

**TENNESSEE COLLEGE OF APPLIED TECHNOLOGY CRUMP**

RHCPE GRANT: Pathways to Care: A Seamless Pipeline for Tomorrow's Healers

Lead Entity: Tennessee College of Applied Technology Crump

Fiscal Agent: Tennessee College of Applied Technology Crump

**IN PARTNERSHIP WITH:**

1. Tennessee College of Applied Technology Crump
2. McNairy County Schools
3. Hardin County Regional Health Center dba Lifespan Health
4. Harbert Hills Academy Nursing Home

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Funding Requested:

**\$2,000,000**



**President of Higher Education Institution  
(Fiscal Agent)**



**Project Director (Lead Entity)**

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## **Pathways to Care: A Seamless Pipeline for Tomorrow's Healers**

### **Abstract / Project Summary**

A key element of access to healthcare throughout Tennessee is a well distributed and qualified health workforce. Creating career pathways is one strategy to address the lack of access to healthcare, especially in the rural areas of the state. Career pathways create a talent pipeline of qualified individuals who are ready to fill needed healthcare jobs. According to the *THEC Academic Supply for Occupational Demand Report 2024* "Statewide, there is a notable demand for mid-level technically skilled practitioners, specifically for licensed practical and licensed vocational nurses, . . . medical assistants, and phlebotomists."

The shortage of Licensed Practical Nurses (LPNs) is a growing issue in the healthcare industry. Factors contributing to this shortage include:

- An aging population with higher demands for healthcare services, including long-term and home care.
- An aging workforce with many experienced LPNs and other professionals retiring and a lack of new graduates to replace them.
- Limited capacity of training programs which limit those entering the field.
- Fewer high school students choose to enter healthcare and practical nursing roles due to lack of interest, limited knowledge of the field, or lack of preparation to successfully pass entrance exams.

The "Pathways to Care: A Seamless Pipeline for Tomorrow's Healers" grant project seeks to address these challenges by creating career pathway programs to tackle or mitigate healthcare workforce shortages such as Licensed Practical Nurse in the long term. The career pathway programs will prepare K-12 students for the next level of certification or education. In addition, the program will provide information to K-12 students and work-based learning opportunities designed to increase knowledge of the LPN career field. The program will forge partnerships with key stakeholders to ensure pathway programs align well with workforce need. Finally, the program seeks to expand the capacity for training LPNs by building dual enrollment options including Pre-Practical Nursing and Patient Care Technology / Medical Assisting that will reduce the time a student spends in the LPN program after high school and prepare students for the rigor and demands of post-secondary education.

## **Section 1: Program Narrative**

The "Pathways to Care: A Seamless Pipeline for Tomorrow's Healers" grant proposal seeks to develop structured and connected education programs and support services that will enable students to advance overtime to better jobs and higher levels of education and training. The grant will focus on serving the rural counties of McNairy and Hardin. This grant program will incorporate the following strategies:

**Strategy 1:** Develop a career pathway program through dual enrollment and flexible options for adult learners. The proposed project will build upon stacked credentials allowing students to earn short-term industry recognized credentials as they advance through the program. Through the Pre-Practical Nursing program high school students complete the first term of the Practical Nursing program and earn the Nursing Assistant certificate. The Patient Care Technology / Medical Assisting (PCT) program provides both dual enrollment and adult learners with the opportunity to earn four credentials as they progress through the program: Nursing Assistant, Phlebotomy Technician, Electrocardiogram Technician and Medical Assistant. In addition, students can utilize credits earned in the PCT program to enter the practical nursing program with prior credit. The grant project will also expand the LPN program at TCAT Crump and provide flexible options for hybrid, night and weekend coursework.

