

# 2025 Rural Health Care Pathways Expansion Grant

## ***Strengthening Pathways in Healthcare***

Tennessee College of Applied Technology Morristown

*(Lead Institution and Fiscal Agent)*

IN PARTNERSHIP WITH

Claiborne County Schools

Cocke County Schools

Greene County Schools

Greeneville City Schools

Hawkins County Schools

Ballad Health

Rural Health Services Consortium

Signature Healthcare of Rogersville

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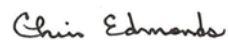
Funding requested:

\$2,000,000



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## Section 1: Program Narrative

The ***Strengthening Pathways in Healthcare*** program will address the workforce development needs identified by regional rural health care providers. All activities, initiatives, focus areas, and equipment included in the proposal are direct requests from the region's health care providers. The ***Strengthening Pathways in Healthcare*** partnership recognizes that the best way forward in rural East Tennessee is to create opportunities where the circumstances are most dire. This will be accomplished by creating training opportunities for students located in Hawkins County, an At-Risk County as designated by the Appalachian Regional Commission, and by creating career awareness work based learning opportunities in four counties that are designated as either At-Risk or Distressed. Claiborne, Greene, and Hawkins Counties are designated as At-Risk and Cocke County is designated as Distressed.

Acknowledging that a thriving healthcare environment is not isolated to a single county or district, our vision is a regional approach that provides expanded opportunities to students in the most rural areas of East Tennessee. Student success is dependent upon quality career awareness activities that define clear pathways from secondary education to post-secondary education to an occupation. By providing students with opportunities to earn dual enrollment credit and participate in work-based learning activities students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in Allied Health throughout the region.

The proposal includes four areas of focus:

1. **Create a New Career Pathway for Rural Healthcare** by establishing a Practical Nursing Program in Hawkins County.
2. **Support Student Enrollment and Program Completion in Rural Counties** by providing financial support to students enrolling in the Practical Nursing program located in Claiborne, Cocke, Greene, and Hawkins Counties.
3. **Support Student Learning in Rural Counties** by providing state-of-the-art anatomy training equipment to the Allied Health and Practical Nursing programs located in Claiborne, Cocke, Greene, and Hawkins Counties.
4. **Create Career Awareness Work Based Learning Opportunities** for Allied Health high school students in Claiborne, Cocke, Greene, and Hawkins Counties.
5. **Create Dual Enrollment Opportunities** by piloting Pre-Practical Nursing dual enrollment coursework with eligible students in the partnering school systems where schedules and graduation requirements allow and benefit to the student is determined.

## Section 2: Demonstration of Need

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

Healthcare providers in the rural East Tennessee Counties of Claiborne, Cocke, Greene, and Hawkins have expressed a critical need for trained healthcare workers, specifically Licensed Practical Nurses, to fill current and future job openings. The demand for Licensed Practical Nurses in these counties is clearly supported by multiple sources. Data from the Bureau of Labor Statistics and the U.S. Department of Labor Occupational Information Network (O\*NET) both clearly show the future outlook for Licensed Practical Nurses is positive. [\(see page 18\)](#) Detailed information specific to Tennessee for Licensed Practical Nurses shows a 17% - 20% positive change between 2020 and 2032. The Tennessee Higher Education Commission's 2024 Supply and Demand Report states that healthcare and social assistance is expected to be the largest industry in Tennessee by 2030. The report further details the need for Licensed Practical Nurses in all nine Local Workforce Development Area (LWDA) regions across the state. [\(see pages 19-21\)](#) It is noteworthy that Licensed Practical Nurses earn wages that far exceed the minimum wage. This fact is particularly important for those individuals living in the rural counties that this grant will serve. Data from the U.S. Department of Labor Occupational Information Network (O\*Net) [\(see page 22\)](#) provides the supporting documentation that Licensed Practical Nurses have median wages ranging between \$17.90 and \$29.98 per hour. These wage rates far exceed the single adult minimum hourly rate of \$11.94 stated on the MIT Living Wage Calculator report. The role Licensed Practical Nurses play is critical in providing patient care and maintaining functional healthcare facilities. Current and future demand for these individuals is clear. Strong educational programs that meet students where they are and provide the resources for career success will allow these demands to be met.

*Clear linkages between grant activities and local needs.*

The message from regional healthcare providers is clear and consistent, there is a persistent shortage of Licensed Practical Nurses and a growing demand among employers. Ballad Health, a regional healthcare provider in Northeast Tennessee, currently has over 40 openings listed on their website for Licensed Practical Nurses. Likewise, a search on the Jobs4TN website lists 160 openings posted in the last 30 days within a 50-mile radius of the TCAT main campus in Morristown. [\(see page 24\)](#) TCAT Morristown has four Practical Nursing programs which are located in Claiborne, Cocke, Greene and Hamblen Counties. The college's most recent Completion, Placement, Licensure data report (2023) shows that all Licensed Practical Nursing programs had a 100% placement rate for graduates. The combined observation of 100% placement rates with substantial job openings clearly demonstrates the need for an additional training program in the region.

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

The *Strengthening Pathways in Healthcare program* will address these regional healthcare workforce needs by creating a new Practical Nursing program in Hawkins County. The Strengthening Pathways in Healthcare program will also create multiple work based learning opportunities, career awareness activities, and career exploration events in the rural counties where TCAT Practical Nursing programs are located. The program proposal includes all training equipment, lab supplies, learning and testing support materials, furniture, and computers required to outfit the training program. The program proposal also includes training equipment to be located in the high schools in the rural counties to be served by the grant. This equipment will specifically address a critical training area identified as a barrier. Many students entering the healthcare field in both secondary and post-secondary training programs lack exposure to an anatomy course. This equipment is also essential to the Pre-Practical Nursing dual enrollment courses. All program activities were

identified by the regional healthcare employers as areas requiring significant investment in time and resources. The TCAT Practical Nursing program's Classification of Instructional Programs (CIP) Code is 51.3901 (Licensed Practical/Vocational Nurse Training) crosswalks to the Standard Occupational Classification (SOC) Code which is 29-2061 (Licensed Practical and Licensed Vocational Nurses). [\(see page 23\)](#)

The CIP and SOC Codes verify the alignment of the proposed academic program and the workforce needs identified by local, state, and national data sources.

