



RURAL HEALTH CARE PATHWAYS EXPANSION GRANT REQUEST FOR PROPOSAL 2025

COVER SHEET

LEAD ENTITY: Tennessee College of Applied Technology- Elizabethton

PROGRAM TITLE: Unicoi County Licensed Practical Nurse Evening Program

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY (FISCAL AGENT) IN PARTNERSHIP WITH:

1. HIGHER ED INSTITUTION- East Tennessee State University
2. LEA / SCHOOL DISTRICT: Unicoi County School District
3. EMPLOYER PARTNERS: Ballad Health, State of Franklin Healthcare Associates, Frontier Health

PROJECT DIRECTOR:

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FUNDING REQUEST: \$2,000,000.00

A handwritten signature in black ink, appearing to read "H. M.", written over a horizontal line.

President- TCAT Elizabethton

A handwritten signature in black ink, appearing to read "Crystal Fink", written over a horizontal line.

Project Director



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REQUEST FOR PROPOSAL
2025
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**RURAL HEALTH CARE PATHWAYS EXPANSION GRANT
REQUEST FOR PROPOSAL
2025
PROJECT SUMMARY
Unicoi County Licensed Practical Nurse Evening Program**

The **Unicoi County Licensed Practical Nurse (LPN) Evening Program** is designed to address the nursing shortage in Tennessee's rural communities by establishing a defined healthcare career pathway through the Tennessee College of Applied Technology. This initiative aims to enhance the healthcare workforce by increasing community exposure to healthcare careers, expanding transition opportunities into health sciences education and professions, and improving professional advancement programs. The program will be specifically tailored to Unicoi County and its surrounding regions, targeting both adult learners and potential dual enrollment students. The primary activity of the project is to launch an evening LPN program through the TCAT Instructional Service Center at Unicoi County, focusing on adult learners and secondary students seeking career advancement in nursing. The program will provide students with the necessary coursework and work-based learning activities that will prepare them to sit for the National Nursing Board Exam, ensuring eligibility for licensure and entry into the healthcare workforce.

The expected outcomes of this initiative include the creation of robust healthcare career pathways in rural Tennessee, better alignment of healthcare workforce training with regional needs, and increased opportunities for individuals to enter the nursing profession. By offering accessible education options, the program will help address the shortage of nurses and support professional growth within these communities.

The program will be conducted over a period of up to 48 months, with funding of up to \$2 million allocated toward student stipends for education-related costs (including exam fees, licensure fees, supplies, books, food, housing, childcare, and transportation), adjunct faculty salaries, and the purchase of training supplies and equipment. This project represents a significant investment in both the education of individuals and the future health of rural Tennessee communities, creating sustainable pathways for the next generation of healthcare professionals.



RURAL HEALTH CARE PATHWAYS EXPANSION GRANT REQUEST FOR PROPOSAL 2025

SECTION 1: PROGRAM NARRATIVE

The **Unicoi County Licensed Practical Nurse (LPN) Evening Program** is a strategic initiative developed by the Tennessee College of Applied Technology (TCAT) to address the critical nursing shortage in Unicoi County. By creating a robust pathway for students to enter the nursing profession, this program seeks to improve access to healthcare and develop a sustainable healthcare workforce that can meet the demands of a growing population. This narrative outlines the key strategies for implementing this program, focusing on establishing an evening LPN program, increasing educational access for adult learners and dual enrollment students, and providing the necessary support to ensure student success.

Strategies for Achieving Program Goals

1. Launching an Evening LPN Program for Adult Learners and Dual Enrollment Students

- **Targeting Diverse Learners:** The program will specifically target adult learners and high school students through dual enrollment opportunities. Evening classes will allow students to balance their educational commitments with personal and professional responsibilities thus making it easier for them to pursue nursing education without sacrificing their livelihoods.

- **Curriculum Design:** The curriculum will be designed to meet the rigorous standards required to sit for the National Nursing Board Exam, ensuring that students are prepared for licensure and successful careers in nursing. The program will offer both theoretical instructions, including hybrid if applicable, and WBL activities to provide a proactive approach to bridging the gap between secondary and post-secondary education and high-demand, high-skill nursing careers. TCAT will offer tutoring, mentorship, career counseling, and life skills training to foster an environment in which they can thrive.

