\$415	\$2,490
Curaplex Non-Sterile, Gauze Sponge, Woven, 2in x 2in, 12-ply, 200/BG 40BG/CS	1	\$90	\$90
i-gel O2 Resus Pack, SM Adult, incl size 3 i-gel O2, Lube, Strap, for Pts 30-60 kg 6ea/cs	3	\$32	\$96
i-gel O2 Resus Pack, MED Adult, incl size 4 i-gel O2, Lube, Strap, for Pts 50-90 kg 6ea/cs	3	\$32	\$96
i-gel O2 Resus Pack, LG Adult, incl size 5 i-gel O2, Lube, Strap, for Pts 90 plus kg 6ea/cs	3	\$32	\$96
Curaplex Manual Blood Pressure Cuff, Adult, with Case 50ea/cs	3	\$10	\$30
STETHOSCOPE DUALHEAD TEACHING NON-CHILL BLACK 671	4	\$20	\$80
Curaplex Nasopharyngeal Airway Set, Latex Free, includes Sizes 20-24-26-28-32 and 34 Fr	1	\$30	\$30
Curaplex Berman Oral Airway Kit, Assorted Colors, 8pk, Bagged	1	\$5	\$5
Curaplex Extrication Device w/Case, Green, for Confined Space Patient Immobilization and	2	\$88	\$176
Backboard	2	\$120	\$240
Extrication Collar, Ambu Perfit ACE, Adult, Adjustable 16 Settings 30ea/cs	1	\$7.50	\$7.50
Extrication Collar, Ambu Mini Perfit ACE, Pediatric, Adjustable 12 Settings 30ea/cs	1	\$7.50	\$7.50
Hyfin Chest Seal Combo Pack USMC	6	\$16	\$96
INTRAOSSEOUS (IO) Needle 15 GAUGE, Adjustable Length from 3/8 IN TO 1 7/8 IN 10/CS	6	\$38	\$228
Suction Unit S-Scort III W/ Vinyl Case Red, W/AC Charger, and DC Cable Included	2	\$775	\$1,550
Splint, SAM, Orange/Blue, Rolled, 4.25 in x 36 in 60ea/cs	1	\$525	\$525
Curaplex Abdominal Combine Dressing 5x9, 25/box, 16bx/case	2	\$80	\$160
Stryker Smart Battery Charger with 2 Batteries	1	\$2,000	\$2,000
<b>Total</b>			<b>\$51,210</b>

**Emergency Medical Technician, Advanced Emergency Medical Technician and Paramedic Capital Equipment:**

<b>Description</b>	<b>Quantity</b>	<b>Unit Cost</b>	<b>Total Cost</b>
Simbodies Full Body Male-Advanced	1	\$28,000	\$28,000
Stryker Power PRO XT Model-6506 Refurb ETA	1	\$16,000	\$16,000
Simbodies Adult PRO Male Manikin Plus	1	\$43,682	\$43,682
<b>Total:</b>			<b>\$87,682</b>

<b>Nursing Non-Capital Equipment:</b>	<b>Quantity</b>	<b>Unit Cost</b>	<b>Total Cost</b>
Glow Germ Kits	2	\$90	\$180
Blood pressure cuffs	8	\$30.00	\$240.00
Stethoscopes	10	\$7.00	\$70.00
Heart Model	1	\$100.00	\$100.00
EKG Simulator I Simulate	2	\$1,100.00	\$2,200.00
Electrode Packs	CASE	\$116.00	\$116.00
Thermometer	2	\$400.00	\$800.00
Reflex hammer	2	\$4.00	\$8.00
Foley Catheter Kits In and out	50	\$8.00	\$400.00
Foley Catheter Kits with drainage bag	50	\$28	\$1,400.00
Nasogastric Tubes Salem Sump	10	\$15.00	\$150.00
Nasogastric Tubes Trach Suction Training Model	2	\$600	\$1,200.00
Enteral feeding pump	1	\$1,700.00	\$1,700.00
Enteral feeding bag and tubing	20	\$10.00	\$200.00
100 mL syringe irrigation set	10	\$5.00	\$50.00
Safety syringes	4 BOXES	\$20.00	\$80.00
Tourniquet	500	\$0.29	\$145.00
Sharp wall mount system	3	\$83.15	\$249.45
Glove Dispenser	6	\$42.09	\$252.54
Sharp disposal racks	50	\$17.88	\$894.00
Lancets	2 BOXES	\$18.00	\$36.00
Pediatric lancets	2 BOXES	\$20.00	\$40.00
Gloves	30	\$5.00	\$150.00
Gauze pads	10	\$5.00	\$50.00
Chlorhexidine prep kits	20	\$3.00	\$60.00
Blood culture trays	10	\$10.00	\$100.00
Band-Aids	2	\$3.00	\$6.00
Alcohol swabs	10	\$5.00	\$75.00
Glucose Monitor	2	\$100.00	\$200.00
Glucose Strips	20	\$3.00	\$60.00
Urine collection containers	100	\$0.39	\$39.00
Artificial Urine	1	\$25.00	\$25.00
Urine testing strips	2	\$65.00	\$170.00
24-hour urine container	2	\$3.00	\$6.00
Fecal Sample Stains	2	\$0.30	\$1.20