**Strategy 2:** Develop and implement collaborative, meaningful, and structured work-based learning (WBL) experiences. The grant will employ a project coordinator who will have the primary task of leading the work-based learning experiences associated with this project. The experiences will be designed to increase general knowledge and familiarity with career options in the broader health care workforce as

well as increased awareness of the career opportunities associated with the programs of study specific to this grant proposal. Students will also gain hands-on experience in clinical settings.

**Strategy 3:** Lifespan Health, Harbert Hills Nursing Home, McNairy County Schools, and TCAT Crump will work together to develop outreach programs focused on promoting knowledge of careers in healthcare and developing interest in the career pathways offered by the grant. An expected outcome of this strategy is that participating students will graduate high school better prepared for a career in their chosen field.

## **Section 2: Demonstration of Need**

**Localized data demonstrating the need for action:** The *THEC Academic Supply for Occupational Demand Report 2024* list Licensed Practical Nurse as an In-Demand Occupation statewide as well as the additional occupations of Medical Assistants and Phlebotomists promoted by this project. According to the *Jobs4TN.gov* website Licensed Practical Nurses are in High Demand both statewide with 1,083 job openings and in West Tennessee with 147 job openings. *Jobs4TN.gov* data indicates there is High Demand both statewide and in West Tennessee for Nursing Assistants with 793 job openings and 145 job openings respectively. *Jobs4TN.gov* also lists the job demand for Medical Assistants as high with 380 openings across the state. The *Bureau of Labor Statistics Occupational Outlook Handbook* lists the Job Outlook for Licensed Practical Nurses with growth rate of 3% from 2023-33 and an overall growth in employment of 16,900. Phlebotomists' job outlook is expected to grow faster than average with an 8% growth rate. Medical Assistants have an expected 15% growth which is much faster than average with an increase of 118,000 jobs from 2023-33.

Lifespan Health and Harbert Hills Nursing Home expressed the need for graduates of these programs to fill vacant positions. In addition, there are regional needs in healthcare in the long-term care and physician clinic area for the occupations discussed above.

**Clear linkages between grant activities and local/regional needs:** The data outlined above clearly indicates the need for expanded and new programs of study to educate and train Licensed Practical Nurses, Medical Assistants, Phlebotomists and Nursing Assistants as indicated in this grant proposal. The Pre-Practical Nursing, Patient Care Technology / Medical Assisting, and Practical Nursing programs will provide career pathways for rural students in McNairy and Hardin counties to enter careers in healthcare. The programs also provide stackable credentials in Nursing Assistant, Phlebotomy, and Medical Assistant, giving students the opportunity to depart the programs according to their personal needs and timeframes. Students may reenter the pathway to continue their education toward higher credentials.

There are two Practical Nursing programs at the TCAT Crump Campus, a traditional program and a hybrid program with a combination of online, night and weekend coursework. This grant will allow the college to expand the programs by hiring additional faculty, clinical faculty and purchasing equipment to serve more students both in the high school setting and at the post-secondary level. The Patient Care Technology / Medical Assisting program is a new program for Hardin and McNairy Counties and will be implemented with a dual enrollment option at McNairy County High Schools and a post-secondary option for adult students at TCAT Crump. Grant funds will provide for the faculty and equipment needed to implement the program.

### **Proposed expansion of academic programs, work-based learning**

**opportunities, and needed equipment:** Work-based learning (WBL) is a vital component of the grant project to increase the healthcare pipeline in general and the practical nursing and medical assistant pipeline from partner schools. The project director will work closely with K-12 schools to provide high-quality WBL experiences that are purposeful and focused on engaging students to increase the pipeline for Licensed Practical Nurses to meet industry needs. The WBL will begin as early as elementary and middle schools providing career awareness and exploration opportunities through guest speakers, field trips and career fairs and continue with sequenced experiences throughout including hands on clinical exercises in high school to ensure students are prepared for the next step. The healthcare partners will be instrumental in providing these experiences to students through tours, guest speakers, and hands-on clinical activities.

The chart below indicates the eligibility of the academic programs with CIP codes starting with 51 and SOC codes of 29 and 31.