2. Building Strong Career Pathways in Healthcare

- **Collaborations with Local Healthcare Providers:** We will establish partnerships with local hospitals, clinics, and other healthcare providers to offer required work-based learning opportunities and clinical placements. These partnerships will help students gain real-world experience, increase their exposure to healthcare environments, and improve their readiness for healthcare licensure and employment.
- **Supportive Pathways into Advanced Nursing Education:** The program will help students navigate the transition from LPN to other nursing roles, such as Registered Nurse (RN) and Nurse Practitioner (NP), through partnerships with East Tennessee State University College of Nursing and NESTCC. Our partnership will focus on co-hosting recruitment events to increase student awareness of educational opportunities, supporting students at every stage of their educational journey.

3. Supporting Student Success

- **Financial Assistance:** The program will offer stipends to cover education-related costs, including examination fees, licensure fees, books, supplies, housing, transportation, childcare, and food to remove barriers to student success.

4. Enhancing Faculty and Training Resources

- **Recruiting and Retaining Qualified Faculty:** The program will recruit two highly qualified adjunct faculty with extensive nursing experience to provide instruction and mentorship. Competitive salaries and ongoing professional development opportunities will be offered to ensure faculty retention and long-term success of the program.
- **Developing State-of-the-Art Training Facilities:** TCAT will invest in high-quality simulation equipment, nursing labs, and other training supplies to ensure that students receive hands-on, industry-relevant training. These facilities will replicate real-world healthcare settings, allowing students to practice skills in a safe and controlled environment before entering clinical placements.

5. Measuring Program Success

To ensure the success of the Unicoi County LPN Evening Program, we will implement a comprehensive evaluation plan that measures:

- **Student Enrollment and Retention Rates:** Tracking enrollment numbers and student retention will help us identify any barriers students face in completing the program and allow us to make necessary adjustments to support student persistence.
- **Licensure Exam Pass Rates:** We will track the percentage of students who successfully pass the National Nursing Board Exam as a key indicator of the program's effectiveness in preparing students for professional certification.

- **Employment Rates:** Tracking graduate employment rates in healthcare settings will provide insight into the program's success in meeting the region's workforce needs and the long-term impact on the rural healthcare landscape.

SECTION 2: DEMONSTRATION OF NEED

1. Nursing Shortage in Tennessee

- **Statewide Shortage:** According to the Tennessee Department of Health, Tennessee is experiencing a significant nursing shortage, particularly in rural areas like Unicoi County. A 2023 report from the Tennessee Hospital Association highlighted that rural hospitals are facing increasing difficulty in recruiting and retaining nurses. In 2022, over 50% of hospitals in rural areas reported difficulties in hiring registered nurses (RNs) and licensed practical nurses (LPNs). This shortage directly affects the quality and availability of healthcare services in communities like Unicoi County, where healthcare facilities are often understaffed and under-resourced.

2. Aging Population

- **Demographics of Unicoi County and Region:** The population of Unicoi County, along with many other rural areas in Tennessee, is aging. According to the United States Census Bureau, the median age in Unicoi County is higher than the state average, with a significant portion of the population aged 65 and older. This demographic trend is expected to increase demand for healthcare services, placing additional strain on the healthcare workforce. Elderly populations often require more medical attention, including chronic disease management and long-term care.

3. Healthcare Provider Shortage in Rural Areas

- **Hospital and Healthcare Facility Data:** In rural counties like Unicoi, hospitals and healthcare facilities often struggle to fill nursing positions due to a lack of local

training opportunities and the lure of urban areas with higher salaries and more extensive career growth prospects. Healthcare facilities in the region have reported challenges in recruiting qualified nurses, which impacts their ability to meet patient care needs effectively. A 2022 survey by the Tennessee Hospital Association indicated that many rural hospitals in Tennessee operate with critical nursing shortages in key departments, including emergency care, long-term care, and surgical services.

4. Workforce Projections

- **Employment Projections:** According to the U.S. Bureau of Labor Statistics, employment of LPNs is expected to grow by 9% between 2020 and 2030, which is faster than the average for all occupations. However, rural areas like Unicoi County are projected to experience an even greater demand due to the increasing need for healthcare services in aging populations. The Tennessee Department of Labor and Workforce Development also projects a significant increase in demand for healthcare professionals in rural counties, particularly for LPNs, as more rural residents live longer and require healthcare services for chronic conditions.

5. Regional Health Needs

- **Healthcare Access and Quality:** The rural nature of Unicoi County and its surrounding areas can limit residents' access to healthcare services. According to the Tennessee Department of Health, the rural health care access score for this region is significantly below the state average, indicating disparities in healthcare availability and access.

