

NASHVILLE STATE COMMUNITY COLLEGE

RHCPE GRANT: The Falcon First Responders Pathway

Nashville State Community College IN PARTNERSHIP WITH:

1. Itself - Lead Entity and Fiscal Agent
2. Dickson County School District
3. Health Corporation of America, Dickson County EMS

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Funding requested:

\$1,738,553.20



Dr. Shanna Jackson

President of Higher Education Institution (Fiscal Agent)



Donna Whitehouse, Dean

Project Director

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## **PROJECT ABSTRACT**

Rural Tennessee's healthcare system faces a crisis, with a critical shortage of skilled EMTs threatening timely emergency care. Nashville State Community College, a proven leader in workforce development, is launching the **Falcon First Responders Pathway** to address this urgent need. Over 48 months, the program will train 80–108 students for **EMT Basic Certification**, equipping them with real-world skills through state-approved curriculum, hands-on simulation, and clinical experiences. This initiative provides immediate workforce solutions while laying the foundation for a **permanent emergency medical services pipeline** in rural communities.

Training will be based at NSCC's **Dickson campus**, with students gaining practical experience through cutting-edge simulation equipment funded by this grant. This equipment will **continue serving rural Tennesseans beyond the grant period**, supporting future EMT Advanced and Paramedic certifications. A **shuttle service** will connect students from NSCC's **Humphreys campus** to Dickson, overcoming geographic barriers and enabling fillable, cohesive sections. Recruitment efforts will target four service-area counties, **leveraging partnerships with local organizations**, including the American Jobs Center, to ensure strong participation.

Beyond technical training, the program removes barriers to success by providing students with access to the **Falcon Market**, which offers food and essential resources. By integrating strategic community engagement, wraparound support services, and sustainable program design, the Falcon First Responders Pathway will produce a new generation of healthcare professional, creating **long-term impact in Tennessee's rural health system**.

## **PROGRAM PROPOSAL (includes datasets)**

### **Section 1: Program Narrative**

#### **Project Overview**

The **Falcon First Responders Pathway** is designed to address the critical need for healthcare professionals in Middle Tennessee's rural communities by establishing a sustainable pipeline for Emergency Medical Technicians (EMTs).

**This program will serve Houston, Cheatham, Humphreys, and Dickson Counties, with a goal of preparing 80 – 108 students to earn EMT Basic Certification during the grant period.** Beyond the grant, the equipment and infrastructure developed will support future offerings of EMT Advanced and Paramedic programs in the same rural service area, creating long-term impact while addressing immediate workforce needs.

The program will focus on intentional community engagement- leveraging existing relationships, and building a robust foundation to ensure the pathway's long-term success. Additionally, RN programming will be offered at the newly opened collaborative campus in Dickson, a partnership between Nashville State Community College (NSCC), TCAT Dickson, and HCA.

#### **Strategies Incorporated:**

##### **1) Develop Career Pathway Programs with Articulation Agreements**

During the grant period, the program will focus on offering EMT Basic Certification at NSCC's Dickson campus. Students will progress through a state-approved curriculum that provides both theoretical instruction and hands-on, work-based learning through simulation and clinical experiences.

Following the grant period, equipment purchased through this program will be used to expand the pathway by introducing EMT Advanced and Paramedic certifications. These future program offerings will serve the same rural counties, addressing the long-term need for healthcare professionals. *By starting with EMT Basic and building incrementally, the program ensures a sustainable approach to creating a full healthcare career pipeline in rural areas.*

##### **2) Develop and Implement Work-Based Learning (WBL) Experiences**

*Work-based learning is central to this program.* Students will gain real-world skills through ambulance simulations facilitated by equipment purchased through the grant. The

simulation itself is inherently a work-based learning opportunity, mirroring real-life scenarios and preparing students for professional practice.

Additionally, the state-specific EMT curriculum requires clinical internships and hands-on experiences, further integrating WBL into the program design. These experiences will help students seamlessly transition into the workforce with the skills and confidence needed to succeed.