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

#### *Detailed summary of proposed program.*

State and federal data sources clearly identify the current and future demand for Licensed Practical Nurses in the rural regions of East Tennessee. The *Strengthening Pathways in Healthcare* program will address the need by creating and enhancing training opportunities within the rural communities included in the grant. A defined pathway from secondary to post-secondary to a career as a Licensed Practical Nursing is the entire focus of the *Strengthening Pathways in Healthcare* proposal. The program will increase the number of qualified health care professionals by concentrating on recruitment, work based learning events, dual enrollment, and post-secondary education completion. This work will take place in four rural counties that will include five secondary school systems with grant funded activities occurring in nine high schools. Licensed Practical Nurses are the critical need for the region's healthcare providers and the *Strengthening Pathways in Healthcare* program will produce and deliver the qualified candidates to fill those positions.

#### *Detailed project timeline and overview.*

A detailed timeline is located in the appendix. [\(see page 16\)](#)

*Identify key objectives for each phase of the project and describe how they will be measured.*

The goal of the *Strengthening Pathways in Healthcare* program is to establish a career pathway that addresses the workforce development needs identified by the healthcare providers located in four rural counties of Claiborne, Cocke, Greene, and Hawkins. There are clear and measurable objectives for each of the five grant focus areas.

**Objective 1 – *Create a New Career Pathway for Rural Healthcare:***

A new Practical Nursing program will be established in Hawkins County. TCAT Morristown will partner with Ballad Heath to establish the Practical Nursing program at Hawkins County Memorial Hospital. Measurement: It is estimated that 30 - 45 students will complete the program and earn a Licensed Practical Nursing certification during the 48-month grant period.

**Objective 2 - *Support Student Enrollment and Program Completion in Rural Counties:***

In an effort to remove barriers for rural student enrollment and completion of the Practical Nursing program, the *Strengthening Pathways in Healthcare* initiative will provide students with financial assistance. The assistance will be in the form of a stipend paid to the student's account to help cover examination fees, licensure fees, supplies, and books. A stipend will be credited to each student upon enrollment in the Practical Nursing programs located in Claiborne, Cocke, Greene, and Hawkins Counties. Measurement: It is estimated that 40 - 60 students will benefit annually from the financial assistance provided during the grant period.

**Objective 3 - *Support Student Learning in Rural Counties:***

Enhance Allied Health and Practical Nursing Programs in rural counties with state-of-the-art training equipment by purchasing Anatomage Tables for the high school programs in the partnering counties of Claiborne, Cocke, Greene, and Hawkins and for the TCAT programs located in the rural counties of Claiborne,

Greene, and Hawkins. (Note: The TCAT Practical Nursing program in Cocke County received an Anatomage Table through a USDA Rural Development Grant in January 2025.) The Anatomage Table is a life-sized, interactive table that provides 3D visualizations of the digitized human cadavers. Anatomage Tables are used for anatomy and physiology education and can enhance learning outcomes by as much as 27%. [\(see page 25\)](#) Training equipment of this caliber is simply out of reach for most, if not all, school systems in Tennessee. The benefits to student recruitment, learning, and outcomes are clear and evident. Exposure to state-of-the-art equipment is a key component in increasing the pipeline of healthcare workers in the region which has a multitude of documented opportunities for employment. This equipment is also critical to the Pre-Practical Nursing dual enrollment courses. Measurement: It is estimated that a minimum of 200 high school students (by means of work based learning, high school coursework, and dual enrollment coursework) and 30 - 45 fulltime Practical Nursing students will utilize the equipment annually during the grant period.

**Objective 4 - *Create Career Awareness Work Based Learning Opportunities:***

(1) Each school year during the project period the school systems in each county commit to holding Allied Health focused career fairs and career exploration events.

(2) Each school year during the project period the school systems in each county commit to hosting an Allied Health Bootcamp. The bootcamp will be coordinated by the TCAT Practical Nursing faculty and the CTE Directors in each of the partnering school systems. This program will be between one and three days in length and will incorporate hands-on activities in simulation of IV Therapy, Phlebotomy, Physical Assessment, and Urinary Catheters. The target group will consist of students that are either rising freshman or rising sophomores to participate in the program that will take place as soon as the school year ends. Measurement: A total of 200 - 300 students will participate in the bootcamps during the 48-month grant period.

### **Objective 5 - *Create Dual Enrollment Opportunities***

TCAT Morristown will partner with secondary schools to deliver the Pre-Practical Nursing Pathway to eligible junior or senior high school students. The Pre-Practical Nursing Pathway curriculum will include preparatory coursework for the Practical Nursing program. The Pre-Practical Nursing Pathway can include the following courses: Basic Principles for Pre-Practical Nursing, Fundamentals for Pre-Practical Nursing, Administer of Meds & Basic IV Theory for Pre-Practical Nursing, Anatomy and Physiology for Pre-Practical Nursing, and Lab/Simulations for Pre-Practical Nursing. A programmatic proctored assessment or skills demonstration exam may be administered by the TCAT to prove student's proficiency level and to determine advanced placement into the Practical Nursing program. TCAT Morristown will follow TBR policy in offering the Pre-Practical Nursing Pathway course. Measurement: Eligible secondary students in rural counties will have access to post-secondary coursework and credit.

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

The Industry, CTE, and Grants Coordinator at TCAT Morristown will serve as project director. The project director will be responsible for all grant activities, serve as a liaison among all grant partners, schedule and lead steering committee meetings, complete all equipment purchases, promote the grant initiatives, track grant progress, and complete all required reports. For regional accountability, the grant Steering Committee will meet twice annually during the project period. The TCAT President, TCAT Director of Nursing, all Directors of Schools, all CTE directors, and a representative from each of the healthcare employers in the partnership will serve on the Steering Committee.

***Counties served.*** The counties to be served by the *Strengthening Pathways in Healthcare* program are Claiborne, Cocke, Greene, and Hawkins. Claiborne, Greene, and Hawkins Counties are designated as At-Risk and Cocke County is designated as Distressed by the Appalachian Regional Commission.