SECTION 3: PROGRAM PLAN

The Unicoi County Licensed Practical Nurse (LPN) Evening Program is an essential initiative aimed at addressing the nursing shortage in Unicoi County and surrounding rural communities in Tennessee. By providing an accessible pathway to nursing careers, this program will help meet the growing demand for healthcare professionals in rural areas, improve access to quality healthcare, and support the region's economic and workforce development.

Project Overview

The Tennessee College of Applied Technology (TCAT) plans to launch an evening LPN program in Unicoi County, specifically targeting adult learners and high school students through Pre-LPN dual enrollment. The program will offer flexible, high-quality nursing education, preparing students to sit for the National Nursing Board Exam and pursue licensure as LPNs. The program's emphasis on local workforce needs, community engagement, and career development will ensure its sustainability and long-term impact.

Timeline

The project will be implemented over a period of up to 48 months. Below is a proposed timeline for key phases of the project: **Phase 1: Pre- planning (Months 1-6) Curriculum Development:**

Develop the curriculum for the evening LPN program, ensuring alignment with national standards and state licensure requirements. **Faculty Recruitment:** Recruit qualified adjunct faculty with nursing experience and expertise in adult education. **Partnerships and Outreach:** Establish partnerships with local healthcare facilities to provide clinical placements and work-based learning opportunities. Begin outreach to high schools and community organizations about program opportunities. **Program Marketing:** Begin promotional activities to raise awareness in Unicoi County and surrounding areas about the LPN program's availability and benefits.

Phase 2: Program Launch and Recruitment (Ongoing) Recruitment and Enrollment: Begin recruiting adult learners and dual-enrollment students, with a focus on underrepresented populations in rural areas. **Infrastructure Setup:** Set up classrooms, nursing labs, and simulation facilities. Ensure that all required training supplies and equipment are available. **Student Enrollment:** Enroll in the first cohort of students, offering evening courses to accommodate working adults.

Phase 3: Program Implementation and Execution (Ongoing) Course Delivery: Begin the delivery of the LPN curriculum, including theoretical coursework, clinical placements, and work-based learning activities. **Ongoing Student Support:** Provide academic advising, tutoring, childcare support, transportation assistance, and other services to ensure student success and retention. **Monitoring and Assessment:** Track student progress, retention rates, and performance on the National Nursing Board Exam. Adjust program elements as needed based on feedback from students, faculty, and community partners.

Phase 4: Program Evaluation and Sustainability (Months 37-48) Evaluation and Impact Assessment: Evaluate the effectiveness of the program by reviewing student graduation rates, licensure exam pass rates, and employment outcomes. **Continuous Improvement:** Use evaluation results to adjust curriculum, support services, and faculty development. Implement strategies to ensure the program's long-term sustainability. **Expansion:** Explore opportunities to expand the program to other rural areas in Tennessee based on the success of the Unicoi County program.

Accountability Plan

To ensure the success of the program, the following accountability measures will be implemented:

- 1. Program Oversight and Governance:**

- **Project Director:** The Project Director or designee from TCAT will oversee the implementation of the program, ensuring adherence to the timeline, budget, and quality standards.
- **Advisory Committee:** An advisory committee consisting of healthcare providers, local school representatives, and faculty members will meet quarterly to review program progress, assess community needs, and provide input on curriculum and workforce training.

2. **Student Progress Monitoring:**

- **Student Success Tracking:** TCAT will track key student success metrics, including enrollment, retention, graduation rates, licensure exam pass rates, and employment rates within six months of graduation.
- **Annual Reviews:** The program will undergo an annual review to assess progress against objectives, identifying areas for improvement and adjustments to the curriculum or student support services.

3. **Employer Feedback:**

- **Healthcare Provider Surveys:** Partnering healthcare facilities will be surveyed annually to assess the readiness and effectiveness of graduates in clinical settings, ensuring the program is meeting regional workforce needs.

Details of Rural Communities Served

The Unicoi County LPN Evening Program will primarily serve Unicoi County and the surrounding rural Appalachian region of East Tennessee, which includes the following counties:

- **Unicoi County:** The county is home to approximately 18,000 residents, with a median age higher than the state average, reflecting a growing need for healthcare professionals to serve the aging population. There is a high demand for healthcare workers, particularly in rural hospitals and long-term care facilities.