<b>CIP2020Code</b>	<b>CIP2020Title</b>	<b>SOC2018Code</b>	<b>SOC2018Title</b>
51.0801	Medical/Clinical Assistant.	31-9092	Medical Assistants
51.1009	Phlebotomy Technician/Phlebotomist.	31-9097	Phlebotomists
51.3901	Licensed Practical/Vocational Nurse Training.	29-2061	Licensed Practical and Licensed Vocational Nurses
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide.	31-1131	Nursing Assistants

The new Patient Care Technology / Medical Assisting and Pre-Practical Nursing programs will require the purchase of equipment to support these new programs and to teach the skills, patient care procedures and techniques necessary. The expansion of the Practical Nursing Program because of the Pathways to Care grant will require additional lab equipment for skills development and patient simulations to accommodate the increase in student enrollment.

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

**Detailed summary of proposed program:** The “Pathways to Care: A Seamless Pipeline for Tomorrow’s Healers” grant proposal seeks to develop structured and connected education programs and support services that will enable students to understand career opportunities available to them and advance overtime to better jobs and higher levels of education and training. Through the creation of career pathway programs and the expansion of the existing practical nursing program TCAT Crump and McNairy County Schools will create a talent pipeline of qualified individuals ready to fill needed healthcare jobs as Nursing Assistants, Phlebotomists, Medical Assistants, and Licensed Practical Nurses. The workforce data discussed in Section 2 above clearly indicates the high demand and low supply of healthcare professionals in these programs. The pathway program and career counseling services created through this grant will enhance students’ sense of career and academic self-efficacy. This includes increasing their motivation to complete school, their willingness and interest to take more challenging courses and preparation for college and work. The objective of the Pathways to Care grant program is to increase K-12 and adult students in the pipeline thereby increasing the number of qualified health care professionals in the rural area served by the college.

Through the addition of the Pre-Practical Nursing Program and the expansion of the Practical Nursing Program, the college expects to enroll 15 more students in the Practical Nursing Program. Due to involvement in the grant project these students will be better prepared academically, motivated and more likely to graduate thereby



increasing the completion and licensure rate and the availability of Licensed Practical Nurses in the workforce.

The Patient Care Technology / Medical Assisting program will provide more nursing assistants, phlebotomy technicians, and medical assistants to fill the gap between demand and supply. The stackable credentials including nursing assistant, phlebotomist, EKG technician and medical assistant in this program will provide students an opportunity to enter the workforce early or complete the entire one-year program depending on their career goals and personal needs. Graduates will also be prepared to enter the practical nursing program using credit earned and with the knowledge and skills to be successful.

**Detailed project timeline and overview:** Upon notification of the grant award TCAT Crump will convene the project steering committee made up of the partners including TCAT Crump, McNairy County Schools, Hardin County Regional Health Center and Harbert Hills Academy Nursing Home to provide project governance and accountability for achieving the goals of the project.

**Quarter 1 Activities:** Steering Committee Meets, Employ Project Coordinator, Employ PCT/Medical Assisting Faculty, Employ Pre-Practical Nursing Faculty

**Quarter 2 Activities:** Steering Committee Meets, Partners work to develop education and career pathway guide for high school students, Equipment is purchased for new PCT/Medical Assisting, Pre-Practical Nursing programs

**Quarter 3 Activities:** Steering Committee Meets, Partners develop WBL Activities for K-12 student, Classrooms and Labs are setup for PCT/Medical Assisting and Pre-Practical Nursing programs,

**Quarter 4 Activities:** Steering Committee Meets, Cohort 1 of High School Students begin class, Career Awareness WBL Activities begin