### 3) Develop Outreach Programs to Recruit Tennesseans into Rural Healthcare Jobs

*Targeted recruitment and marketing efforts will be conducted in all four service area counties—Houston, Cheatham, Humphreys, and Dickson—leveraging existing partnerships with local organizations such as the American Jobs Center. These efforts will focus on raising awareness about the Falcon First Responders Pathway and its potential to address local healthcare workforce shortages.*

### 4) Provide Student Supports for Costs During Education

To further support student success, the program will include a shuttle to transport students from Humphreys to Dickson for classes, providing an economical and practical solution to a significant access issue. ***The 40-minute, nearly 30-mile commute could otherwise pose a significant barrier for many potential students.*** By thoughtfully addressing this challenge, the program creates opportunities for students from multiple counties to participate and form cohesive cohorts.

Additionally, students will have access to the Falcon Market, ensuring they can focus on their education without the burden of unmet basic needs such as food and personal care items.

### ***Expected Outcomes and Rural Counties Served***

During the grant period, the Falcon First Responders Pathway will train 80–108 students, equipping them with EMT Basic Certification and preparing them to enter the rural healthcare workforce. This program will directly serve *Houston, Cheatham, Humphreys, and Dickson Counties*, addressing the shortage of healthcare professionals in these communities.

#### Expected outcomes include:

- Development of a sustainable EMT Basic Certification program serving rural populations.

- Creation of work-based learning opportunities, including ambulance simulation, clinical internships, and clinical experiences.
- Increased recruitment of rural residents into the healthcare workforce through targeted outreach and marketing in collaboration with the American Jobs Center.
- Enhanced accessibility for students through a shuttle service between the Humphreys and Dickson campuses.

By building a strong foundation with EMT Basic Certification and investing in work-based learning infrastructure, the Falcon First Responders Pathway will address immediate workforce needs while laying the groundwork for long-term success in rural healthcare education and employment.

## Section 2: Demonstration of Need

### Localized Data

#### Factors at the County Level

**Healthcare workforce needs in Tennessee’s rural counties are growing rapidly, driven by both population increases and an aging demographic.**

The proposed program will perform EMS education in Dickson County, with a shuttle between the Nashville State campuses in Dickson and Humphreys. Additionally, the program will recruit prospective students from Houston and Cheatham counties.

The total counties served by this proposal—Dickson, Houston, Humphreys, and Cheatham—highlight several key trends:

*Where there is a figure beyond the state average, cell is highlighted in red.*

#### IMPACTED COUNTIES’ POPULATION, DEMOGRAPHY, COMPARED TO STATE

Metric	Dickson County	AVG: Houston, Humphreys and Cheatham Counties	TN
2040 Projected Population Growth (%)	+18	+2	+15
Median Age	39.5	43.8	38.9
Population 65+ (%)	16.3	18.6	17.4

Sources: County-wide data, TN Dept of Economic and Community Development; State-wide population growth calculated using US Census Bureau data and University of Tennessee at Knoxville 2040 projection; State-wide median age and 65+ population %, US Census Bureau.

There is additional opportunity for a community primed for educational attainment with a gap in educational outcome performance.

Where there is a figure below the state average, cell is highlighted in red.

#### IMPACTED COUNTIES' EDUCATION, COMPARED TO STATE

Metric	Dickson County	Houston County	Humphreys County	Cheatham County	TN
High School Graduation Rate (%)	93.5	95.6	93.9	93.8	90.6
College Going Rate (%)	49.2	42.4	49.5	51.7	56.7
Associate degree or Higher (Age 25-64) (%)	28.7	24.9	21.9	30.3	41.2

Sources: TN Dept of Economic and Community Development

These datasets demonstrate that while high school graduation rates are strong across the region, college-going rates and higher education attainment lag significantly behind the state average. **The rural counties served by this program exhibit a clear gap in postsecondary education and workforce readiness**, underscoring the urgent need for initiatives that improve access to education and training in high-demand fields like Emergency Medical Services (EMS).