- **Surrounding Areas:** The program will also serve residents from neighboring counties, including Johnson County, Greene County, and Carter County, all of which have a similar rural demographic and face similar healthcare workforce challenges. These areas have limited access to higher education, and many individuals face economic challenges that can be mitigated by affordable, accessible training in the healthcare field.
- **Healthcare Infrastructure:** The region's healthcare infrastructure includes small hospitals, outpatient clinics, and nursing homes, all of which have reported significant difficulties in filling nursing positions. By training local residents to become licensed practical nurses, the program will directly address these staffing shortages, helping to improve the quality of care and services available to residents.

SECTION 4: STRENGTH OF PARTNERSHIP

The Unicoi County Career and Technical Education (CTE) K-12 Mandatory Partnership is a vital component of the Unicoi County Licensed Practical Nurse (LPN) Evening Program, designed to provide high school students with increased access to healthcare career pathways. This partnership aims to create a seamless transition for students from secondary education to postsecondary nursing programs, and eventually into the workforce.

Purpose of the Partnership

The purpose of the K-12 partnership is to:

- Provide high school students with direct pathways into the healthcare field through early exposure to career and technical education (CTE) programs.
- Offer dual enrollment opportunities, allowing students to earn college credit while still in high school and move seamlessly into postsecondary nursing education.

- Strengthen the local healthcare workforce by cultivating a pipeline of skilled nurses who are prepared to serve the needs of rural communities like Unicoi County.

Purpose of the College

- Serve as the Fiscal agent of the grant
- Coordinate PRE-LPN dual enrollment and WBL opportunities
- Create a sustainable Practical Nursing Program

4. Career Readiness and Workforce Development

- **Work-Based Learning:** Students in the high school CTE program will participate in work-based learning experiences, such as clinical internships, job shadowing, and hands-on training in local healthcare facilities. These opportunities will provide students with valuable practical experience and help them develop the skills necessary to excel in healthcare professions.
- **Job Placement Support:** As part of the partnership, TCAT will work with local healthcare providers to ensure that students completing the LPN program have access to job placement services and internship opportunities. Additionally, high school students who have completed the Health Science CTE program will be prioritized for internships and clinical placements in local healthcare settings.

5. Workforce Alignment with Community Needs

- **Meeting Local Healthcare Workforce Demands:** Employer partners are responsible for alerting TCAT of job openings, providing WBL opportunities, considering graduates for employment and serving on occupational advisory boards.

SECTION 5: BUDGET PLAN

- Detailed budget plan attached per RFP guidelines

SECTION 6: SUSTAINABILITY

The **Unicoi County Licensed Practical Nurse (LPN) Evening Program** aims to establish a long-lasting, sustainable educational pathway for healthcare careers in Unicoi County and surrounding rural communities. Beyond the 48-month grant period, the program will be supported by a combination of institutional, community, and industry partnerships that ensure the continuation of services, infrastructure, and workforce training activities.

1. Institutional Commitment and Support

a. Continued Institutional Support from Tennessee College of Applied Technology (TCAT)

, as the lead institution, has a strong commitment to sustaining the **LPN Evening Program** beyond the grant period. This will be accomplished through:

- **General Operating Funds:** TCAT will allocate a portion of its existing operational budget to continue funding the LPN program. This will include instructor salaries, administrative support, and ongoing maintenance of program facilities and equipment.
- **Tuition Revenue:** As the program attracts students, the revenue generated from tuition and fees will help cover operational costs, faculty salaries, and educational supplies. Over time, as the program enrolls additional cohorts, tuition revenue will contribute to the ongoing financial support of the program.
- **Faculty and Staff Retention:** TCAT will ensure that adequate resources are allocated to retain qualified faculty and staff, particularly adjunct instructors, who are integral to the continued success of the program. Faculty members will continue to be funded through the regular academic budget after the grant period concludes.

2. Equipment Maintenance and Upkeep

The maintenance, repair, and replacement of equipment are critical to the program's continued success. This will be achieved through the following strategies:

a. Institutional Responsibility for Equipment Maintenance

- **Dedicated Maintenance Funds:** TCAT will establish a line item in its annual budget for the upkeep and maintenance of critical equipment used in the LPN program, including simulation equipment, nursing lab tools, and clinical training supplies. These funds will ensure that equipment is regularly serviced and, when necessary, replaced.
- **Service Contracts for Simulation Equipment:** For high-cost items such as patient simulators, TCAT will negotiate service contracts with the manufacturers to ensure regular maintenance and technical support throughout the lifespan of the equipment. This will guarantee that the equipment remains functional and up to date with industry standards.
- **Equipment Lifespan Tracking:** TCAT will implement an equipment tracking system that will monitor the age, service history, and condition of each item. This system will help to predict when replacement or upgrades are needed and provide a timeline for budgeting.