Benefit to County	Claiborne	Cocke	Greene	Hawkins
New TCAT Practical Nursing program located within county				X
TCAT students in the Practical Nursing program located within the county receive grant funded financial assistance	X	X	X	X
Students enrolled in Health Science programs in the high school(s) located within the county receive instruction on grant purchased equipment and eligible students earn dual enrollment credit	X	X	X	X
Students enrolled in Health Science programs in the high school(s) located within the county participate in Work Based Learning events funded by the grant	X	X	X	X

#### Section 4: Strength of the Partnership

*Detailed description of each mandatory partner's role in implementation of the identified program.*

1. TCAT Morristown, serving as lead entity and fiscal agent, will oversee alignment between all program initiatives. TCAT Morristown will organize partner participation, confirm communications are maintained, and ensure TBR policies are followed; 2. The five school system directors will provide facilities, internet connection, utilities, teachers, counselors, work based learning coordinators, and will assist in the recruitment of students; 3. CTE directors in five school systems will serve as point of contact for all grant activities, coordinate work based learning activities, and strive to strengthen partnerships that will educate students and parents of the opportunities in healthcare; 4. The three partnering healthcare employers will provide representatives to serve on the grant steering committee, help facilitate the work based learning opportunities for students in the form of speakers for school visits, facility tours, and bootcamps; 5. The Project Director and the Director of Nursing will serve as liaisons among TCAT, county school systems, and area healthcare providers aligning the needs of the employers with what is taught in the classroom, purchase equipment outlined in the grant, promote and coordinate all grant related activities, track grant progress, and complete all required reports.

*Memorandum of Understanding (MOU) outlining the partnership agreement from local and area employers.*

An MOU has been executed between TCAT Morristown and the partnering healthcare employers in the *Strengthening Pathways in Healthcare* partnership. [\(see pages 26-31\)](#)

*MOU outlining the partnership agreement from higher education institution(s).*

An MOU has been executed between TCAT Morristown and the five school systems in the *Strengthening Pathways in Healthcare* partnership. [\(see pages 32-33\)](#)

## **Section 5: Budget Plan**

*Clear alignment between funding request and grant activities.*

The pathway to a high paying career begins in strong secondary programs that are equipped with state-of-the-art, advanced training equipment. The earlier secondary students are engaged with advanced training equipment the more likely they are to transition to post-secondary to complete a field of study earning a certificate or diploma. Advanced equipment is also an effective recruiting tool for Career and Technical Education programs. Unfortunately, there is a high cost associated with the equipment of this caliber. The amount of \$765,000 is requested to purchase 3D digital anatomy tables to expand learning and recruiting opportunities at Cumberland Gap HS (Claiborne County), Cocke County HS, Greeneville HS (Greeneville City), Chucky-Doak HS, North Greene HS, South Greene HS, and West Greene HS (all in Greene County), and Cherokee HS, Volunteer HS (both Hawkins County). This equipment is also required to facilitate the Pre-Practical Nursing dual enrollment coursework. The amount of \$255,000 is requested to place 3D digital anatomy tables in the TCAT Practical Nursing programs in Claiborne, Greene, and the new program in Hawkins County. Grant funding will provide the resources to create a new Practical Nursing program in Hawkins County. Ballad Health has agreed to provide space for the program. The grant will provide funding

for the classroom/lab equipment and the instructor's salary. The amount of \$297,000 is requested for office, classroom, and lab furniture, lab equipment, computers, and supplies. The amount of \$350,000 is requested to cover the instructor's salary and benefits to establish the program. The financial barrier that exists for students in the rural counties will be addressed with the funding provided by the grant. The amount of \$270,000 is requested to support rural student enrollment and completion in the adult, full-time TCAT Practical Nursing programs located in Claiborne, Cocke, Greene, and Hawkins County. The funding will be disbursed in the form of a \$1,700 stipend applied to each student's account upon successfully enrolling in the program. The funds will assist students with the testing fees, books, and supplies required for the course. The amount of \$12,000 is requested for marketing and advertising related to recruiting students for the new program in Hawkins County. It will be critical to the success of the project to ensure that the citizens in the rural county are aware of the opportunity for training and employment within Hawkins County. Work based learning and career awareness events will be key to creating the pipeline of students entering and completing the Practical Nursing programs. The amount of \$100,000 is requested to support the Allied Health focused bootcamp activities to be held in each of the rural counties identified in the grant. The amount of \$45,000 is requested for materials and \$55,000 is requested to support the adjunct faculty to be hired to conduct the camps. A detailed line-item budget is located in Appendix B. ([see pages 15-16](#))

## **Section 6: Sustainability**

*Detailed plan for sustaining the program beyond the 48-month funding period.*

The *Strengthening Pathways in Healthcare* program has formed a strong regional collaboration between higher education, secondary school systems, and healthcare employers. The workforce building initiatives created from this partnership have aligned employer needs with education training programs. These

programs will be sustained beyond the 48-month funding period by: each entity in which grant purchased equipment is located will maintain it through local funds, TCAT Morristown will support the Practical Nursing teacher position through local funds, Dual Enrollment will continue to be offered, and employers will continue to support work based learning activities and bootcamps. The partnering healthcare providers fully comprehend the impact work based learning programs have on closing the skills gap and educating students, parents, and the community about the vast array of career opportunities in Allied Health. The employer partners have driven every part of the *Strengthening Pathways in Healthcare* program and each is eager to participate and continue the work that will ensure the region has a highly skilled, continuous workforce for the future. This fact alone guarantees sustainability and future support for the program.

Maintaining the alignment between industry needs and the skills attained in education are critical to the long-term sustainability of the project. The *Strengthening Pathways in Healthcare* partners will continue to meet semi-annually to provide input and direction for the program's initiatives. TCAT Morristown, as lead entity, will maintain communication among partners and stakeholders beyond the grant funded period through its newsletter, strategic planning process, and advisory meetings. TCAT will continue to provide a liaison to serve as advisor to the high school teachers. The CTE directors will continue to serve as points of contact and will continue coordinating work based learning activities. High school teachers will be invited to attend all professional development events hosted by the TCAT. The TCAT Practical Nursing program has a robust occupational advisory committee that is comprised solely of healthcare representatives and meeting annually will further engage the *Strengthening Pathways in Healthcare* partnerships. TCAT will continue to support the Allied Health bootcamp by hosting tours for camp participants and providing support to the high school instructors.

## Appendix B: Budget

GRANT BUDGET				
Rural Health Care Pathways Expansion Grant - Strengthening Pathways in Healthcare				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following Applicable Period: BEGIN: August 2025 END: August 2029				
POLICY 03 Object Line Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTACT	GRANT PARTICIPATION	TOTAL PROJECT
1,2	Salaries, Benefits & Taxes	\$ 350,000.00		\$ 350,000.00
4,15	Professional Fee, Grant & Award <sup>2</sup>	\$ 366,000.00	\$ -	\$ 366,000.00
5,6,7,8, 9,10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$ 177,900.00	\$ -	\$ 177,900.00
11,12	Travel, Conference & Meetings		\$ -	\$ -
18	Other Non-Personnel <sup>2</sup>		\$ -	\$ -
20	Capitol Purchase <sup>2</sup>	\$ 1,106,100.00	\$ -	\$ 1,106,100.00
22	Indirect Cost		\$ -	\$ -
24	In-Kind Expense	\$ -	\$ -	\$ -
25	<b>GRAND TOTAL</b>	\$ 2,000,000.00	\$ -	\$ 2,000,000.00

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

<sup>2</sup> Applicable detail follows this page if line-item is funded.