Strep test simulators	1 BOX	\$140.00	\$140.00
FLU test simulators	1 BOX	\$140.00	\$140.00
Blood draw	15	\$225.00	\$3,375.00
Self-Adhering Wrap	3	\$70.00	\$210.00
Scale	1	\$450.00	\$450.00
Bandage Scissors	5	\$5.00	\$20.00
Sterile Gloves	25	\$10.00	\$250.00
SUTURE removal kits	50	\$3.00	\$150.00
STAPLE removal kits	50	\$4.00	\$200.00
Gauze	20	\$5.00	\$100.00
Alcohol pads	50	\$5.00	\$250.00
Med Cart	1	\$3,200.00	\$3,200.00
Med cups 30mL	10/pk 5packs	\$2.00	\$20.00
Demo Dose meds	2	\$250.00	\$500.00
DEMO Dose Bottles	200	\$3.00	\$600.00
Injection Syringe	4 BOXES	\$15.00	\$60.00
Insulin Syringes	5 Boxes	\$20.00	\$100.00
Injection Practice Models	2	\$80.00	\$160.00
SNELLEN models	1	\$15.00	\$15.00
4x4 sterile gauze	10 boxes	\$5.00	\$50.00
ABD pads 5x9	50	\$0.52	\$13.00
Kerlix Gauze	50	\$2.00	\$100.00
Demo Dose Saline Bottle	25	\$5.00	\$125.00
Demo Dose Sterile Water	25	\$5.00	\$125.00
Tape surgical wound	1 case	\$300.00	\$300.00
Wound Care kits	50	\$10.00	\$500.00
Jackson-Pratt Wound drainage system	1	\$50.00	\$50.00
VITAL SIGN Simulator mannequins	2	\$2,000.00	\$4,000.00
Tongue Blades	2	\$10.00	\$20.00
Instructor Stethoscope	5	\$110.00	\$550.00
IV Hand	4	\$350.00	\$1,400.00
Blood pressure simulator	2	\$1,500.00	\$3,000.00
Walking Boot	2	\$50.00	\$100.00
Arm Sling	4	\$10.00	\$40.00
Cervical collars	2	\$35.00	\$70.00
Crutches	2	\$40.00	\$80.00
Hemoccult test cards	1	\$110.00	\$110.00
Injector Trainer	10	\$20.00	\$200.00
Bed package	3	\$4,000.00	\$12,000.00
Over Head Bed Light Fixture	3	\$1,500.00	\$4,500.00
Simulated O2 and Suction Wall Unit	3	\$1,100.00	\$3,300.00
Racks	2	\$1,000.00	\$2,000.00
Storage cabinet	2	\$1,000.00	\$2,000.00

Gowns	10	\$20.00	\$200.00
Cleaning towels	BUNDLE	\$50.00	\$50.00
Trash cans	2	\$100.00	\$200.00
IV Poles	4	\$100.00	\$400.00
Pads for arms	2	\$40.00	\$80.00
<b>Total</b>			<b>\$56,956.19</b>