Additionally, rural students face transportation challenges that limit access to education and training resources. The proposed campus shuttle system will connect the Humphreys and Dickson Nashville State campuses, addressing this critical barrier and **enabling a higher number of rural-residing students to access EMS programs and education resources more effectively.**

#### Workforce Data

The data below highlights the challenges and opportunities:

Where there is a figure below the state average, cell is highlighted in red.

#### IMPACTED COUNTIES' WAGE, EMPLOYMENT, COMPARED TO STATE

Metric	Dickson County	Houston County	Humphreys County	Cheatham County	TN
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Median Wage (\$)	19.45	18.66	19.11	20.98	21.07
Unemployment Rate (%)	2.7	4.6	3.3	2.6	3.3

Sources: State Median Hourly Wage is from US Bureau of Labor Statistics, State-wide unemployment and all county-wide data, TN Dept of Economic and Community Development

### EMS in the United States

In the United States as a whole, jobs as EMTs have a great outlook when placing them into the context of the rural Tennessee communities impacted by this grant.

### **UNITED STATES OCCUPATION INFORMATION - EMT**

**Projected Growth (2023-2033):** +6% (faster than average)

**Average Hourly Wage – EMT:** \$21.30

Sources: U.S Bureau of Labor Statistics

*The average wage for EMS professionals in the U.S. (\$21.30/hour) significantly surpasses the local median wages in most counties served by this proposal, highlighting a clear opportunity for economic mobility in these rural areas.*

In Tennessee, more localized wage data further emphasizes this point. According to the THEC Supply and Demand Report, entry-level EMTs earn an average annual wage of \$27,833. The Tennessee Department of Labor and Workforce Development reports a typical EMT salary at \$36,961 annually, while the Tennessee Occupational Employment and Wage Statistics indicate EMTs can earn up to \$43,402 per year. *Despite these competitive wages, the state faces a severe shortage of EMS professionals, with just 0.06 candidates available per job opening in 2023.*

This shortage is especially acute in rural areas, where access to emergency medical services is a growing challenge. The Health Resources and Services Administration’s (HRSA) November 2022 *Access to Emergency Medical Services in Rural Communities* Policy Brief highlights this disparity. The report underscores the importance of supporting educational institutions, such as community colleges, to alleviate the burden on struggling EMS agencies. The HRSA Committee stated:

*“Additionally, targeting these types of grants to educational institutions, such as community colleges, rather than EMS agencies would help to decrease burden on struggling agencies. The Committee believes that EMS is important enough not only to rural areas, but also the whole nation, to justify the creation of such a program. The Committee encourages the Secretary to work with Congress to provide emergency medical service training grants.”*

The report also points out significant barriers to EMS training, particularly in rural areas:

*“Scadden shared that the educational requirements, the cost of classes, and the locations of the classes necessitate upfront costs that can dissuade potential staff or volunteers from becoming an EMT. The classes required to fulfill licensing requirements are often only offered in-person many miles away from rural agencies.”*

These findings underscore the urgent need for locally accessible EMS training programs that can address workforce shortages while providing pathways to high-paying, stable careers.

### ***Linkages Between Activities and Local/Regional Needs***

Currently, there is no existing EMS training pathway in the counties served by this program, creating an unmet need for workforce development in this field. This proposal directly addresses this gap by establishing stackable credential pathways that enable students to progress from EMT Basic to Advanced EMT, Paramedic, and, ultimately, Registered Nurse (RN) certification.

By aligning with high-demand health occupations and providing clear career advancement opportunities, the program is designed to meet regional healthcare workforce needs while addressing the education gap identified in these counties.

### ***Proposed Expansion of Academic Programs, Work-Based Learning Opportunities, and Needed Equipment***

The grant will support the development and expansion of EMS training programs across Nashville State campuses, with a focus on hands-on learning, stackable credentials, and work-based learning opportunities.