**Claiborne County School District** (Cumberland Gap HS)

Budget Line	Description	Qty	Cost	Total
Capital Purchase	Anatomage Table	1	\$ 85,000.00	\$ 85,000.00
			<b>Capital Purchase Total</b>	<b>\$ 85,000.00</b>
			<b>Total</b>	<b>\$ 85,000.00</b>

**Cocke County School District** (Cocke County HS)

Budget Line	Description	Qty	Cost	Total
Capital Purchase	Anatomage Table	1	\$ 85,000.00	\$ 85,000.00
			<b>Capital Purchase Total</b>	<b>\$ 85,000.00</b>
			<b>Total</b>	<b>\$ 85,000.00</b>

**Greene County School District** (Chucky Doak, North Greene, South Greene, and West Greene HS)

Budget Line	Description	Qty	Cost	Total
Capital Purchase	Anatomage Table	4	\$ 85,000.00	\$ 340,000.00
			<b>Capital Purchase Total</b>	<b>\$ 340,000.00</b>
			<b>Total</b>	<b>\$ 340,000.00</b>

**Greeneville City School District** (Greeneville HS)

Budget Line	Description	Qty	Cost	Total
Capital Purchase	Anatomage Table	1	\$ 85,000.00	\$ 85,000.00
			<b>Capital Purchase Total</b>	<b>\$ 85,000.00</b>
			<b>Total</b>	<b>\$ 85,000.00</b>

**Hawkins County School District** (Cherokee and Volunteer HS)

Budget Line	Description	Qty	Cost	Total
Capital Purchase	Anatomage Table	2	\$ 85,000.00	\$ 170,000.00
			<b>Capital Purchase Total</b>	<b>\$ 170,000.00</b>
			<b>Total</b>	<b>\$ 170,000.00</b>

**TCAT Morristown Claiborne County Campus**

Budget Line	Description	Qty	Cost	Total
Capital Purchase	Anatomage Table	1	\$ 85,000.00	\$ 85,000.00
			<b>Total</b>	<b>\$ 85,000.00</b>

**TCAT Morristown Greene County Campus**

Budget Line	Description	Qty	Cost	Total
Capital Purchase	Anatomage Table	1	\$ 85,000.00	\$ 85,000.00
			<b>Total</b>	<b>\$ 85,000.00</b>

**TCAT Morristown Hawkins County Campus**

Budget Line	Description	Qty	Cost	Total
Capital Purchase	Anatomage Table	1	\$ 85,000.00	\$ 85,000.00
	Nursing Anne Male Simulator	1	\$ 20,000.00	\$ 20,000.00
	Nursing Anne Simulator, Geriatric	1	\$ 20,000.00	\$ 20,000.00
	Laptop LLEAP Instructor Patient Monitor	2	\$ 3,000.00	\$ 6,000.00
	Bed w/36IN Headwell with stand Standard Package	1	\$ 11,200.00	\$ 11,200.00
	SMART Board 6000S (V3) series with IQ SBID -6286S-V3	2	\$ 6,200.00	\$ 12,400.00
	Vantage Med Surg Tutor Bed with Intergrated Headwell	1	\$ 11,300.00	\$ 11,300.00
	SimLab Solutions 7013 Radiant Infant Warmer	1	\$ 5,200.00	\$ 5,200.00
			<b>Capital Purchase Total</b>	<b>\$ 171,100.00</b>
Supplies, Printing & Publications	Care Series AC 400C Electric Bed Package	1	\$ 2,000.00	\$ 2,000.00
	Family Practice Table with Step	1	\$ 1,800.00	\$ 1,800.00
	SimPad PLUS 2 IE	2	\$ 1,150.00	\$ 2,300.00
	Life/form Complete IV arm and pump	1	\$ 2,150.00	\$ 2,150.00
	Decubitus Trainer	1	\$ 1,100.00	\$ 1,800.00
	Fetal Monitor	1	\$ 4,900.00	\$ 1,800.00
	Advanced Nursing Wound Simulation Kit	1	\$ 1,100.00	\$ 1,800.00
	Stryker Secure III Bed w/new mattress	1	\$ 4,600.00	\$ 4,600.00
	Defibtech Lifeline Fully-Automatic	1	\$ 1,700.00	\$ 1,700.00
	Advanced Cart-with computer	1	\$ 1,000.00	\$ 1,000.00
	Loaded Medication Cart	1	\$ 4,300.00	\$ 4,300.00
	Pocket Nurse Moblie Digital Blood Pressure Package	1	\$ 1,000.00	\$ 1,000.00
	KBPort BPSim Blood Pressure Simulator	1	\$ 2,000.00	\$ 2,000.00
	EDAN SE-301 3-Channel ECG Machine	1	\$ 2,900.00	\$ 2,900.00
	Welch Allyn Green Series 777 Diagnostic Station	2	\$ 2,600.00	\$ 5,200.00
	Detecto Mechanical Scale	1	\$ 600.00	\$ 600.00
	Drive Medical 3 Panel Privacy Screen with casters	4	\$ 500.00	\$ 2,000.00
	DiaMedical Single Use Personal Protection Kit	2	\$ 500.00	\$ 1,000.00
	Alaris Medley IV Simulation Bundle	1	\$ 2,400.00	\$ 2,400.00
	SimScope Auscultation Training Stethoscope with WIFI	1	\$ 4,100.00	\$ 4,100.00
	Life/form Deluxe BP Simulator	1	\$ 2,000.00	\$ 2,000.00
	3B Scientific Decubitus Trainer	1	\$ 1,300.00	\$ 1,300.00
	Detecto 8440 Digital Infant Tray Scale	1	\$ 500.00	\$ 500.00
	Lab Furniture, Storage, Tables		\$ 6,000.00	\$ 6,000.00
	Classroom Furniture		\$ 10,000.00	\$ 10,000.00
	Instructor Office Furniture, Computer, Printer, Storage		\$ 6,000.00	\$ 6,000.00
	Computers	15	\$ 2,200.00	\$ 33,000.00
	Washer and Dryer	1	\$ 3,000.00	\$ 3,000.00
	Lab Training Aids and Supplies		\$ 17,650.00	\$ 17,650.00
	<b>Supplies, Telephone, Postage &amp; Shipping, Occupancy, Equipment Rental &amp; Maintenance, Printing &amp; Publication Total</b>			<b>\$ 125,900.00</b>
			<b>Total</b>	<b>\$ 297,000.00</b>

