



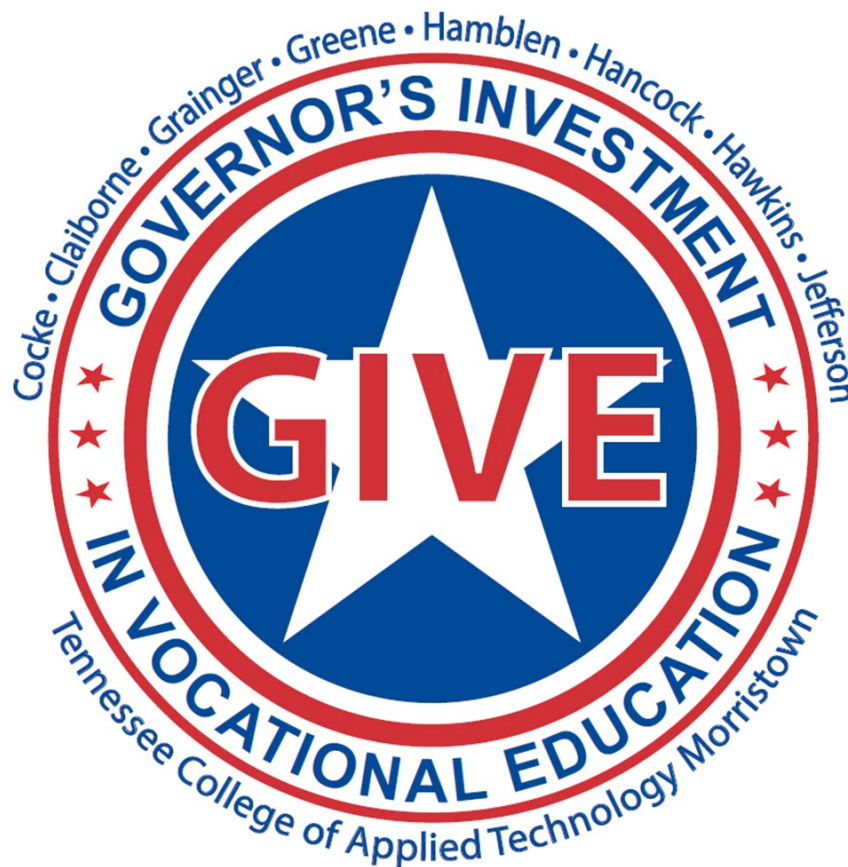
Five Rivers Partnership

For

Future Ready Pathways 3.0

Tennessee College of Applied Technology Morristown

Claiborne • Cocke • Grainger • Greene • Hamblen • Hancock • Hawkins • Jefferson



TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN

2024 Governor’s Investment in Vocational Education (GIVE 3.0)

Five Rivers Partnership for Future Ready Pathways 3.0

Tennessee College of Applied Technology Morristown

(Lead Institution and Fiscal Agent)

IN PARTNERSHIP WITH

Morristown Area Chamber of Commerce

Claiborne County Schools Hamblen County Schools
Cocke County Schools Hancock County Schools
Grainger County Schools Hawkins County Schools
Greene County Schools Jefferson County Schools
Greeneville City Schools

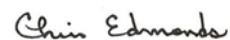
Clayton Homes • Cooper Standard • Giles Industries
Homesteader • JLG Industries • Mahle • Team Technologies

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Funding requested:
\$2,000,000



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The *Five Rivers Partnership for Future Ready Pathways 3.0* program will address the workforce development needs identified by regional manufacturing employers through a series of meetings. All activities, initiatives, focus areas, and equipment included in the proposal are direct requests from the region's manufacturing employers. The Five Rivers Partnership recognizes that the best way forward as a region is to create advanced manufacturing opportunities where the circumstances are most dire. This will be accomplished by creating advanced manufacturing training opportunities for students located in two Distressed counties and three At-Risk counties as designated by the Appalachian Regional Commission and one county that has an area of Persistent Poverty as designated the US Census Bureau that is not designated as Distressed or At-Risk.

Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing students with opportunities to earn industry recognized certifications, dual enrollment credit, and participate in work-based learning activities students will attain the necessary technical skills for a multitude of high paying career choices in advanced manufacturing throughout the region.

The *Five Rivers Partnership for Future Ready Pathways 3.0* program proposal meets the allowed criteria by creating a new educational training program in a previously unserved county and establishing two stackable credentials that are on the TN Department of Education, Career and Technical Education, Tennessee Promoted Credentials list.

The proposal includes six areas of focus:

- 1. Create a New Dual Enrollment and Work Based Learning Opportunity** in an at-risk county by starting a new Welding Technology program at Claiborne County High School in Claiborne County.
- 2. Expand Industry Certification Attainment** by adding two nationally recognized industry certifications to the regions Industrial Maintenance programs that stack onto certifications already in place.
- 3. Expand Work Based Learning Experiences** by creating an innovative framework for progressive WBL activities that engage students early and define clear pathways to careers in manufacturing.
- 4. Increase Secondary Educator Awareness of Career Opportunities in Manufacturing** by coordinating a Counselor/Teacher Externship Program for the nine school systems in the partnership.
- 5. Increase CTE Participation of Underrepresented Populations** by each partnering school system holding a Manufacturing Boot Camp specifically geared to engage non-traditional, female students in a variety of Career and Technical Education Advanced Manufacturing career clusters.

Section 1. Demonstration of Need

Localized data demonstrating the need for action. Employers in the Five Rivers region of East Tennessee (Claiborne, Cocke, Grainger, Greene, Hamblen, Hancock, Hawkins, and Jefferson counties) have expressed a critical need for skilled workers to fill current and future job openings, especially in advanced manufacturing careers. The demand for skilled workers in these counties is clear. The TNECD County Profile reports contain data on the employment sectors in each county. [\(see pages 30-52\)](#) Manufacturing is listed as the number one employment sector in five of the eight counties: Claiborne, Grainger, Greene, Hamblen, and Hawkins. Manufacturing is listed as number two in Jefferson, number three in Cocke, and number four in Hancock. Manufacturing jobs account for 29% of the total employment in Hamblen County which is the regional hub for advanced manufacturing facilities. The Five Rivers Partnership program will address two of the most in demand skilled occupations in the region: Industrial Maintenance Technicians (Machinery Mechanics) and Welding. The *THEC Academic Supply and for Occupational Demand Report* supports the local view that these are occupations that are in high demand. Welders are listed as In-Demand in all regions of the State and Industrial Machinery Mechanics are listed as In-Demand in four regions. [\(see page 54\)](#) A search on the Jobs4TN website confirms the regional need for workers with these advanced manufacturing skills. A search for Welder within a 50-mile radius of Morristown netted 68 open positions and a search for Industrial Maintenance netted 55 open positions. [\(see page 53\)](#) These occupations have also been identified as offering a livable wage on the MIT Living Wage Calculator for the Morristown area. [\(see page 57\)](#) Data from the U.S. Department of Labor Occupational Information Network (O*Net) provides the supporting documentation that both occupations included in the program have median wages ranging between \$44,740 and \$59,830 annually. [\(see pages 58-59\)](#) These wage rates far exceed the single adult minimum annual salary of \$38,398 stated on the MIT Living Wage Calculator report. The need for skilled workers in these

occupations is clear and was identified through meetings with regional employers and data supplied by the Morristown Chamber of Commerce. [\(see page 27-28\)](#) 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 these occupations is positive. [\(see pages 55-56\)](#) Detailed information specific to Tennessee for Industrial Machinery Mechanics (Industrial Maintenance) and Welders show a positive change between 2020 and 2030 with projected growth for Industrial Maintenance at 38% and Welders at 15%. The Community Needs Assessment Tool, which reports data from the American Community Survey conducted by the Census Bureau between the decennial census, as well as data from the Bureau of Labor Statistics, makes the economic challenges for counties in the partnership very clear. The report shows an acute need for assistance, with 16.59% of total population in the eight counties living below the federal poverty level with the rates in Cocke County at 20.1%, Hancock County at 32.34%, and Claiborne at 18.34%. [\(see pages 60-87\)](#) The Five Rivers Partnership program is designed to address a fundamental issue that is behind many of these statistics – the lack of a workforce with sufficient skills, training, and credentials.

Clear linkages between grant activities and local needs. In a series of meetings regional manufacturing employers in the Five Rivers Partnership have focused on common skill deficits that keep them from being more competitive: a lack of training in the skills needed for technicians in Industrial Maintenance which encompasses Industrial Electricity, Automation (PLC's and Robotics) and Welding Technology. Repeatedly employers have identified the same areas in which job applicants are often lacking that include electricity, motor control, programmable logic controller (PLC's), automation, and robotics. According to the TNECD County Profile reports there are 411 manufacturing establishments in the eight counties with approximately 100 located within Hamblen County alone. Existing company expansions and new company announcements are further outlined in the Morristown Area Chamber of Commerce analysis. [\(see page 28\)](#) The

Chamber's analysis also highlights Hamblen County's role in providing regional employment opportunities by revealing that 50% of the workforce in Hamblen County commute from surrounding counties. These opportunities are a vital lifeline for the two distressed counties (Cocke and Hancock) in the partnership that have limited or in Hancock County's case nearly non-existent employment opportunities. Cocke County was dealt a major economic blow in recent years with the largest manufacturing employer and second largest employer in the county closing their doors after over 100 years in continuous operation. ConAgra Brands, a company of over 400 employees, closed in October 2021. Regional employers have repeatedly emphasized the difficulty in finding workers in the local area with good technical skills. The Five Rivers Partnership program is designed to meet regional employer's needs to hire skilled employees that are Workforce Ready with nationally recognized industry certifications and post-secondary certificate or diploma. All credentials that students will earn through the program are directly related to the needs of area employers: NC3 Festo Introduction to Mechatronics (Automation) and NC3 Festo Robotics for Industrial Maintenance and NC3 Lincoln Electric and American Welding Society (AWS) certifications for Welding. The partnership will also provide multiple Work Based Learning activities, WBL internship opportunities, career awareness events, and career exploration events. All program activities were identified by the regional manufacturing employers as areas requiring significant investment in time and resources.

Section 2. Program Plan

Detailed summary of proposed program. The regional employers Five Rivers Partnership program have identified the areas in which certificates, diplomas, and national industry certifications must be improved to develop and maintain a skilled workforce. This project addresses regional manufacturing employer requests by creating a new Welding Technology program and expanding opportunities for stackable credentials in

the region's Industrial Maintenance programs. These initiatives address both local needs and align with the THEC Occupational In-Demand Report. The Welding Technology program will be located at Claiborne County High School in Claiborne County. Claiborne County School District received funding from the Innovative Schools Model Grant which is building a new 3,200 square foot CTE expansion at the high school that will have the capacity to hold two new CTE programs. The ISM Grant will fund the startup of one program, but the School System lacks resources to start a second program. Currently there are no Advanced Manufacturing programs at any of the high schools in the county. With multiple manufacturing companies located in Claiborne, the need is evident. Jobs are available and all that is required is a platform on which to train those potential employees. Welding is the identified need, the platform is being built, and GIVE 3.0 can provide the funding that will fill the workforce gap for employers and provide career opportunities for the students of Claiborne County. The Welding Technology program will directly serve two manufacturing employers located in the county, Giles Industries and Homesteader, with welding being integral to the manufacturing of products at both facilities. For Giles Industries this means welding the metal frames that modular homes are built on and for Homesteader this means welding frames for a wide variety of box, dump, and horse trailers. Both companies have agreed to participate in paid WBL internships that are credit bearing for qualified students enrolled in the Welding program. Welding students will earn American Welding Society (AWS) or Lincoln Electric (NC3) industry certifications and have Dual Enrollment opportunities at TCAT Morristown. Students will graduate high school with post-secondary credit, industry certifications, and on-the-job work experience which they can apply to either continuing their education at TCAT or directly enter the workforce post-graduation. This strategy will create a pathway to gainful employment for students enrolled in the program.

Industrial Maintenance programs will see additional stackable credential offerings for students enrolled in the program. NC3 (National Coalition of Certification Centers) Festo certifications have been included in the two previous GIVE grants awarded to the Five Rivers Partnership. These certifications promote the skill sets required by employers in the region and are deemed critical to the workforce. Festo products are prevalent in manufacturing and to have students earning multiple stackable credentials directly related to what is being used in the workplace is the logical path to take. Industrial Maintenance programs will offer a certification in NC3 Festo Introduction to Mechatronics (Automation) that stack onto existing NC3 Festo AC/DC certifications already in place. These certifications will be placed in the Industrial Maintenance programs at Coker County HS, Grainger County HS, Greene Technology Center (Greeneville City), Chucky-Doak HS, West Greene HS (both Greene County), Cherokee HS, Volunteer HS (both Hawkins County), and Jefferson County HS. The Industrial Maintenance programs at Morristown West HS (Hamblen County) and TCAT Morristown already have the NC3 Festo Mechatronics certifications place. Therefore, Morristown West HS and TCAT Morristown will expand to NC3 Festo Fundamentals of Robotics certifications. All partnering school systems are currently utilizing identical equipment in their Industrial Maintenance programs. This is no accident, TCAT Morristown has made a concerted effort to have a high degree of consistency within the CTE programs across the region. This has created a unique opportunity for collaboration between secondary education, post-secondary education, and industry with quality training equipment being the foundation of the collaborative. All equipment to be purchased by the grant was specified by manufacturing employers. The equipment aligns with the TCAT creating a seamless transition from secondary to post-secondary and gives students the opportunity to earn nationally recognized industry certifications.

Detailed project timeline and overview. A detailed quarterly timeline of convenings, activities, and actions is located in the appendix. ([see page 24](#))

Identify key objectives for each phase of the project and describe how they will be measured. The goal of the Five Rivers Partnership program is to establish career pathways that address the workforce development needs identified by the manufacturing companies located in the eight partnering counties. There are clear and measurable objectives for each of the six grant focus areas. **Objective 1 – Create a New Dual**

Enrollment and Work Based Learning Opportunity: A new Welding Technology program will be established at Claiborne County High School in Claiborne County. Students in the program will have opportunities to earn TCAT dual enrollment credit, earn industry certifications, and participate in Work-Based Learning activities. *Measurement:* It is estimated that 40 students will earn dual enrollment credit, industry certifications, and participate in WBL activities during the Project period. **Objective 2 – Expand Industry**

Certification Attainment: Two industry certifications that are on the Tennessee Department of Education’s Promoted Student Industry Credential list and are stackable to industry certifications already in place will be added to Industrial Maintenance programs in the partnership. These certifications promote the skill sets required by employers in the region and are deemed critical to the workforce. NC3 Festo Introduction to Mechatronics (automation) certifications will be placed in the Industrial Maintenance programs at Cocke County HS, Grainger County HS, Greene Technology Center (Greeneville City), Chucky-Doak HS, West Greene HS (both Greene County), Cherokee HS, Volunteer HS (both Hawkins County), and Jefferson County HS. NC3 Festo Fundamentals of Robotics certifications will be added to the Industrial Maintenance programs at Morristown West HS and TCAT Morristown. These industry recognized certifications directly align with the In-Demand Occupations Report and meant the request from local manufacturing employers.

Measurement: It is estimated that 150 students will earn an industrial certification during the Project period.

Objective 3 – Expand Work Based Learning Experiences: (1) Each school year during the project period the school systems in each county commit to sending non-traditional students (female) to tour a manufacturing facility and/or attend the career exploration Future Ready Expo or World of Work events which is sponsored and held annually by the Hamblen and Grainger County School Systems. (2) Each school year during the project period the school systems in each county commit to sponsoring a “Manufacturing Day”. The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility. (3) The manufacturing employers in the partnership have committed to participating in WBL summer internship program. Each company has committed to participate by a signed MOU agreement. (see pages 108-114)

Objective 4 - Increase Secondary Educator Awareness of Career Opportunities in Manufacturing: Regional employers have identified many misconceptions among educators concerning career opportunities and the environment of a modern manufacturing facility. Over the 48-month period, this program will allow a total of six (6) educators from each of the nine school systems to participate in a one-week Counselor/Teacher Externship Program to take place immediately after the end of the school year. The program itinerary to be as follows: Day One) Visit to the TCAT Morristown main campus for a panel discussion on manufacturing and campus tour; Day Two and Three) Participants, in groups of four to six, will tour four different manufacturing facilities in the region. Preferably one inside their home county and one outside to promote the regional opportunities offered in manufacturing; Day Four) All participants will come together for presentations on their group and individual experiences from the externship activities. *Measurement:* A total of 216 counselors/teachers will participate in the program during the Project period with experiences at TCAT-Morristown, a minimum of four manufacturing employers, and interact with other regional educators.

Objective 5 - Increase CTE Participation of Underrepresented Populations: A Manufacturing Boot Camp (Rosie’s Girls) specifically

geared toward non-traditional (female) students will be coordinated and held by each of the nine school districts. This program will be one week in length and will incorporate hands-on activities in CAD Drafting, Electricity, Machine Tool, and/or Welding. Day one will consist of safety training and an industry tour. Days two through four will consist of students spending an entire day in each program area designing and progressively building culminating or individual projects. Eight to twelve female students that are either rising freshman or rising sophomores will be selected to participate in the program that will take place as soon as the school year ends. *Measurement:* A total of between 288 to 360 female students will participate during the Project period.

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. Data sharing is covered in each School District's MOU. For regional accountability the grant Steering Committee will meet twice annually during the Project period. The TCAT President, the Director of Schools for each district, all CTE Directors, and a representative from each of the regional manufacturing employers in the partnership will serve on the Steering Committee. A list of Steering Committee members is located in the appendix. [\(page 25\)](#)

Overview and structure of the optional Work-Based Learning (WBL) program. The Five Rivers Partnership program includes multiple WBL activities that are designed to create a progressive pathway from secondary to post-secondary to the workforce by engaging students in career awareness, exploration, preparation, and training experiences. The program includes workplace tours, guest speakers, career fairs, informational exchanges, manufacturing boot camp experience, and credit bearing internship opportunities. The credit

bearing internships are focused on the Welding Technology program and the two manufacturing employers, Giles Industries and Homesteader, located in Claiborne County. The structure of the WBL program is defined in detail in each school system and company executed MOU. [\(see pages 90-114\)](#)

Section 3. 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 assure alignment between all programs maximizing certificates, diplomas, and industry certifications. TCAT Morristown will organize partner participation, ensure communications, and ensure TBR policies are followed; **2.** The regional hub of manufacturing is

Hamblen County with just over one hundred manufacturing facilities located within the county.

Manufacturing makes up twenty-five percent of the total jobs in the county. Manufacturers in Hamblen County draw employees from all counties that are represented in the Five Rivers Partnership. The

Morristown Area Chamber of Commerce serves as the local economic development agency. The Chamber recognizes that a healthy, growing economy is not a single county, but a region. For this reason, the

Morristown Area Chamber of Commerce fully supports the regional approach to workforce development defined in the Five Rives Partnership GIVE 3.0 proposal; [\(see page 26\)](#) **3.** The nine school system directors will

provide facilities, internet connection, utilities, teachers, counselors, work based learning coordinators, and will assist in the recruitment of students; **4.** CTE directors in nine school systems will serve as point of contact

for all grant activities, coordinate Work Based Learning activities, and strive to strengthen industry partnerships that will educate students and parents of the opportunities in manufacturing; **5.** A total of

seven regional manufacturing employers will each provide a representative to serve on the grant steering committee, provide Work Based Learning opportunities to students in the form of speakers for school visits, facility tours, and summer internships, and participate in the counselor/teacher externship program; **6.** The

Industry, CTE, and Grants Coordinator at TCAT Morristown will serve as a liaison between the county school systems and area manufacturing employers aligning the needs of industry 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.

Capabilities of each mandatory partner in ensuring project success. TCAT Morristown has remained the region's premier provider of technical skills training since 1966. The TCAT has a proven record of supplying Industry with employees trained in Industrial Maintenance and Welding Technology. These programs continually exceed the mandatory requirements for student completion and placement. The college is dedicated to increasing educational attainment and workforce preparedness through excellence in teaching and service. The school system directors, CTE directors, teachers, and counselors in the nine school systems are completely dedicated to the implementation of the programs initiatives. To have seven regional manufacturing employers collectively form a partnership to promote and implement a wide range of workforce development initiatives speaks of their dedication to the grant project and underlines the distinct and critical need for the project. The grant partners bring stability, experience, cooperation, a shared vision, and an unparalleled commitment to eliminating the skills gaps that are universal across the Five Rivers region.

Memorandum of Understanding (MOU) outlining the partnership agreement from local and area employers and partnering postsecondary institutions. An MOU has been executed between TCAT Morristown and the regional manufacturing employers, the nine school systems, and the local economic development agency in the Five Rivers Partnership. ([see pages 89-114](#))

Section 4. Budget Plan

Clear alignment between funding request and grant activities. The pathway to a high paying career begins in the regions' high schools that are equipped with state-of-the-art advanced manufacturing training equipment. The earlier students are engaged in CTE courses and skills training, the more likely they are to transition to post-secondary to complete their field of study earning a certificate or diploma. Unfortunately, starting new Career and Technical Education programs, especially industrial related programs, are not fiscally possible for school districts located in Distressed and At-Risk Counties because of the extremely high cost associated with the equipment. Regional manufacturing employers identified Industrial Maintenance and Welding Technology as the workforce development needs to be addressed in the grant. The Five Rivers Partnership unanimously agreed to focus the efforts and funding the grant will provide on creating a new Welding Technology program at a high school in an At-Risk County and expand industry certifications in the Industrial Maintenance programs at seven high schools and the program at TCAT Morristown. The amount of \$704,500 is requested to purchase the equipment, tools, materials, consumables, workbenches, storage cabinets, etc., required to start the Welding Technology program at Claiborne HS in Claiborne County. The amount of \$490,000 is requested to purchase the equipment required to expand the industry certifications at Coker County HS, Grainger County HS, Greene Technology Center (Greeneville City), Chucky-Doak HS, West Greene HS (both Greene County), Cherokee HS, Volunteer HS (both Hawkins County), Morristown West HS (Hamblen County), Jefferson County HS, and TCAT Morristown. The training equipment to be purchased for the Industrial Maintenance and the Welding Technology program startup is the same equipment in the TCAT Morristown programs which allows high school students the opportunity for dual enrollment and industry certifications. The amount of \$140,000 is requested for the teacher salary and benefits for the Welding Technology startup program. The amount of \$10,100 is requested for instructor

training on the equipment. The amount of \$270,000 is requested to expand the Counselor/Teacher Externship Program which will engage a total of 216 regional educators in manufacturing for one week annually during the grant period. The amount of \$281,000 is requested to support an expansion of the Manufacturing Boot Camp for non-traditional female students. A detailed line item budget is located in Appendix B. [\(see page 22\)](#) It should be noted that Claiborne County school district will dedicate local funds and outside funding sources to this endeavor to assist in starting the Welding Technology Program. Claiborne County school district will also assume responsibility to fund the teacher position with local funds approximately halfway through the grant period. The school district's commitments are another indicator of the importance placed on the GIVE 3.0 funding opportunity.