#### *Key Initiatives:*

- **Academic Programs and Pathways:** Development of EMS training programs that align with regional workforce demands, including EMT Basic, Advanced EMT, and Paramedic certifications.
- **Work-Based Learning (WBL) Opportunities:** Real-world training facilitated through partnerships with Dickson County EMS and local healthcare providers.
- **Equipment:** Acquisition of an ambulance simulator trailer, a pickup truck for towing, and an ADA-compliant campus shuttle to improve access between campuses.
- **Supporting Infrastructure:** Additional investments in recruitment and inaugural faculty to ensure program success.

These initiatives will address workforce shortages, provide students with the skills and certifications needed to fill high-demand EMS roles, and create long-term economic benefits for the counties served.

### ***Crosswalk Alignment***

The Falcon First Responders Pathway is deeply aligned with existing instructional crosswalks. On Classification of Instructional Programs, the corresponding point is 31.51.0904.02 for Emergency Medical Technology/Technician, and Standard Occupational Classification is 29-2042 for Emergency Medical Technicians.

### ***Section 3: Program Plan***

#### ***Detailed Summary of Program***

The Rural Healthcare Pathways Expansion program is a transformative initiative designed to address critical healthcare workforce shortages in rural Tennessee. Through targeted recruitment, innovative training solutions, and expanded student support, the program will create accessible and sustainable pathways for rural students to obtain stackable healthcare credentials, leading directly to employment in high-demand fields.

#### Alignment with Workforce Data

Data presented in Section 2 highlight significant healthcare workforce gaps in Dickson, Humphreys, Cheatham, and Houston counties. The proposed program directly addresses these gaps by increasing the number of qualified EMTs —identified as priority needs by available data in the region. Proximity to HCA and other local healthcare providers ensures direct alignment between program outcomes and workforce demand.

#### Secondary to Postsecondary Pathways

The program provides a clear pathway from high school to healthcare careers. Recruitment will target high school seniors and adult learners alike in rural counties, guiding them through a seamless transition into Nashville State's EMT Basic program, which can then articulate into Advanced EMT, Paramedic, and even Registered Nurse. This ensures students can build their careers incrementally through stackable credentials while meeting immediate workforce needs.

#### Increasing the Number of Qualified Professionals

By serving four rural counties and offering accessible training at Nashville State's collaborative Dickson campus, the program will train **up to 108 students during the grant period**. This will directly contribute to increasing the number of qualified EMS

professionals in the region, addressing local healthcare shortages.

### Stackable Credentials

**The program emphasizes stackable credentials, starting with EMT Basic and able to progress to Advanced EMT, Paramedic.** In addition, program participants could later apply to enroll in our credit-bearing Registered Nurse program with the potential of applying their Paramedic training to some RN coursework through the PLA (Prior Learning Assessment) process. These stackable pathways allow students to gain employment-ready skills quickly while providing opportunities for continuous professional growth.

### Meeting Employer Needs

The inclusion of an ambulance simulator and work-based learning opportunities ensures students gain practical, industry-aligned skills. Partnerships with HCA and other local healthcare providers ensure graduates are job-ready, credentialed professionals who meet the region's workforce needs.

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

A detailed quarterly timeline outlines the development and implementation of the program:

#### Year 1: Planning and Initial Implementation

- **Quarter 1:**
  - Begin to hire three full-time EMS faculty and two part-time shuttle drivers.
  - Convene the advisory committee to review recruitment and program strategies.
  - Make capital purchases including the ambulance simulator, campus shuttle, and purchase and install coverport.
- **Quarter 2:**
  - Complete tasks from Quarter 1, receive capital purchases.
  - Launch recruitment campaigns targeting high school seniors and adult learners in Dickson, Humphreys, Cheatham, and Houston counties.
  - Implement shuttle service between Humphreys and Dickson campuses.
  - Convene advisory committee.
- **Quarter 3:**
  - Train faculty on simulator use and launch the first EMT Basic section (12 student capacity).