**Overall Program**

Budget Line	Description	Qty	Cost	Total
Salaries, Benefits & Taxes	Hawkins County Practical Nursing Instrucutor Salary and Benefits (40 months)	40	\$ 8,750.00	\$ 350,000.00
			<b>Salaries, Benefits, &amp; Taxes Total</b>	<b>\$ 350,000.00</b>
Professional Fee, Grants & Award	Adjunct Faculty for Nursing Bootcamps		\$ 55,000.00	\$ 55,000.00
	Student Stipends for Practical Nursing Students Enrolled in Claiborne, Cocke, Greene, and Hawkins County TCAT Locations	180	\$ 1,700.00	\$ 306,000.00
			<b>Grant and Awards Total</b>	<b>\$ 361,000.00</b>
Supplies, Printing & Publications	T-Shirts, Marketing, and Materials to Support the Healthcare Bootcamps		\$ 45,000.00	\$ 45,000.00
	Marketing Material and Advertising for New Practical Nursing Program in Hawkins County		\$ 12,000.00	\$ 12,000.00
	<b>Supplies, Telephone, Postage &amp; Shipping, Occupancy, Equipment Rental &amp; Maintenance, Printing &amp; Publication Total</b>			<b>\$ 57,000.00</b>
			<b>Total</b>	<b>\$ 768,000.00</b>
			<b>Total</b>	<b>\$ 2,000,000.00</b>

### Strengthening Pathways in Healthcare Timeline 2025-2029

Year	Activity	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
FY26	Steering Committee			X	
	Term Data Collection		X		X
	Progress Report		X	X	X
	WBL Activities			X	X
	Allied Health Boot Camp				X
	Equipment Procurement		X	X	X
	Hire Instructor				X
Year	Activity	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
FY27	Steering Committee	X		X	
	Term Data Collection		X		X
	Progress Report	X	X	X	X
	Dual Enrollment	X	X	X	X
	WBL Activities	X	X	X	X
	Allied Health Boot Camp				X
	Equipment Procurement	X			
	Practical Nursing Enrollment 1st Class	X			
Year	Activity	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
FY28	Steering Committee	X		X	
	Term Data Collection		X		X
	Progress Report	X	X	X	X
	Dual Enrollment	X	X	X	X
	WBL Activities	X	X	X	X
	Allied Health Boot Camp				X
	Practical Nursing Enrollment 2nd Class	X			
Year	Activity	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
FY29	Steering Committee	X		X	
	Term Data Collection		X		X
	Progress Report	X	X	X	X
	Dual Enrollment	X	X	X	X
	WBL Activities	X	X	X	X
	Allied Health Boot Camp				X
	Practical Nursing Enrollment 3rd Class	X			
Year	Activity	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
FY30	Steering Committee	X			
	Term Data Collection	X			
	Progress Report	X			
	Dual Enrollment	X			
	WBL Activities	X			
	Practical Nursing Enrollment 4th Class	X			

## Data Resources

Tennessee Higher Education Commission	<a href="https://www.tn.gov/thec.html">https://www.tn.gov/thec.html</a>
TN Department of Labor and Workforce Development:	<a href="https://www.jobs4tn.gov">https://www.jobs4tn.gov</a>
Occupational Information Network (O*NET):	<a href="https://www.onetonline.org/">https://www.onetonline.org/</a>
Bureau of Labor Statistics:	<a href="https://www.bls.gov/">https://www.bls.gov/</a>
US Department of Labor Career One Stop:	<a href="https://www.careeronestop.org">https://www.careeronestop.org</a>
MIT Living Wage Calculator:	<a href="http://livingwage.mit.edu/metros/34100">http://livingwage.mit.edu/metros/34100</a>



## Tennessee Employment Trends

29-2061.00 - [Licensed Practical and Licensed Vocational Nurses](#)

View trends for state: Tennessee Go

### In Tennessee:

Employment (2020)	25,620 employees
Projected employment (2030)	29,860 employees
Projected growth (2020-2030)	17%
Projected annual job openings (2020-2030)	2,520

### In the United States:

Employment (2023)	657,800 employees
Projected employment (2033)	674,700 employees
Projected growth (2023-2033)	■ ■ ■ ■ 3% Average
Projected annual job openings (2023-2033)	54,000

Tennessee source: Projections Central [2020-2030 long-term projections](#). United States source: Bureau of Labor Statistics [2023-2033 employment projections](#). "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.



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Licensed Practical and  
Licensed Vocational Nurses

##### Location

Tennessee

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Current Employment

Projected Employment

Employment Concentration

Current Wages

Training Programs

Search by Occupation

Licensed Practical and Lice

Location

Tennessee

Search

### Projected Employment for Licensed Practical and Licensed Vocational Nurses in TENNESSEE

[View National Data](#)

[View Table](#) : [View Chart](#) : [View Map](#)

National	Employment		Percent Change	Projected Annual Job Openings*
	2023	2033		
United States	657,800	674,700	3%	54,000

State	Employment		Percent Change	Projected Annual Job Openings*
	2022	2032		
Tennessee	18,350	21,950	+20%	1,890

\*Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

# Supply and Demand Report



## Health Sciences

28 In-Demand Occupations | 81 Aligned Academic Programs

Healthcare and social assistance is expected to be the largest industry in Tennessee by 2030, with employment of healthcare practitioners and support workers expected to increase by more than 63,500.<sup>2</sup> Of the 28 **in-demand** occupations in Tennessee's LWDAs, six were in demand in eight or more areas. There are significant shortages of registered nurses, as measured by job openings, though there is not in evidence across all LWDAs which may be a limitation of our methodologies. Typical training levels for in-demand occupations in the Health Sciences cluster include bachelor's and higher, postsecondary nondegree awards, and associate or high school degrees.