Explanation of any anticipated indirect costs associated with the implementation and administration of the grant. TCAT Morristown as Lead Entity and Fiscal Agent for the grant fully understands the impact funding of this magnitude can have on the region, especially in the Distressed and At-Risk counties. For this reason, the College is not requesting grant funds be allocated to offset the expense associated with the implementation and administration of the grant. The Industry, CTE, and Grants Coordinator at TCAT Morristown will serve as the Project Director and be responsible for implementation, coordinating grant activities, and completing reports.

Section 5. Sustainability

Detailed plan for sustaining the program beyond the 48-month funding period. The Five Rivers Partnership has formed a strong regional collaboration between higher education, nine school systems, and seven manufacturing employers. The workforce building initiatives created from this partnership have aligned industry needs and 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, Claiborne County school district will support the Welding teacher position through local funds, Dual Enrollment will continue to be offered by the TCAT in Industrial Maintenance and Welding Technology in the high schools, and employers will continue to support WBL activities and internships. The partnering industries fully comprehend the impact WBL programs have on closing the skills gap and educating students, parents, teachers, counselors, and the community of the vast array of career opportunities in advanced manufacturing. The manufacturing partners have driven every part of the Five Rivers Partnership, and each company is eager to participate and continue the work that will ensure the region has a highly skilled 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 Five Rivers Partnership 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 WBL activities. High school teachers will be invited to attend all professional development events hosted by the TCAT. All TCAT programs have robust occupational advisory committees that are comprised solely of industry representatives and meeting annually will further engage the Five Rivers Partnership. TCAT will continue to facilitate, coordinate, and host the teacher externship. TCAT will continue to support the non-traditional manufacturing bootcamp by hosting tours for camp participants and provide support to the high school instructors.

Detailed description of availability of long-term resources to house, maintain, and/or repair equipment. A detailed description of how to maintain and share equipment is defined in the MOU for each school system.

[\(see pages 90-106\)](#)

Detailed commitment and strategy of education - industry partnerships to maintain WBL programs beyond the 48-month funding period. School districts in the partnership have dedicated WBL coordinators that oversee all aspects of the WBL student experience. WBL coordinators work directly with the manufacturing partner's Human Resources managers to schedule events and internships. Detailed commitments to maintain WBL activities are defined in the MOU for each employer in the partnership. [\(see pages 90-114\)](#)

Section 6. Optional Criteria

High Demand Programs: The *Five Rivers Partnership for Future Ready Pathways 3.0* collaborative is focused on two High Demand Occupations, Welding and Industrial Maintenance, as highlighted in the THEC Supply and Demand Report. The Supply and Demand report is supported on a more local level by the results of searching the two occupations on the JOBS4TN website which typically finds 50 plus openings for each in a 50-mile radius of Morristown. [\(see page 54\)](#)

County Economic Status: The *Five Rivers Partnership for Future Ready Pathways 3.0* collaborative includes two "Distressed" counties, Cocke and Hancock, and three "At-Risk" counties, Claiborne, Greene, and Hawkins, as defined by the latest report from the Appalachian Regional Commission (ARC). The project will create a Welding program at Claiborne County High School, expand industry certifications at Cocke County High School, two high schools in Greene County (Chucky Doak and West Greene), the Greene Technology Center (Greeneville City High School), and two high schools in Hawkins County (Cherokee and Volunteer). All school systems in the collaborative will receive assistance in expanding Work Based Learning initiatives,

expanding the Counselor/Teacher Externship program, and expanding the Manufacturing Bootcamps for non-tradition students. [\(see page 87\)](#)

Census Tracts in Persistent Poverty: The *Five Rivers Partnership for Future Ready Pathways 3.0* collaborative has five counties with areas of Persistent Poverty. Claiborne, Cocke, Greene, Hamblen, and Hancock with Hamblen being the only county which is not designated as Distressed or At-Risk with an area of Persistent Poverty. The students which reside in the specific area of persistent poverty in Hamblen County are served by Morristown West High School. Morristown West High School will be targeted by the grant to expand industry certifications that stack on other certifications already being offered. The target certification being Festo NC3 Robotics. [\(see page 88\)](#)

The Five Rivers Partnership recognizes that the only way to lift a county from the Distressed, At-Risk, or Persistent Poverty designation is through education. Making students aware of the career opportunities, outlining the pathway to a career, and then providing the resources and training to obtain the required skill sets for the multitude of high demand and high paying jobs that exist throughout the region will forever change a life for the better. It is the belief of all members of the Fiver Rivers Partnership that focusing on these areas is vital to creating and maintaining a regional skilled workforce. Over 1.2 million of the requested grant funds of 2 million dollars are devoted to the school systems in the Distressed, At-Risk, and Persistent Poverty areas in the partnership. This is irrefutable proof of the overwhelming importance and monumental need the regional partnership members place on improving lives by creating opportunities for underserved students in rural East Tennessee.

GRANT BUDGET				
GIVE Program Competitive Grant - <i>Five Rivers Partnership for Future Ready Pathways 3.0</i>				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following Applicable Period: BEGIN: September 2024 END: August 2028				
POLICY 03 Object Line Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTACT	GRANT PARTICIPATION	TOTAL PROJECT
1,2	Salaries, Benefits & Taxes			\$ -
4,15	Professional Fee, Grant & Award ²	\$ 659,500.00	\$ -	\$ 659,500.00
5,6,7,8, 9,10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$ 150,000.00	\$ -	\$ 150,000.00
11,12	Travel, Conference & Meetings	\$ 56,000.00	\$ -	\$ 56,000.00
18	Other Non-Personnel ²		\$ -	\$ -
20	Capitol Purchase ²	\$ 1,134,500.00	\$ -	\$ 1,134,500.00
22	Indirect Cost		\$ -	\$ -
24	In-Kind Expense	\$ -	\$ -	\$ -
25	GRAND TOTAL	\$ 2,000,000.00	\$ -	\$ 2,000,000.00

¹ 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>)

² Applicable detail follows this page if line-item is funded.

Claiborne County School District (Claiborne County HS)					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Clean Air Dual Weld Station	WT	9	\$ 22,000.00	\$ 198,000.00
	Clean Air Down Draft Table	WT	4	\$ 6,000.00	\$ 24,000.00
	Lincoln CNC Plasma Table	WT	1	\$ 44,000.00	\$ 44,000.00
	Lincoln Powerwave 300 Multi Process Welder	WT	18	\$ 12,500.00	\$ 225,000.00
	Edwards Iron Worker	WT	1	\$ 27,000.00	\$ 27,000.00
	Portable Fume Extractor	WT	1	\$ 8,000.00	\$ 8,000.00
	DoAll Horizontal Saw	WT	1	\$ 18,500.00	\$ 18,500.00
	Welding Fixture Table	WT	1	\$ 10,000.00	\$ 10,000.00
				Capital Purchase Total	\$ 554,500.00
Professional Fee	Instructor Training NC3 Lincoln LEEPS Training	WT	1	\$ 3,500.00	\$ 3,500.00
				Grant and Awards Total	\$ 3,500.00
Supplies, Printing & Publications	Equipment (torch set, pipe beveler, rod oven, etc.)	WT	1	\$ 30,000.00	\$ 30,000.00
	Shop Furniture (work benches, storage cabinets, tool boxes, metal racks, bottle storage, etc)	WT	1	\$ 25,000.00	\$ 25,000.00
	Metal (material for training projects)	WT	1	\$ 30,000.00	\$ 30,000.00
	Handtools and Consumables	WT	1	\$ 30,000.00	\$ 30,000.00
	Materials for Setup and Connecting Equipment (wiring, electrical connections, piping, etc)	WT	1	\$ 35,000.00	\$ 35,000.00
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ 150,000.00
				Total	\$ 708,000.00

Cocke County School District (Cocke County HS)					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Festo Meclab	IM	3	\$ 15,000.00	\$ 45,000.00
				Capital Purchase Total	\$ 45,000.00
Professional Fee	Instructor Training Festo NC3 Training		1	\$ 700.00	\$ 700.00
				Grant and Awards Total	\$ 700.00
Supplies, Printing & Publications	Supplies and Handtools			\$ -	\$ -
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ -
				Total	\$ 45,700.00

Grainger County School District (Grainger County HS)					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Festo Meclab	IM	3	\$ 15,000.00	\$ 45,000.00
				Capital Purchase Total	\$ 45,000.00
Professional Fee	Instructor Training Festo NC3 Training		1	\$ 700.00	\$ 700.00
				Grant and Awards Total	\$ 700.00
Supplies, Printing & Publications	Supplies and Handtools			\$ -	\$ -
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ -
				Total	\$ 45,700.00

Greene County School District (Chucky Doak and West Greene County HS)					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Festo Meclab	IM	6	\$ 15,000.00	\$ 90,000.00
				Capital Purchase Total	\$ 90,000.00
Professional Fee	Instructor Training Festo NC3 Training		1	\$ 700.00	\$ 700.00
				Grant and Awards Total	\$ 700.00
Supplies, Printing & Publications	Supplies and Handtools			\$ -	\$ -
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ -
				Total	\$ 90,700.00

Greeneville City School District (GTC Greene Technology Center)					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Festo Meclab	IM	3	\$ 15,000.00	\$ 45,000.00
				Capital Purchase Total	\$ 45,000.00
Professional Fee	Instructor Training Festo NC3 Training		1	\$ 700.00	\$ 700.00
				Grant and Awards Total	\$ 700.00
Supplies, Printing & Publications	Supplies and Handtools			\$ -	\$ -
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ -
				Total	\$ 45,700.00

Hamblen County School District (Cocke County HS)					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Festo Robotics	IM	1	\$ 110,000.00	\$ 110,000.00
				Capital Purchase Total	\$ 110,000.00
Professional Fee	Instructor Training Festo NC3 Training		1	\$ 1,200.00	\$ 1,200.00
				Grant and Awards Total	\$ 1,200.00
Supplies, Printing & Publications	Supplies and Handtools			\$ -	\$ -
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ -
				Total	\$ 111,200.00

Hawkins County School District					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Festo Meclab	IM	6	\$ 15,000.00	\$ 90,000.00
				Capital Purchase Total	\$ 90,000.00
Professional Fee	Instructor Training Festo NC3 Training		1	\$ 700.00	\$ 700.00
				Grant and Awards Total	\$ 700.00
Supplies, Printing & Publications	Supplies and Handtools			\$ -	\$ -
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ -
				Total	\$ 90,700.00

Jefferson County School District					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Festo Meclab	IM	3	\$ 15,000.00	\$ 45,000.00
				Capital Purchase Total	\$ 45,000.00
Professional Fee	Instructor Training Festo NC3 Training		1	\$ 700.00	\$ 700.00
				Grant and Awards Total	\$ 700.00
Supplies, Printing & Publications	Supplies and Handtools			\$ -	\$ -
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ -
				Total	\$ 45,700.00

TCAT Morristown Main Campus					
Budget Line	Description		Qty	Cost	Total
Capital Purchase	Festo Robotics	IM	1	\$ 110,000.00	\$ 110,000.00
				Capital Purchase Total	\$ 110,000.00
Professional Fee	Instructor Training Festo NC3 Training		1	\$ 1,200.00	\$ 1,200.00
				Grant and Awards Total	\$ 1,200.00
				Total	\$ 111,200.00

Overall Program					
Budget Line	Description		Qty	Cost	Total
Travel, Conferences, & Meetings	T-Shirts, Marketing, Materials to Support the Manufacturing Boot Camp for Non-Tradition Students			\$ 56,000.00	\$ 56,000.00
				Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publication Total	\$ 56,000.00
Professional Fee	Teacher Externship Coordinator (external to TCAT) (2025, 2026, 2027, 2028)		4	\$ 2,750.00	\$ 11,000.00
	Teacher Externship Stipends (54 participates each year 2025, 2026, 2027, 2028)		216	\$ 1,250.00	\$ 270,000.00
	Administrative Costs (Douglas Cherokee) (2025, 2026, 2027, 2028)		4	\$ 850.00	\$ 3,400.00
	Manufacturing Boot Camp for Non-Tradition Students Teacher Stipends (2025, 2026, 2027, 2028)		180	\$ 1,250.00	\$ 225,000.00
	Welding Teacher Salary and Benefits Claiborne County (July 2025 - December 2027)			\$ 140,000.00	\$ 140,000.00
				Grant and Awards Total	\$ 649,400.00
				Total	\$ 705,400.00
				Total	\$ 2,000,000.00

Five Rivers Partnership for Future Ready Pathways 3.0 Timeline 2024-2028					
Year	Activity	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
FY25	Steering Committee			X	
	Progress Report		X	X	X
	WBL Activities other than Internships			X	X
	Boot Camp for Non-Traditional Students				X
	Counselor/Teacher Externship Program				X
	Equipment Procurement		X	X	X
Year	Activity	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
FY26	Steering Committee	X		X	
	Term Data Collection		X		X
	Progress Report	X	X	X	X
	Dual Enrollment Industrial Maintenance	X	X	X	X
	Identify WBL Interns			X	
	WBL Internships				X
	WBL Activities other than Internships		X	X	X
	Industry Certifications	X	X	X	X
	Boot Camp for Non-Traditional Students				X
	Counselor/Teacher Externship Program				X
	Equipment Procurement	X	X	X	X
	Additional Teacher Instructor Training				
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 Industrial Maintenance	X	X	X	X
	Dual Enrollment Welding	X	X	X	X
	Identify WBL Interns			X	
	WBL Internships				X
	WBL Activities other than Internships		X	X	X
	Industry Certifications	X	X	X	X
	Boot Camp for Non-Traditional Students				X
	Counselor/Teacher Externship Program				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 Industrial Maintenance	X	X	X	X
	Dual Enrollment Welding	X	X	X	X
	Identify WBL Interns			X	
	WBL Internships				X
	WBL Activities other than Internships		X	X	X
	Industry Certifications	X			
	Boot Camp for Non-Traditional Students				X
	Counselor/Teacher Externship Program				X
Year	Activity	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
FY29	Steering Committee	X			
	Progress Report	X			
	Industry Certifications	X			

Governor’s Investment in Vocational Education (GIVE) Initiative

Five Rivers Partnership for Future Ready Pathways 3.0

Steering Committee

Marshall Ramsey	President Morristown Chamber of Commerce
Susanne Cox	President TCAT Morristown
Chris Edmonds	Industry, CTE, and Grants Coordinator TCAT Morristown

Meredith Arnold	Director of Schools Claiborne County
Daniel Satterfield	CTE Director Claiborne County
Manny Moore	Director of Schools Cocke County
Eric Ellison	CTE Director Cocke County
Mark Briscoe	Director of Schools Grainger County
Tara Collins	CTE Director Grainger County
David McClain	Director of Schools Greene County
Cindy Bowman	CTE Director Greene County
Steve Starnes	Director of Schools Greeneville City
Aaron Flanary	Principal Greene Technology Center
Arnold Bunch	Director of Schools Hamblen County
Daniel Aldridge	CTE Director Hamblen County
Charlotte Mullins	Director of Schools Hancock County
Jenifer Yount	CTE Director Hancock County
Matt Hixson	Director of Schools Hawkins County
Brandon Williams	CTE Director Hawkins County
Tommy Arnold	Director of Schools Jefferson County
Missy Hayes	CTE Director Jefferson County

Kinsley Ulin	TMX Manager	Clayton Homes
Gabrielle Buchanan	HR Manager	Cooper Standard
Aaron King	Manager	Giles Industries
Ronnie Pressnell	Manager	Homesteader
Rob Wiedeman	Plant Manager	JLG Industries
Ted Comfort	HR Manager	Mahle
Mattea McCann	HR Director	Team Technologies



MEMORANDUM OF UNDERSTANDING

By and Between

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN

and

MORRISTOWN AREA CHAMBER OF COMMERCE

Statement of Shared Vision

Five Rivers Partnership for Future Ready Pathways 3.0

Acknowledging that a thriving economy is not isolated to a single county or district, our shared vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary education to postsecondary higher education to an occupation. By providing students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work based learning activities, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

The work of this grant will significantly impact the availability of prepared workers to meet the region’s growing workforce needs for Industrial Electricity and Industrial Maintenance Technicians and Welders.

We fully support the Five Rivers Partnership for Future Ready Pathways 3.0 grant proposal. This grant will have a substantial impact on the economy and quality of life in the eight-county region for years to come.

TCAT Morristown	Morristown Area Chamber of Commerce
Signature: 	Signature: 
Susanne Cox, President	Marshall Ramsey, President
Date: 2024-04-08 7:58 PM CDT	Date: 2024-04-08 4:37 PM EDT



April 26, 2024

GIVE 3.0 Grant Labor Market Analysis

With three industrial districts and nearly 100 manufacturing & industrial-related companies, Hamblen County serves as a regional hub for employment. These companies employ over 10,000 people, some traveling up to 1 hour to work. Nearly half of our total workforce travels from the seven surrounding counties, as well as a few others. As a regional employer, we understand the importance of not only training and educating our citizens, but also those students and citizens coming from surrounding counties that will work in our local companies.

The economic outlook for Morristown and Hamblen County continues to be strong. The newest company to locate is now producing product in a renovated existing building, another company is currently adding 75,000 square feet to the existing facility, 5 other companies have proposed projects, and 3 companies recently completed projects in the last year. On average, Hamblen County adds some 500 jobs per calendar year in the industrial sector. Currently, Hamblen County has a 5-year commitment from expanding companies of over 1,000 jobs and is working with prospective companies that could bring another 500 jobs.

Based on logistics alone, it is not feasible or economical for companies to locate in many of the distressed areas; therefore, an impactful way to serve the individuals in those areas is through education. This allows them to commute to the areas that are historical job providers for the area, but still be close to home. This grant and a continued focus on manufacturing allows Hamblen County to maintain the tradition of providing good jobs for area citizens.

As President of the Morristown Area Chamber of Commerce, I have participated in strategically focused discussions concerning a multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. It is crucial that the initiatives previously created continue to be expanded to ensure an uninterrupted pipeline of highly skilled workers who are prepared to enter the workforce in the region.

It is my belief that the work of this grant will significantly assist in training industrial maintenance technicians and welders. I fully support the GIVE 3.0 grant proposal and our office stands ready to assist and participate in the process. This grant will have a significant impact on the economy and quality of life for the residents in Morristown, Hamblen County and the Lakeway area for years to come.

Sincerely,

Marshall Ramsey
President

MR/jb

IN THE MOUNTAINS BETWEEN THE LAKES



Existing Industry Expansions

- McNeilus Steel, 100,000 sq. ft. addition, \$14 million investment, 100 total new jobs by 2024
- Tuff Torq Corporation, 19,000 sq. ft. addition, \$6 million investment, 40 new jobs
- Rich Products Corporation, \$27 million investment, 26 new jobs over 5 years
- Howmet Aerospace, 10,000 sq. ft. addition, \$28 million investment, 53 new jobs by June 2025
- Colortech, Inc., 12,000 sq. ft. expansion, \$5 million investment, 10 new jobs
- Performance Foodservice, 77,000 sq. ft. addition, \$46 million investment, 50 new jobs

New Company Locations

- Greenworks, \$20 million initial investment, 200 new jobs over 5 years
- HBF Foods, \$31 million investment, 140 new jobs by end of 2024
- MaFab LLC, \$3 million investment, 150 new jobs
- Del Zotto Company, \$2 million investment, 25 new jobs
- R & S Logistics, \$10.5 million investment, 35 new jobs
- Cornhole Solutions, \$2 million investment, 15 new jobs

Other Industrial Projects

- The City of Morristown, in cooperation with the Morristown Area Chamber of Commerce, applied for and was awarded \$1.25 million of the estimated \$3.6 million cost to grade Lot 12 in the *East Tennessee Progress Center*. This lot consists of 84.5 acres suitable for the construction of an approximate 1 million square foot building. The Morristown Area Chamber of Commerce is currently marketing this property for a large industrial user.

Potential Industrial Projects

- Project KPT, \$10 million investment, 50 new jobs
- Project Bobcat, \$65 million investment, 200 new jobs
- Project Kamino, \$10 million investment, 170 new jobs

IN THE MOUNTAINS BETWEEN THE LAKES

Data Resources

Tennessee Higher Education Commission	https://www.tn.gov/thec.html
TN Department of Economic and community Development:	https://tnecd.com
TN Department of Labor and Workforce Development:	https://www.tn.gov/workforce https://www.jobs4tn.gov
MIT Living Wage Calculator:	http://livingwage.mit.edu/metros/34100
Occupational Information Network (O*NET):	https://www.onetonline.org/
Bureau of Labor Statistics:	https://www.bls.gov/
US Department of Labor Career One Stop:	https://www.careeronestop.org
Community Needs Assessment Tool:	https://engagementnetwork.org/

POPULATION & DEMOGRAPHICS

POPULATION		RACE (PERCENTAGE OF POPULATION)		
Population <i>(2010)</i>	32,213	White Alone	96.20%	
Population <i>(2020)</i>	32,043	Black or African American, alone	0.90%	
Population Change <i>(2010 - 2020)</i>	-0.50%	American Indian And Alaska Native, alone	0.20%	
Population Forecast <i>(2040)</i>	32,780	Asian, alone	0.80%	
Foreign Born Population	422	Native Hawaiian or Other Pacific Islander, alone	0.10%	
Foreign Born Persons (Percentage of Population)	1.30%	Some Other Race, alone	0.00%	
Language Other Than English Spoken At Home	2.20%	Two or More Races	1.80%	
Civilian Veteran Population	1,739	Hispanic or Latino	1.30%	

AGE (PERCENTAGE OF POPULATION)	MALE	FEMALE	TOTAL
Under 5 Years Old	5.50%	4.90%	5.20%
Under 18 Years Old	19.70%	17.80%	18.70%
18-64 Years Old	62.10%	61.10%	61.60%
65 Years and Over	18.20%	21.00%	19.60%
Median Age	40.3	44.3	42.7

Sources:
 U.S. Census Bureau, 2015-2019 5-Year American Community Survey
 U.S. Census Bureau, 2019 Annual Population Estimates
 U.S. Bureau of Labor Statistics
 Tennessee State Data Center (2022)

INDUSTRIES

INDUSTRY	EMPLOYMENT	ESTABLISHMENTS	AVG. ANNUAL WAGES
Utilities	74	1	\$89,356
Construction	186	47	\$53,934
Manufacturing	2,560	27	\$44,425
Wholesale Trade	109	26	\$39,610
Retail Trade	918	88	\$30,359
Transportation and Warehousing	396	23	\$51,330
Information	24	10	\$58,919
Finance and Insurance	291	31	\$51,958
Real Estate and Rental and Leasing	50	15	\$41,480
Professional, Scientific, and Technical Services	167	38	\$53,112
Administrative, Support, Waste Management and Remediation	43	17	\$51,562
Educational Services	407	6	\$45,755
Health Care and Social Assistance	1,516	81	\$47,828
Arts, Entertainment, and Recreation	109	10	\$21,543
Accommodation and Food Services	574	40	\$16,710
Other Services (except Public Administration)	176	32	\$43,508
Government	1,705	46	\$39,728
Total	9,337	547	\$42,032

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
England, Inc.	1,008	New Tazewell
Lincoln Memorial University	1,000	Harrogate
Claiborne County Board of Education	663	Tazewell
Tennessee DTR, Inc.	650	Tazewell
Claiborne Medical Center	350	Tazewell
Giles Industries	250	New Tazewell
Homesteader, Inc.	185	New Tazewell
Claiborne County Government	150	Tazewell
Harrogate Insurance Agency Inc	140	Harrogate
Clinch-Powell Educational Cooperative	100	Tazewell