- Rebrand the campus cupboard to Falcon Market and expand offerings to support rural students.
  - Convene advisory committee.
- **Quarter 4:**
  - Conduct initial program evaluation and gather feedback from students and employers.
  - Convene advisory committee.

#### Year 2: Full Program Implementation

- **Quarter 1:**
  - Analyze data from evaluation and feedback.
  - Convene advisory committee.
- **Quarter 2:**
  - Conduct EMT Basic section (12 student capacity).
  - Convene advisory committee.
- **Quarter 3:**
  - Conduct EMT Basic section (12 student capacity).
  - Convene advisory committee
- **Quarter 4:**
  - Conduct program evaluation and gather feedback from students and employers.
  - Convene advisory committee.

#### Year 3: Continued Program Growth

- **Quarter 1:**
  - Analyze data from evaluation and feedback.
  - Convene advisory committee.
- **Quarter 2:**
  - Conduct EMT Basic section (12 student capacity).
  - Convene advisory committee.
- **Quarter 3:**
  - Conduct EMT Basic section (12 student capacity).
  - Convene advisory committee
- **Quarter 4:**
  - Conduct program evaluation and gather feedback from students and employers.

- Convene advisory committee.

#### Year 4: Growth and Sustainability

- **Quarter 1:**
  - Analyze data from evaluation and feedback.
  - Convene advisory committee.
  - Begin development of EMT Advanced and Paramedic programs, building on grant-funded resources.
- **Quarter 2:**
  - Conduct 2 EMT Basic sections (24 student capacity).
  - Convene advisory committee.
- **Quarter 3:**
  - Conduct 2 EMT Basic sections (24 student capacity).
  - Convene advisory committee
- **Quarter 4:**
  - Conduct program evaluation and gather feedback from students and employers.
  - Convene advisory committee.

#### Key Objectives and Measurements

##### **Phase 1: Launch (Year 1)**

- Objective: Enroll the first section of 12 students and pilot shuttle services.
  - **Measurement:** Enrollment data, shuttle usage metrics, and section retention rates.

##### **Phase 2: Program Impact (Years 2-3)**

- Objective: Enroll four sections of up to 12 students and continue shuttle services to ease burden on personal resources.
  - **Measurement:** Enrollment data, shuttle usage metrics, and section retention rates.

##### **Phase 3: Expansion & Sustainability (Year 4)**

- Objective: Increase to two sections per semester with enrollment.
  - **Measurement:** Enrollment and completion rates, job placement data, and employer feedback.

- Objective: Develop EMT Advanced and Paramedic curricula for future program expansion.
  - **Measurement:** Advisory committee recommendations and curriculum approval progress.

### **Ongoing Metrics:**

- Student success will be tracked continuously through credential attainment and employer satisfaction surveys.

### **Project Governance and Accountability Plan**

#### **Project Oversight:**

- **Project Director:** Donna Whitehouse, Dean of the School of Health Sciences, will oversee all grant activities, reporting to Dr. Johannah Williams, Vice President of Academic Affairs.
- **EMS Program Director:** This newly hired director (FY26) will manage daily operations, ensure state curriculum compliance, and convene the advisory committee quarterly, reporting to the Dean, School of Health Sciences

#### Advisory Committee:

The committee will include faculty, adjuncts, local employers, and community stakeholders. While curriculum changes are state-mandated, the committee will guide recruitment strategies, provide mentorship opportunities, and support job placement. This collaboration will create a robust feedback loop to ensure continuous program improvement.

### **Counties Served**

The program will serve **Dickson, Humphreys, Cheatham, and Houston counties**, addressing unique challenges and needs in each:

- **Dickson County:** Students benefit from proximity to the new collaborative campus and HCA, which facilitates internships, job placement, and community engagement.
- **Humphreys County:** The shuttle service connects students to Dickson's resources, overcoming geographic barriers.
- **Cheatham and Houston Counties:** Targeted recruitment and support services will bring new educational opportunities to underserved populations.