<b>Nursing Capital Equipment:</b>	<b>Quantity</b>	<b>Unit Cost</b>	<b>Total Cost</b>
EKG Simulator I Simulate	1	\$10,000	\$10,000.00
Vital Sign Stations	1	\$5,500.00	\$5,500.00
Bed package/bed tables/	3	\$5,000.00	\$15,000.00
Nurse Anne w Sim Pad and Installation	1	\$44,000.00	\$44,000.00
Nursing Anne Sim Protech Coverage	1	\$30,000.00	\$30,000.00
<b>Total Estimated Cost</b>			<b>\$104,500</b>



## APPENDIX D: Henry & Dyer County Equipment List

### Henry County High School and Dyer County High School Equipment List

<b>Henry County High School Equipment:</b>	<b>Quantity</b>	<b>Unit Cost</b>	<b>Total Cost</b>
Buttock Injection Simulator	1	\$992.81	\$992.81
IV Injection Arm	1	\$824.10	\$824.10
Nurse Training Baby, Newborn	1	\$1,127.00	\$1,127.00
Patient Care Manikin	1	\$4,785.00	\$4,785.00
Suture Practice Arm	1	\$425.00	\$425.00
Intramuscular Injection Simulator	1	\$2,112.38	\$2,112.38
Color EKG Machine with Cart	1	\$2,250.00	\$2,250.00
<b>Total</b>			<b>\$12,516.29</b>

<b>Dyer County High School Equipment:</b>	<b>Quantity</b>	<b>Unit Cost</b>	<b>Total Cost</b>
Extensive Muscle mannikin	1	\$11,000	\$11,000
Patient Room dividers/partitions	1	\$3,000	\$3,000
<b>Total</b>			<b>\$14,000</b>

## APPENDIX E: Work Plan

Work Plan: Detailed Activity Plan and Budget Plan				
Activity	Item	Responsible	Cost	Deadline
I	Order equipment and supplies to be utilized in the nursing program at Dyersburg State Community College Henry County Center. Equipment and supplies will be purchased in the beginning of Fall 2025.	Ms. Jackie Watson, Dean of Health Sciences  Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success	\$161,456.19 (includes both capital and non-capital)	Completed by May 2029.
II	Order equipment and supplies to be utilized in the emergency medical services program at Dyersburg State Community College Henry County Center. Equipment and supplies will be purchased beginning of fall 2025.	Ms. Jackie Watson, Dean of Health Sciences  Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success	\$ 138,892 (includes both capital and non-capital)	Completed by May 2029.
III	Order equipment and supplies to be utilized in health science courses at Dyer County High School and Henry County High School. Equipment and supplies will be purchased in the beginning of Fall 2025.	Ms. Jackie Watson, Dean of Health Sciences  Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success	\$26,516.29  Includes 12,516.29 HCHS and 14,000 DCHS	Completed by May 2029
V	<p>Advertise for and hire two full-time Instructors for the Nursing Program.</p> <p>1<sup>st</sup> - year pay (100%) - \$ 140,000 Academic Year Contract (August 2025-July 2026)</p> <p>2<sup>nd</sup> - year pay (75%) - \$ 105,000 Academic Year Contract (August 2026-July 2027)</p> <p>3<sup>rd</sup> - year pay (50%) - \$70,000 Academic Year Contract (August 2027- July 2028)</p> <p>4<sup>th</sup> - year pay (25%) - \$35,000 Academic Year Contract (August 2028- July 2029)</p> <p>Benefits: 1<sup>st</sup> year (100%) - \$70,000 2<sup>nd</sup> year (75%) - \$52,500</p>	<p>Ms. Jackie Watson, Dean of Health Sciences</p> <p>Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success</p>	<p>Salary \$ 350,000</p> <p>Benefits \$175,000</p> <p>Total: \$525,000</p>	Hiring will be completed by January 2026.



