

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD

2024 Governor's Investment in Technical Education (GIVE 3.0)

WISE: Wayne Investment in Secondary Education

Tennessee College of Applied Technology Hohenwald, Lead & Fiscal Agent

IN PARTNERSHIP WITH:

Workforce Partners: Southern Middle TN Workforce Board/ South Central TN Development District; Wayne County Joint Economic Development Board

Perry, Lewis, and Wayne County Schools

Employer Partners: EMT: Maury Regional Medical Center, Wayne Medical Center; Aesthetics: Altered Energy; Truck Driving: Christenson Transport and Alley Cassetty, Southeast Carriers and Welding: Advanced Design Solutions

TCAT: Dr. Kelli Kea-Carroll, Project Director


K 12 Administrator: Ricky Inman, Co-Director

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Funding requested:

\$ 2,000,000

X 

President of Higher Education Institution, Fiscal

X 

Project Director, Lead Entity

WISE: Wayne Investment in Secondary Education

WISE, Wayne Investment in Secondary Education partners the Tennessee College of Applied Technology Hohenwald (TCAT-H) with the Wayne County School Systems with the primary goal of extending secondary career opportunities from a secondary level to a post-secondary level through a partnership to be established between TCAT Hohenwald and the Wayne County Technology Center. The Wayne County Technology Center offers multiple CTE, Career Technical Programs that are only presently offered to Wayne County Schools secondary students throughout the “school day” and only for the “school year.” The WISE Project, proposes to fully open the Wayne County Technology Center to offer four TCAT Hohenwald Technical Programs on a traditional year around TCAT Schedule. The WISE Project bolsters the support of the area Wayne County School Director, Mr. Ricky Inman and the CTE Director, Dr. Lisa Thompson. Director Inman and Director Thompson are visionaries in foreseeing the potential impact of the ability to be able to offer a full secondary and post-secondary evening program. The WISE Project proposes to also offer post-secondary programs that are in-demand, and in compliment to access to technical education within the mid to lower part of Wayne County, specifically Waynesboro, and our South Central area. The WISE TCAT Evening Programs will include: Welding, Truck Driving, and Emergency Medical Technology and Aesthetics Technology, Wayne County is one of the largest rurally located counties in Tennessee and is still considered an “At Risk County” by all indicators and the local government, as well as the Wayne County Schools are looking for a means to improve schools and economic conditions for Wayne County and provide an innovative way to attract area employers. With WISE, the TCAT Partnership proposes to fully fund the implementations of the new evening TCAT programs and accompanying equipment to make the program successful.

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GIVE 3.0 Grant Proposal

Section 1. Demonstration of Need

WISE, Wayne Investment in Secondary Education collaborates the Tennessee College of Applied Technology Hohenwald (TCAT-H) with the Wayne County School Systems with the primary goal of extending secondary career opportunities from a secondary level to a post-secondary level through a partnership to be established between TCAT Hohenwald and the Wayne County Technology Center. The Wayne County Technology Center offers multiple CTE (Career Technical Programs) that are only presently offered to Wayne County Schools secondary students throughout the “school day” and only for the “school year.” The WISE Project, proposes to fully open the Wayne County Technology Center to offer full-time evening TCAT Hohenwald Technical Programs on a traditional year around TCAT Schedule. The WISE Project bolsters the support of the area Wayne County School Director, Mr. Ricky Inman and the CTE Director, Dr. Lisa Thompson. Director Inman and Director Thompson are visionaries in foreseeing the potential impact of the ability to be able to offer a full secondary and post-secondary evening program. The WISE Project proposes to also offer post-secondary programs that are in-demand, and to compliment access to technical education within the mid to lower part of Wayne County, specifically Waynesboro, and our South Central area. The WISE TCAT Evening Programs will include: Welding, Truck Driving, and Emergency Medical Technology and Aesthetics Technology, Wayne County is one of the largest rurally located counties in Tennessee and is still considered an “At Risk County” by all indicators and the local government, as well as the Wayne County Schools are looking for a means to improve schools and economic conditions for Wayne County and provide an innovative way to attract area employers. With WISE, the TCAT Partnership proposes to fund the implementation of the four new evening TCAT programs to

include funding for the four instructors of Truck Driving, Welding, EMT and Aesthetics, one faculty per evening program, to include salary and benefits for the four- year period of the GIVE Grant, from inception in 2024 until the grant conclusion of 2028. Additionally, WISE proposes to fund for the accompanying equipment to make the program successful in Wayne County. Wayne County Schools will make available to enroll both the adult (evening) and secondary population through dual enrollment availability for all students in Wayne County Schools, with Director of Schools, Mr. Ricky Inman. Wayne County Schools encompasses three separate area schools: Wayne County in Waynesboro, Frank Hughes located in Clifton and Collinwood located in Collinwood. The population of Wayne County Schools is as follows:

Wayne County Schools operate a very robust CTE Program offering with 450 students enrolled in eight areas of Career Clusters with a population of 622. With implementation of the TCAT-H evening programs, all 450 students will be given the opportunity to complete some type of technical skills program.