**Quarter 5 Activities:** Steering Committee Meets, Career Awareness WBL Activities continue

**Quarter 6 Activities:** Steering Committee Meets, Career Exploration WBL Activities begin

**Quarter 7 Activities:** Steering Committee Meets, Career Exploration WBL Activities continue, dual enrollment student's complete 1<sup>st</sup> year of PCT/Medical Assisting and Pre-Practical Nursing Programs, Equipment is purchased for the expansion of TCAT Crump Practical Nursing program, TCAT Crump additional Nursing faculty member is hired

**Quarter 8 Activities:** Steering Committee Meets, Dual Enrollment students begin 2<sup>nd</sup> year of PCT/Medical Assisting and Pre-Practical Nursing programs, and Cohort 2 begins class, Career Preparation and Career Training WBL Activities begin

**Quarter 9 Activities:** Steering Committee Meets, WBL Activities continue

**Quarter 10 Activities:** Steering Committee Meets, WBL Activities continue

**Quarter 11 Activities:** Steering Committee Meets, WBL Activities continue, First cohort of Dual Enrollment Students in PCT/Medical Assisting and Pre-Practical Nursing programs graduate

**Quarter 12 Activities:** Steering Committee Meets, WBL Activities continue, Pre-Practical Nursing graduates complete clinical exercise with patients and enroll in Practical Nursing program with advanced standing, Dual Enrollment Cohort 3 begins class in PCT/Medical Assisting and Pre-Practical Nursing programs

**Quarter 13 Activities:** Steering Committee Meets, WBL Activities continue

**Quarter 14 Activities:** Steering Committee Meets, WBL Activities continue

**Quarter 15 Activities:** Steering Committee Meets, Second cohort of Dual Enrollment Students in PCT/Medical Assisting and Pre-Practical Nursing programs graduate

**Quarter 16 Activities:** Steering Committee Meets, WBL Activities Continue, Pre-Practical Nursing graduates complete clinical exercise with patients and enroll in Practical Nursing program with advanced standing, Cohort 4 begins class in PCT/Medical Assisting and Pre-Practical Nursing programs, Grant period ends

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

**Phase 1 Objectives:** Initiate project and develop strong partner relationships, employ Program Coordinator and staff, finalize and define education and career pathways for high school students, plan quality Work – Based Learning Activities for K-12 students, set-up classrooms and labs for new programs. This phase will include Quarters 1,2 and 3.

**Phase 2 Objectives:** Enroll 10 students in new Patient Care Technology/ Medical Assisting and 10 students in new Pre-Practical Nursing program. Present healthcare career information and WBL activities for 100 students in grades K-12. This phase will include Quarters 4, 5, 6, and 7.

**Phase 3 Objectives:** Enroll 15 dual enrollment students in Patient Care Technology / Medical Assisting and 15 students in Pre-Practical Nursing programs. Graduate 8 students from Patient Care Technology/ Medical Assisting program.

Present healthcare career information and WBL activities for 200 students in grades K-12. This phase will include Quarters 8,9,10 and 11.

**Phase 4 Objectives:** Enroll 20 dual enrollment students in Patient Care Technology / Medical Assisting and 20 dual enrollment students in Pre-Practical Nursing programs. Graduate 12 students from Patient Care Technology/ Medical Assisting program. Expand TCAT Crump Practical Nursing program to enroll an additional 15 Pre-Practical Nursing Graduates and Adult Students. Present healthcare career information and WBL activities for 400 students in grades K-12 and post-secondary students. This phase will include Quarters 12,13,14 and 15.

**Phase 5 Objectives:** Enroll 20 dual enrollment students in Patient Care Technology / Medical Assisting and 20 dual enrollment students in Pre-Practical Nursing programs. Graduate 15 students from Patient Care Technology/ Medical Assisting program. Enroll 15 additional Pre-Practical Nursing Graduates and/or Adult Students in Practical Nursing Program. Present healthcare career information and WBL activities for 400 students in grades K-12 and post-secondary students. Expand Pathway program to additional counties in service area. This phase will include Quarter 16 and extend beyond the grant period.