POPULATION & DEMOGRAPHICS

POPULATION		RACE (PERCENTAGE OF POPULATION)	
Population (2010)	35,662	White Alone	94.70%
Population (2020)	35,999	Black or African American, alone	1.90%
Population Change (2010 - 2020)	0.90%	American Indian And Alaska Native, alone	0.70%
Population Forecast (2040)	36,929	Asian, alone	0.90%
Foreign Born Population	404	Native Hawaiian or Other Pacific Islander, alone	0.10%
Foreign Born Persons (Percentage of Population)	1.10%	Some Other Race, alone	0.00%
Language Other Than English Spoken At Home	2.10%	Two or More Races	1.70%
Civilian Veteran Population	2,600	Hispanic or Latino	2.60%

AGE (PERCENTAGE OF POPULATION)	MALE	FEMALE	TOTAL
Under 5 Years Old	5.30%	5.20%	5.30%
Under 18 Years Old	22.10%	18.80%	20.40%
18-64 Years Old	57.20%	59.40%	58.30%
65 Years and Over	20.70%	21.80%	21.30%
Median Age	44.7	45.8	45.3

Sources:
 U.S. Census Bureau, 2015-2019 5-Year American Community Survey
 U.S. Census Bureau, 2019 Annual Population Estimates
 U.S. Bureau of Labor Statistics
 Tennessee State Data Center (2022)

INDUSTRIES

INDUSTRY	EMPLOYMENT	ESTABLISHMENTS	AVG. ANNUAL WAGES
Crop and Animal Production	75	4	\$31,172
Mining, Quarrying, and Oil and Gas Extraction	42	3	\$76,724
Construction	191	31	\$43,023
Manufacturing	1,209	37	\$67,338
Wholesale Trade	106	23	\$58,019
Retail Trade	1,444	108	\$31,829
Transportation and Warehousing	45	6	\$81,522
Information	32	7	\$32,126
Finance and Insurance	139	29	\$44,286
Real Estate and Rental and Leasing	44	13	\$69,797
Professional, Scientific, and Technical Services	119	39	\$97,326
Administrative, Support, Waste Management and Remediation	103	23	\$34,472
Health Care and Social Assistance	914	75	\$52,449
Arts, Entertainment, and Recreation	171	13	\$19,110
Accommodation and Food Services	1,014	66	\$19,561
Other Services (except Public Administration)	122	26	\$33,477
Government	1,718	40	\$41,348
Total	7,542	546	\$43,164

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
Cocke County Schools	750	Newport
Walmart Stores, Inc.	375	Newport
Sonoco Products Company	250	Newport
American Appliance Products	225	Newport
Newport Medical Center	231	Newport
Cocke County Government	220	Newport
Eastern Plating, LLC	170	Newport
Newport City Schools	150	Newport
Lowe's Home Centers, LLC	145	Newport
City of Newport	116	Newport

POPULATION & DEMOGRAPHICS

POPULATION		RACE (PERCENTAGE OF POPULATION)			
Population (2010)	22,657	White Alone			97.10%
Population (2020)	23,527	Black or African American, alone			0.20%
Population Change (2010 - 2020)	3.80%	American Indian And Alaska Native, alone			0.50%
Population Forecast (2040)	24,335	Asian, alone			0.20%
Foreign Born Population	713	Native Hawaiian or Other Pacific Islander, alone			0.50%
Foreign Born Persons (Percentage of Population)	3.10%	Some Other Race, alone			0.00%
Language Other Than English Spoken At Home	4.10%	Two or More Races			1.50%
Civilian Veteran Population	1,555	Hispanic or Latino			3.40%
AGE (PERCENTAGE OF POPULATION)		MALE	FEMALE	TOTAL	
Under 5 Years Old		5.00%	4.50%	4.80%	
Under 18 Years Old		21.20%	18.60%	19.90%	
18-64 Years Old		58.80%	60.00%	59.40%	
65 Years and Over		20.00%	21.40%	20.70%	
Median Age		45.2	46.8	46.2	

Sources:

U.S. Census Bureau, 2015-2019 5-Year American Community Survey
 U.S. Census Bureau, 2019 Annual Population Estimates
 U.S. Bureau of Labor Statistics
 Tennessee State Data Center (2022)

INDUSTRIES

INDUSTRY	EMPLOYMENT	ESTABLISHMENTS	AVG. ANNUAL WAGES
Crop and Animal Production	28	6	\$20,888
Construction	289	44	\$53,099
Manufacturing	1,314	22	\$63,105
Wholesale Trade	66	12	\$72,251
Retail Trade	461	52	\$25,266
Transportation and Warehousing	305	27	\$53,177
Information	32	11	\$75,256
Finance and Insurance	59	12	\$45,300
Professional, Scientific, and Technical Services	93	24	\$94,204
Management of Companies and Enterprises	22	3	\$107,443
Administrative, Support, Waste Management and Remediation	157	14	\$49,295
Health Care and Social Assistance	215	31	\$37,587
Arts, Entertainment, and Recreation	26	4	\$21,089
Accommodation and Food Services	166	20	\$17,240
Other Services (except Public Administration)	139	20	\$41,866
Government	944	26	\$39,825
Total	4,326	333	\$48,569

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
Grainger County School District	500	Rutledge
Clayton Homes, Inc.	319	Bean Station
Clayton Homes, Inc.	200	Rutledge
Grainger County Government	200	Rutledge
Sexton Furniture Manufacturing LLC	150	Bean Station

POPULATION & DEMOGRAPHICS

POPULATION		RACE (PERCENTAGE OF POPULATION)	
Population <i>(2010)</i>	68,831	White Alone	94.30%
Population <i>(2020)</i>	70,152	Black or African American, alone	2.50%
Population Change <i>(2010 - 2020)</i>	1.90%	American Indian And Alaska Native, alone	0.20%
Population Forecast <i>(2040)</i>	70,388	Asian, alone	0.40%
Foreign Born Population	1,081	Native Hawaiian or Other Pacific Islander, alone	0.20%
Foreign Born Persons (Percentage of Population)	1.60%	Some Other Race, alone	0.70%
Language Other Than English Spoken At Home	2.80%	Two or More Races	1.80%
Civilian Veteran Population	5,414	Hispanic or Latino	3.00%

AGE (PERCENTAGE OF POPULATION)	MALE	FEMALE	TOTAL
Under 5 Years Old	5.00%	4.50%	4.70%
Under 18 Years Old	20.50%	18.40%	19.40%
18-64 Years Old	59.70%	57.70%	58.70%
65 Years and Over	19.80%	23.90%	21.90%
Median Age	43.4	46.4	45

Sources:
 U.S. Census Bureau, 2015-2019 5-Year American Community Survey
 U.S. Census Bureau, 2019 Annual Population Estimates
 U.S. Bureau of Labor Statistics
 Tennessee State Data Center (2022)

INDUSTRIES

INDUSTRY	EMPLOYMENT	ESTABLISHMENTS	AVG. ANNUAL WAGES
Crop and Animal Production	39	4	\$44,156
Mining, Quarrying, and Oil and Gas Extraction	83	3	\$81,830
Construction	643	119	\$49,256
Manufacturing	6,055	108	\$56,838
Wholesale Trade	496	48	\$62,955
Retail Trade	3,167	222	\$29,160
Transportation and Warehousing	2,787	52	\$58,124
Information	118	23	\$56,735
Finance and Insurance	517	85	\$52,448
Real Estate and Rental and Leasing	192	35	\$43,060
Professional, Scientific, and Technical Services	413	118	\$56,451
Management of Companies and Enterprises	301	8	\$75,573
Administrative, Support, Waste Management and Remediation	1,272	81	\$27,179
Educational Services	459	6	\$33,260
Health Care and Social Assistance	2,945	224	\$41,348
Arts, Entertainment, and Recreation	173	12	\$14,928
Accommodation and Food Services	1,746	115	\$19,144
Other Services (except Public Administration)	447	97	\$36,371
Government	3,295	52	\$44,050
Total	25,199	1,416	\$44,749

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
Walmart Distribution Center	1,000	Midway
SumiRiko Tennessee, Inc.	1,000	Midway
Laughlin Memorial Hospital, Inc.	750	Greeneville
Green County Government	738	Greeneville
Deere & Company	601	Greeneville
Landair Transport, Inc.	450	Greeneville
Greeneville City Schools	420	Greeneville
Taxi Workhorse Holdings, LLC	403	Greeneville
Parker-Hannifin Corporation	401	Greeneville
American Greetings	392	Afton

POPULATION & DEMOGRAPHICS

POPULATION		RACE (PERCENTAGE OF POPULATION)	
Population <i>(2010)</i>	62,544	White Alone	88.10%
Population <i>(2020)</i>	64,499	Black or African American, alone	4.00%
Population Change <i>(2010 - 2020)</i>	3.10%	American Indian And Alaska Native, alone	0.30%
Population Forecast <i>(2040)</i>	70,860	Asian, alone	0.90%
Foreign Born Population	3,714	Native Hawaiian or Other Pacific Islander, alone	0.40%
Foreign Born Persons (Percentage of Population)	5.80%	Some Other Race, alone	2.60%
Language Other Than English Spoken At Home	10.20%	Two or More Races	3.80%
Civilian Veteran Population	3,599	Hispanic or Latino	11.80%

AGE (PERCENTAGE OF POPULATION)	MALE	FEMALE	TOTAL
Under 5 Years Old	6.40%	5.70%	6.00%
Under 18 Years Old	24.10%	22.30%	23.20%
18-64 Years Old	59.80%	57.60%	58.70%
65 Years and Over	16.10%	20.00%	18.10%
Median Age	39.3	42.1	40.7

Sources:

U.S. Census Bureau, 2015-2019 5-Year American Community Survey
 U.S. Census Bureau, 2019 Annual Population Estimates
 U.S. Bureau of Labor Statistics
 Tennessee State Data Center (2022)

INDUSTRIES

INDUSTRY	EMPLOYMENT	ESTABLISHMENTS	AVG. ANNUAL WAGES
Crop and Animal Production	63	4	\$32,403
Mining, Quarrying, and Oil and Gas Extraction	21	1	\$65,010
Utilities	39	2	\$80,249
Construction	1,198	93	\$51,174
Manufacturing	9,667	107	\$53,513
Wholesale Trade	1,327	79	\$81,931
Retail Trade	4,125	241	\$33,120
Transportation and Warehousing	764	34	\$57,708
Information	190	18	\$56,082
Finance and Insurance	439	98	\$61,761
Real Estate and Rental and Leasing	185	47	\$38,846
Professional, Scientific, and Technical Services	422	122	\$62,179
Management of Companies and Enterprises	236	9	\$78,653
Administrative, Support, Waste Management and Remediation	3,259	86	\$34,155
Educational Services	201	12	\$32,544
Health Care and Social Assistance	3,390	174	\$48,487
Arts, Entertainment, and Recreation	113	17	\$21,825
Accommodation and Food Services	2,761	132	\$19,448
Other Services (except Public Administration)	446	88	\$33,920
Government	3,844	69	\$45,760
Total	32,692	1,437	\$45,773

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
Hamblen County Board of Education	1,410	Morristown
Koch Foods, LLC	1,100	Morristown
Mahle Engine Components USA, Inc.	850	Russelville
Arconic Howmet	790	Morristown
Rich Products Corporation	680	Morristown
Walters State Community College	654	Morristown
Team Technologies, Inc.	642	Morristown
Cherokee Health Systems	638	Talbott
Morristown-Hamblen Hospital Association	600	Morristown
JTEKT Automotive Tennessee-Morristown, Inc.	545	Morristown

POPULATION & DEMOGRAPHICS

POPULATION		RACE (PERCENTAGE OF POPULATION)	
Population <i>(2010)</i>	6,819	White Alone	98.40%
Population <i>(2020)</i>	6,662	Black or African American, alone	0.60%
Population Change <i>(2010 - 2020)</i>	-2.30%	American Indian And Alaska Native, alone	0.00%
Population Forecast <i>(2040)</i>	5,663	Asian, alone	0.60%
Foreign Born Population	57	Native Hawaiian or Other Pacific Islander, alone	0.00%
Foreign Born Persons (Percentage of Population)	0.90%	Some Other Race, alone	0.10%
Language Other Than English Spoken At Home	2.10%	Two or More Races	0.40%
Civilian Veteran Population	425	Hispanic or Latino	1.80%

AGE (PERCENTAGE OF POPULATION)	MALE	FEMALE	TOTAL
Under 5 Years Old	5.00%	5.60%	5.30%
Under 18 Years Old	22.10%	20.60%	21.30%
18-64 Years Old	57.60%	57.50%	57.60%
65 Years and Over	20.30%	21.90%	21.10%
Median Age	43.1	45.6	44.5

Sources:
 U.S. Census Bureau, 2015-2019 5-Year American Community Survey
 U.S. Census Bureau, 2019 Annual Population Estimates
 U.S. Bureau of Labor Statistics
 Tennessee State Data Center (2022)

INDUSTRIES

INDUSTRY	EMPLOYMENT ESTABLISHMENTS		AVG. ANNUAL WAGES
Construction	22	6	\$30,938
Manufacturing	108	6	\$29,286
Wholesale Trade	20	3	\$30,372
Retail Trade	122	17	\$26,223
Transportation and Warehousing	13	6	\$25,724
Finance and Insurance	14	2	\$30,764
Professional, Scientific, and Technical Services	11	5	\$0
Administrative, Support, Waste Management and Remediation	48	1	\$31,122
Health Care and Social Assistance	173	19	\$38,506
Accommodation and Food Services	35	3	\$18,381
Government	459	15	\$29,635
Total	1,058	97	\$30,944

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
Hancock County Board of Education	200	Sneedville
Hancock County Government	150	Sneedville
Allied Dispatch Solutions	69	Sneedville
Wellmont Health System	60	Sneedville
Hackney Furniture	50	Sneedville

POPULATION & DEMOGRAPHICS

POPULATION		RACE (PERCENTAGE OF POPULATION)	
Population <i>(2010)</i>	56,833	White Alone	96.10%
Population <i>(2020)</i>	56,721	Black or African American, alone	1.40%
Population Change <i>(2010 - 2020)</i>	-0.20%	American Indian And Alaska Native, alone	0.10%
Population Forecast <i>(2040)</i>	55,115	Asian, alone	0.50%
Foreign Born Population	568	Native Hawaiian or Other Pacific Islander, alone	0.10%
Foreign Born Persons (Percentage of Population)	1.00%	Some Other Race, alone	0.10%
Language Other Than English Spoken At Home	1.60%	Two or More Races	1.70%
Civilian Veteran Population	3,939	Hispanic or Latino	1.60%

AGE (PERCENTAGE OF POPULATION)	MALE	FEMALE	TOTAL
Under 5 Years Old	5.10%	4.50%	4.80%
Under 18 Years Old	20.80%	18.90%	19.80%
18-64 Years Old	59.80%	58.70%	59.30%
65 Years and Over	19.30%	22.40%	20.90%
Median Age	44.1	46.7	45.2

Sources:
 U.S. Census Bureau, 2015-2019 5-Year American Community Survey
 U.S. Census Bureau, 2019 Annual Population Estimates
 U.S. Bureau of Labor Statistics
 Tennessee State Data Center (2022)

INDUSTRIES

INDUSTRY	EMPLOYMENT	ESTABLISHMENTS	AVG. ANNUAL WAGES
Crop and Animal Production	29	3	\$44,690
Mining, Quarrying, and Oil and Gas Extraction	33	2	\$78,095
Utilities	68	1	\$89,881
Construction	449	58	\$52,046
Manufacturing	4,117	52	\$61,507
Wholesale Trade	184	41	\$76,337
Retail Trade	1,365	122	\$26,532
Transportation and Warehousing	251	30	\$52,960
Information	28	15	\$63,886
Finance and Insurance	178	40	\$52,691
Real Estate and Rental and Leasing	46	24	\$37,358
Professional, Scientific, and Technical Services	198	68	\$65,395
Management of Companies and Enterprises	75	5	\$93,027
Administrative, Support, Waste Management and Remediation	646	45	\$61,226
Educational Services	52	3	\$21,293
Health Care and Social Assistance	1,064	112	\$45,288
Arts, Entertainment, and Recreation	67	7	\$16,532
Accommodation and Food Services	870	69	\$16,378
Other Services (except Public Administration)	225	46	\$35,371
Government	2,096	45	\$44,432
Total	12,066	790	\$48,862

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
Hawkins County Board of Education	1,100	Rogersville
BAE Systems Ordnance Systems, Inc.	850	Kingsport
Cardinal Glass Industries, Inc.	665	Church Hill
Barrette Outdoor Living	455	Bulls Gap
Walmart Stores, Inc.	300	Rogersville
Cooper-Standard Automotive, Inc.	272	Surgoinsville
Dodge Industrial, Inc.	249	Rogersville
Hawkins County Government	227	Rogersville
Hutchinson Sealing Systems	140	Church Hill
Food City	80	Rogersville

POPULATION & DEMOGRAPHICS

POPULATION		RACE (PERCENTAGE OF POPULATION)	
Population <i>(2010)</i>	51,407	White Alone	95.00%
Population <i>(2020)</i>	54,683	Black or African American, alone	1.80%
Population Change <i>(2010 - 2020)</i>	6.40%	American Indian And Alaska Native, alone	0.00%
Population Forecast <i>(2040)</i>	61,329	Asian, alone	0.60%
Foreign Born Population	1,244	Native Hawaiian or Other Pacific Islander, alone	0.10%
Foreign Born Persons (Percentage of Population)	2.30%	Some Other Race, alone	0.30%
Language Other Than English Spoken At Home	4.20%	Two or More Races	2.30%
Civilian Veteran Population	4,377	Hispanic or Latino	3.60%

AGE (PERCENTAGE OF POPULATION)	MALE	FEMALE	TOTAL
Under 5 Years Old	4.50%	4.90%	4.70%
Under 18 Years Old	19.80%	19.30%	19.60%
18-64 Years Old	61.40%	59.70%	60.60%
65 Years and Over	18.70%	21.00%	19.90%
Median Age	42.9	45.1	44.2

Sources:

U.S. Census Bureau, 2015-2019 5-Year American Community Survey
 U.S. Census Bureau, 2019 Annual Population Estimates
 U.S. Bureau of Labor Statistics
 Tennessee State Data Center (2022)

INDUSTRIES

INDUSTRY	EMPLOYMENT	ESTABLISHMENTS	AVG. ANNUAL WAGES
Crop and Animal Production	44	5	\$27,479
Mining, Quarrying, and Oil and Gas Extraction	412	3	\$66,876
Utilities	63	2	\$75,119
Construction	473	84	\$46,814
Manufacturing	2,312	52	\$75,311
Wholesale Trade	172	35	\$73,357
Retail Trade	1,860	133	\$32,531
Transportation and Warehousing	1,575	26	\$76,217
Information	37	15	\$61,197
Finance and Insurance	217	59	\$55,342
Real Estate and Rental and Leasing	85	27	\$47,704
Professional, Scientific, and Technical Services	292	86	\$52,564
Management of Companies and Enterprises	11	3	\$73,114
Administrative, Support, Waste Management and Remediation	477	40	\$31,753
Educational Services	690	8	\$44,020
Health Care and Social Assistance	1,092	110	\$47,361
Arts, Entertainment, and Recreation	88	13	\$18,124
Accommodation and Food Services	1,269	75	\$19,340
Other Services (except Public Administration)	328	59	\$41,830
Government	2,508	56	\$37,810
Total	14,006	888	\$49,019

TOP EMPLOYERS

TOP COUNTY EMPLOYERS	ESTIMATED EMPLOYEES	CITY
Old Dominion Freight Line, Inc.	1,100	White Pine
Jefferson County School District	1,100	Dandridge
Bush Brothers & Company	500	Dandridge
Nyrstar Tennessee Mines	450	Strawberry Plains
Carson Newman College	404	Jefferson City
JLG Industries	325	Jefferson City
Jefferson Memorial Hospital	305	Jefferson City
Jefferson County Government	300	Dandridge
Walmart Stores, Inc.	300	Jefferson City
Ball MetalPack, LLC	159	Dandridge

We have found **68 jobs** using your keyword **"Welder"** within 50 miles of **37813**.

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[Sorted by Relevance](#)

- welder**

Randstad USA - Greenville, TN

Regular
National Labor Exchange - NLX 5 days ago

Onsite

... welder - greenville, tennessee - posted 3 days ago job details summary - \$20 per hour - temporary - category production occupations - reference 1017993-1 job details As a **welder**, you will cut, shape and combine materials to make different parts for a variety of industries. Pick the materials to join or cut and then arrange them in an appropriate configuration. Fix structural repairs and maintain welding equipment. Equal Opportunity Employer: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin, Age, Genetic Information, Disability, Protected Veteran Status, or any other legally protected group status. At Randstad, we welcome people of all...

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- welder**

Randstad USA - Greenville, TN

Regular
National Labor Exchange - NLX 5 days ago

Onsite

... welder - greenville, tennessee - posted 3 days ago job details summary - \$19 - \$20 per hour - temporary - category production occupations - reference 1018958-1 job details As a **welder**, you will cut, shape and combine materials to make different parts for a variety of industries. Pick the materials to join or cut and then arrange them in an appropriate configuration. Fix structural repairs and maintain welding equipment. Equal Opportunity Employer: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin, Age, Genetic Information, Disability, Protected Veteran Status, or any other legally protected group status. At Randstad, we welcome...

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- TIG Welder/1st shift/\$21**

Not Available - Knoxville, TN

Regular | \$21.00-\$21.00 Hour
Recruiter - Luttrell Staffing Group 6 days ago

Onsite

... welder who's looking for a great career move? We have the perfect place for you! Luttrell Staffing Group in Knoxville, TN is hiring a TIG Welder. This is a fantastic opportunity! Don't let it pass you by, apply today! **Perks & Benefits: \$21 / Hour * Full Time | Temp-to-hire * Zero Fees - you'll never be charged for any screening service * Fast start-date * Weekly Pay (Pay Card or Direct Deposit) * Holiday Pay * Vacation Pay | Job Duties: * Weld fittings, pipe and tubing for various manufactured products in an economical, productive manner to meet manufacturing schedules and quality requirements * Evaluate and interpret drawings, sketches and other data to be used in--

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We have found **55 jobs** using your keyword **"Industrial maintenance"** within 50 miles of **37813**.

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- Industrial Maintenance Technician**

Aerotek - Clinton, TN

Regular
National Labor Exchange - NLX 1 day ago

Onsite

... industrial maintenance mechanic, three phase motors, mechanical maintenance, Preventive maintenance, Hydraulics, fanuc, Electrical, Mechanical, fanuc control, fanuc robots, fanuc robotics Top Skills Details: industrial maintenance mechanic,three phase motors,mechanical maintenance,Preventive maintenance,Hydraulics,Additional Skills & Qualifications: 4ps: Pay: \$26 - \$32.68/hr (the more experience and skills the higher pay) Position: Wheelhouse, Industrial Maintenance Technician (With a heavy focus on Mechanical TONS OF OT Process: Sent to Magna HR or Omaris if available, Direct Placement, Teams interview with Scott Weaver (Assembly Maintenance...