In cooperation with WISE, TCAT H proposes to fully fund the salary of a Welding Program Instructor in Wayne County for the purpose of providing and evening Welding Technology with instruction in all types of welding, to include SMAW and GMAW and stick for both adult students and dual enrollment students of Wayne County School System. The Welding provision requires the expansion of the Wayne County Technology Center and will require implementation as a Wayne Instructional Service Center to accommodate the needs of students, as a much needed area of skill, as evidenced by a recent visit to the Center by a prospective area employer. Additionally, the WISE GIVE 3.0 Grant will seek to fund a TCAT Hohenwald Coordinator Position for the Wayne County Schools Systems TCAT Evening Programs to assist with coordination and

organization of the four new TCAT evening programs. All of the four proposed technical programs are viewed as in-demand by the *THEC Supply and Demand Data* according to TN.gov.

The Emergency Services, and Emergency Medical Technician, need as evidenced by Wayne EMS and the high school to add another recognized credential of with 911 industry certification..

TCAT Hohenwald proposes to offer Truck Driving as a full-time and dual enrollment program on the campus of Wayne County Technology Center and proposes to expand throughout Wayne County Technology Center and Collinwood, Educational Learning Facility, which will require the salary of one full time faculty members to include one part-time 3rd party tester. The Truck Driving expansion proposes to move between Southern Middle Counties to potentially include Lawrence Wayne and Perry Counties. The Truck Driving Program on the main campus, will begin movement and expansion in Fall of 2024, which will rotate to Wayne County to the location of Wayne County Educational Learning Facility in Collinwood, to ensure a strong future truck driving workforce to support the availability of truck driving positions within Wayne County. our South Central area many major employers are in dire need of Truck Drivers and various related driving needs to various types of Commercial Truck Driving Needs, such as Class A, Class B or certain types of required driving endorsements, Hazardous Material Endorsements. Multiple companies are contacting TCAT-H concerning the training of truck driver the employability of drivers. Most recently, Christenson Transport in Lawrence County visited TCAT-H concerning the Truck Driving Program and availability of expansion. Additionally, Alley Cassetty in Maury County contacted TCAT-H. All of the counties in the south central area for voicing a need of need Truck Drivers and transport operators. In regard the to the Truck Driving Programs, TCAT H plans to use the TCAT State-

wide curriculum, which focuses on fundamental competencies in study of DOT regulations and logging, orientation, worker characteristics, map reading, vehicle and component orientation, safety, coupling and uncoupling, backing road driving, weather and road conditions, public relations, freight, cargo handling, and general knowledge & other competencies. Another valid request of the areas schools is that THAT-H, consider adding other endorsements, like School Bus (S), and Passenger Bus (P) requiring additional hours to secure the extra endorsements. Graduates of TCAT Hohenwald and our technical programs within any of the aforementioned occupational clusters will be used to fill entry level related positions within the clusters, The grant will be utilized to purchase Three (1) tractor trailer truck and one trailers, along with additional state of the art training equipment, such as a Truck Driving Simulator for Truck Driving to further employment opportunities of the graduates and employers with the input of area industry.

TCAT-H worked with government leaders in Wayne County to secure a permanent site location in Industrial Park of Wayne County, the Educational Learning Facility, which is located on a 3.5 acre plot in the center of the Industrial Park and located next to the UT Agricultural right off a main highway, making it perfectly suited as a Wayne County Truck Driving location. This site location will be an Instructional Service Center for TCAT-H. The facility is equipped with a classroom and lab area, as well as several simulators that would be useful in training.

Several of our south central area counties, like Wayne County, continue to be identified as an “At-Risk,” evidencing the sustained need of higher education, with both secondary and post-secondary options. Given the lack of employment in Wayne County, Wayne County, particularly relies on “local employers as an economic driver of workforce development; thus, local short term programs aligning with local employment that are high- demand, high wage, such as Truck

Driving, will be the focus of this grant. The Truck Driving Program and career in-demand, high need cluster occupations, as driver, technician, and welder will assist in meeting the foundational, and industrial needs of Wayne County workforce and assist producing a skilled, qualified related driver or worker. The Director of Schools, Mr. Ricky Inman as well as the CTE Director Dr. Lisa Thompson have voiced the initiative, along with the Wayne County Mayor Jim Mangubat..