	3 <sup>rd</sup> year (50%) - \$35,000 4 <sup>th</sup> year (25%) - \$17,500			
V	<p>Advertise for and hire two full-time Instructors for the Emergency Medical Services Program.</p> <p>1<sup>st</sup> - year pay (100%) - \$ 140,000 Academic Year Contract (August 2025-July 2026)</p> <p>2<sup>nd</sup> - year pay (75%) - \$ 105,000 Academic Year Contract (August 2026-July 2027)</p> <p>3<sup>rd</sup> - year pay (50%) - \$70,000 Academic Year Contract (August 2027- July 2028)</p> <p>4<sup>th</sup> - year pay (25%) - \$35,000 Academic Year Contract (August 2028- July 2029)</p> <p>Benefits: 1<sup>st</sup> year (100%) - \$70,000 2<sup>nd</sup> year (75%) - \$52,500 3<sup>rd</sup> year (50%) - \$35,000 4<sup>th</sup> year (25%) - \$17,500</p>	<p>Ms. Jackie Watson, Dean of Health Sciences</p> <p>Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success</p>	<p>Salary \$ 350,000</p> <p>Benefits \$175,000</p> <p>Total: \$525,000</p>	Hiring will be completed by January 2026.
VI	<p>Advertise for one full-time secretary for the Nursing and Emergency Medical Services Program.</p> <p>1<sup>st</sup> - year pay (100%) - \$ 50,000 Academic Year Contract (August 2025-July 2026)</p> <p>2<sup>nd</sup> - year pay (75%) - \$ 37,500 Academic Year Contract (August 2026-July 2027)</p> <p>3<sup>rd</sup> - year pay (50%) - \$25,000 Academic Year Contract (August 2027- July 2028)</p> <p>4<sup>th</sup> - year pay (25%) - \$12,500 Academic Year Contract</p>		<p>Salary \$125,000</p> <p>Benefits \$62,500</p> <p>Total: \$187,500</p>	

	<p>(August 2028- July 2029)</p> <p>Benefits:</p> <p>1<sup>st</sup> year (100%) - \$25,000</p> <p>2<sup>nd</sup> year (75%) - \$18,750</p> <p>3<sup>rd</sup> year (50%) - \$12,500</p> <p>4<sup>th</sup> year (25%) - \$6,250</p>			
VII	Dual enrollment healthcare courses will begin in the Fall 2025. Enroll ten students from Dyer County High School and Henry County High School.	<p>Ms. Jackie Watson, Dean of Health Sciences</p> <p>Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success</p>		Dual enrollment courses will continue until the end of the grant.
VIII	80% of the students will complete the healthcare dual enrollment courses with a grade of "C" or better grade. Students can enroll in the Fall 2025, Spring 2026, Fall 2026, Spring 2027, Fall 2027, Spring 2028, Fall 2028 and Spring 2029.	<p>Dr. Jimmy Barham, Dean of Arts, Sciences and Technologies</p> <p>Ms. Jackie Watson, Dean of Health Sciences</p> <p>Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success</p>		Dual enrollment courses will be ongoing until the end of the grant.
IX	The first cohort of the Dyersburg State Community College Nursing Program will begin in Fall 2026. Enroll 24 students in the first year into the Nursing Program.	<p>Ms. Jackie Watson, Dean of Health Sciences</p> <p>Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success</p>		Ongoing-The first Cohort will begin Fall 2026.
X	70% of the students will complete the Nursing Program at Dyersburg State Community College.	<p>Ms. Jackie Watson, Dean of Health Sciences</p> <p>Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success</p>		Ongoing - The first cohort will begin in the Fall 2026.
XI	The first cohort of the Dyersburg State Community College Emergency Medical Services cohort will begin in Fall 2025. Enroll 24 students in the Emergency Medical Technician Program, 24 students in the Advanced Emergency	<p>Ms. Jackie Watson, Dean of Health Sciences</p> <p>Dr. Amy Johnson, DSCC Vice President of Academic</p>		Ongoing - The first cohort will begin in the Fall 2025 in the Emergency Medical