The program directly addresses healthcare workforce shortages, improves access to education, and strengthens the local healthcare system. By the end of the grant period, the region will have up to 108 newly trained EMS professionals, with infrastructure in place to expand offerings and sustain long-term growth.

#### ***Section 4: Strength of Partnership***

Nashville State Community College has established strong, collaborative partnerships with key stakeholders to ensure the success of the Rural Healthcare Pathways Expansion (RHCPE) program. An advisory board, which meets once per semester, facilitates effective communication and collaboration among all partners. This group includes representatives from Nashville State, Dickson County EMS, the Dickson County School District, and HCA. The advisory board's role is to review program progress, address emerging challenges, and ensure alignment with workforce needs and healthcare priorities. Each partner brings unique expertise and resources to support both program implementation and its long-term success.

#### ***Description of Each Partner's Role and Capabilities of Implementation***

##### Dickson County School District

The Dickson County School District is a key collaborator with a well-established history of working with Nashville State. This partnership was solidified through the Tennessee GIVE 2.0 grant, a multi-year initiative focused on healthcare pathway programming. By building on this foundation, the school district will play an active role in the RHCPE program by promoting it within their high schools and raising awareness among students. Counselors will guide students toward postsecondary pathways in EMS, ensuring a steady pipeline of future EMS professionals. This collaboration strengthens workforce readiness and addresses the healthcare needs of the region.

##### Dickson County EMS

Dickson County EMS will contribute significantly to the success of the program by providing clinical placement and internship opportunities for EMS students. Their position as a provider of ambulance services and a future employer for program graduates makes them a vital partner. Dickson County EMS will help recruit students by promoting the program within their service area and offering real-world training experiences. Although state mandates limit curriculum influence, the organization's mentorship and advocacy are invaluable. Their commitment ensures that students are well-prepared for the demands of the EMS field and can transition seamlessly into the workforce.

## HCA

HCA plays a pivotal role in integrating the RHCPE program into the region's healthcare infrastructure. Their collaboration with Nashville State is strengthened by the construction of the new Nashville State and TCAT collaborative campus in Dickson. This state-of-the-art facility, located near HCA's operations, will serve as a healthcare workforce beacon for the county. Its strategic location fosters collaboration between these institutions and positions the region as a leader in healthcare education and training.

HCA's regional influence and strong reputation make them an essential partner in promoting the program to a wider audience. They will provide students with clinical placement opportunities, giving them hands-on experience in real-world healthcare settings. Additionally, HCA will serve as a key employer for program graduates, ensuring that the skills developed through the RHCPE program directly address workforce needs. Their commitment to this initiative highlights the importance of creating a robust pipeline of healthcare professionals to support the region's growing demands.

### **MOUs**

Nashville State is spearheading a formal contracting process with each of our partners as outlined in the THEC & TBR guidance for this project. Our partners have each elected not to receive funds as part of this grant proposal. While we are in the signatory process, we have included brief signed statements of support for this project. We anticipate that the formal MOUs with each of our partners will be fully executed well before the implementation period for this grant. They are included as attachments in Appendix C.

### **Section 5: Budget Plan**

#### **Budget Description**

#### **Proposed Budget:**

##### **1. Salaries, Benefits & Taxes: \$1,058,321.20**

- a. 2 – 50% FTE Shuttle Drivers @ \$17,600 \* 4 years \* 7.65% benefits
- b. 3 – FTE Expert Program Faculty @ \$80,600 \* 3.5 years \* 25% benefits

##### **2. Professional Fee, Grant & Award: \$19,000**

- a. Consultant for creating program-specific collateral oriented to each community partner @ \$5,000
- b. Shuttle vehicle maintenance @ 3,500 \* 4 years

##### **3. Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications: \$105,650**

- a. Program supplies such as cardiac monitoring devices, AED trainers, and nebulizers totaling \$100,000 for four years
- b. Student tracking system for shuttle bus use: iPad, case, stand, hotspot and Wi-Fi service for 4 years totaling \$2,150.
- c. Coverport with installation to cover the Ambulance Simulator and accompanying hauling pickup truck to ensure longevity of capital purchase totaling \$3,500.