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- Industrial Maintenance Technician**

Not Available - Clinton, TN

Contract | \$26.00-\$32.00 Hour
Recruiter - Aerotek, Inc. 2 days ago

Onsite

... industrial maintenance mechanic, three phase motors, mechanical maintenance, Preventive maintenance, Hydraulics, fanuc, Electrical, Mechanical, fanuc control, fanuc robots, fanuc robotics Top Skills Details: industrial maintenance mechanic,three phase motors,mechanical maintenance,Preventive maintenance,Hydraulics,Additional Skills & Qualifications: 4ps: Pay: \$26 - \$32.68/hr (the more experience and skills the higher pay) Position: Wheelhouse, Industrial Maintenance Technician (With a heavy focus on Mechanical TONS OF OT Process: Sent to Magna HR or Omaris if available, Direct Placement, Teams interview with Scott Weaver (Assembly Maintenance...

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- Industrial Maintenance Technician**

Not Available - Morristown, TN

Contract | \$24.00-\$32.00 Hour
Recruiter - Aerotek, Inc. 2 days ago

Onsite

... maintenance methods. • Ability to perform realignment of mechanical systems using dial indicators or other systems. • Working knowledge of welding and pipe fitting. • Working knowledge of various electrical test equipment such as voltmeter, amp probe, oscilloscope, etc. --

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Supply and Demand Report

SOC Code	Occupation	In-Demand		Statewide Entry-Level Wage	Typical Entry-Level Education	Key to TNECD Industry Sectors	STEM
		TN	Total # Regions				
51-4111	Tool and Die Makers		1	\$36,719	Postsecondary nondegree award	*	
51-4121	Welders, Cutters, Solderers, and Brazers	X	9	\$34,693	HS diploma or equivalent	*	



SOC Code	Occupation	In-Demand		Statewide Entry-Level Wage	Typical Entry-Level Education	Key to TNECD Industry Sectors	STEM
		TN	Total # Regions				
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping		1	\$28,870	HS diploma or equivalent	*	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	X	8	\$43,117	HS diploma or equivalent	*	
49-2011	Computer, Automated Teller, and Office Machine Repairers	X	2	\$25,417	Some college, no degree	*	
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers		5	\$38,512	Postsecondary nondegree award	*	
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	X	5	\$40,184	Postsecondary nondegree award	*	
49-9041	Industrial Machinery Mechanics		4	\$39,553	HS diploma or equivalent	*	
49-9043	Maintenance Workers, Machinery		1	\$36,132	HS diploma or equivalent	*	
49-9044	Millwrights		2	\$34,042	HS diploma or equivalent	*	
49-9071	Maintenance and Repair Workers, General		8	\$28,314	HS diploma or equivalent	*	
49-9099	Installation, Maintenance, and Repair Workers, All Other		9	\$27,932	HS diploma or equivalent		





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Industrial Machinery Mechanics, Machinery Maintenance Workers, and Millwrights

[PRINTER-FRIENDLY](#)

Summary	What They Do	Work Environment	How to Become One	Pay	Job Outlook	State & Area Data	Similar Occupations	More Info
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Job Outlook

Overall employment of industrial machinery mechanics, machinery maintenance workers, and millwrights is projected to grow 13 percent from 2022 to 2032, much faster than the average for all occupations.

About 49,100 openings for industrial machinery mechanics, machinery maintenance workers, and millwrights are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

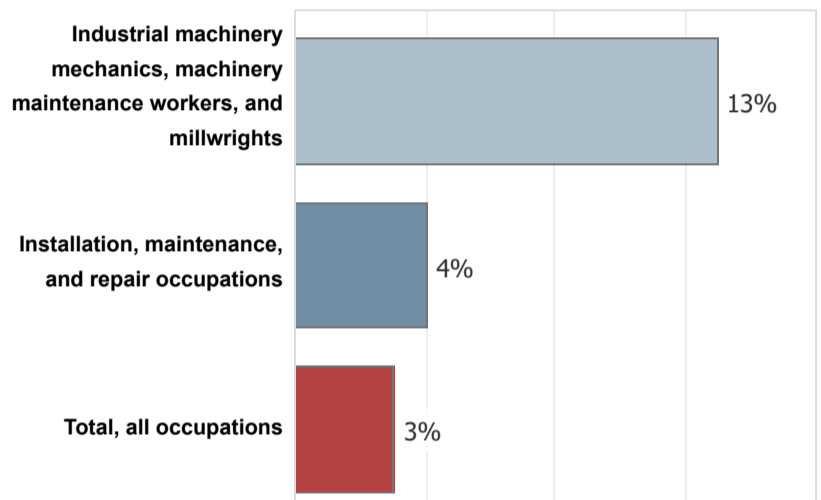
Employment

Projected employment of industrial machinery mechanics, machinery maintenance workers, and millwrights varies by occupation (see table).

The continued adoption of automated manufacturing machinery is expected to create jobs for these workers, as they will be needed to help keep machines in good working order. The use of automated conveyors to move products and materials in factories is likely to be an area of high demand for these workers, because the conveyor belts, motors, and rollers need regular care and maintenance.

Industrial Machinery Mechanics, Machinery Maintenance Workers, and Millwrights

Percent change in employment, projected 2022-32



Note: All Occupations includes all occupations in the U.S. Economy.
Source: U.S. Bureau of Labor Statistics, Employment Projections program


Employment projections data for industrial machinery mechanics, machinery maintenance workers, and millwrights, 2022-32

Industrial machinery mechanics, machinery maintenance workers, and millwrights
SOC Code: —
Employment, 2022: 507,900
Projected Employment, 2032: 572,600
Change, 2022-32 (Percent): 13
Change, 2022-32 (Numeric): 64,700
Employment By Industry: —
Industrial machinery mechanics
SOC Code: 49-9041
Employment, 2022: 402,200
Projected Employment, 2032: 462,100
Change, 2022-32 (Percent): 15
Change, 2022-32 (Numeric): 59,900
Employment By Industry: Get data

OCCUPATIONAL OUTLOOK HANDBOOK

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Welders, Cutters, Solderers, and Brazers

PRINTER-FRIENDLY 

Summary	What They Do	Work Environment	How to Become One	Pay	Job Outlook	State & Area Data	Similar Occupations	More Info
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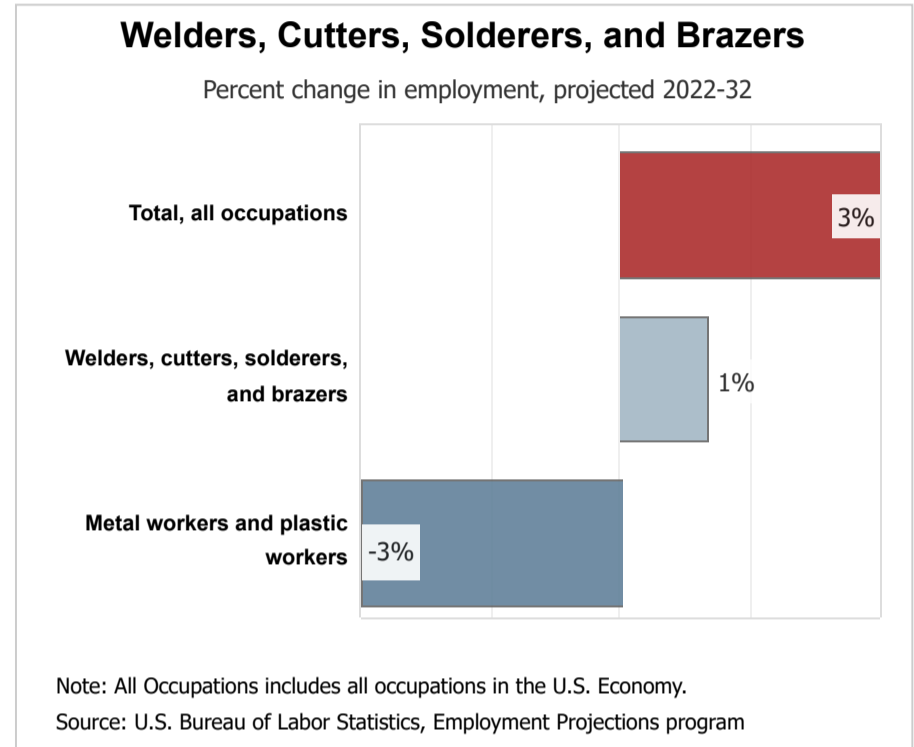
Job Outlook

Employment of welders, cutters, solderers, and brazers is projected to show little or no change from 2022 to 2032.

Despite limited employment growth, about 42,600 openings for welders, cutters, solderers, and brazers are projected each year, on average, over the decade. Most of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

Employment

The nation's aging infrastructure will require the expertise of welders, cutters, solderers, and brazers to help rebuild bridges, highways, and buildings. These workers also will be needed in manufacturing plants, such as those that produce metal products and machinery. However, automation in manufacturing may limit overall demand for these workers.



Employment projections data for welders, cutters, solderers, and brazers, 2022-32

Welders, cutters, solderers, and brazers

SOC Code:
51-4121

Employment, 2022:
431,800

Projected Employment, 2032:
438,000

Change, 2022-32 (Percent):
1

Change, 2022-32 (Numeric):
6,200

Employment By Industry:
[Get data](#)

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

[<- Pay](#)

[State & Area Data ->](#)

SUGGESTED CITATION:
Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Welders, Cutters, Solderers, and Brazers, at <https://www.bls.gov/ooh/production/welders-cutters-solderers-and-brazers.htm> (visited April 17, 2024).

Last Modified Date: Wednesday, April 17, 2024

Living Wage Calculation for Hamblen County, Tennessee

The living wage shown is the hourly rate that an **individual** in a household must earn to support themselves and/or their family, working full-time, or 2080 hours per year. The tables below provide living wage estimates for individuals and households with one or two working adults and zero to three children. In households with two working adults, all hourly values reflect what one working adult requires to earn to meet their families' basic needs, assuming the other adult also earns the same.

The poverty wage and state minimum wage are for reference purposes. Poverty wage estimates come from the Department of Health and Human Services' [Poverty Guidelines](#) for 2024 and have been converted from an annual value to an hourly wage for ease of comparison. The state minimum wage data is sourced from the [Labor Law Center](#) and includes the minimum wage in a given state as of January of that year. For further detail, please reference the [Methodology](#) page. The data on this page was last updated on February 14, 2024.

	1 ADULT				2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORKING)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Living Wage	\$18.46	\$30.07	\$36.89	\$45.86	\$25.24	\$30.58	\$34.68	\$36.88	\$12.62	\$17.12	\$21.00	\$23.00
Poverty Wage	\$7.24	\$9.83	\$12.41	\$15.00	\$9.83	\$12.41	\$15.00	\$17.59	\$4.91	\$6.21	\$7.50	\$8.79
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25

Typical Expenses

The table below shows the costs of each basic need that go into estimating the living wage. Like with the living wage, their values vary by location and family size.

	1 ADULT				2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORKING)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Food	\$3,909	\$5,763	\$8,643	\$11,488	\$7,167	\$8,921	\$11,490	\$14,009	\$7,167	\$8,921	\$11,490	\$14,009
Child Care	\$0	\$6,862	\$13,724	\$16,843	\$0	\$0	\$0	\$0	\$0	\$6,862	\$13,724	\$16,843
Medical	\$2,949	\$8,290	\$8,176	\$8,648	\$6,099	\$8,176	\$8,648	\$8,235	\$6,099	\$8,176	\$8,648	\$8,235
Housing	\$9,314	\$12,107	\$12,107	\$16,273	\$9,373	\$12,107	\$12,107	\$16,273	\$9,373	\$12,107	\$12,107	\$16,273
Transportation	\$9,937	\$11,500	\$14,486	\$16,668	\$11,500	\$14,486	\$16,668	\$16,649	\$11,500	\$14,486	\$16,668	\$16,649
Civic	\$2,165	\$3,810	\$4,795	\$5,553	\$3,810	\$4,795	\$5,553	\$5,191	\$3,810	\$4,795	\$5,553	\$5,191
Internet & Mobile	\$1,476	\$1,476	\$1,476	\$1,476	\$2,055	\$2,055	\$2,055	\$2,055	\$2,055	\$2,055	\$2,055	\$2,055
Other	\$3,903	\$6,966	\$7,407	\$10,238	\$6,966	\$7,407	\$10,238	\$9,841	\$6,966	\$7,407	\$10,238	\$9,841
Required annual income after taxes	\$33,653	\$56,774	\$70,815	\$87,188	\$46,970	\$57,948	\$66,759	\$72,253	\$46,970	\$64,810	\$80,483	\$89,097
Annual taxes	\$4,745	\$5,767	\$5,926	\$8,192	\$5,520	\$5,652	\$5,383	\$4,463	\$5,520	\$6,400	\$6,880	\$6,572
Required annual income before taxes	\$38,398	\$62,541	\$76,742	\$95,380	\$52,491	\$63,600	\$72,142	\$76,716	\$52,491	\$71,210	\$87,363	\$95,669



Q welder Go

Tennessee Employment Trends

51-4121.00 - [Welders, Cutters, Solderers, and Brazers](#)

View trends for state: Tennessee Go

In Tennessee:

Employment (2020)	10,180 employees
Projected employment (2030)	11,740 employees
Projected growth (2020-2030)	15%
Projected annual job openings (2020-2030)	1,310

In the United States:

Employment (2022)	431,800 employees
Projected employment (2032)	438,000 employees
Projected growth (2022-2032)	■ ■ ■ ■ 1% Little or no change
Projected annual job openings (2022-2032)	42,600

Tennessee source: Projections Central [2020-2030 long-term projections](#). United States source: Bureau of Labor Statistics [2022-2032 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.

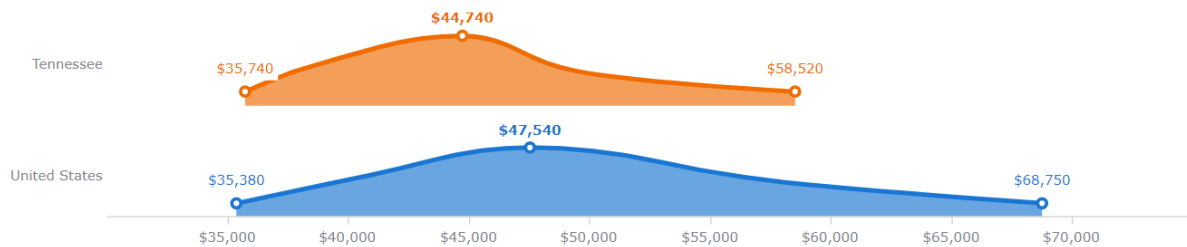
Tennessee Wages

51-4121.00 - [Welders, Cutters, Solderers, and Brazers](#)

Wages for state: Tennessee Go

Wages near ZIP Code: Go

Annual Wages Hourly Wages



In Tennessee:

- Workers on average earn **\$44,740**.
- 10% of workers earn **\$35,740 or less**.
- 10% of workers earn **\$58,520 or more**.

In the United States:

- Workers on average earn **\$47,540**.
- 10% of workers earn **\$35,380 or less**.
- 10% of workers earn **\$68,750 or more**.

Source: Bureau of Labor Statistics [2022 wage data](#).



Tennessee Employment Trends

49-9041.00 - [Industrial Machinery Mechanics](#) 🌟 Bright Outlook

View trends for state: Tennessee Go

In Tennessee:

Employment (2020)	9,510 employees
Projected employment (2030)	13,150 employees
Projected growth (2020-2030)	38%
Projected annual job openings (2020-2030)	1,320

In the United States:

Employment (2022)	402,200 employees
Projected employment (2032)	462,100 employees
Projected growth (2022-2032)	■ ■ ■ ■ 15% Much faster than average
Projected annual job openings (2022-2032)	39,200

Tennessee source: Projections Central [2020-2030 long-term projections](#). United States source: Bureau of Labor Statistics [2022-2032 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.

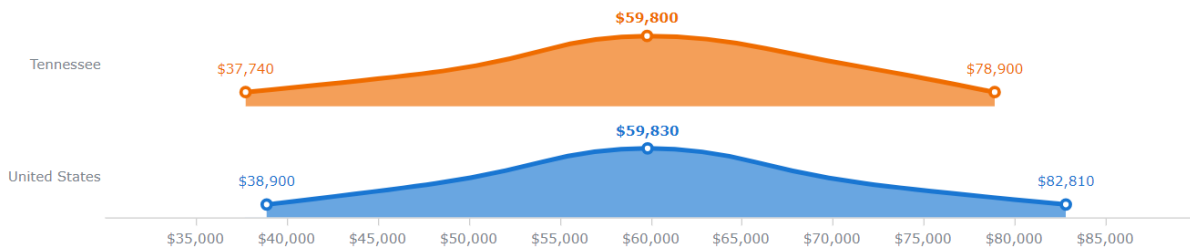
Tennessee Wages

49-9041.00 - [Industrial Machinery Mechanics](#) 🌟 Bright Outlook

Wages for state: Tennessee Go

Wages near ZIP Code: Go

Annual Wages Hourly Wages



In Tennessee:

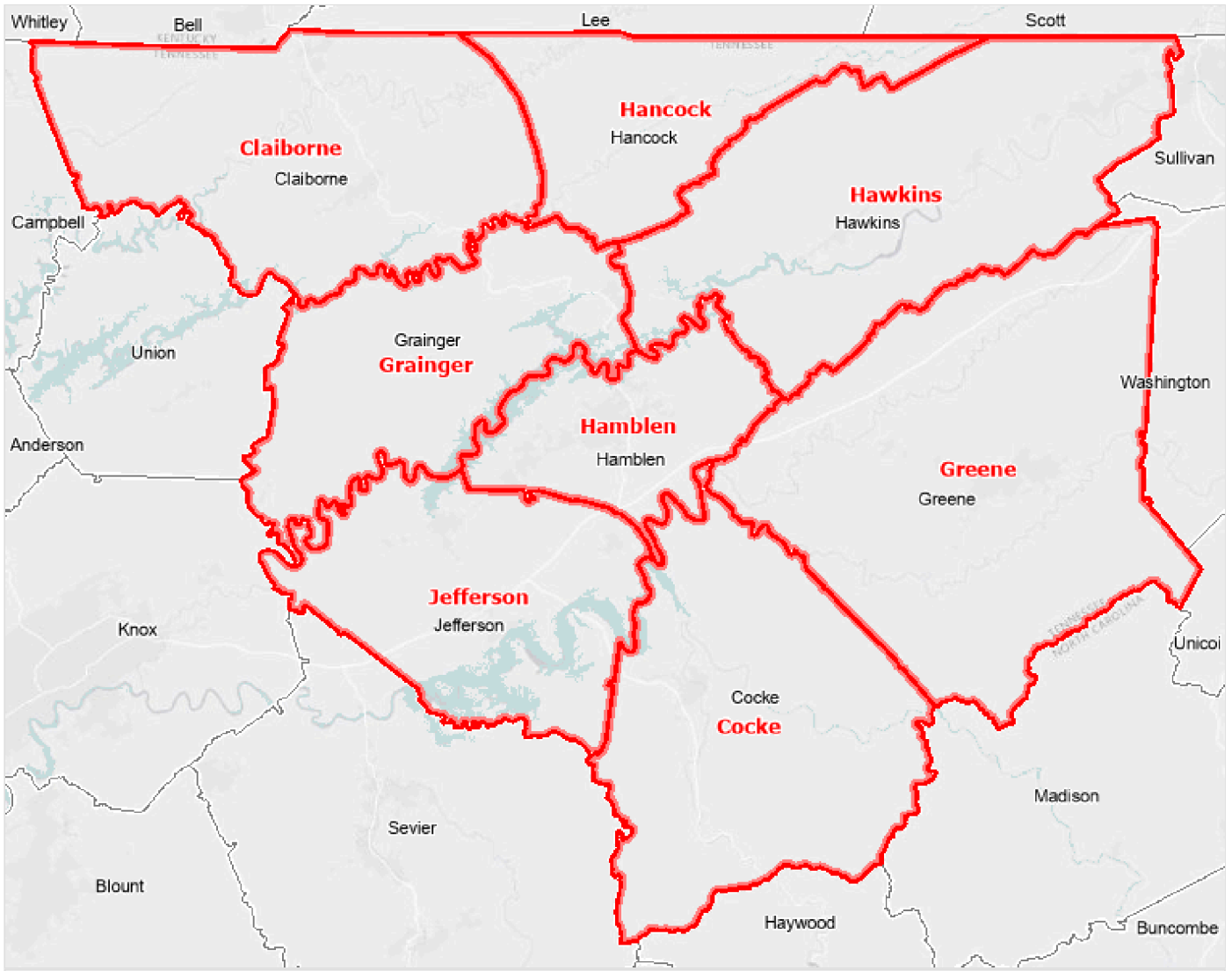
- Workers on average earn **\$59,800**.
- 10% of workers earn **\$37,740 or less**.
- 10% of workers earn **\$78,900 or more**.

In the United States:

- Workers on average earn **\$59,830**.
- 10% of workers earn **\$38,900 or less**.
- 10% of workers earn **\$82,810 or more**.