	Medical Technician Program, and 24 students into the Paramedic Program.	Affairs and Student Success		Technician Program.  Spring 2026 - Advanced Emergency Medical Technician  Fall 2026 - Paramedic Program
XII	Students enrolled in the Nursing Program and Emergency Medical Technician Program, Advanced Emergency Medical Technician Program, and Paramedic Program will receive stipends to help offset scrubs, supplies and books needed for the Program.	Ms. Jackie Watson, Dean of Health Sciences  Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success	\$54,000	Ongoing -Each semester, a group of students will receive a stipend based on which course they are enrolled in.
XIII	70% of the students will complete the Emergency Medical Services Program at Dyersburg State Community College.	Ms. Jackie Watson, Dean of Health Sciences  Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success		Ongoing - The first cohort will begin in the Fall 2025.
XIV	Conduct ongoing marketing, including radio ads, billboards, flyers, email blasts, social media, social media boosts, TV commercials, and purchasing swag for events.	Ms. Crystal Allen, DSCC Marketing and Public Relations Coordinator	\$55,235.52	It is ongoing and will be completed by May 2029.
XV	Indirect Cost	Ms. Jackie Watson, Dean of Health Sciences  Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success	\$160,000	It is ongoing and will be completed by August 2028.
XVI	Recruitment- Including the activities planned by the Northwest Workforce Board	Ms. Jackie Watson, Dean of Health Sciences  Dr. Amy Johnson, DSCC Vice President of Academic	\$38,400	It is ongoing and will be completed by August 2029.

		Affairs and Student Success		
XVII	Professional Fee and Awards -  Dual Enrollment tuition for three credit hour classes x 10 students x 2 high schools x 4 years. (\$800 per class x 20 students = \$16,000 for one semester) (\$16,000 x 8 semesters = 128,000)	Dr. Jimmy Barham, Dean of Arts, Sciences and Technologies  Dr. Amy Johnson, DSCC Vice President of Academic Affairs and Student Success	\$128,000	It is ongoing and will be completed by August 2029.
	<b>TOTAL:</b>		\$2,000,000 GRANT	



## **APPENDIX F: Letters of Support**



Henry County  
Hospital

Henry County  
Hospital

301 Tyson Avenue  
P.O. Box 1030  
Paris, TN 38242  
P: 731-642-1220

December 16<sup>th</sup>, 2024

Dyersburg State Community College  
Attn: Dr. Amy Johnson  
Vice President of Academic Affairs & Student Success  
1510 Lake Rd.  
Dyersburg, TN 38024

Dear Dr. Johnson:

Please accept this letter as West Tennessee Healthcare Henry County Hospital's strong support of Dyersburg State Community College's efforts to expand healthcare education in our community through the Rural Health Care Pathways Expansion Grant.

We are fortunate to currently support Dyersburg State Community College's EMS training by providing the classroom and lab space for the EMS Basic program. We are now writing in support of their development of an Advanced Standing RN program at our site.

We are eager for the development of this program to increase the supply of clinicians in our community and to meet significant unmet demand for caregivers.

Please contact me if I can provide any additional information or be of any assistance to you.

Sincerely,

A handwritten signature in blue ink, appearing to read "John Tucker", written over a circular blue stamp or seal.

John Tucker, FACHE  
Chief Executive Officer





**West Tennessee**  
HEALTHCARE™

**Dyersburg Hospital**  
400 East Tickle St.  
Dyersburg, TN 38024  
P: 731.287.2410  
F: 731.285.9545

To Whom it May Concern:

West Tennessee Healthcare- Dyersburg is committed to developing and employing the next generation of qualified Registered Nurses in West Tennessee. We are committed to strengthening the Dyersburg State Community College programs by partnering and incorporating work-based learning, on the job training, demonstrations, and hospital tours to meet the needs of the students. Through our valuable partnership, Dyersburg State Community College will allow us to recruit a highly skilled workforce that will fill valuable and in demand jobs in rural West Tennessee.

I am happy to extend my letter of support for a Registered Nurse and EMS program at Dyersburg State Community College at the Henry County Center in Paris, Tennessee. West Tennessee Healthcare-Dyersburg and Dyersburg State Community College have a strong work-based partnership that meets the demands of training and preparing students to enter the healthcare workforce and meet the needs of the community in West Tennessee. West Tennessee Healthcare-Dyersburg will be a clinical site for DSCC Nursing and EMS programs.

Please accept this letter of support on behalf of West Tennessee Healthcare-Dyersburg for the addition of the Registered Nurse and EMS programs at Dyersburg State Community College Henry County Center.