There are many aligned academic programs **supplying** in-demand health sciences occupations. Completers in the health sciences have some of the highest employment rates

---

<sup>2</sup> Tennessee Department of Labor and Workforce Development. Tennessee's Economy, 2022-2023, p. 15.

of any career cluster. Licensed practical nurses (LPNs) graduated from 1-2-year certificate programs with employment rates of 77 percent and median wages of \$47,280; physical therapist assistants in associate degree programs had employment rates of 81 percent and median wages of \$42,700. LPNs and physical therapy assistants are **needed** in all LWDAs. There are several programs that meet unmet need criteria and more information can be found in the aligned academic supply tables.

# Supply and Demand Report

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



# Supply and Demand Report

## Cluster Seven: Health Sciences Occupations

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

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

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

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



## Tennessee Wages

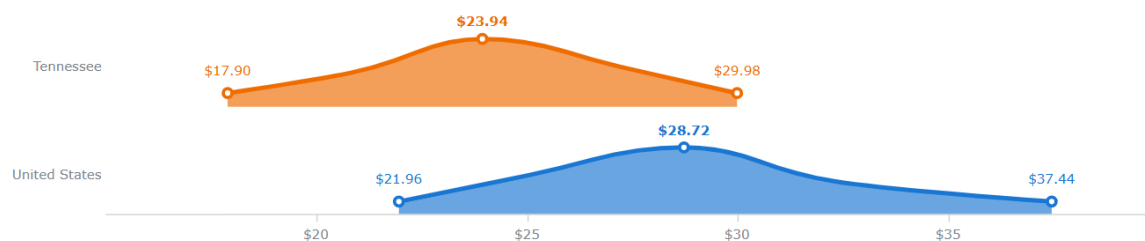
29-2061.00 - [Licensed Practical and Licensed Vocational Nurses](#)

Wages for state: Tennessee Go

Wages near ZIP Code: Go

Annual Wages

Hourly Wages



### In Tennessee:

- Workers on average earn **\$23.94** per hour.
- 10% of workers earn **\$17.90 or less** per hour.
- 10% of workers earn **\$29.98 or more** per hour.

### In the United States:

- Workers on average earn **\$28.72** per hour.
- 10% of workers earn **\$21.96 or less** per hour.
- 10% of workers earn **\$37.44 or more** per hour.

Source: Bureau of Labor Statistics [2023 wage data](#).

## **CIP SOC Crosswalk**

The CIP SOC Crosswalk is a joint effort by the Bureau of Labor Statistics and the National Center for Education Statistics and matches 6-digit CIP Codes from the 2020 Classification of Instructional Programs (CIP) with 6-digit detailed descriptions from the 2018 Standard Occupational Classification (SOC).

CIP Code	51.3901	Licensed Practical/Vocational Nurse Training
----------	---------	--

SOC Code	29-2061	Licensed Practical and Licensed Vocational Nurses
----------	---------	---

Source: National Center for Education Statistics (NCES)

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

Search Jobs

Search

[ [Additional Search Options](#) ]

We have found **160 jobs** using your keyword **"Licensed Practical Nurse"** within 50 miles of **37813**.

Start Tour ?

▼ Filter

WARNING: Always be on the lookout for job scams and identity theft! [Learn more about identity theft](#).

Sorted by Distance - Near to far



### LPN Licensed Practical Nurse

Life Care Center of Morristown - Morristown, TN  
Regular  
Job Distributor - Indeed 5 days ago

Onsite

... Licensed Practical Nurse to add to our team of professionals. We believe that every job in our company plays a vital role in our continued growth and commitment to provide quality patient care. We believe in providing our associates with opportunities to help them reach their maximum potential through working with strong multidisciplinary teams. We invites you to come and join our growing team. As an important member of our interdisciplinary team, the LPN delivers quality nursing care to patients through interpersonal contact and provides care and services to allow patients to attain or maintain the highest practicable physical, mental,



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### Licensed Practical Nurse, LPN

National HealthCare Corporation - Morristown, TN  
Regular | \$23.00-\$27.00 Hour  
Hospitals - National HealthCare Corporation 6 days ago

Onsite

... Licensed Practical Nurse Pay: \$23 - \$27 hourly Depending on experience Caris Healthcare's Hospice Licensed Practical Nurse (LPN) is responsible for providing quality patient care and performing technical skilled care in the patient's home. This position assists home health aides in fulfilling their responsibilities. Caris Healthcare's mission is to provide hospice care with grace. Serving patients throughout the Southeast region, we support our team members, patients and their families with compassion, accountability, respect, integrity and service. If you are ready for a rewarding career with a company that offers employees a culture of integrity



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### Licensed Practical Nurse 2025-158320 Morristown

Southern Home Care Services, Inc. - Morristown, TN  
Regular  
State Job Board - Mississippi Department of Employment Security 2 weeks ago

Onsite



View



### LPN - Private Duty Nursing

Maxim Healthcare Services - Rogersville, TN  
Contract | \$26.00-\$30.00 Hour  
Corporate - Maxim Healthcare Services, Inc. 1 week ago

Onsite

... Licensed Practical Nurse (LPN) to work with Pediatric and/or Adult patients in their own homes in and around Hawkins County. Why Join Maxim: \* Competitive Pay & Weekly Paychecks \* Health, Dental, Vision, HSA and Life Insurance \* Paid Time Off \* 401(k) Savings Plan \* Maxcares Awards Program Responsibilities: \* Utilize the nursing process to assess, plan, implement, and evaluate patient care. \* On each assignment, provides skilled nursing care/services in accordance with prescribed orders \* Assess signs and symptoms indicating physiologic and psychosocial changes in the patient's condition. \* Collects, analyzes, and interprets data and



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### LPN Licensed Practical Nurse

Amedisys - Rogersville, TN  
Regular | \$24.00-\$33.00 Hour  
Hospitals - Amedisys Inc 6 days ago

Onsite

Overview Part-time, Benefits Eligible Are you looking for a rewarding career in homecare? If so, we invite you to join our team at Amedisys, one of the largest and most trusted home health and hospice companies in the U.S. Attractive pay \* \$24.00 - \$33.00 What's in it for you \* A full benefits package with choice of affordable PPO or HSA medical plans. \* Paid time off. \* Up to \$1,000 in free healthcare services paid by Amedisys yearly, when enrolled in an Amedisys HSA medical plan. \* Up to \$500 in wellness rewards for completing activities during the year. Use these rewards to support your wellbeing with spa services, gym memberships, sports,



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### LPN Private Duty

LHC Group, Inc. - Rogersville, TN  
Regular  
Hospitals - LHC Group, Inc. 2 days ago

Onsite

... Licensed Practical Nurse is responsible for providing direct nursing care as prescribed by the physician to acutely ill, and/or chronically ill patients in their homes as well as recording clinical and progress notes; and coordinating other patient care activities/services to provide the highest quality of patient care in the geographic service area to which she/he is assigned. She/he works under the direct supervision of the Registered Nurse and/or designated supervisor. Nursing activities are limited to these in compliance with the State LPN/LVN Practice Act, any applicable licensure/certification requirements and agency policies and procedures.