Source: Bureau of Labor Statistics [2022 wage data](#)

Community Demographic Report



Map Legend

 Report Location, county

Community Selection

- Claiborne, TN
- Cocke, TN
- Grainger, TN
- Greene, TN
- Hamblen, TN
- Hancock, TN
- Hawkins, TN
- Jefferson, TN

Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	55,960	16.59
Children Age 0-17 in Poverty	16,447	24.32

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	137,934	40.88
Children Age 0-17 in Poverty	35,147	51.98

Educational Attainment	Total	Percent**
Population with No High School Diploma	35,809	14.47

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	345,706
Total Area in Square Miles	2,919.21
Persons Per Square Mile	118

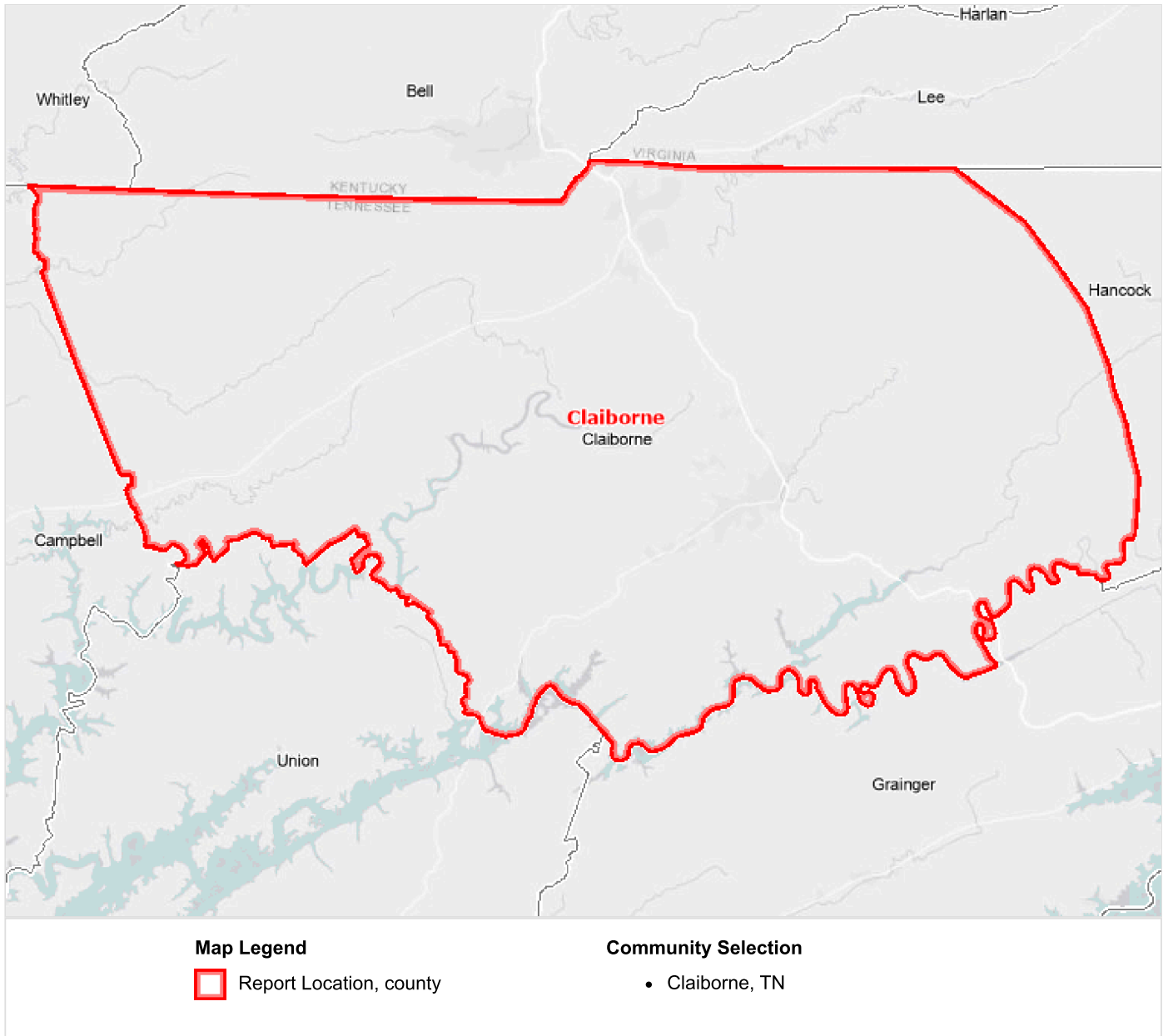
Population by Gender	Total	Percent
Male	170,877	49.43
Female	174,829	50.57

Population by Age Groups	Total	Percent
Age 0 to 17	69,360	20.06
Age 18 to 64	205,322	59.39
Age 65 and Up	71,024	20.54

Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	312,754	90.47
Black or African American	5,613	1.62
Asian	1,994	0.58
Native American / Alaska Native	510	0.15
Native Hawaiian / Pacific Islander	474	0.14
Some Other Race	574	0.17
Multiple Race	8,004	2.32
Hispanic or Latino	15,783	4.57

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

Community Demographic Report



Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	5,621	18.34
Children Age 0-17 in Poverty	1,227	20.84

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	14,170	46.22
Children Age 0-17 in Poverty	3,297	56.00

Educational Attainment	Total	Percent**
Population with No High School Diploma	4,107	17.81

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	32,092
Total Area in Square Miles	434.60
Persons Per Square Mile	74

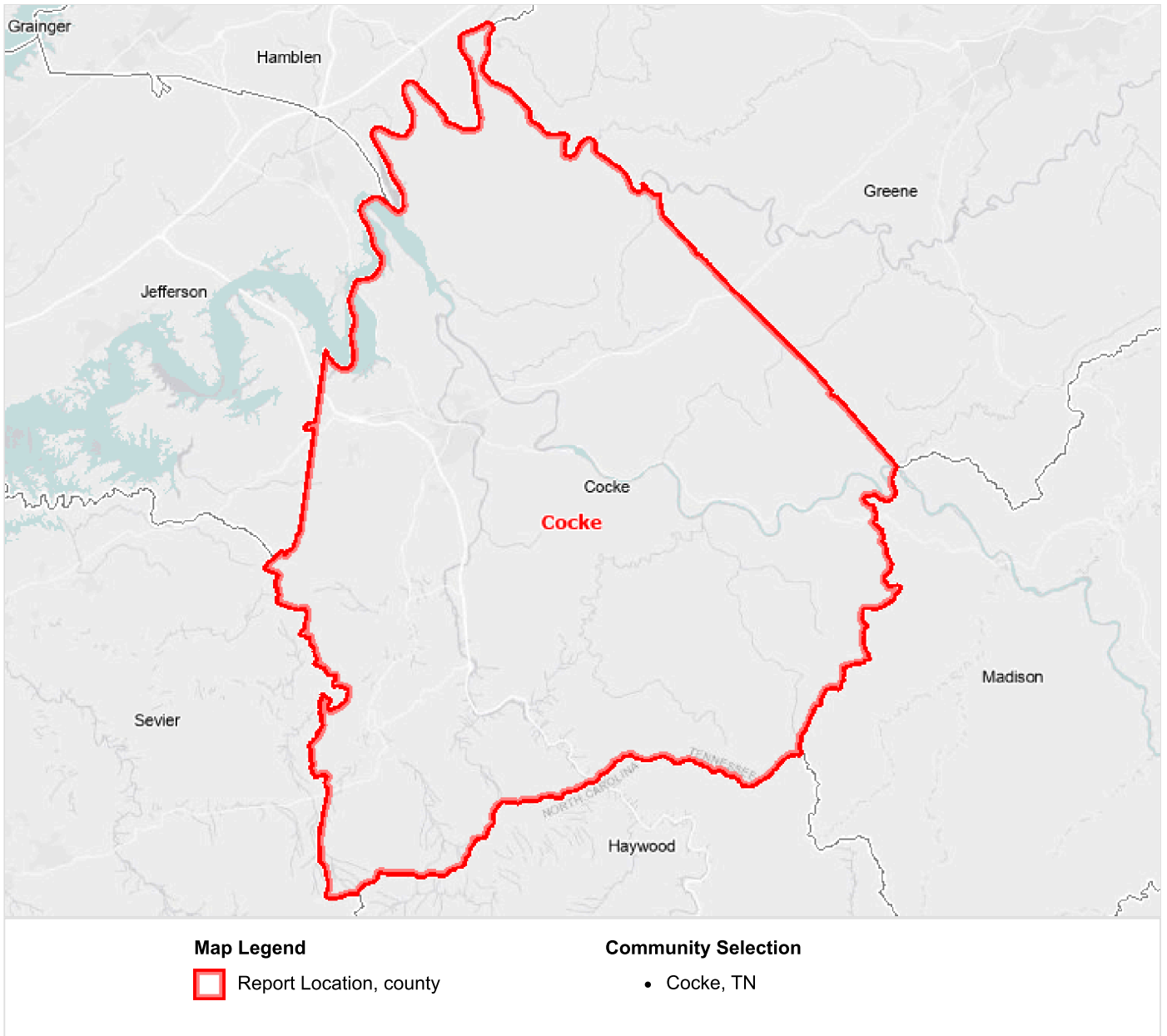
Population by Gender	Total	Percent
Male	15,900	49.55
Female	16,192	50.45

Population by Age Groups	Total	Percent
Age 0 to 17	6,061	18.89
Age 18 to 64	19,721	61.45
Age 65 and Up	6,310	19.66

Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	30,388	94.69
Black or African American	268	0.84
Asian	266	0.83
Native American / Alaska Native	19	0.06
Native Hawaiian / Pacific Islander	0	0.00
Some Other Race	0	0.00
Multiple Race	669	2.08
Hispanic or Latino	482	1.50

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

Community Demographic Report



Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	7,158	20.11
Children Age 0-17 in Poverty	2,470	34.82

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	17,040	47.87
Children Age 0-17 in Poverty	4,606	64.93

Educational Attainment	Total	Percent**
Population with No High School Diploma	4,076	15.52

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	36,186
Total Area in Square Miles	436.14
Persons Per Square Mile	83

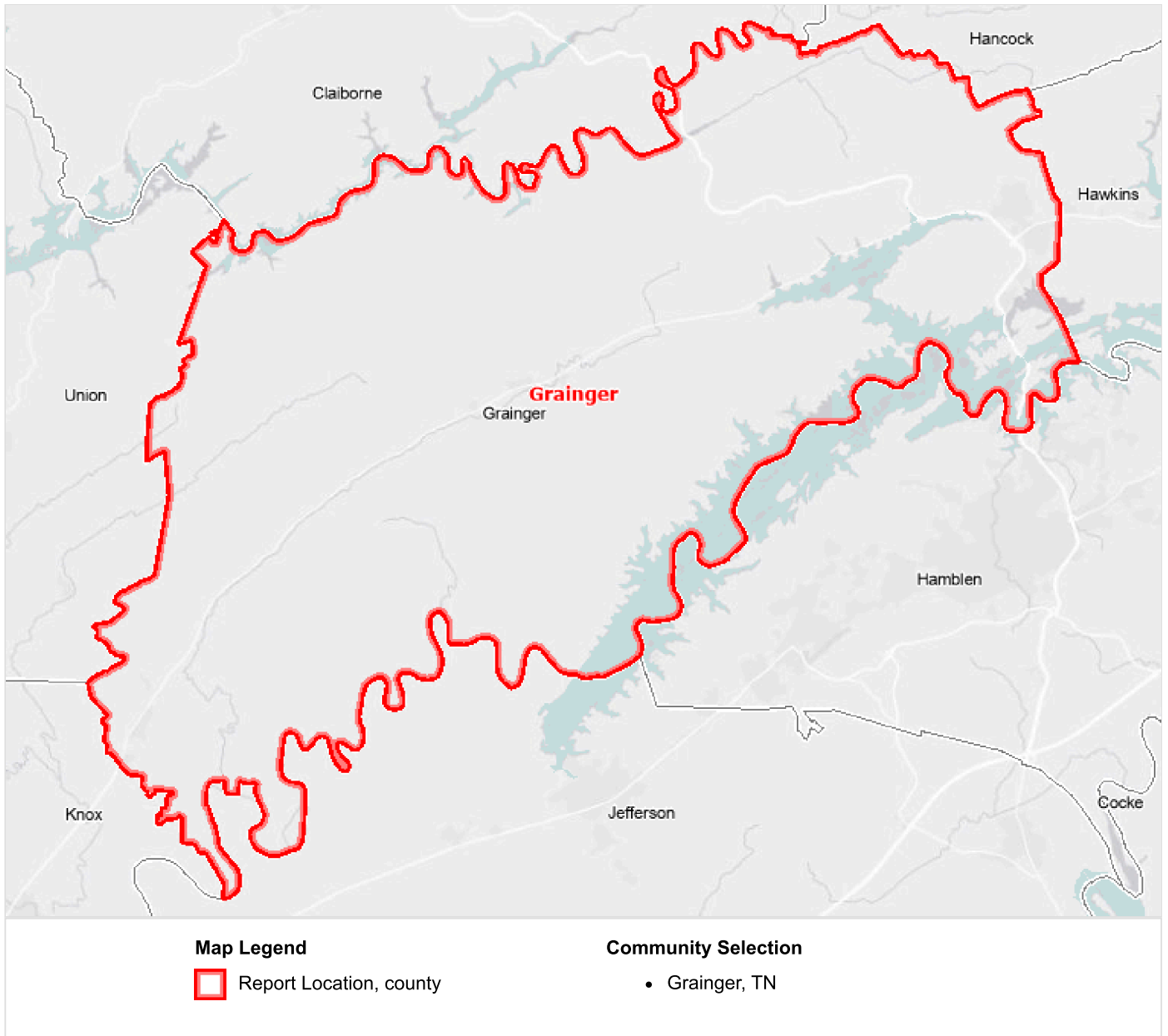
Population by Gender	Total	Percent
Male	17,696	48.90
Female	18,490	51.10

Population by Age Groups	Total	Percent
Age 0 to 17	7,376	20.38
Age 18 to 64	20,969	57.95
Age 65 and Up	7,841	21.67

Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	33,475	92.51
Black or African American	433	1.20
Asian	172	0.48
Native American / Alaska Native	171	0.47
Native Hawaiian / Pacific Islander	42	0.12
Some Other Race	0	0.00
Multiple Race	864	2.39
Hispanic or Latino	1,029	2.84

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

Community Demographic Report



Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	4,118	17.56
Children Age 0-17 in Poverty	1,143	25.05

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	9,718	41.44
Children Age 0-17 in Poverty	2,264	49.63

Educational Attainment	Total	Percent**
Population with No High School Diploma	3,262	19.00

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	23,648
Total Area in Square Miles	280.59
Persons Per Square Mile	84

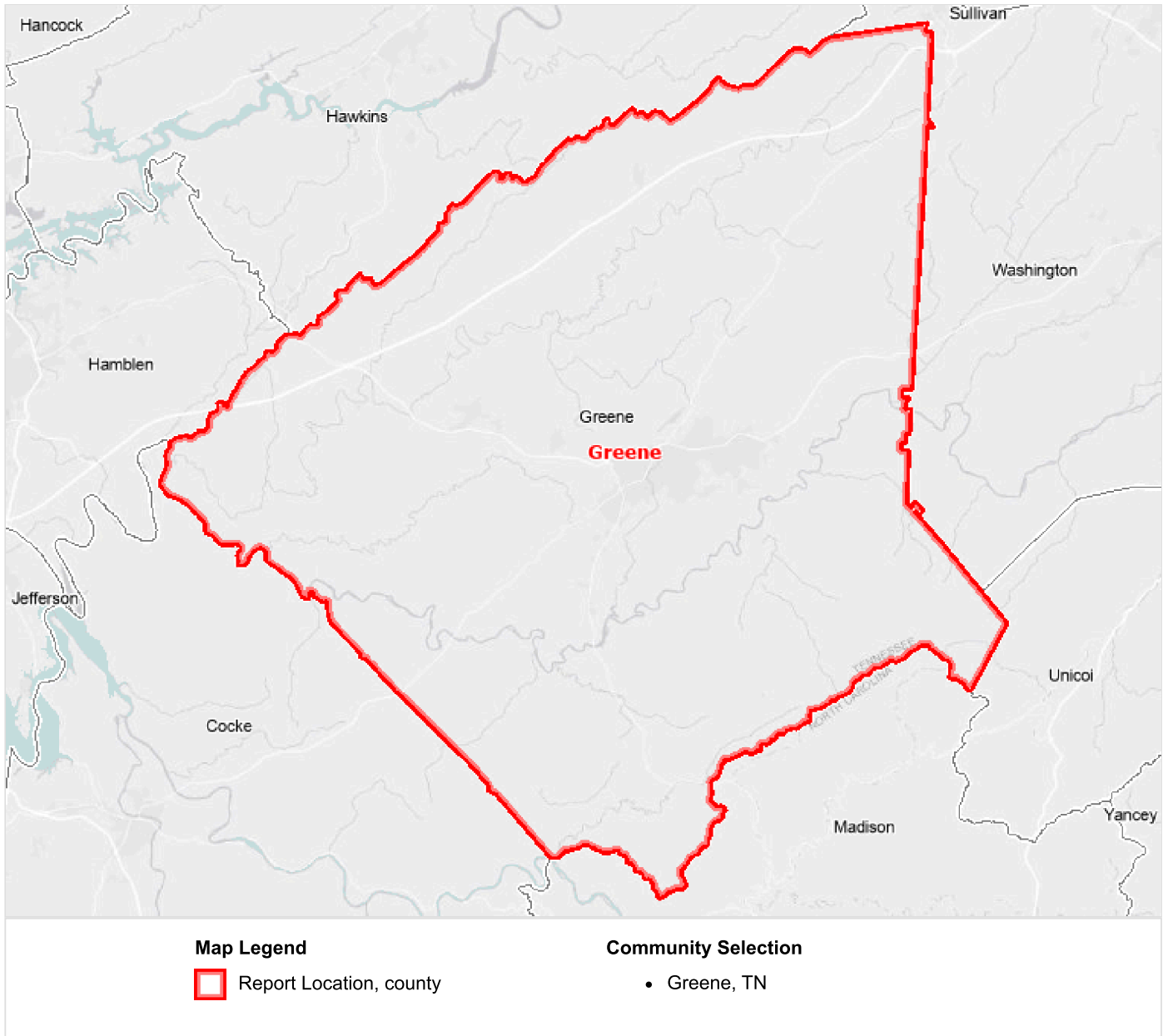
Population by Gender	Total	Percent
Male	11,960	50.58
Female	11,688	49.42

Population by Age Groups	Total	Percent
Age 0 to 17	4,626	19.56
Age 18 to 64	14,116	59.69
Age 65 and Up	4,906	20.75

Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	22,000	93.03
Black or African American	219	0.93
Asian	22	0.09
Native American / Alaska Native	41	0.17
Native Hawaiian / Pacific Islander	78	0.33
Some Other Race	19	0.08
Multiple Race	407	1.72
Hispanic or Latino	862	3.65

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

Community Demographic Report



Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	10,651	15.60
Children Age 0-17 in Poverty	3,011	22.99

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	26,637	39.02
Children Age 0-17 in Poverty	6,440	49.17

Educational Attainment	Total	Percent**
Population with No High School Diploma	6,874	13.57

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	70,399
Total Area in Square Miles	622.17
Persons Per Square Mile	113

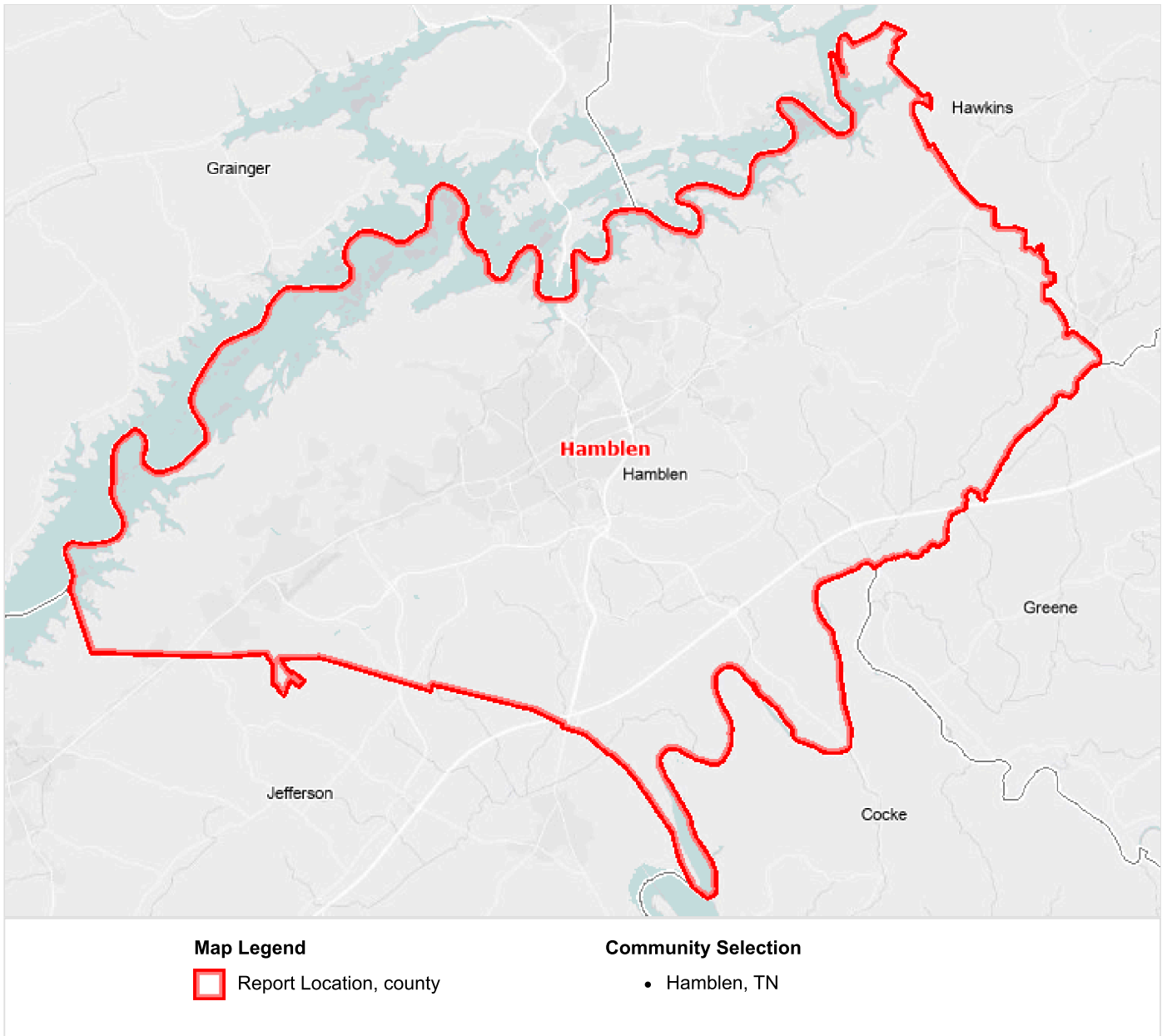
Population by Gender	Total	Percent
Male	34,731	49.33
Female	35,668	50.67

Population by Age Groups	Total	Percent
Age 0 to 17	13,414	19.05
Age 18 to 64	41,637	59.14
Age 65 and Up	15,348	21.80

Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	64,771	92.01
Black or African American	1,169	1.66
Asian	343	0.49
Native American / Alaska Native	72	0.10
Native Hawaiian / Pacific Islander	20	0.03
Some Other Race	107	0.15
Multiple Race	1,627	2.31
Hispanic or Latino	2,290	3.25

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

Community Demographic Report



Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	10,874	17.14
Children Age 0-17 in Poverty	3,545	24.36

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	26,278	41.42
Children Age 0-17 in Poverty	7,741	53.18

Educational Attainment	Total	Percent**
Population with No High School Diploma	6,029	13.60

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	64,531
Total Area in Square Miles	161.19
Persons Per Square Mile	400