Sincerely,

Scott Barber MBA

CEO & Administrator

WTHC Dyersburg Hospital



December 3, 2024

Dr. Amy Johnson  
Vice-President of Academic Affairs & Student Success  
Dyersburg State Community College  
1510 Lake Road  
Dyersburg, TN 38024

Dear Dr. Johnson,

I am eager to extend my letter of support for the Rural Health Care Pathways Expansion Grant through the THEC/TSAC grant to begin an Advanced Standing RN program at the DSCC's Henry County Center. Baptist Memorial Hospital-Union City and Dyersburg State Community College have established a strong work-based learning partnership that meets the demands of training and preparing students to enter the healthcare workforce and meet the needs of our community in West Tennessee.

Baptist Memorial Hospital-Union City is committed to attracting and developing a workforce pipeline of Advanced Standing RNs. The proposed expansion of the Henry County Center produces credentials that employers need to fill current and future positions in this area. This grant partnership between Baptist Memorial Hospital-Union City and Dyersburg State Community College will increase the interest in advancing to an Advanced Standing RN position. The addition of the EMS Basic, EMS Advanced and Paramedic classes that would feed into the Paramedic to RN- Advanced Standing RN program at the Henry County Center will also provide another location opportunity to recruit more students and sustain high enrollment numbers to fill the vacant positions throughout the area. Baptist Memorial Hospital-Union City shall be utilized as a clinical rotation site and are in support of hiring any graduates upon completion of the NCLEX-RN.

Through our valuable partnership with Dyersburg State Community College, these necessary additions at the Henry County Center will allow us to recruit a highly skilled workforce that will fill valuable and in demand jobs in West Tennessee.

Please accept this letter of support on behalf of Baptist Memorial Hospital-Union City for the addition to the Paramedic to RN- Advanced Standing RN program at the Henry County Center.

Sincerely,

Skipper Bondurant  
CEO & Administrator

BARRY W. BONDURANT II  
CHIEF EXECUTIVE OFFICER





# Henry County School System

313 S. Wilson St.  
Paris, Tennessee 38242  
731-642-9733  
Fax: 731-642-8073



December 11, 2024

To Whom It May Concern,

On behalf of the Henry County Career and Technical Education (CTE) Department, we are writing to express our strong support for Dyersburg State Community College's application for the *Rural Health Care Pathways Expansion Grant* through the Tennessee Higher Education Commission (THEC) and Tennessee Student Assistance Corporation (TSAC). This grant will enable DSCC to establish an Advanced Standing Registered Nurse (RN) program at the Henry County Center and create an essential partnership with the Health Science Program of Study at Henry County High School.

The creation of this pathway will provide our students with an invaluable opportunity to pursue a career in healthcare, starting with a Certified Nursing Assistant (CNA) certification. With the grant funding, DSCC will cover the tuition for three credit hours of the CNA class, providing an affordable entry point for students interested in the nursing field. By establishing this pathway, students will have the opportunity to progress from CNA certification to Licensed Practical Nurse (LPN) and ultimately to an Advanced Standing RN program. This grant funding will be used to create a clear and seamless educational progression for students.

This initiative is a critical step in addressing the growing need for healthcare professionals in rural areas, and we are confident that this partnership will have a significant impact on the future workforce of Henry County and surrounding communities. We fully support DSCC's efforts to expand healthcare education opportunities and develop a sustainable pipeline of skilled nurses and healthcare workers.

Thank you for considering this important proposal. We look forward to the positive outcomes this grant will bring to our community and our students.

Sincerely,

Betsy Allison, CTE Director  
Henry County Schools  
allisonb@henryk12.net





Workforce Innovations, Inc.  
208 N. Mill Ave.  
Dyersburg, TN 38024  
Phone: (731)286-3585  
TDD 7-1-1

December 3, 2024

Dr. Amy Johnson  
Dyersburg State Community College  
1510 Lake Road  
Dyersburg, TN 38024

Dear Dr. Johnson:

The Northwest Tennessee Workforce Board is pleased to write this letter of support for Dyersburg State Community College's (DSCC's) proposal for the Rural Health Care Pathways Expansion Grant. The Northwest Tennessee Workforce Board, designated by local elected officials, is charged with administering workforce development services in accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA) in nine counties in Northwest Tennessee: Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, and Weakley. The mission of the Northwest Tennessee Workforce Board is to develop a quality workforce system to meet the needs of area employers and job seekers.