**Project governance and accountability plan:** The project director for the “Pathways to Care: A Seamless Pipeline for Tomorrow’s Healers” grant is Stephen Milligan, TCAT Crump President, with Shane Stults, McNairy County Schools CTE Director serving as co-director. A Project Coordinator will be hired to implement the activities of the project. The project will be governed by a committee made up of partners including the Director and Co-Director, TCAT Crump’s Allied Health

Coordinator, Lifespan Health's representative, and Harbert Hills Nursing Home's representative and representatives from the K-12 Schools served. The Governance Committee will provide input on activities and review progress of the project. The Project Coordinator will be responsible for scheduling and convening quarterly Governance Committee Meetings, implementing the directives of the Governance Committee, as well as working directly with K-12 schools, Post-Secondary and the healthcare industry to implement the goals and objectives of the project.

**Counties served:** This grant project will directly serve McNairy County through awareness of healthcare careers, the creation of healthcare pathways, dual enrollment course offerings and an increased number in the available healthcare workforce for LPNs, nursing assistants, phlebotomy technicians, and medical assistants. The grant project will also serve Hardin County, the home county of TCAT Crump, through expanded Practical Nursing programs, a Patient Care Technology / Medical Assisting Program, and an increased number of LPNs, nursing assistants, phlebotomy technicians, and medical assistants. According to the *County Economic Status Map (Fiscal Year 2025)* McNairy and Hardin Counties are both classified as At-Risk counties.

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

**Detailed description of each mandatory partner's role and their capabilities in implementing the identified program:** All partners to this project have indicated strong support and interest in implementing the goals and objectives of the grant proposal.

TCAT Crump will serve as the fiscal agent of the grant; deliver dual enrollment courses to the high schools in McNairy County; coordinate work-based

learning opportunities; expand the Pre-Practical Nursing and Patient Care Technology / Medical Assisting program for McNairy County Schools; expand the TCAT Crump Practical Nursing program and strengthen pathways to accelerate program completion including Pre-Practical Nursing to Practical Nursing and Patient Care Technology / Medical Assisting to Practical Nursing ; employ a grant coordinator to manage grant activities, collect, analyze and report outcome data, and perform outreach to communities served; employ faculty to provide classroom, lab, and clinical instruction for program expansion; maintain grant funded equipment and grant activities when funding ends

McNairy County Schools will assist in recruiting students to enroll in Health Career Pathways; providing students with WBL (Work-Based Learning) opportunities by engaging students and employers in meaningful activities; managing dual enrollment with TCAT Crump; providing students the opportunity to obtain industry credentials; provide space for dual enrollment programming; provide the required data to prepare grant reports; commit to sustaining grant activities and partnerships beyond the grant period

Harbert Hills Academy Nursing Home and Lifespan Health will support the mission of the RHCPE and agree to the following responsibilities: alerting the College of job openings; assisting in the development of youth interest in health careers; host tours for youth and adult program participants; participate in school career exploration events; consider graduates for employment; serve on occupational advisory boards upon request, and attend requested meetings; commit to sustaining grant activities and partnerships beyond the grant period.

**Memorandum of Understanding (MOU) outlining the partnership agreement from local and area employers and partnering postsecondary institutions:** All partners have signed the MOU demonstrating support and commitment to the grant activities. The complete MOU is attached as Appendix C.

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

**Clear alignment between funding requests and grant activities:** A grant budget is attached as Appendix A and a detailed financial plan is attached as Appendix B to this grant proposal. All proposed expenditures are aligned with the grant activities and objectives for the “Pathways to Care: A Seamless Pipeline for Tomorrow’s Healers” grant. Staff and faculty will be hired to coordinate grant activities and to implement the planned educational programs of Patient Care Technology / Medical Assisting, Pre-Practical Nursing and to expand Practical Nursing.