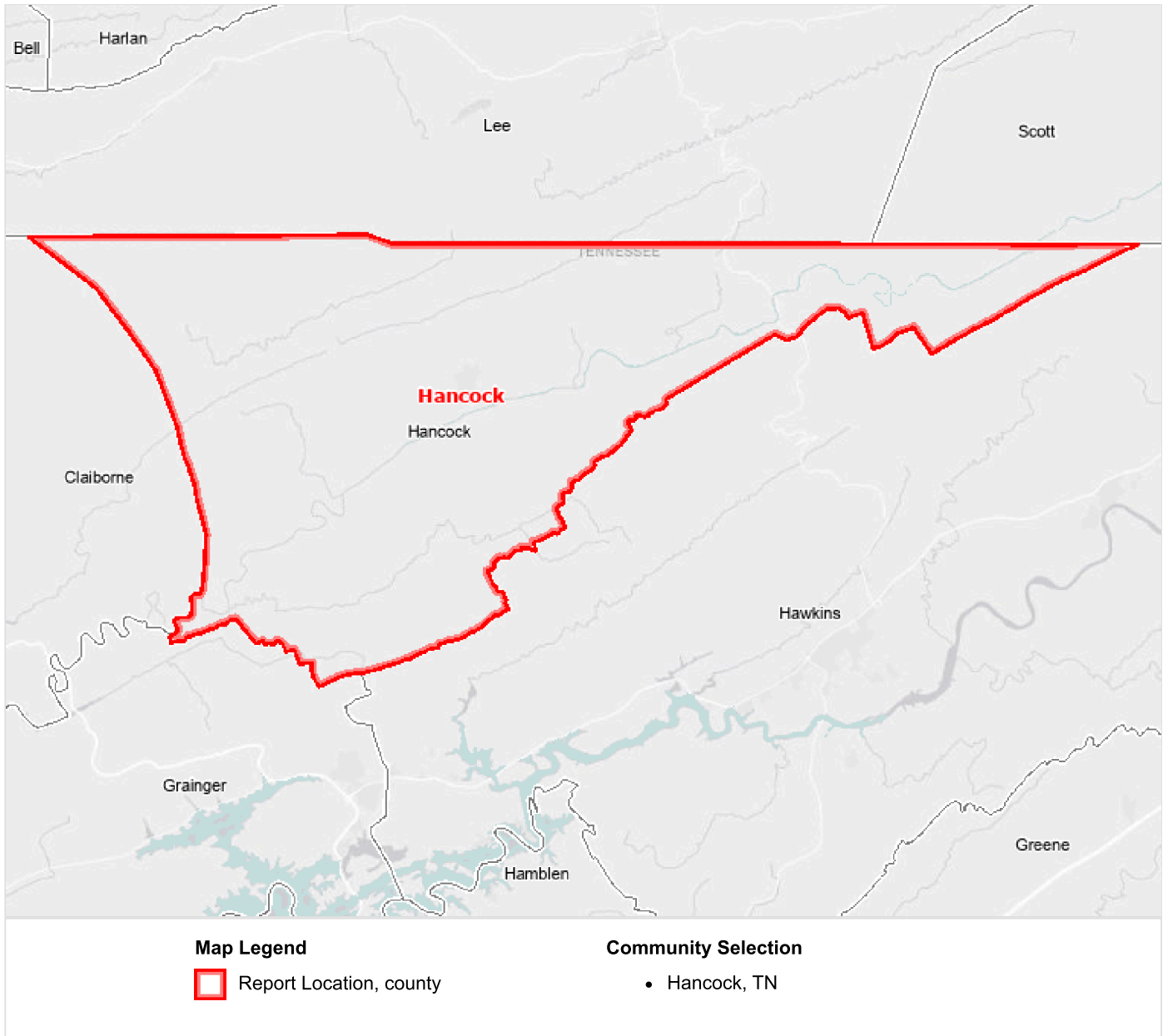
Population by Gender	Total	Percent
Male	31,933	49.48
Female	32,598	50.52

Population by Age Groups	Total	Percent
Age 0 to 17	14,956	23.18
Age 18 to 64	37,856	58.66
Age 65 and Up	11,719	18.16

Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	51,815	80.29
Black or African American	1,970	3.05
Asian	575	0.89
Native American / Alaska Native	137	0.21
Native Hawaiian / Pacific Islander	237	0.37
Some Other Race	176	0.27
Multiple Race	1,693	2.62
Hispanic or Latino	7,928	12.29

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

Community Demographic Report



Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	2,107	32.34
Children Age 0-17 in Poverty	618	45.71

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	3,872	59.42
Children Age 0-17 in Poverty	955	70.64

Educational Attainment	Total	Percent**
Population with No High School Diploma	980	20.21

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	6,726
Total Area in Square Miles	222.32
Persons Per Square Mile	30

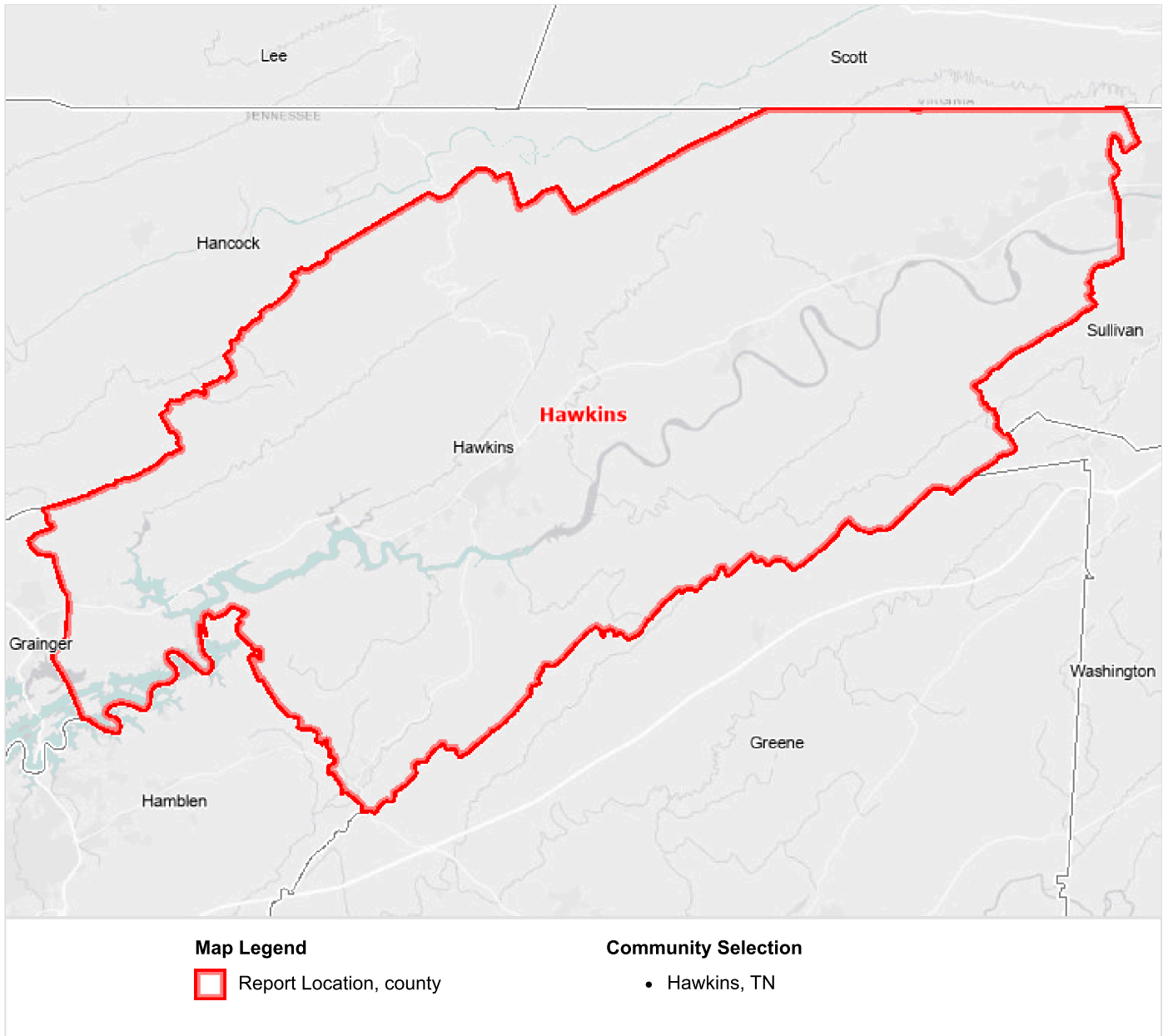
Population by Gender	Total	Percent
Male	3,312	49.24
Female	3,414	50.76

Population by Age Groups	Total	Percent
Age 0 to 17	1,416	21.05
Age 18 to 64	3,806	56.59
Age 65 and Up	1,504	22.36

Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	6,471	96.21
Black or African American	37	0.55
Asian	36	0.54
Native American / Alaska Native	0	0.00
Native Hawaiian / Pacific Islander	0	0.00
Some Other Race	5	0.07
Multiple Race	130	1.93
Hispanic or Latino	47	0.70

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

Community Demographic Report



Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	9,511	16.88
Children Age 0-17 in Poverty	2,765	25.51

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	22,815	40.49
Children Age 0-17 in Poverty	5,659	52.21

Educational Attainment	Total	Percent**
Population with No High School Diploma	5,751	13.82

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	57,107
Total Area in Square Miles	487.06
Persons Per Square Mile	117

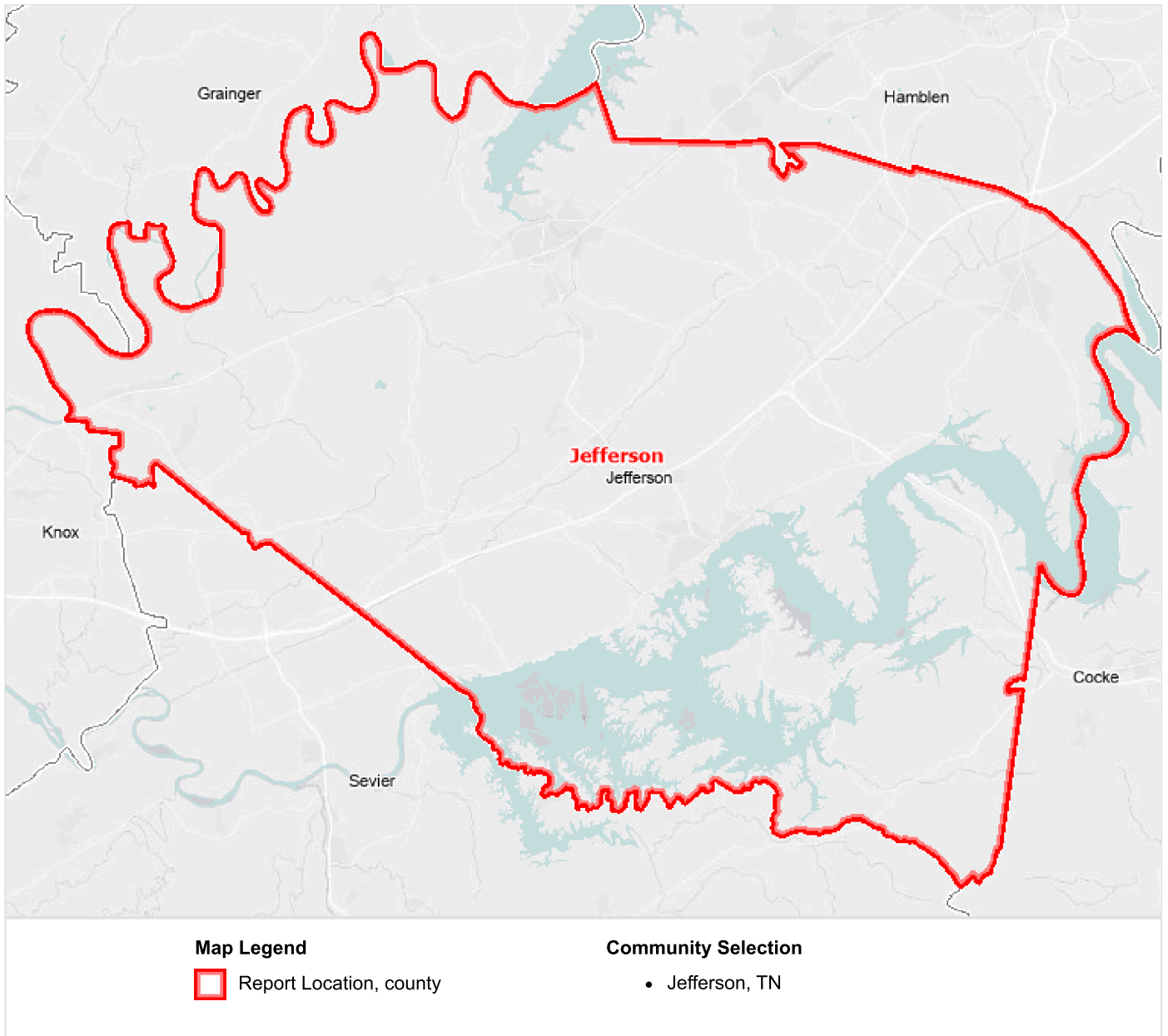
Population by Gender	Total	Percent
Male	28,159	49.31
Female	28,948	50.69

Population by Age Groups	Total	Percent
Age 0 to 17	11,013	19.28
Age 18 to 64	33,835	59.25
Age 65 and Up	12,259	21.47

Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	53,755	94.13
Black or African American	594	1.04
Asian	259	0.45
Native American / Alaska Native	38	0.07
Native Hawaiian / Pacific Islander	79	0.14
Some Other Race	47	0.08
Multiple Race	1,318	2.31
Hispanic or Latino	1,017	1.78

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

Community Demographic Report



Vulnerable Population in Community

Below 100% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	5,920	11.14
Children Age 0-17 in Poverty	1,668	16.30

Below 200% of Federal Poverty Level	Total	Percent*
Total Population in Poverty	17,404	32.76
Children Age 0-17 in Poverty	4,185	40.90

Educational Attainment	Total	Percent**
Population with No High School Diploma	4,730	11.99

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

* Percentage of the population for whom poverty has been determined.

** Percentage of the population age 25 and over.

Demographics in Community

Total Population	55,017
Total Area in Square Miles	275.15
Persons Per Square Mile	200

Population by Gender	Total	Percent
Male	27,186	49.41
Female	27,831	50.59

Population by Age Groups	Total	Percent
Age 0 to 17	10,498	19.08
Age 18 to 64	33,382	60.68
Age 65 and Up	11,137	20.24

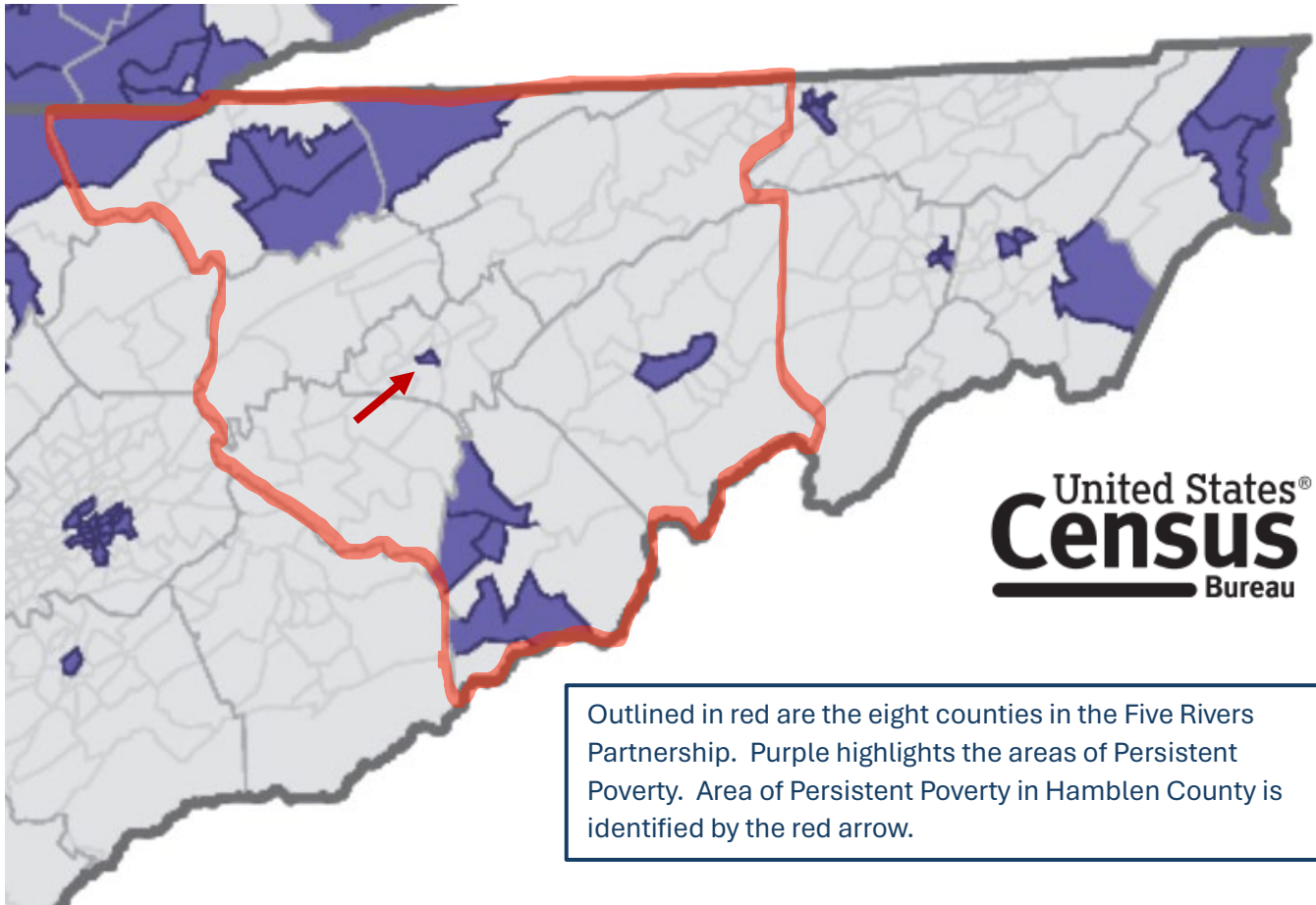
Population by Race/Ethnicity	Total	Percent
Non-Hispanic White	50,079	91.02
Black or African American	923	1.68
Asian	321	0.58
Native American / Alaska Native	32	0.06
Native Hawaiian / Pacific Islander	18	0.03
Some Other Race	220	0.40
Multiple Race	1,296	2.36
Hispanic or Latino	2,128	3.87

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.

County Economic Status and Number of Distressed Areas in Appalachian Tennessee, Fiscal Year 2024

*Counties in **Bold** Contain Distressed Areas*

<i>County</i>	<i>Economic Status</i>	<i>Number of Distressed Areas</i>	<i>County</i>	<i>Economic Status</i>	<i>Number of Distressed Areas</i>
Anderson	Transitional	6	Macon	At-Risk	2
Bledsoe	Distressed		Marion	Transitional	2
Blount	Transitional	1	Meigs	At-Risk	
Bradley	Transitional	5	Monroe	Transitional	3
Campbell	At-Risk	6	Morgan	At-Risk	4
Cannon	Transitional	1	Overton	Transitional	1
Carter	At-Risk	5	Pickett	At-Risk	2
Claiborne	At-Risk	3	Polk	Transitional	1
Clay	Distressed		Putnam	Transitional	4
Cocke	Distressed		Rhea	At-Risk	1
Coffee	Transitional	3	Roane	Transitional	2
Cumberland	Transitional	1	Scott	Distressed	
DeKalb	Transitional	2	Sequatchie	At-Risk	1
Fentress	At-Risk	1	Sevier	Transitional	6
Franklin	Transitional		Smith	Transitional	
Grainger	Transitional	3	Sullivan	Transitional	10
Greene	At-Risk	1	Unicoi	At-Risk	
Grundy	At-Risk	2	Union	Transitional	1
Hamblen	Transitional	5	Van Buren	At-Risk	
Hamilton	Transitional	14	Warren	At-Risk	2
Hancock	Distressed		Washington	Transitional	8
Hawkins	At-Risk	4	White	Transitional	3
Jackson	At-Risk	1			
Jefferson	Transitional				
Johnson	At-Risk	2			
Knox	Competitive				
Lawrence	Transitional	2			
Lewis	At-Risk	1			
Loudon	Transitional	1			
McMinn	Transitional	2			



Census Tracts in Persistent Poverty: 1989 to 2015-2019			
State	County	Zip Code	Census Tract of Persistent Poverty
Tennessee	Claiborne County	47025	47025970400
Tennessee	Claiborne County	47025	47025970700
Tennessee	Claiborne County	47025	47025970800
Tennessee	Claiborne County	47025	47025970900
Tennessee	Cocke County	47029	47029920200
Tennessee	Cocke County	47029	47029920501
Tennessee	Cocke County	47029	47029920600
Tennessee	Cocke County	47029	47029920700
Tennessee	Greene County	47059	47059090100
Tennessee	Hamblen County	47063	47063100300
Tennessee	Hancock County	47067	47067960600

MEMORANDUM OF UNDERSTANDING
 By and Between
TN COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
 and
DOUGLAS-CHEROKEE ECONOMIC AUTHORITY, INC

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and work based learning activities, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Regional employers have identified many misconceptions among educators concerning career opportunities and the environment of a modern manufacturing facility. Over the 48-month period, this program will allow a total of six (6) counselors/teachers from each of the nine school systems in eight counties to participate in a four-day externship program to take place immediately after the end of the school year.

To increase CTE participation of underrepresented populations, each partnering school system will offer a Manufacturing Boot Camp specifically geared to engage non-traditional, female students in a variety of Career and Technical Education Advanced Manufacturing career clusters.


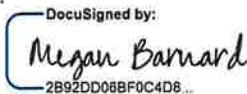
Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of DCEA: DCEA will issue stipends to the participants of the Teacher Externship program for the 48 months of the GIVE 3.0 grant period. The Hamblen County School System will provide an Externship Coordinator that will, in cooperation with TCAT, plan, organize, and run the program. The Externship Coordinator will assume responsibility for all aspects of the program to ensure its success. DCEA will ensure that teacher externs are provided with a stipend in the amount of \$1,250 for full participation in the program and that the Externship Coordinator receives a \$2,750 stipend with the funding for the stipends originating from the GIVE 3.0 Grant.

DCEA will issue stipends to the teachers in each Manufacturing Boot Camp for the 48 months of the GIVE 3.0 grant period. Each School System will in cooperation with TCAT plan, organize, and run the camps. DCEA will ensure that teachers are provided with a stipend in the amount of \$1,250 for full participation in the program with the funding for the stipends originating from the GIVE 3.0 Grant.

Role of TCAT: TCAT, as fiscal agent for the GIVE 3.0 Grant, will provide stipend funding related to the coordinator's time to plan, organize, and run the externship Program. TCAT will provide grant funds to ensure that the externship stipends are paid to the participants. TCAT will provide grant funds to ensure that stipends are paid to the teachers conducting the manufacturing boot camps. TCAT will provide funding to DCEA in the amount of \$850 each program year to cover a portion of the administrative costs associated with the externship program and manufacturing camp.

TCAT and DCEA agree to partner together with funding provided by a successful GIVE 3.0 Grant application to ensure a successful Counselor/Teacher Externship Program.

TN College of Applied Technology	Douglas-Cherokee Economic Authority, Inc
Signature:  13AB9143F400479...	Signature:  2B92DD08BF0C4D8...
Title: Susanne Cox, President	Title: Megan Barnard, Executive Director
Date: 2024-04-08 7:45 PM CDT	Date: 2024-04-08 12:03 PM CDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
CLAIBORNE COUNTY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Target Group: Middle and High School students in the nine school systems in the eight counties to be served under the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant proposal.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Role of Claiborne County School System:

1. Equipment Purchase. TCAT Morristown, as fiscal agent to the Collaborative, will purchase the equipment listed in the Project proposal on behalf of the School System. The ownership of the equipment shall be transferred to the School System at the end of the grant period providing the School System is fully utilizing the equipment in its intended training program. The School System shall assume all risk and responsibility associated with such ownership. TCAT Morristown will coordinate the delivery of the equipment with the School System. The School System will maintain the equipment in good working order for the duration of this agreement and use the equipment to instruct high school students as specified in the project proposal submitted to THEC. The School System agrees that for the life of the equipment it will make it available for use by TCAT Morristown, if TCAT Morristown so desires, upon terms mutually agreeable by the Parties. The obligation to allow TCAT the use of the equipment shall survive any expiration or termination of this agreement.