The Northwest Tennessee Workforce Board understands fully the demand of the healthcare sector and workforce needs in Northwest Tennessee and is pleased to provide support toward the implementation of an Advanced Standing Registered Nursing (RN) Program at DSCC's Henry County Center. This program will help meet the critical need for more RNs in the West Tennessee region. Furthermore, the addition of EMS Basic, EMS Advanced, and Paramedic classes, and a partnership with TCAT Henry Carroll's LPN program, will provide a career pathway into the RN Advanced Standing program, benefiting students, the community, and our local hospital facilities.

We will work directly with DSCC to support the goals of the grant and to support students in the program by providing the following services through the American Job Centers (AJCs):

- Offering support for the development and implementation of the program.
- Assisting with outreach and recruitment for the program by coordinating and delivering outreach events in area high schools.
- Conducting outreach through the AJCs and their network of partners such as displaying promotional materials and social media outreach.
- Providing financial assistance to students who qualify for WIOA funding when possible.

Dyersburg State Community College has been a critical partner of Tennessee's workforce system at the local, regional, and state level. We are honored to offer our support and remain committed to a strong partnership with the institution.

If you have any questions, feel free to contact me at [jbane@wfiinc.org](mailto:jbane@wfiinc.org) or 731-286-3585.

Sincerely,

A handwritten signature in black ink that reads 'JBane'.

Jennifer Bane | Executive Director  
Northwest TN Workforce Board



December 4, 2024

Dear Members of the Grant Review Committee,

On behalf of the Tennessee College of Applied Technology Henry/Carroll, I am writing to express our strong support for Dyersburg State Community College's grant application, which includes plans to develop a pathway from our Licensed Practical Nursing (LPN) program to their RN program. This initiative will provide immense value to our students and the communities we serve across Stewart, Henry, Benton, Carroll, Weakley, and Gibson counties.

This initiative will begin an Advanced Standing RN program at the Dyersburg State Community College Henry County Center. This event would represent a critical opportunity for our PN students to continue their nursing education without having to travel outside the local area. This training will empower our students to meet growing workforce demands in the region's healthcare sector, which continues to experience a critical need for highly skilled nursing professionals.

TCAT Henry/Carroll is proud to partner with Dyersburg State in this endeavor. Our Practical Nursing program consistently strives to provide exceptional educational experiences that prepare students to excel in their careers. However, the availability of additional training opportunities, such as an opportunity to gain advanced skills as an RN, would greatly enhance the value of the education that we deliver to our students and community stakeholders.

This program's benefits extend beyond the students. By upskilling future healthcare professionals, the initiative supports our local healthcare providers by increasing access to qualified professionals. The ripple effect of this investment will be felt across the six counties we serve, improving the overall quality of healthcare in rural and underserved communities.

We are confident that this collaboration will yield significant outcomes, and we wholeheartedly support Dyersburg State's efforts to secure the funding necessary to develop this program a success. We look forward to seeing the positive impact it will have on our students and local communities.

Thank you for considering this vital initiative. Should you require any additional information or have questions, please do not hesitate to contact me at [John.Ridgeway@tcathenrycarroll.edu](mailto:John.Ridgeway@tcathenrycarroll.edu).

Sincerely,

A handwritten signature in blue ink that reads "John Penn Ridgeway". The signature is fluid and cursive, with the first name "John" being the most prominent.

John Penn Ridgeway, President

## **APPENDIX G: MOU**



AGREEMENT  
BETWEEN  
**DYERSBURG STATE COMMUNITY COLLEGE**  
AND  
**West Tennessee Healthcare-Dyersburg, West Tennessee Healthcare-Henry County, Baptist  
Memorial Hospital-Union City and Northwest Tennessee Workforce Board**  
AND  
**Tennessee College of Applied Technology Henry/Carroll County, Henry County High School  
and Dyer County High School**