3. Work-Based Learning and Clinical Placements

a. Long-Term Clinical Site Partnerships

Work-based learning and clinical placements will continue to be a cornerstone of the program.

These placements provide students with hands-on experience and securing them beyond the grant period is crucial for sustainability.

- **Healthcare Provider Commitments:** Local healthcare providers, including Ballard Healthcare and surrounding facilities, will continue to offer clinical placements for students. These providers will maintain their partnerships with TCAT due to the program's value in producing a skilled workforce. Many local healthcare employers are already facing nursing shortages and have a direct stake in ensuring a steady pipeline of qualified nurses.
- **Clinical Affiliation Agreements:** TCAT will formalize clinical affiliation agreements with local healthcare facilities, outlining the number of students they will take for clinical rotations, the responsibilities of both parties, and the duration of these placements. These

agreements will help institutionalize the relationship and ensure the availability of clinical sites.

4. Long-Term Financial Sustainability

a. Continued Community Support

- **Local Economic Development Initiatives:** Local and state agencies focused on workforce development and economic growth will continue to provide support, especially as the program helps to address the nursing shortage. TCAT will explore new funding opportunities through Workforce Innovation and Opportunity Act (WIOA) funding, which can support workforce development initiatives and tuition assistance for adult learners.

b. Tuition and Enrollment Growth

As the program grows in enrollment, it will generate increasing tuition revenue that will contribute to its ongoing financial support. Additionally, the program will expand its offerings, including potential pathways for Registered Nurse (RN) training, which will allow TCAT to draw in new students and continue its sustainability by diversifying the revenue streams for the nursing education program.

5. Student Support and Retention

a. Continued Student Support Services

- **Financial Aid and Scholarships:** TCAT will continue to offer financial aid counseling, scholarships, and work-study opportunities for students. Partnerships with local organizations, such as healthcare providers and the Chamber of commerce, will help sustain these scholarships and ensure they remain available to students in need.
- **Childcare, Transportation, and Housing Assistance:** Local businesses and government organizations will be approached to help provide resources for students, such as discounted childcare services, subsidized transportation, or housing assistance. This will reduce barriers for students, particularly those from economically disadvantaged backgrounds.

APPENDIX B- Budget- TCAT Elizabethton

GRANT BUDGET				
RHCPE Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: August 2025 END: August 2029				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes- Two adjunct instructors, office staff	400,000.00	0.00	0.00
4, 15	Professional Fee, Grant & Award ²	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications: Essential lab supplies, workforce ready uniforms	500,000.00	0.00	0.00
11, 12	Travel, Conferences & Meetings	50,000.00	0.00	0.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance to Individuals: All expenses related to students cost; childcare, gas, groceries, tuition	300,000.00	0.00	0.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	0.00	0.00	0.00
20	Capital Purchase: High Fidelity simulation equipment, medical mannequins, monitoring devices	590,000.00	0.00	0.00
22	Indirect Cost	160,000.00	0.00	0.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	2,000,000.00	0.00	0.00

AGREEMENT
BETWEEN
Tennessee College of Applied Technology
AND
Employer Participants
AND
Educational Participants

This Agreement entered into this 24th day of January 2025 by and between Tennessee College of Applied Technology- Elizabethton (hereinafter referred to as the TCAT-E) and Ballad Healthcare, State of Franklin Healthcare, and Frontier Health (hereinafter collectively referred to as the “Employer Participants”) and Unicoi 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 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.

ROLES

1. COLLEGE ROLE:

The College agrees to the following responsibilities:

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

2. EMPLOYER PARTICIPANTS:

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

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

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

3. EDUCATION PARTICIPANTS:

Education Participants agree to the following responsibilities:

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

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



income for the rural communities they serve and providing increased access to quality health care.

II. MISCELLANEOUS:

1. Modification of roles/responsibilities and the sustainability of the program are collectively decided by the parties.
2. An Employer Participant or Educational Participant may terminate its relationship with the program at the end of an academic term with a 30-day written notice to the College.
3. Employer Participants and Educational Participants and may be added through written Amendment to this Agreement.
4. Term. The term of this Agreement shall be _____ through _____.
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.