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### LPN - Private Duty Nursing

Not Available - Rogersville, TN  
Regular | \$26.00-\$30.00 Hour  
Recruiter - Maxim Healthcare Services, Inc. 1 week ago

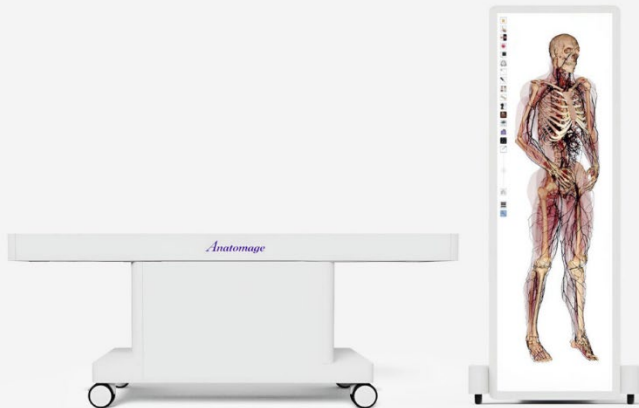
Onsite

... Licensed Practical Nurse (LPN) to work with Pediatric and/or Adult patients in their own homes in and around Hawkins County. Why Join Maxim: \* Competitive Pay & Weekly Paychecks \* Health, Dental, Vision, HSA and Life Insurance \* Paid Time Off \* 401(k) Savings Plan \* Maxcares Awards Program Responsibilities: \* Utilize the nursing process to assess, plan, implement, and evaluate patient care. \* On each assignment, provides skilled nursing care/services in accordance with prescribed orders \* Assess signs and symptoms indicating physiologic and psychosocial changes in the patient's condition. \* Collects, analyzes, and interprets data and



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Anatomage provides an excellent medical suite solution for doctors and medical residents to plan, practice, and refine surgical procedures. Our FDA-cleared medical devices have been adopted by top hospitals and medical simulation centers, including the Mayo Clinic, St. Luke's Hospital, and NCH HealthCare Corporation.



*Anatomage*  
20 YEARS OF EXCELLENCE

The Anatomage Table is the most advanced real-human-based medical education system. This state-of-the-art platform offers digitized human cadavers and superior medical learning tools, transforming medical education and training. By incorporating the Anatomage Table, institutions can enhance learning outcomes, lower laboratory costs, and establish their technological leadership.

<https://anatomage.com/>

### Lecture Aids

The Anatomage Table transforms complex anatomy, physiology, and pathology concepts into immersive 3D visuals. Instructors can use it as a visual supplement to lectures, showcasing details and dynamics that textbooks alone cannot convey.

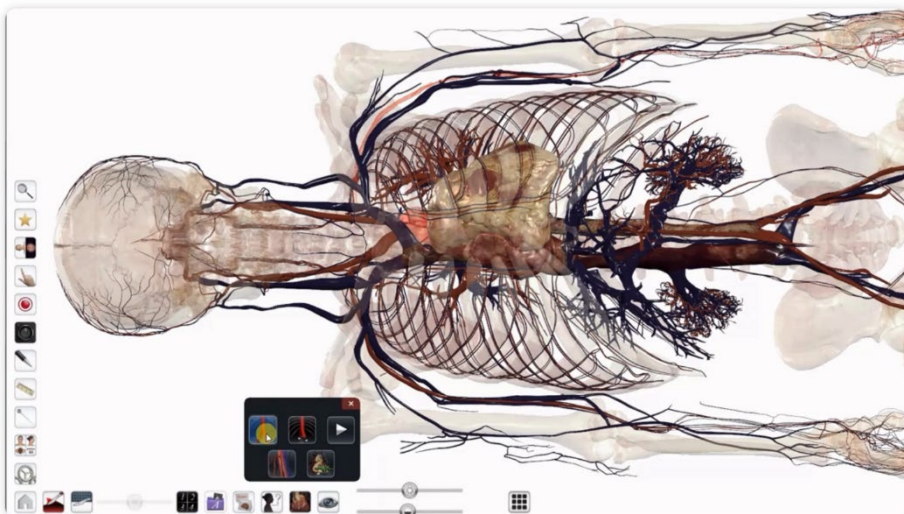


### Self-Directed Learning

The Anatomage Table features an intuitive interface that allows students to explore its content independently. Learning assistants are available to guide students through studying structures, functions, and pathologies, enhancing their self-directed study.

### Vascular System Tracing

Anatomage's segmentation system excels in capturing the clinical accuracy of real human vascular connections. All artery, vein, and nerve structures are intricately traced and fully connected, meticulously mapped from tiny points in the sliced images. Through our advanced segmentation system, we successfully present complete graphical connectivity that represents real vascular flow within the Anatomage Bodies.



## **MEMORANDUM OF UNDERSTANDING**

By and Between  
**TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN**  
and  
**BALLAD HEALTH**

This Agreement entered into this 21<sup>st</sup> day of January, 2025 by and between TCAT Morristown (hereinafter referred to as the "College") and Rural Health Services Consortium, (hereinafter collectively referred to as the "Employer Participant") is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

### **PURPOSE**

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission's (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College's rural service areas. In particular, the Agreement is intended to establish expectations between the designated employer participant and the College 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
- Create a Practical Nursing program in a rural county
- Coordinate dual enrollment with identified educational participants
- Coordinate work-based learning opportunities
- Coordinate allied health bootcamp programs

#### **2. EMPLOYER PARTICIPANT:**

The Employer Participant is responsible for supporting the mission of the RHCPE. The employer participant agrees to the following responsibilities:

- Provide classroom and lab space for the College's Practical Nursing program at the Ballard Health Hawkins County Memorial Hospital located in Rogersville
- Development of youth interest in health careers
- Host tours for high school and adult program participants
- Participate in school career exploration events

- Participate in an allied health bootcamp programs
- Consider graduates for employment
- Serve on advisory boards upon request and attend meetings

The Employer Participant agrees 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.