2. Industry Certifications. The School System agrees to implement and imbed the industry certifications, that are connected with the equipment purchases outlined in the Project proposal, into the related CTE curriculum and course standards taught in the high schools. The School System agrees to provide the necessary time for each instructor to acquire the mandatory training related to the equipment certifications.

3. Counselor/Teacher Externship Program: The school system will assign a total of six (6) counselors/teachers per each year of the Project period to participate in a four-day externship program to take place immediately after the end of the school year. First preference for participation will be for middle school and high school counselors that have not had exposure to manufacturing. Participants will receive a stipend in the amount of \$1,250 for successfully completing the externship program. Participants must provide their own safety shoes and must complete all activities to qualify for the stipend. The Grant will provide the funding for the stipends.

The program itinerary to be as follows:

Day 1 – Visit to the TCAT Morristown main campus for a panel discussion with local officials, TCAT administrators, and manufacturing employers. The day will also include an in-depth tour of the TCAT programs.

Day 2 and 3 – All participants will tour four different manufacturing facilities.

Day 4 – All participants will come together for presentations on their individual experiences from the externship activities. Local and regional stakeholders will be invited to attend this event.

4. Work Based Learning Activities. The School System will partner with local manufacturing companies to provide credit bearing Work Based Learning internships to students in the Welding program at Claiborne County High School.

Each school year during the Project period the School System commits to sending non-traditional students to tour a manufacturing facility and/or attend the Future Ready Expo which is sponsored and held annually by Hamblen County School System.

Each school year during the Project period the School System commits to sponsoring a "Manufacturing Day". The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility.

The School System commits to participating in a Manufacturing Boot Camp (Rosie's Girls) for non-traditional students (females). The Program will take place immediately following the end of the school year. Program to be four days in length with the students being

exposed to as many of the following areas as feasible: Safety, CAD Design, 3D Printing, Machining, Welding, and Electricity. Activities in each program area will build upon each other resulting in a culminating project or have separate projects that will be completed at the end of the experience. The experience should include a manufacturing facility tour and a tour of the TCAT. The School System commits to identifying a minimum of eight (8) female students that are either rising Freshman or rising Sophomores to participate in the program. The School System commits to providing the space, one teacher for each program area for a total of four, and a female CTE teacher to act as mentor and to be present for all camp activities. Program teachers will be allowed one day for preparation before their designated camp day and all will take part in the first day activities. The Grant will provide funding for the teacher stipends, marketing materials, and classroom materials. The School System will provide lunch and transportation for the industry visit. The School System agrees to track the students throughout their high school years and to use the data to enhance or expand the program.

5. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

1. First Name;
2. Last Name;
3. Date of Birth;
4. High School Code;
5. Dual Enrollment Status;
6. Course Name;
7. Industry Certificates Completed;
8. Total Postsecondary Contact Hours Earned;
9. Projected Date of Graduation (Cohort Year);
10. Name of Company Where Student Completed Work-Based Learning (WBL)
11. Student's Total Hours Worked;
12. Student's Hourly Wage;

All parties agree to the following stipulations regarding personally identifiable information:

1. Parties will not permit access to personally identifiable information outside of the collaborative.
2. The Collaborative will destroy all personally identifiable information once collected.
3. Parties will maintain the confidentiality of the personally identifiable information.
4. Parties will report any known instances of missing data, security breach, data that has been inappropriately shared, or data taken off site.
5. The Collaborative will share all results of the project upon request by THEC.
6. The Collaborative will also provide THEC with free use of these results at the conclusion of the project.

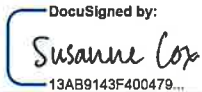

The Collaborative agrees to fully and continually comply with all applicable laws and administrative regulations governing the access and usage of information and data.

TCAT Morristown will collect the required student data from each school system and submit the data to THEC via the secure file transfer process.

6. Sustainability Statement.

The School System agrees to sustain all grant initiatives after the project period ends. The equipment purchased by the grant will be maintained through local funds. Industry certification opportunities will continue to be offered to students enrolling in the designated programs of study. The counselor/teacher externship program will continue to be supported and maintained through local funds. All Work Based Learning activities associated with the Project will be continued and expanded as a necessary component of regional workforce development.

TCAT Morristown and Claiborne County School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Claiborne County School System
Signature: 	Signature: 
Name and Title: Susanne Cox, President	Name and Title: Meredith Arnold, Director of Schools
Date: 2024-04-10 6:46 AM CDT	Date: 2024-04-09 7:39 AM CDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
COCKE COUNTY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and work based learning activities, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Target Group: Middle and High School students in the eight school systems in the eight counties to be served under the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant proposal.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Role of Cocke County School System:

1. Equipment Purchase. TCAT Morristown, as fiscal agent to the Collaborative, will purchase the equipment listed in the Project proposal on behalf of the School System. The ownership of the equipment shall be transferred to the School System at the end of the grant period providing the School System is fully utilizing the equipment in its intended training program. The School System shall assume all risk and responsibility associated with such ownership. TCAT Morristown will coordinate the delivery of the equipment with the School System. The School System will maintain the equipment in good working order for the duration of this agreement and use the equipment to instruct high school students as specified in the project proposal submitted to THEC. The School System agrees that for the life of the equipment it will make it available for use by TCAT Morristown, if TCAT Morristown so desires, upon terms mutually agreeable by the Parties. The obligation to allow TCAT the use of the equipment shall survive any expiration or termination of this agreement.

2. Industry Certifications. The School System agrees to implement and imbed the industry certifications, that are connected with the equipment purchases outlined in the Project proposal, into the related CTE curriculum and course standards taught in the high schools. The School System agrees to provide the necessary time for each instructor to acquire the mandatory training related to the equipment certifications.

3. Counselor/Teacher Externship Program: The school system will assign a total of six (6) counselors/teachers per each year of the Project period to participate in a four-day externship program to take place immediately after the end of the school year. First preference for participation will be for middle school and high school counselors that have not had exposure to manufacturing. Participants will receive a stipend in the amount of \$1,250 for successfully completing the externship program. Participants must provide their own safety shoes and must complete all activities to qualify for the stipend. The Grant will provide the funding for the stipends.

The program itinerary to be as follows:

Day 1 – Visit to the TCAT Morristown main campus for a panel discussion with local officials, TCAT administrators, and manufacturing employers. The day will also include an in-depth tour of the TCAT programs.

Day 2 and 3 – All participants will tour four different manufacturing facilities.

Day 4 – All participants will come together for presentations on their individual experiences from the externship activities. Local and regional stakeholders will be invited to attend this event.

4. Work Based Learning Activities. Each school year during the Project period the School System commits to sending non-traditional students to tour a manufacturing facility and/or attend the Future Ready Expo which is sponsored and held annually by Hamblen County School System.

Each school year during the Project period the School System commits to sponsoring a "Manufacturing Day". The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility.

The School System commits to participating in a Manufacturing Boot Camp (Rosie's Girls) for non-traditional students (females). The Program will take place immediately following the end of the school year. Program to be four days in length with the students being exposed to as many of the following areas as feasible: Safety, CAD Design, 3D Printing, Machining, Welding, and Electricity. Activities in each program area will build upon each other resulting in a culminating project or have separate projects that will be completed

at the end of the experience. The experience should include a manufacturing facility tour and a tour of the TCAT. The School System commits to identifying a minimum of eight (8) female students that are either rising Freshman or rising Sophomores to participate in the program. The School System commits to providing the space, one teacher for each program area for a total of four, and a female CTE teacher to act as mentor and to be present for all camp activities. Program teachers will be allowed one day for preparation before their designated camp day and all will take part in the first day activities. The Grant will provide funding for the teacher stipends, marketing materials, and classroom materials. The School System will provide lunch and transportation for the industry visit. The School System agrees to track the students throughout their high school years and to use the data to enhance or expand the program.

5. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

1. First Name;
2. Last Name;
3. Date of Birth;
4. High School Code;
5. Dual Enrollment Status;
6. Course Name;
7. Industry Certificates Completed;
8. Total Postsecondary Contact Hours Earned;
9. Projected Date of Graduation (Cohort Year);
10. Name of Company Where Student Completed Work-Based Learning (WBL)
11. Student's Total Hours Worked;
12. Student's Hourly Wage;

All parties agree to the following stipulations regarding personally identifiable information:

1. Parties will not permit access to personally identifiable information outside of the collaborative.
2. The Collaborative will destroy all personally identifiable information once collected.
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4. Parties will report any known instances of missing data, security breach, data that has been inappropriately shared, or data taken off site.
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6. The Collaborative will also provide THEC with free use of these results at the conclusion of the project.

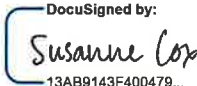
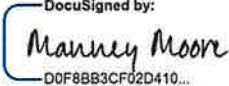
The Collaborative agrees to fully and continually comply with all applicable laws and administrative regulations governing the access and usage of information and data.

TCAT Morristown will collect the required student data from each school system and submit the data to THEC via the secure file transfer process.

6. Sustainability Statement.

The School System agrees to sustain all grant initiatives after the project period ends. The equipment purchased by the grant will be maintained through local funds. Industry certification opportunities will continue to be offered to students enrolling in the designated programs of study. The counselor/teacher externship program will continue to be supported and maintained through local funds. All Work Based Learning activities associated with the Project will be continued and expanded as a necessary component of regional workforce development.

TCAT Morristown and Cocke County School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Cocke County School System
Signature: 	Signature: 
Name and Title: Susanne Cox, President	Name and Title: Manny Moore, Director of Schools
Date: 2024-04-15 6:55 AM CDT	Date: 2024-04-12 4:44 PM EDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
GRAINGER COUNTY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Target Group: Middle and High School students in the nine school systems in the eight counties to be served under the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant proposal.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Role of Grainger County School System:

1. Equipment Purchase. TCAT Morristown, as fiscal agent to the Collaborative, will purchase the equipment listed in the Project proposal on behalf of the School System. The ownership of the equipment shall be transferred to the School System at the end of the grant period providing the School System is fully utilizing the equipment in its intended training program. The School System shall assume all risk and responsibility associated with such ownership. TCAT Morristown will coordinate the delivery of the equipment with the School System. The School System will maintain the equipment in good working order for the duration of this agreement and use the equipment to instruct high school students as specified in the project proposal submitted to THEC. The School System agrees that for the life of the equipment it will make it available for use by TCAT Morristown, if TCAT Morristown so desires, upon terms mutually agreeable by the Parties. The obligation to allow TCAT the use of the equipment shall survive any expiration or termination of this agreement.

2. Industry Certifications. The School System agrees to implement and imbed the industry certifications, that are connected with the equipment purchases outlined in the Project proposal, into the related CTE curriculum and course standards taught in the high schools. The School System agrees to provide the necessary time for each instructor to acquire the mandatory training related to the equipment certifications.

3. Counselor/Teacher Externship Program: The school system will assign a total of six (6) counselors/teachers per each year of the Project period to participate in a four-day externship program to take place immediately after the end of the school year. First preference for participation will be for middle school and high school counselors that have not had exposure to manufacturing. Participants will receive a stipend in the amount of \$1,250 for successfully completing the externship program. Participants must provide their own safety shoes and must complete all activities to qualify for the stipend. The Grant will provide the funding for the stipends.

The program itinerary to be as follows:

Day 1 – Visit to the TCAT Morristown main campus for a panel discussion with local officials, TCAT administrators, and manufacturing employers. The day will also include an in-depth tour of the TCAT programs.

Day 2 and 3 – All participants will tour four different manufacturing facilities.

Day 4 – All participants will come together for presentations on their individual experiences from the externship activities. Local and regional stakeholders will be invited to attend this event.

4. Work Based Learning Activities. Each school year during the Project period the School System commits to sending non-traditional students to tour a manufacturing facility and/or attend the Future Ready Expo which is sponsored and held annually by Hamblen County School System.

Each school year during the Project period the School System commits to sponsoring a "Manufacturing Day". The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility.

The School System commits to participating in a Manufacturing Boot Camp (Rosie's Girls) for non-traditional students (females). The Program will take place immediately following the end of the school year. Program to be four days in length with the students being exposed to as many of the following areas as feasible: Safety, CAD Design, 3D Printing, Machining, Welding, and Electricity. Activities in each program area will build upon each other resulting in a culminating project or have separate projects that will be completed

at the end of the experience. The experience should include a manufacturing facility tour and a tour of the TCAT. The School System commits to identifying a minimum of eight (8) female students that are either rising Freshman or rising Sophomores to participate in the program. The School System commits to providing the space, one teacher for each program area for a total of four, and a female CTE teacher to act as mentor and to be present for all camp activities. Program teachers will be allowed one day for preparation before their designated camp day and all will take part in the first day activities. The Grant will provide funding for the teacher stipends, marketing materials, and classroom materials. The School System will provide lunch and transportation for the industry visit. The School System agrees to track the students throughout their high school years and to use the data to enhance or expand the program.

5. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

1. First Name;
2. Last Name;
3. Date of Birth;
4. High School Code;
5. Dual Enrollment Status;
6. Course Name;
7. Industry Certificates Completed;
8. Total Postsecondary Contact Hours Earned;
9. Projected Date of Graduation (Cohort Year);
10. Name of Company Where Student Completed Work-Based Learning (WBL)
11. Student's Total Hours Worked;
12. Student's Hourly Wage;

All parties agree to the following stipulations regarding personally identifiable information:

1. Parties will not permit access to personally identifiable information outside of the collaborative.
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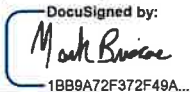
The Collaborative agrees to fully and continually comply with all applicable laws and administrative regulations governing the access and usage of information and data.

TCAT Morristown will collect the required student data from each school system and submit the data to THEC via the secure file transfer process.

6. Sustainability Statement.

The School System agrees to sustain all grant initiatives after the project period ends. The equipment purchased by the grant will be maintained through local funds. Industry certification opportunities will continue to be offered to students enrolling in the designated programs of study. The counselor/teacher externship program will continue to be supported and maintained through local funds. All Work Based Learning activities associated with the Project will be continued and expanded as a necessary component of regional workforce development.

TCAT Morristown and Grainger County School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Grainger County School System
Signature: 	Signature: 
Name and Title: Susanne Cox, President	Name and Title: Mark Briscoe, Director of Schools
Date: 2024-04-09 7:28 AM CDT	Date: 2024-04-09 4:25 AM PDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
GREENE COUNTY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Target Group: Middle and High School students in the nine school systems in the eight counties to be served under the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant proposal.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Role of Greene County School System:

1. Equipment Purchase. TCAT Morristown, as fiscal agent to the Collaborative, will purchase the equipment listed in the Project proposal on behalf of the School System. The ownership of the equipment shall be transferred to the School System at the end of the grant period providing the School System is fully utilizing the equipment in its intended training program. The School System shall assume all risk and responsibility associated with such ownership. TCAT Morristown will coordinate the delivery of the equipment with the School System. The School System will maintain the equipment in good working order for the duration of this agreement and use the equipment to instruct high school students as specified in the project proposal submitted to THEC. The School System agrees that for the life of the equipment it will make it available for use by TCAT Morristown, if TCAT Morristown so desires, upon terms mutually agreeable by the Parties. The obligation to allow TCAT the use of the equipment shall survive any expiration or termination of this agreement.

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3. Counselor/Teacher Externship Program: The school system will assign a total of six (6) counselors/teachers per each year of the Project period to participate in a four-day externship program to take place immediately after the end of the school year. First preference for participation will be for middle school and high school counselors that have not had exposure to manufacturing. Participants will receive a stipend in the amount of \$1,250 for successfully completing the externship program. Participants must provide their own safety shoes and must complete all activities to qualify for the stipend. The Grant will provide the funding for the stipends.

The program itinerary to be as follows:

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5. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

1. First Name;
2. Last Name;
3. Date of Birth;
4. High School Code;
5. Dual Enrollment Status;
6. Course Name;
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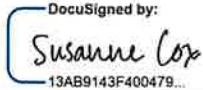
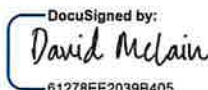
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TCAT Morristown and Greene County School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Greene County School System
Signature: 	Signature: 
Name and Title: Susanne Cox, President	Name and Title: David McLain, Director of Schools
Date: 2024-04-09 7:28 AM CDT	Date: 2024-04-09 4:50 AM PDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
GREENEVILLE CITY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

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Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Role of Greeneville City School System:

1. Equipment Purchase. TCAT Morristown, as fiscal agent to the Collaborative, will purchase the equipment listed in the Project proposal on behalf of the School System. The ownership of the equipment shall be transferred to the School System at the end of the grant period providing the School System is fully utilizing the equipment in its intended training program. The School System shall assume all risk and responsibility associated with such ownership. TCAT Morristown will coordinate the delivery of the equipment with the School System. The School System will maintain the equipment in good working order for the duration of this agreement and use the equipment to instruct high school students as specified in the project proposal submitted to THEC. The School System agrees that for the life of the equipment it will make it available for use by TCAT Morristown, if TCAT Morristown so desires, upon terms mutually agreeable by the Parties. The obligation to allow TCAT the use of the equipment shall survive any expiration or termination of this agreement.

2. Industry Certifications. The School System agrees to implement and imbed the industry certifications, that are connected with the equipment purchases outlined in the Project proposal, into the related CTE curriculum and course standards taught in the high schools. The School System agrees to provide the necessary time for each instructor to acquire the mandatory training related to the equipment certifications.

3. Counselor/Teacher Externship Program: The school system will assign a total of six (6) counselors/teachers per each year of the Project period to participate in a four-day externship program to take place immediately after the end of the school year. First preference for participation will be for middle school and high school counselors that have not had exposure to manufacturing. Participants will receive a stipend in the amount of \$1,250 for successfully completing the externship program. Participants must provide their own safety shoes and must complete all activities to qualify for the stipend. The Grant will provide the funding for the stipends.

The program itinerary to be as follows:

Day 1 – Visit to the TCAT Morristown main campus for a panel discussion with local officials, TCAT administrators, and manufacturing employers. The day will also include an in-depth tour of the TCAT programs.

Day 2 and 3 – All participants will tour four different manufacturing facilities.

Day 4 – All participants will come together for presentations on their individual experiences from the externship activities. Local and regional stakeholders will be invited to attend this event.

4. Work Based Learning Activities. Each school year during the Project period the School System commits to sending non-traditional students to tour a manufacturing facility and/or attend the Future Ready Expo which is sponsored and held annually by Hamblen County School System.

Each school year during the Project period the School System commits to sponsoring a "Manufacturing Day". The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility.

The School System commits to participating in a Manufacturing Boot Camp (Rosie's Girls) for non-traditional students (females). The Program will take place immediately following the end of the school year. Program to be four days in length with the students being exposed to as many of the following areas as feasible: Safety, CAD Design, 3D Printing, Machining, Welding, and Electricity. Activities in each program area will build upon each other resulting in a culminating project or have separate projects that will be completed

at the end of the experience. The experience should include a manufacturing facility tour and a tour of the TCAT. The School System commits to identifying a minimum of eight (8) female students that are either rising Freshman or rising Sophomores to participate in the program. The School System commits to providing the space, one teacher for each program area for a total of four, and a female CTE teacher to act as mentor and to be present for all camp activities. Program teachers will be allowed one day for preparation before their designated camp day and all will take part in the first day activities. The Grant will provide funding for the teacher stipends, marketing materials, and classroom materials. The School System will provide lunch and transportation for the industry visit. The School System agrees to track the students throughout their high school years and to use the data to enhance or expand the program.

5. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

1. First Name;
2. Last Name;
3. Date of Birth;
4. High School Code;
5. Dual Enrollment Status;
6. Course Name;
7. Industry Certificates Completed;
8. Total Postsecondary Contact Hours Earned;
9. Projected Date of Graduation (Cohort Year);
10. Name of Company Where Student Completed Work-Based Learning (WBL)
11. Student's Total Hours Worked;
12. Student's Hourly Wage;

All parties agree to the following stipulations regarding personally identifiable information:

1. Parties will not permit access to personally identifiable information outside of the collaborative.
2. The Collaborative will destroy all personally identifiable information once collected.
3. Parties will maintain the confidentiality of the personally identifiable information.
4. Parties will report any known instances of missing data, security breach, data that has been inappropriately shared, or data taken off site.
5. The Collaborative will share all results of the project upon request by THEC.
6. The Collaborative will also provide THEC with free use of these results at the conclusion of the project.

The Collaborative agrees to fully and continually comply with all applicable laws and administrative regulations governing the access and usage of information and data.

TCAT Morristown will collect the required student data from each school system and submit the data to THEC via the secure file transfer process.

6. Sustainability Statement.

The School System agrees to sustain all grant initiatives after the project period ends. The equipment purchased by the grant will be maintained through local funds. Industry certification opportunities will continue to be offered to students enrolling in the designated programs of study. The counselor/teacher externship program will continue to be supported and maintained through local funds. All Work Based Learning activities associated with the Project will be continued and expanded as a necessary component of regional workforce development.

TCAT Morristown and Greeneville City School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Greeneville City School System
Signature: 	Signature: 
Name and Title: Susanne Cox, President	Name and Title: Steve Starnes, Director of Schools
Date: 2024-04-10 6:47 AM CDT	Date: 2024-04-09 4:40 PM PDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
HAMBLÉN COUNTY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Target Group: Middle and High School students in the nine school systems in the eight counties to be served under the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant proposal.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Role of Hamblen County School System:

1. Equipment Purchase. TCAT Morristown, as fiscal agent to the Collaborative, will purchase the equipment listed in the Project proposal on behalf of the School System. The ownership of the equipment shall be transferred to the School System at the end of the grant period providing the School System is fully utilizing the equipment in its intended training program. The School System shall assume all risk and responsibility associated with such ownership. TCAT Morristown will coordinate the delivery of the equipment with the School System. The School System will maintain the equipment in good working order for the duration of this agreement and use the equipment to instruct high school students as specified in the project proposal submitted to THEC. The School System agrees that for the life of the equipment it will make it available for use by TCAT Morristown, if TCAT Morristown so desires, upon terms mutually agreeable by the Parties. The obligation to allow TCAT the use of the equipment shall survive any expiration or termination of this agreement.

2. Industry Certifications. The School System agrees to implement and imbed the industry certifications, that are connected with the equipment purchases outlined in the Project proposal, into the related CTE curriculum and course standards taught in the high schools. The School System agrees to provide the necessary time for each instructor to acquire the mandatory training related to the equipment certifications.

3. Counselor/Teacher Externship Program: The school system will assign a total of six (6) counselors/teachers per each year of the Project period to participate in a four-day externship program to take place immediately after the end of the school year. First preference for participation will be for middle school and high school counselors that have not had exposure to manufacturing. Participants will receive a stipend in the amount of \$1,250 for successfully completing the externship program. Participants must provide their own safety shoes and must complete all activities to qualify for the stipend. The Grant will provide the funding for the stipends.

The program itinerary to be as follows:

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Day 2 and 3 – All participants will tour four different manufacturing facilities.

Day 4 – All participants will come together for presentations on their individual experiences from the externship activities. Local and regional stakeholders will be invited to attend this event.