**Role of proposed equipment request:** The use of innovative technology in the classroom through simulation patients, skills trainers and the 3D Anatomy Visualization and Virtual Dissection Tables will provide cutting edge, innovative, instructional equipment to support student learning related to the healthcare programs, enhance clinical skills, and enhance comprehension of anatomy through hands on interaction. Hands on simulation and skills training will promote completion and credential attainment by enhancing the teaching and learning opportunities in the programs.

**Explanation of Indirect cost:** As the fiscal agent the college will be responsible for purchasing, salary and payroll and procurement for items associated with the grant. In addition, college administration, faculty and staff will be involved in planning and executing grant activities that will necessitate additional time or personnel to carry out.

**Section 6: Sustainability**

This program will continue beyond the 48-month funding period through the normal and regular budgeting process conducted by each partner. TCAT Crump will use tuition and state appropriations to maintain salaries, equipment and operating budgets for the programs. McNairy County Schools will continue to provide operational space including utilities for the programs and will continue its partnership obligations as outlined in the grant. The industry partners are committed to continuing work-based learning programs and additional industry partners are expected to have been identified and onboarded onto the pathways project to sustain and increase the program beyond its original scope.



## APPENDIX A: Budget

GRANT BUDGET				
Rural Health Care Pathways Expansion Grant				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable				
Period: BEGIN: August 1, 2025 END: July 31, 2029				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	1,317,000	0.00	1,317,000
4, 15	Professional Fee, Grant & Award <sup>2</sup>	7000	0.00	7000
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	163,000	0.00	163,000
11, 12	Travel, Conferences & Meetings	10,000	0.00	10,000
13	Interest <sup>2</sup>	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	0.00	0.00	0.00
17	Depreciation <sup>2</sup>	0.00	0.00	0.00
18	Other Non-Personnel <sup>2</sup>	0.00	0.00	0.00
20	Capital Purchase <sup>2</sup>	403,000	0.00	403,000
22	Indirect Cost	100,000	0.00	100,000
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	2,000,000	0.00	2,000,000

### GRANT BUDGET LINE - ITEM DETAIL

<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: <https://www.tn.gov/finance/looking-for/policies.html>).

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

## Pathways to Care: A Seamless Pipeline for Tomorrow's Healers

### Detailed Financial Plan

<b>Salaries, Benefits and Taxes</b>	
Project Coordinator	\$372,000
PCT/Medical Assisting Faculty	\$372,000
Pre-Practical Nursing Faculty	\$372,000
Practical Nursing Expansion Faculty	\$201,000
<b>TOTAL</b>	<b>\$1,317,000</b>

<b>Professional Fees</b>	
Instructor CPR Certification	\$1000
Student Certifications CPR, Medical Assistant, EKG Technician, Nursing Aid, Phlebotomy	\$6,000
<b>Total</b>	<b>\$7,000</b>

<b>Supplies</b>	
Classroom Furniture	\$20,000
Lab and Instructional Supplies	\$113,000
Laptop Computers	\$30,000
<b>Total</b>	<b>\$163,000</b>

<b>Travel</b>	
Sims Lab Training	\$5,000
Professional Development Workshops	\$5,000
<b>Total</b>	<b>\$10,000</b>

<b>Capital</b>	
3D Anatomy Visualization and Virtual Dissection Tables (3)	\$324,000
Headwall Teaching System (2)	\$10,000
SimCartRx	\$24,000
Simulation Mannequins (3)	\$45,000
<b>Total</b>	<b>\$403,000</b>

<b>Indirect Cost</b>	\$100,000
<b>Total</b>	<b>\$100,000</b>

**TOTAL: \$2,000,000**

## **APPENDIX C**

### **MEMORANDUM OF UNDERSTANDING OUTLINING PARTNERSHIP**

AGREEMENT  
BETWEEN  
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY CRUMP  
AND  
EMPLOYER PARTICIPANTS  
AND  
EDUCATIONAL PARTICIPANTS