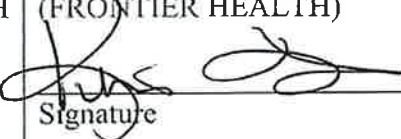
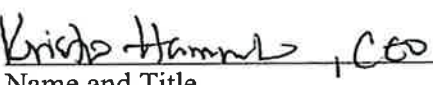
APPROVED BY BALLAD LEGAL

DEPARTMENT RKS

<p>COLLEGE: TENNESSEE COLLEGE OF APPLIED TECHNOLOGY- ELIZABETHTON</p> <p></p> <p>Signature</p> <p>CRYSTAL FINK, VICE PRESIDENT</p>	<p>EMPLOYER PARTICIPANT: BALLAD HEALTH</p> <p>Signed by:  349F38C1F89C4AC</p> <p>Signature</p> <p>Matthew Loos VP/ Chief Academic Officer, Ballad Health</p> <p>Name and Title</p> <p>1/29/2025</p> <p>Date</p>
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<p>EDUCATIONAL PARTICIPANT: UNICOI COUNTY SCHOOL SYSTEM</p> <p><u>Kevin Lingerfelt</u> Signature</p> <p><u>KEVIN LINGERFELT</u> CTE DIRECTOR Name and Title</p> <p><u>1-27-25</u> Date</p>	<p>EMPLOYER PARTICIPANT: STATE OF FRANKLIN HEALTHCARE</p> <p>_____ Signature</p> <p>_____ Name and Title</p> <p>_____ Date</p>
<p>EMPLOYER PARTICIPANT: UNICOI COUNTY HEALTH DEPARTMENT</p> <p>_____ Signature</p> <p>_____ Name and Title</p> <p>_____ Date</p>	<p>EMPLOYER PARTICIPANT: (ADD EMPLOYER PARTICIPANT NAME)</p> <p>_____ Signature</p> <p>_____ Name and Title</p> <p>_____ Date</p>
<p>EDUCATIONAL PARTICIPANT: ETSU COLLEGE OF NURSING</p> <p>_____ Signature</p> <p>_____ Name and Title</p> <p>_____ Date</p>	<p>EMPLOYER PARTICIPANT: (ADD EMPLOYER PARTICIPANT NAME)</p> <p>_____ Signature</p> <p>_____ Name and Title</p> <p>_____ Date</p>

<p>1/24/2025 Date</p>	
<p>EDUCATIONAL PARTICIPANT: UNICOI COUNTY SCHOOL SYSTEM</p> <p>Signature</p> <p>Name and Title</p> <p>Date</p>	<p>EMPLOYER PARTICIPANT: STATE OF FRANKLIN HEALTHCARE</p> <p><i>Katie Reed</i> Signature</p> <p>Katie Reed, Talent Acquisition Manager Name and Title</p> <p>1/30/2025 Date</p>
<p>EMPLOYER PARTICIPANT: UNICOI COUNTY HEALTH DEPARTMENT</p> <p>Signature</p> <p>Name and Title</p> <p>Date</p>	<p>EMPLOYER PARTICIPANT: (Holston Medical Group)</p> <p>Signature</p> <p>Name and Title</p> <p>Date</p>
<p>EDUCATIONAL PARTICIPANT: ETSU COLLEGE OF NURSING</p> <p>Signature</p> <p>Name and Title</p>	<p>EMPLOYER PARTICIPANT: (ADD EMPLOYER PARTICIPANT NAME)</p> <p>Signature</p> <p>Name and Title</p>

<u>1/24/2025</u> Date	
EDUCATIONAL PARTICIPANT: UNICOI COUNTY SCHOOL SYSTEM _____ Signature _____ Name and Title _____ Date	EMPLOYER PARTICIPANT: STATE OF FRANKLIN HEALTHCARE _____ Signature _____ Name and Title _____ Date
EMPLOYER PARTICIPANT: UNICOI COUNTY HEALTH DEPARTMENT _____ Signature _____ Name and Title _____ Date	EMPLOYER PARTICIPANT: (FRONTIER HEALTH)  _____ Signature  _____ Name and Title <u>1/28/2025</u> _____ Date
EDUCATIONAL PARTICIPANT: ETSU COLLEGE OF NURSING _____ Signature _____ Name and Title	EMPLOYER PARTICIPANT: (ADD EMPLOYER PARTICIPANT NAME) _____ Signature _____ Name and Title