4. Work Based Learning Activities. Each school year during the Project period the School System commits to sending non-traditional students to tour a manufacturing facility and/or attend the Future Ready Expo which is sponsored and held annually by Hamblen County School System.

Each school year during the Project period the School System commits to sponsoring a "Manufacturing Day". The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility.

The School System commits to participating in a Manufacturing Boot Camp (Rosie's Girls) for non-traditional students (females). The Program will take place immediately following the end of the school year. Program to be four days in length with the students being exposed to as many of the following areas as feasible: Safety, CAD Design, 3D Printing, Machining, Welding, and Electricity. Activities in each program area will build upon each other resulting in a culminating project or have separate projects that will be completed

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5. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

1. First Name;
2. Last Name;
3. Date of Birth;
4. High School Code;
5. Dual Enrollment Status;
6. Course Name;
7. Industry Certificates Completed;
8. Total Postsecondary Contact Hours Earned;
9. Projected Date of Graduation (Cohort Year);
10. Name of Company Where Student Completed Work-Based Learning (WBL)
11. Student's Total Hours Worked;
12. Student's Hourly Wage;

All parties agree to the following stipulations regarding personally identifiable information:

1. Parties will not permit access to personally identifiable information outside of the collaborative.
2. The Collaborative will destroy all personally identifiable information once collected.
3. Parties will maintain the confidentiality of the personally identifiable information.
4. Parties will report any known instances of missing data, security breach, data that has been inappropriately shared, or data taken off site.
5. The Collaborative will share all results of the project upon request by THEC.
6. The Collaborative will also provide THEC with free use of these results at the conclusion of the project.

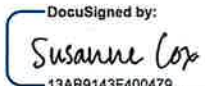
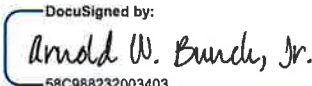
The Collaborative agrees to fully and continually comply with all applicable laws and administrative regulations governing the access and usage of information and data.

TCAT Morristown will collect the required student data from each school system and submit the data to THEC via the secure file transfer process.

6. Sustainability Statement.

The School System agrees to sustain all grant initiatives after the project period ends. The equipment purchased by the grant will be maintained through local funds. Industry certification opportunities will continue to be offered to students enrolling in the designated programs of study. The counselor/teacher externship program will continue to be supported and maintained through local funds. All Work Based Learning activities associated with the Project will be continued and expanded as a necessary component of regional workforce development.

TCAT Morristown and Hamblen County School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Hamblen County School System
Signature: 	Signature: 
Name and Title: Susanne Cox, President	Name and Title: Arnold W. Bunch, Jr, Superintendent of Schools
Date: 2024-04-08 7:56 PM CDT	Date: 2024-04-09 9:22 AM CDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
HANCOCK COUNTY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Target Group: Middle and High School students in the nine school systems in the eight counties to be served under the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant proposal.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Role of Hancock County School System:

1. Counselor/Teacher Externship Program: The school system will assign a total of six (6) counselors/teachers per each year of the Project period to participate in a four-day externship program to take place immediately after the end of the school year. First preference for participation will be for middle school and high school counselors that have not had exposure to manufacturing. Participants will receive a stipend in the amount of \$1,250 for successfully completing the externship program. Participants must provide their own safety shoes and must complete all activities to qualify for the stipend. The Grant will provide the funding for the stipends.

The program itinerary to be as follows:

Day 1 – Visit to the TCAT Morristown main campus for a panel discussion with local officials, TCAT administrators, and manufacturing employers. The day will also include an in-depth tour of the TCAT programs.

Day 2 and 3 – All participants will tour four different manufacturing facilities.

Day 4 – All participants will come together for presentations on their individual experiences from the externship activities. Local and regional stakeholders will be invited to attend this event.

2. Work Based Learning Activities. Each school year during the Project period the School System commits to sending non-traditional students to tour a manufacturing facility and/or attend the Future Ready Expo which is sponsored and held annually by Hamblen County School System.

Each school year during the Project period the School System commits to sponsoring a "Manufacturing Day". The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility.

The School System commits to participating in a Manufacturing Boot Camp (Rosie's Girls) for non-traditional students (females). The Program will take place immediately following the end of the school year. Program to be four days in length with the students being exposed to as many of the following areas as feasible: Safety, CAD Design, 3D Printing, Machining, Welding, and Electricity. Activities in each program area will build upon each other resulting in a culminating project or have separate projects that will be completed at the end of the experience. The experience should include a manufacturing facility tour and a tour of the TCAT. The School System commits to identifying a minimum of eight (8) female students that are either rising Freshman or rising Sophomores to participate in the program. The School System commits to providing the space, one teacher for each program area for a total of four, and a female CTE teacher to act as mentor and to be present for all camp activities. Program teachers will be allowed one day for preparation before their designated camp day and all will take part in the first day activities. The Grant will provide funding for the teacher stipends, marketing materials, and classroom materials. The School System will provide lunch and transportation for the industry visit. The School System agrees to track the students throughout their high school years and to use the data to enhance or expand the program.

3. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

1. First Name;
2. Last Name;
3. Date of Birth;

4. High School Code;
5. Dual Enrollment Status;
6. Course Name;
7. Industry Certificates Completed;
8. Total Postsecondary Contact Hours Earned;
9. Projected Date of Graduation (Cohort Year);
10. Name of Company Where Student Completed Work-Based Learning (WBL)
11. Student's Total Hours Worked;
12. Student's Hourly Wage;

All parties agree to the following stipulations regarding personally identifiable information:

1. Parties will not permit access to personally identifiable information outside of the collaborative.
2. The Collaborative will destroy all personally identifiable information once collected.
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4. Parties will report any known instances of missing data, security breach, data that has been inappropriately shared, or data taken off site.
5. The Collaborative will share all results of the project upon request by THEC.
6. The Collaborative will also provide THEC with free use of these results at the conclusion of the project.



The Collaborative agrees to fully and continually comply with all applicable laws and administrative regulations governing the access and usage of information and data.

TCAT Morristown will collect the required student data from each school system and submit the data to THEC via the secure file transfer process.

6. Sustainability Statement.

The School System agrees to sustain all grant initiatives after the project period ends. The equipment purchased by the grant will be maintained through local funds. Industry certification opportunities will continue to be offered to students enrolling in the designated programs of study. The counselor/teacher externship program will continue to be supported and maintained through local funds. All Work Based Learning activities associated with the Project will be continued and expanded as a necessary component of regional workforce development.

TCAT Morristown and Hancock County School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Hancock County School System
Signature:  13AB9143F400479...	Signature:  17BF4D5EA10F49A...
Name and Title: Susanne Cox, President	Name and Title: Charlotte Mullins, Director of Schools
Date: 2024-04-08 7:56 PM CDT	Date: 2024-04-08 6:11 PM PDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
HAWKINS COUNTY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Target Group: Middle and High School students in the nine school systems in the eight counties to be served under the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant proposal.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Role of Hawkins County School System:

1. Equipment Purchase. TCAT Morristown, as fiscal agent to the Collaborative, will purchase the equipment listed in the Project proposal on behalf of the School System. The ownership of the equipment shall be transferred to the School System at the end of the grant period providing the School System is fully utilizing the equipment in its intended training program. The School System shall assume all risk and responsibility associated with such ownership. TCAT Morristown will coordinate the delivery of the equipment with the School System. The School System will maintain the equipment in good working order for the duration of this agreement and use the equipment to instruct high school students as specified in the project proposal submitted to THEC. The School System agrees that for the life of the equipment it will make it available for use by TCAT Morristown, if TCAT Morristown so desires, upon terms mutually agreeable by the Parties. The obligation to allow TCAT the use of the equipment shall survive any expiration or termination of this agreement.

2. Industry Certifications. The School System agrees to implement and imbed the industry certifications, that are connected with the equipment purchases outlined in the Project proposal, into the related CTE curriculum and course standards taught in the high schools. The School System agrees to provide the necessary time for each instructor to acquire the mandatory training related to the equipment certifications.

3. Counselor/Teacher Externship Program: The school system will assign a total of six (6) counselors/teachers per each year of the Project period to participate in a four-day externship program to take place immediately after the end of the school year. First preference for participation will be for middle school and high school counselors that have not had exposure to manufacturing. Participants will receive a stipend in the amount of \$1,250 for successfully completing the externship program. Participants must provide their own safety shoes and must complete all activities to qualify for the stipend. The Grant will provide the funding for the stipends.

The program itinerary to be as follows:

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Day 2 and 3 – All participants will tour four different manufacturing facilities.

Day 4 – All participants will come together for presentations on their individual experiences from the externship activities. Local and regional stakeholders will be invited to attend this event.

4. Work Based Learning Activities. Each school year during the Project period the School System commits to sending non-traditional students to tour a manufacturing facility and/or attend the Future Ready Expo which is sponsored and held annually by Hamblen County School System.

Each school year during the Project period the School System commits to sponsoring a "Manufacturing Day". The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility.

The School System commits to participating in a Manufacturing Boot Camp (Rosie's Girls) for non-traditional students (females). The Program will take place immediately following the end of the school year. Program to be four days in length with the students being exposed to as many of the following areas as feasible: Safety, CAD Design, 3D Printing, Machining, Welding, and Electricity. Activities in each program area will build upon each other resulting in a culminating project or have separate projects that will be completed

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5. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

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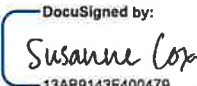
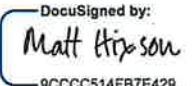
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TCAT Morristown and Hawkins County School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Hawkins County School System
Signature: 	Signature: 
Name and Title: Susanne Cox, President	Name and Title: Matt Hixson, Director of Schools
Date: 2024-04-08 7:57 PM CDT	Date: 2024-04-08 4:19 PM EDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
JEFFERSON COUNTY SCHOOL SYSTEM

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

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Role of Jefferson County School System:

1. Equipment Purchase. TCAT Morristown, as fiscal agent to the Collaborative, will purchase the equipment listed in the Project proposal on behalf of the School System. The ownership of the equipment shall be transferred to the School System at the end of the grant period providing the School System is fully utilizing the equipment in its intended training program. The School System shall assume all risk and responsibility associated with such ownership. TCAT Morristown will coordinate the delivery of the equipment with the School System. The School System will maintain the equipment in good working order for the duration of this agreement and use the equipment to instruct high school students as specified in the project proposal submitted to THEC. The School System agrees that for the life of the equipment it will make it available for use by TCAT Morristown, if TCAT Morristown so desires, upon terms mutually agreeable by the Parties. The obligation to allow TCAT the use of the equipment shall survive any expiration or termination of this agreement.

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4. Work Based Learning Activities. Each school year during the Project period the School System commits to sending non-traditional students to tour a manufacturing facility and/or attend the Future Ready Expo which is sponsored and held annually by Hamblen County School System.

Each school year during the Project period the School System commits to sponsoring a "Manufacturing Day". The day will consist of guest speakers from manufacturing, individual companies setting up displays in the schools, and/or touring a manufacturing facility.

The School System commits to participating in a Manufacturing Boot Camp (Rosie's Girls) for non-traditional students (females). The Program will take place immediately following the end of the school year. Program to be four days in length with the students being exposed to as many of the following areas as feasible: Safety, CAD Design, 3D Printing, Machining, Welding, and Electricity. Activities in each program area will build upon each other resulting in a culminating project or have separate projects that will be completed

at the end of the experience. The experience should include a manufacturing facility tour and a tour of the TCAT. The School System commits to identifying a minimum of eight (8) female students that are either rising Freshman or rising Sophomores to participate in the program. The School System commits to providing the space, one teacher for each program area for a total of four, and a female CTE teacher to act as mentor and to be present for all camp activities. Program teachers will be allowed one day for preparation before their designated camp day and all will take part in the first day activities. The Grant will provide funding for the teacher stipends, marketing materials, and classroom materials. The School System will provide lunch and transportation for the industry visit. The School System agrees to track the students throughout their high school years and to use the data to enhance or expand the program.

5. Data Sharing. The School System agrees to provide the following data points during the Project period; they will be collected and compiled into a single document and supplied to TCAT Morristown at their request:

1. First Name;
2. Last Name;
3. Date of Birth;
4. High School Code;
5. Dual Enrollment Status;
6. Course Name;
7. Industry Certificates Completed;
8. Total Postsecondary Contact Hours Earned;
9. Projected Date of Graduation (Cohort Year);
10. Name of Company Where Student Completed Work-Based Learning (WBL)
11. Student's Total Hours Worked;
12. Student's Hourly Wage;

All parties agree to the following stipulations regarding personally identifiable information:

1. Parties will not permit access to personally identifiable information outside of the collaborative.
2. The Collaborative will destroy all personally identifiable information once collected.
3. Parties will maintain the confidentiality of the personally identifiable information.
4. Parties will report any known instances of missing data, security breach, data that has been inappropriately shared, or data taken off site.
5. The Collaborative will share all results of the project upon request by THEC.
6. The Collaborative will also provide THEC with free use of these results at the conclusion of the project.


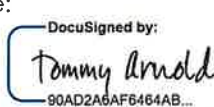
The Collaborative agrees to fully and continually comply with all applicable laws and administrative regulations governing the access and usage of information and data.

TCAT Morristown will collect the required student data from each school system and submit the data to THEC via the secure file transfer process.

6. Sustainability Statement.

The School System agrees to sustain all grant initiatives after the project period ends. The equipment purchased by the grant will be maintained through local funds. Industry certification opportunities will continue to be offered to students enrolling in the designated programs of study. The counselor/teacher externship program will continue to be supported and maintained through local funds. All Work Based Learning activities associated with the Project will be continued and expanded as a necessary component of regional workforce development.

TCAT Morristown and Jefferson County School System agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology Morristown	Jefferson County School System
Signature:  13AB9143F400479...	Signature:  90AD2A6AF6464AB...
Name and Title: Susanne Cox, President	Name and Title: Dr. Tommy Arnold, Director of Schools
Date: 2024-04-10 6:46 AM CDT	Date: 2024-04-09 7:33 AM CDT

MEMORANDUM OF UNDERSTANDING
 By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
 and
CLAYTON HOMES

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, post-secondary dual enrollment credit, and participant in work based learning activities students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of Employer: Clayton Homes agrees to support the *Five Rivers Partnership for Future Ready Pathways 3.0* initiatives by committing to the follow:

1. Provide Work Based Learning opportunities in the form of paid internships to qualifying high school students enrolled in manufacturing related CTE programs.
2. Participate in Manufacturing Day events in a middle or high school in at least one of the partnering school districts annually during the Project Period.
3. Provide opportunities partnering school districts to send middle and high school students for facility tours throughout the Project Period.
4. Provide guest speakers to present career opportunities in manufacturing to the middle and high schools in at least one of the partnering school districts throughout the Project Period.
5. Participate in the Counselor/Teacher Externship Program annually during the Project Period.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Sustainability: Clayton Homes agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown and Clayton Homes agree to partner together to ensure that all grant objectives are successful.

TCAT Morristown	Clayton Homes
Signature:  13AB9143F400479...	Signature:  08CA88E6EBA44F9...
Susanne Cox, President	Company Representative
Date: 2024-04-08 7:52 PM CDT	Date: 2024-04-08 1:16 PM CDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
Cooper Standard

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, post-secondary dual enrollment credit, and participant in work based learning activities students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of Employer: Cooper Standard agrees to support the *Five Rivers Partnership for Future Ready Pathways 3.0* initiatives by committing to the follow:

1. Provide Work Based Learning opportunities in the form of paid internships to qualifying high school students enrolled in manufacturing related CTE programs.
2. Participate in Manufacturing Day events in a middle or high school in at least one of the partnering school districts annually during the Project Period.
3. Provide opportunities partnering school districts to send middle and high school students for facility tours throughout the Project Period.
4. Provide guest speakers to present career opportunities in manufacturing to the middle and high schools in at least one of the partnering school districts throughout the Project Period.
5. Participate in the Counselor/Teacher Externship Program annually during the Project Period.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Sustainability: Cooper Standard agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown and Cooper Standard agree to partner together to ensure that all grant objectives are successful.

TCAT Morristown	Cooper Standard
Signature: 	Signature: 
Susanne Cox, President	Company Representative
Date: 2024-04-08 7:54 PM CDT	Date: 2024-04-08 2:48 PM CDT

MEMORANDUM OF UNDERSTANDING
 By and Between
TN COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
 and
GILES INDUSTRIES

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, dual enrollment credit, and a work ethic diploma, students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

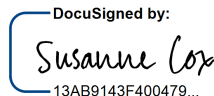
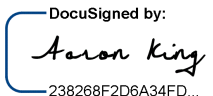
Role of Employer: Giles Industries agrees to support the *Five Rivers Partnership for Future Ready Pathways 3.0* initiatives by committing to the follow:

1. Provide Work Based Learning opportunities in the form of paid internships to qualifying students enrolled in the Welding program at Claiborne County High School.
2. Participate in Manufacturing Day events in a middle or high school in at least one of the partnering school districts annually during the Project Period.
3. Provide opportunities partnering school districts to send middle and high school students for facility tours throughout the Project Period.
4. Provide guest speakers to present career opportunities in manufacturing to the middle and high schools in at least one of the partnering school districts throughout the Project Period.
5. Participate in the Counselor/Teacher Externship Program annually during the Project Period.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 2.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Sustainability: Giles Industries agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown and Giles Industries agree to partner together to ensure that all grant objectives are successful.

TN College of Applied Technology	Giles Industries
Signature:  13AB9143F400479...	Signature:  238268F2D6A34FD...
Susanne Cox, President	Company Representative
Date: 2024-04-26 3:13 PM CDT	Date: 2024-04-26 1:00 PM PDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
HOMESTEADER

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, post-secondary dual enrollment credit, and participant in work based learning activities students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of Employer: Homesteader agrees to support the *Five Rivers Partnership for Future Ready Pathways 3.0* initiatives by committing to the follow:

1. Provide Work Based Learning opportunities in the form of paid internships to qualifying students enrolled in the Welding program at Claiborne County High School.
2. Participate in Manufacturing Day events in a middle or high school in at least one of the partnering school districts annually during the Project Period.
3. Provide opportunities partnering school districts to send middle and high school students for facility tours throughout the Project Period.
4. Provide guest speakers to present career opportunities in manufacturing to the middle and high schools in at least one of the partnering school districts throughout the Project Period.
5. Participate in the Counselor/Teacher Externship Program annually during the Project Period.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0 GIVE Grant Collaborative*. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Sustainability: Homesteader agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown and Homesteader agree to partner together to ensure that all grant objectives are successful.

TCAT Morristown	Homesteader
Signature:  13AB9143F400479...	Signature:  BD6B978812E8460...
Susanne Cox, President	Company Representative
Date: 2024-04-09 7:29 AM CDT	Date: 2024-04-09 5:23 AM PDT

MEMORANDUM OF UNDERSTANDING
By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
and
JLG Industries

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, post-secondary dual enrollment credit, and participant in work based learning activities students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of Employer: JLG Industries agrees to support the *Five Rivers Partnership for Future Ready Pathways 3.0* initiatives by committing to the follow:

1. Provide Work Based Learning opportunities in the form of paid internships to qualifying high school students enrolled in manufacturing related CTE programs.
2. Participate in Manufacturing Day events in a middle or high school in at least one of the partnering school districts annually during the Project Period.
3. Provide opportunities partnering school districts to send middle and high school students for facility tours throughout the Project Period.
4. Provide guest speakers to present career opportunities in manufacturing to the middle and high schools in at least one of the partnering school districts throughout the Project Period.
5. Participate in the Counselor/Teacher Externship Program annually during the Project Period.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Sustainability: JLG Industries agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown and JLG Industries agree to partner together to ensure that all grant objectives are successful.

TCAT Morristown	JLG Industries
Signature: 	Signature: 
Susanne Cox, President	Company Representative
Date: 2024-04-18 7:43 AM CDT	Date: 2024-04-18 7:25 AM CDT

MEMORANDUM OF UNDERSTANDING
 By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
 and
MAHLE

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, post-secondary dual enrollment credit, and participant in work based learning activities students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

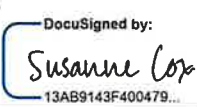

Role of Employer: MAHLE agrees to support the *Five Rivers Partnership for Future Ready Pathways 3.0* initiatives by committing to the follow:

1. Provide Work Based Learning opportunities in the form of paid internships to qualifying high school students enrolled in manufacturing related CTE programs.
2. Participate in Manufacturing Day events in a middle or high school in at least one of the partnering school districts annually during the Project Period.
3. Provide opportunities partnering school districts to send middle and high school students for facility tours throughout the Project Period.
4. Provide guest speakers to present career opportunities in manufacturing to the middle and high schools in at least one of the partnering school districts throughout the Project Period.
5. Participate in the Counselor/Teacher Externship Program annually during the Project Period.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Sustainability: MAHLE agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown and MAHLE agree to partner together to ensure that all grant objectives are successful.

TCAT Morristown	MAHLE
Signature:  13AB9143F400479...	Signature:  3A51ABF41CD5473...
Susanne Cox, President	Company Representative
Date: 2024-04-08 8:00 PM CDT	Date: 2024-04-08 3:50 PM CDT

MEMORANDUM OF UNDERSTANDING
 By and Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY MORRISTOWN
 and
Team Technologies

Shared Vision: Acknowledging that a thriving economy is not isolated to a single county or district, our vision is a regional approach to workforce development that provides expanded opportunities to all students regardless of their economic background or physical location. Student success is dependent upon quality career awareness activities that define clear pathways from secondary/post-secondary education to an occupation. By providing all students with opportunities to earn industry recognized certifications, post-secondary dual enrollment credit, and participant in work based learning activities students will attain the necessary technical and soft skills essential for a multitude of high paying career choices in advanced manufacturing throughout the region.

Project Period: The project length will be the 48-month grant period which is anticipated to be September 2024 through August 2028.

Role of Employer: Team Technologies agrees to support the *Five Rivers Partnership for Future Ready Pathways 3.0* initiatives by committing to the follow:

1. Provide Work Based Learning opportunities in the form of paid internships to qualifying high school students enrolled in manufacturing related CTE programs.
2. Participate in Manufacturing Day events in a middle or high school in at least one of the partnering school districts annually during the Project Period.
3. Provide opportunities partnering school districts to send middle and high school students for facility tours throughout the Project Period.
4. Provide guest speakers to present career opportunities in manufacturing to the middle and high schools in at least one of the partnering school districts throughout the Project Period.
5. Participate in the Counselor/Teacher Externship Program annually during the Project Period.

Role of TCAT Morristown: TCAT Morristown will serve as the Lead Entity and Fiscal Agent for the *Five Rivers Partnership for Future Ready Pathways 3.0* GIVE Grant Collaborative. TCAT Morristown will provide a project manager that will be responsible for coordinating all grant activities, managing partner participation, reporting, contract monitoring, and audit.

Sustainability: Team Technologies agrees to continue all grant initiatives outlined in this agreement past the 48-month grant project period.

TCAT Morristown and Team Technologies agree to partner together to ensure that all grant objectives are successful.

TCAT Morristown Signature: 	Team Technologies Signature: 
Susanne Cox, President	Company Representative
Date: 2024-04-10 8:26 PM CDT	Date: 2024-04-10 7:42 AM CDT