This Agreement entered into this 1<sup>st</sup> day of August, 2025 by and between Tennessee College of Applied Technology Crump (hereinafter referred to as the “College”) and Hardin County Regional Health Center dba Lifespan Health and Harbert Hills Academy Nursing Home, (hereinafter collectively referred to as the “Employer Participant<sup>s</sup>”) and McNairy County School System, (hereinafter collectively referred to as the “Educational Participant<sup>s</sup>”), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

**PURPOSE**

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

**I. ROLES**

**1. COLLEGE ROLE:**

The College agrees to the following responsibilities:

- Serve as the fiscal agent of the grant
- Coordinate dual enrollment and/or dual credit with identified Educational Participants
- Deliver health career educational opportunities to employees and students of the Educational Participants
- Coordinate work-based learning opportunities required by employers for students to work for Employer Participants upon completion of the respective program
- Expand the Pre-Practical Nursing program for McNairy County Schools
- Expand the TCAT Crump Practical Nursing program and strengthen pathways to accelerate program completion including Pre-Practical Nursing to Practical Nursing and Patient Care Technology / Medical Assisting to Practical Nursing
- Employ a grant coordinator to manage grant activities, collect, analyze and

report outcome data, and perform outreach to communities served

- Employ faculty to provide classroom, lab, and clinical instruction for program expansion
- Provide equipment and supplies for classrooms, labs, simulation suites for new and expanded programs
- Maintain grant funded equipment when funding ends
- Offer dual enrollment courses for students in the partner schools

## **2. EMPLOYER PARTICIPANTS:**

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

- Alerting the College of job openings
- Development of youth interest in health careers
- Host tours for youth and adult program participants
- Participate in school career exploration events
- Consider graduates for employment
- Serve on occupational advisory boards upon request, and attend requested meetings
- Commit to sustaining grant activities and partnerships beyond the grant period

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

## **3. EDUCATION PARTICIPANTS:**

Education Participants agree to the following responsibilities:

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

duty) as well as non-traditional



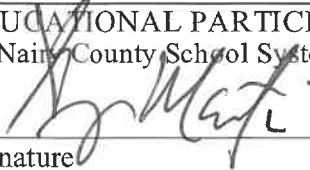

- Monitor Employer Participant engagement
- Provide the required data to prepare grant reports
- Support related dual enrollment opportunities with TCAT Crump
- Commit to sustaining grant activities and partnerships beyond the grant period