**II. MISCELLANEOUS:**

1. Modification of roles/responsibilities and the sustainability of the program are collectively decided by the parties.
2. Employer 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. The project length will be the 48-month grant period which is anticipated to be August 2025 through August 2029.
4. Employer Participant agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown	Ballad Health
Signature: <div>DocuSigned by: <i>Susanne Cox</i> 13AB9143F400479...</div>	Signature: <div>Signed by: <i>Hunter Hamilton</i> A79EEE05E2F74F9...</div>
Susanne Cox, President	Company Representative
Date: 2025-01-21   2:37 PM CST	Date: 2025-01-21   2:11 PM CST

## **MEMORANDUM OF UNDERSTANDING**

By and Between  
**TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN**  
and  
**RURAL HEALTH SERVICES CONSORTIUM**

This Agreement entered into this 21<sup>st</sup> day of January, 2025 by and between TCAT Morristown (hereinafter referred to as the "College") and Rural Health Services Consortium, (hereinafter collectively referred to as the "Employer Participant") is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

### **PURPOSE**

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

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#### **1. COLLEGE ROLE:**

The College agrees to the following responsibilities:

- Serve as the fiscal agent of the grant
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- Coordinate dual enrollment with identified educational participants
- Coordinate work-based learning opportunities
- Coordinate allied health bootcamp programs

#### **2. EMPLOYER PARTICIPANT:**


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- Development of youth interest in health careers
- Host tours for high school and adult program participants
- Participate in school career exploration events
- Participate in an allied health bootcamp programs
- Consider graduates for employment
- Serve on advisory boards upon request and attend meetings

The Employer Participant agrees 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.

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- 4. Employer Participant agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown	Rural Health Services Consortium
Signature: <div><div>DocuSigned by:</div><div>Susanne Cox</div><div>13AB9143F400479...</div></div>	Signature: <div><div>DocuSigned by:</div><div></div><div>2092392FA1E3469...</div></div>
Susanne Cox, President	Company Representative
Date: 2025-01-21   4:15 PM CST	Date: 2025-01-21   2:08 PM PST

**MEMORANDUM OF UNDERSTANDING**  
By and Between  
**TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN**  
and  
**SIGNATURE HEALTHCARE OF ROGERSVILLE**

This Agreement entered into this 21<sup>st</sup> day of January, 2025 by and between TCAT Morristown (hereinafter referred to as the "College") and Rural Health Services Consortium, (hereinafter collectively referred to as the "Employer Participant") is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

**PURPOSE**

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission's (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College's rural service areas. In particular, the Agreement is intended to establish expectations between the designated employer participant and the College 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
- Create a Practical Nursing program in a rural county
- Coordinate dual enrollment with identified educational participants
- Coordinate work-based learning opportunities
- Coordinate allied health bootcamp programs

**2. EMPLOYER PARTICIPANT:**

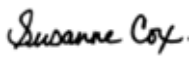
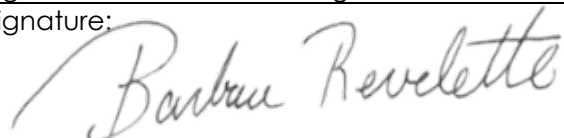
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- Development of youth interest in health careers
- Host tours for high school and adult program participants
- Participate in school career exploration events
- Participate in an allied health bootcamp programs
- Consider graduates for employment
- Serve on advisory boards upon request and attend meetings

The Employer Participant agrees 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.

## II. MISCELLANEOUS:

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3. The project length will be the 48-month grant period which is anticipated to be August 2025 through August 2029.
4. Employer Participant agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown	Signature Healthcare of Rogersville
Signature: 	Signature: 
Susanne Cox, President	Company Representative Barbara Revelette, RN, MSN, MBA
Date: 1/30/2025	Date: Chief Nursing Officer 1/30/25

**MEMORANDUM OF UNDERSTANDING**  
By and Between  
**TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN**  
and  
**EDUCATIONAL PARTICIPANTS**

This Agreement entered into this 21<sup>st</sup> day of January, 2025 by and between TCAT Morristown (hereinafter referred to as the "College") and Cocke County School System, Greene County School System, Greeneville City Schools, and Hawkins County School System, (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 educational 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
- Create a Practical Nursing program in a rural county
- Coordinate dual enrollment with identified educational participants
- Coordinate work-based learning opportunities
- Coordinate allied health bootcamp programs

**2. EDUCATIONAL PARTICIPANTS:**

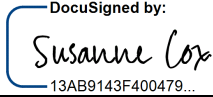
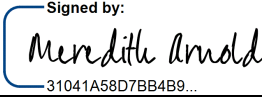
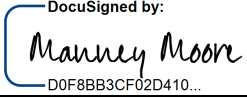
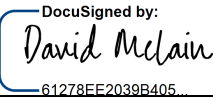
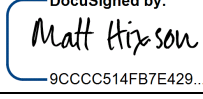
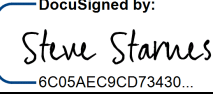
Education Participants agree to the following responsibilities:

- Recruiting students to enroll in health care career pathways
- Providing students with work-based learning opportunities by engaging students and employers in meaningful activities
- Managing dual enrollment with the College
- Participate in allied health bootcamp programs by assisting the College in recruiting and coordinating student participation and provide transportation and meals when necessary for student participants

The Educational 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 care 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. Employer 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. The project length will be the 48-month grant period which is anticipated to be August 2025 through August 2029.
4. Educational Participants agree to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TN College of Applied Technology Morristown	Claiborne County School System
Signature:  DocuSigned by: Susanne Cox 13AB9143F400479...	Signature:  Signed by: Meredith Arnold 31041A58D7BB4B9...
Name and Title: Susanne Cox, President	Name and Title: Meredith Arnold
Date: 2025-01-27   3:14 PM CST	Date: 2025-01-28   9:22 AM CST
Cocke County School System	Greene County School System
Signature:  DocuSigned by: Manny Moore D0F8BB3CF02D410...	Signature:  DocuSigned by: David McLain 61278EE2039B405...
Name and Title: Manny Moore, Director of Schools	Name and Title: David McLain, Director of Schools
Date: 2025-01-28   10:41 AM EST	Date: 2025-01-28   12:12 PM PST
Hawkins County School System	Greeneville City Schools
Signature:  DocuSigned by: Matt Hixson 9CCCC514FB7E429...	Signature:  DocuSigned by: Steve Starnes 6C05AEC9CD73430...
Name and Title: Matt Hixson, Director of Schools	Name and Title: Steve Starnes, Director of Schools
Date: 2025-01-30   5:58 PM EST	Date: 2025-01-30   3:17 PM PST