This Agreement entered into this 16 day of January 2025 by and between **Dyersburg State Community College** (hereinafter referred to as the “College”) and **West Tennessee Healthcare-Dyersburg; West Tennessee Healthcare-Henry County; Baptist Memorial Hospital-Union City; Northwest Tennessee Workforce Board** (hereinafter collectively referred to as the “Employer Participants”) and **Tennessee College of Applied Technology Henry/Carroll County, Henry County High School and Dyer County High School**, (hereinafter collectively referred to as the “Educational Participants”), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

**PURPOSE**

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

**I. ROLES**

**1. COLLEGE ROLE:**

The College agrees to the following responsibilities:

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

## **2. EMPLOYER PARTICIPANTS:**

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

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

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

## **3. EDUCATION PARTICIPANTS:**

Education Participants agree to the following responsibilities:



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

The Education Participants agree that there is a need for these programs in their rural communities because of a lack of overall awareness and access in secondary students regarding health careers in their local geographic area. The benefits include a potentially increased employment rate and income for the rural communities they serve and providing increased access to quality health care.

## II. MISCELLANEOUS:

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

DOCUSIGN

<b>COLLEGE:</b> Dyersburg State Community College	<b>EMPLOYER PARTICIPANT:</b> Baptist Memorial Healthcare – Union City
Signature	Signature
<div>Signed by:  E7A48E39CF47467 Dr. Scott Cook, President <a href="mailto:scCook@dscc.edu">scCook@dscc.edu</a></div>	<div>Signed by:  5B9683B88714492 Mr. Skipper Bondurant, CEO <a href="mailto:Skipper.bondurant@BMHCC.org">Skipper.bondurant@BMHCC.org</a></div>
1/21/2025	1/21/2025
Date	Date



<p><b>EDUCATIONAL PARTICIPANT:</b> Henry County High School</p> <hr/> <p>Signature</p> <p><small>DocuSigned by:</small>  <small>E76E03B7F8084AF</small> Ms. Betsy Allison, CTE Director <a href="mailto:allisonb@henryk12.net">allisonb@henryk12.net</a></p> <hr/> <p>1/22/2025</p> <hr/> <p>Date</p>	<p><b>EMPLOYER PARTICIPANT:</b> West Tennessee Healthcare - Dyersburg</p> <hr/> <p>Signature</p> <p><small>Signed by:</small>  <small>BBF810AF07AD4E3...</small> Mr. Scott Barber, CEO <a href="mailto:scott.barber@wth.org">scott.barber@wth.org</a></p> <hr/> <p>1/21/2025</p> <hr/> <p>Date</p>
<p><b>EDUCATIONAL PARTICIPANT:</b> Dyer County High School</p> <hr/> <p>Signature</p> <p><small>Signed by:</small>  <small>5B920DD8A538426</small> Ms. Jennifer Barham, CTE Coordinator <a href="mailto:jbarham@dcchoctaws.net">jbarham@dcchoctaws.net</a></p> <hr/> <p>1/21/2025</p> <hr/> <p>Date</p>	<p><b>EMPLOYER PARTICIPANT:</b> West Tennessee Healthcare – Henry County</p> <hr/> <p>Signature</p> <p><small>Signed by:</small>  <small>B69E0D2FF251408</small> Mr. John Carruth, CEO <a href="mailto:jocarruth@hcmc-tn.org">jocarruth@hcmc-tn.org</a></p> <hr/> <p>1/22/2025</p> <hr/> <p>Date</p>
<p><b>EDUCATIONAL PARTICIPANT:</b> TCAT Henry/Carroll County</p> <hr/> <p>Signature</p> <p><small>Signed by:</small>  <small>9AD4796ACBCE467</small> Mr. John Penn Ridgeway, Director <a href="mailto:john.ridgeway@tcathenrycarroll.edu">john.ridgeway@tcathenrycarroll.edu</a></p> <hr/> <p>1/21/2025</p> <hr/> <p>Date</p>	<p><b>EMPLOYER PARTICIPANT:</b> Northwest TN Workforce Board</p> <hr/> <p>Signature</p> <p><small>Signed by:</small>  <small>B47833BA4296495...</small> Ms. Jennifer Bane, Executive Director <a href="mailto:jbane@nwtworks.org">jbane@nwtworks.org</a></p> <hr/> <p>1/21/2025</p> <hr/> <p>Date</p>