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

## II. MISCELLANEOUS:

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

COLLEGE: Tennessee College of Applied Technology Crump	EMPLOYER PARTICIPANT: Harbert Hills Academy Nursing Home
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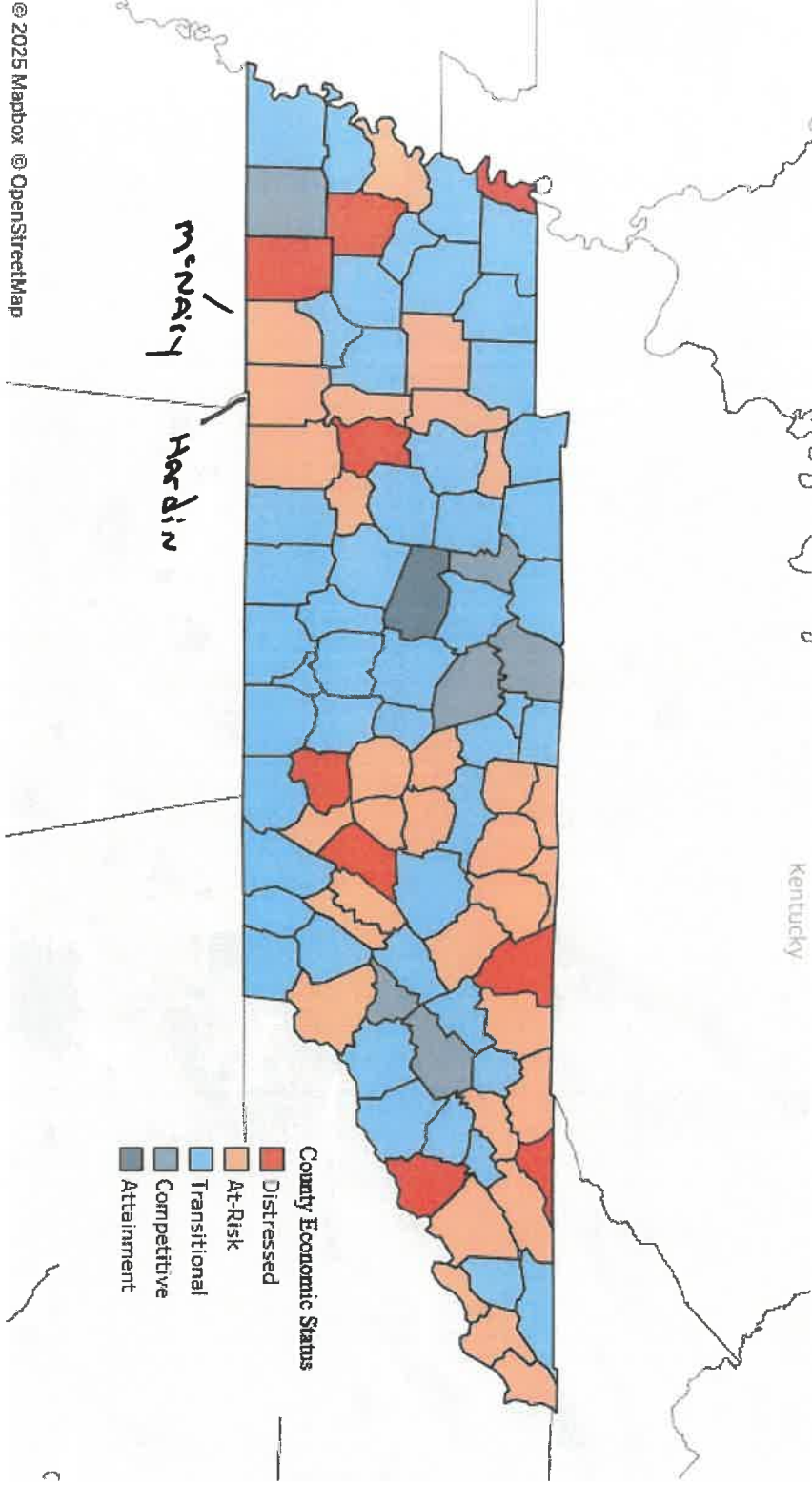
<p><u></u> Signature</p> <p><u>Stephen Milligan, President</u> Name and Title</p> <p><u>1-30-2025</u> Date</p>	<p><u>Harbert Hills</u> Signature</p> <p><u>Amy Ditto, Director of Nursing</u> Name and Title </p> <p><u>1-30-2025</u> Date</p>
<p>EDUCATIONAL PARTICIPANT: McNairy County School System</p> <p><u></u> Signature</p> <p><u>Greg Martin, Director of Schools</u> Name and Title</p> <p><u>1-30-25</u> Date</p>	<p>EMPLOYER PARTICIPANT: Hardin County Regional Health Center dba Lifespan Health</p> <p><u></u> Signature</p> <p><u>Rebecca Wright, CEO</u> Name and Title</p> <p><u>1-30-2025</u> Date</p>

**APPENDIX D**  
**COUNTY ECONOMIC STATUS MAP**



County Economic Status Map (Fiscal Year 2025)

County  
(All) ▾



@ 2025 Mapbox @ OpenStreetMap

Economic Status  
(All) ▾

☒ (All)  
☒ At-Risk  
☒ Attainment  
☒ Competitive  
☒ Distressed  
☒ Transitional

Fiscal Year  
2025 ▾