**4. Travel, Conferences & Meetings: \$8,500**

- a. Fuel costs for shuttle (\$1,500/year) and hauling pickup truck (\$625/year) for four years.

**5. Interest: \$0**

**6. Insurance: \$46,000**

- a. Shuttle Insurance @ \$10,000/year \*4 years
- b. Pickup Truck Insurance @ \$1,500/year \* 4 years

**7. Specific Assistance to Individuals: \$45,100**

- a. Direct Student Support: \$20,000 – Used for gas cards, childcare stipends, and Beyond Financial Aid (through Nashville State Community College Foundation) support for participating students for four years.
- b. Falcon Market expansion: \$5,100. Used for Nashville State’s Dickson and Humphreys counties campuses for Falcon Market expansion items for participating students for four years.
- c. Scholarships: \$20,000 – Used for completion scholarships and grants for program participants for four years.

**8. Depreciation: \$0**

**9. Other Non-Personnel: \$5,000**

- a. Advertising expenses for marketing for this program @ \$5,000.

**10. Capital Purchase: \$322,200**

- a. Ambulance Simulator Trailer: \$125,000. Cutting-edge technology, while still being budget friendly. Essential for program delivery. Includes cost and delivery of product.
- b. Pickup Truck: \$65,000. Will have enough weight to haul the tonnage of the Ambulance Simulator
- c. ADA-Compliant Shuttle: \$132,200. Will move participants roundtrip from Humphreys to Dickson Nashville State campus (40 minutes one-way). Allows participants to increase transportation reliability if they don’t have to travel such distance in their personal vehicles on a daily basis for the duration of the program.

**11. Indirect Cost: \$128,782**

- a. 8% of total costs (as per THEC guidelines). This will help to cover institutional investment like the time spent on programming by the A.A.V.P, the Dean, and the new Director. It's also needed to cover the finance office obligations for purchasing and billing related to the grant contract.

**Total Budget Request: \$1,738,553.20**

***Equipment Alignment***

There is no equipment costs being proposed as part of this grant project, only capital purchase which is described above and through this narrative.

***Section 6: Sustainability***

***Plan for Sustainability***

Institutional Investment

At present, Nashville State has some funds available to direct a coordinated EMS program. We do not have funds for program equipment or rural county-based faculty. Nashville State is prioritizing the launch of a sustainable EMS program by hiring an EMS Program Director in FY26 using institutional funds. This director will oversee the program across all Nashville State campuses and service areas, ensuring a coordinated approach to curriculum development, work-based learning opportunities, and student support. The investment reflects the college's long-term commitment to embedding EMS education and training into its core mission.

Ingraining the Program in the Region through Strategic Partnerships

The program will be sustained through ongoing collaborations with established partners, including Dickson County EMS, the Dickson County School District, and TriStarHCA. These partnerships ensure access to an engaged and active audience of regional employers, healthcare providers, and community members, embedding the program into the fabric of the region. Together, these partnerships will support clinical placements, mentorship opportunities, and direct pathways to employment for students.

Post-Grant Resource Management

Grant-funded assets, including the ambulance simulator trailer and the accompanying truck, will be housed in a dedicated carport built with grant funds, ensuring their long-term

protection and usability. Nashville State will provide resources for maintenance and repair to keep these critical tools operational after the grant period. By covering these program-essential equipment needs through the grant, the college ensures that institutional funds can focus on retaining faculty and staff to instruct and grow the program.

## APPENDIX B: Budget

GRANT BUDGET				
Rural Health Care Pathways Expansion Grant				
<p>The grant budget line-item amounts below shall be applicable only to expense incurred during the following</p> <p>Applicable Period:</p> <p style="text-align: center;">BEGIN                      END: :</p>				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY 1	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	1508321.20	0.00	1508321.20
4, 15	Professional Fee, Grant & Award <sup>2</sup>	19000.00	0.00	19000.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	105650.00	0.00	105650.00
11. 12	Travel, Conferences & Meetings	8500.00	0.00	8500.00
13	Interest <sup>2</sup>	0.00	0.00	0.00
14	Insurance	46000.00	0.00	46000.00
16	Specific Assistance To Individuals	45100.00	0.00	45100.00
17	Depreciation <sup>2</sup>	0.00	0.00	0.00
18	Other Non-Personnel <sup>2</sup>	5000.00	0.00	5000.00
20	Capital Purchase <sup>2</sup>	322200.00	0.00	322200.00
22	Indirect Cost	128782.00	0.00	128782.00
24	In-Kind Expense	0.00	0.00	0.00
25	<b>GRAND TOTAL</b>	<b>1738553.20</b>	<b>0.00</b>	<b>1738553.20</b>

## **APPENDIX C: Signed Support Statements from Project Partners**

### Mayor Bob Rial Dickson County Tennessee

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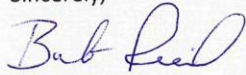
#### Partner Statement of Support

To all interested parties,

Dickson County Emergency Medical Services is proud to support the Falcon First Responders Pathway, an initiative led by Nashville State Community College to expand rural healthcare career pathways and address Tennessee's growing need for skilled EMTs. We recognize the urgent demand for emergency medical professionals in our region and are excited to collaborate on this innovative program, which will provide hands-on training, career development opportunities, and essential support services to students in rural communities.

As a committed partner, we enthusiastically support this initiative and its mission to remove barriers, enhance workforce readiness, and create a sustainable pipeline of first responders. We look forward to continued collaboration and the long-term impact this program will have on our shared communities. While we are currently in the formal contracting phase to finalize a Memorandum of Understanding, we fully endorse this project and anticipate a strong and productive partnership.

Sincerely,



Bob Rial  
Mayor  
Dickson County Tennessee

**Partner Statement of Support**

Dickson County Schools is proud to support the Falcon First Responders Pathway, an initiative led by Nashville State Community College to expand rural healthcare career pathways and address Tennessee's growing need for skilled EMTs. We recognize the urgent demand for emergency medical professionals in our region and are excited to collaborate on this innovative program, which will provide hands-on training, career development opportunities, and essential support services to students in rural communities.

As a committed partner, we enthusiastically support this initiative and its mission to remove barriers, enhance workforce readiness, and create a sustainable pipeline of first responders. We look forward to continued collaboration and the long-term impact this program will have on our shared communities. While we are currently in the formal contracting phase to finalize a Memorandum of Understanding, we fully endorse this project and anticipate a strong and productive partnership.



Dr. Christie Southerland

Director, Dickson County Schools



TriStarHealth.com

111 Highway 70 East  
Dickson, TN 37055  
(615) 446-0446

**Partner Statement of Support**

TriStar Horizon Medical Center is proud to support the Falcon First Responders Pathway, an initiative led by Nashville State Community College to expand rural healthcare career pathways and address Tennessee's growing need for skilled EMTs. We recognize the urgent demand for emergency medical professionals in our region and are excited to collaborate on this innovative program, which will provide hands-on training, career development opportunities, and essential support services to students in rural communities.

As a committed partner, we enthusiastically support this initiative and its mission to remove barriers, enhance workforce readiness, and create a sustainable pipeline of first responders. We look forward to continued collaboration and the long-term impact this program will have on our shared communities. While we are currently in the formal contracting phase to finalize a Memorandum of Understanding, we fully endorse this project and anticipate a strong and productive partnership.

  
Cindy Bergmeier  
Chief Executive Office  
TriStar Horizon