Wayne County Schools are seeing a direct need to enhance and improve the technical secondary career pathway programs of Welding, and to add Emergency Medical Technician, Transportation and Logistics (Truck Driving), and to implement an Aesthetics Technology Program to add to the Wayne County Career Clusters available to students from a secondary perspective to a post-secondary at TCAT Hohenwald.

Demand: Tennessee is a leading state in transportation, distribution, and logistics. The transportation cluster contains several occupations that are in-demand statewide and in every region of the state, including automotive service technicians and mechanics; bus and truck mechanics and diesel engine specialists; production, planning, and expediting clerks; heavy and tractor-trailer truck drivers; industrial truck and tractor operators; and mobile heavy equipment mechanics. *Supply:* Several TCAT programs train Tennesseans in this cluster who remain in Tennessee to work. The highest employment rates for certificate programs were logistics and supply chain management at 62 percent and diesel mechanics technology at 54 percent. First-year wages for the bachelor's degree program in logistics was \$53,062, and for the master's degree, \$90,607. High school CTE concentrators in autobody collision repair and diesel mechanics were employed in Tennessee at rates of more than 60 percent. This cluster had 121 apprenticeship completers. *Unmet need:* Occupations in high demand with no aligned training programs include industrial truck and tractor operators and mobile heavy equipment mechanics. The less-than-one-

year certificate program in logistics has a high employment rate (62 percent) and wages above the state median. *According to the Tennessee Department of Economic and Community Development*, training the workforce of today and educating the workforce of tomorrow is one of the state's top priorities with a special emphasis placed on STEM to ensure related industries have a steady pipeline of well-prepared applicants streaming from the secondary to post-secondary system that are equipped for successful employment. The short-term programs of Truck Driving requiring only 222 clock hours and Emergency Medical Technician with a 2 trimester completion option of EMT Basic requiring one trimester (432hour) and Advanced EMT 342 are a true answer to skilled, in-demand needs of occupations. As the students' skill-base knowledge is mastered, the next theory area is covered, mixed with hand-on tractor trailer driving, and road skills on the practice track. A quality technical skill training program as a driver and technician is of great demand with graduates being prepared in highly skilled in sought after competences, prepared for employment in areas of high wages. The program also includes TCAT Worker Ethics Diploma preparation in attendance, character, teamwork, appearance, attitude, productivity, communications, cooperation, and respect.

For several years, the economic development coordinator of and Wayne County has recognized a need and shortage of qualified workers in the EMT, and welding--related positions. With the continued increase in transportation and logistics and need of skilled truck drivers and related positions, the demand for skilled drivers and and/or technicians have increased tremendously. Many related employers attempted to recruit directly from high schools, such as Wayne County schools, but the employers felt the secondary students hired directly from high schools were unprepared, with the exception of high school students who had been involved in career and technical educational or work-based learning.

Economic development models have predicted that nearly two-thirds of all jobs in the coming decade will require a postsecondary credential to signal mastery of relevant competencies. All of the TCAT Course Curriculum(s) propose an educational program that targets occupational skill training, coupled with basic skills/workforce readiness training as well as career preparation and guidance resultant in the earning of an industry credential. The program provides high skills training to achieve proficiency in competencies, with an integration of applied math and an embedded worker ethics curriculum to adequately prepare a student as a qualified, quality skilled employee. For students requiring additional assistance, career counseling/ and financial aid guidance is provided through TCAT-H Student Services and through the local American Job Centers.

As of April 2024, the website for *Tennessee Workforce: Academic Supply for Occupational for Occupational Demand in Southern Middle*, identifies In-Demand Jobs as: Heavy and Tractor Trailer Drivers, Industrial Truck and Tractor Operators, Welders, With Post-secondary Non-degree award taken into consideration, Heavy and Tractor Trailer Truck Drivers, Licensed Practical Nurse and Medical Assistants post as Hires for In-Demand Jobs. Entry Level Earnings range from \$15-\$20/hour; Median from \$20 - \$28/hour and for Experienced:\$ \$25 - \$40/hour. With the expansion of manufacturing companies, employers are finding a lack of skilled workers to fill any positions. The Transportation Cluster and Manufacturer Cluster are in local focus areas of Economic Community Development (ECD) in local/regional recruitment, with the success of resources showcased to supply the economic development of the counties. In Wayne Counties, there is no “predicted” number of skilled and qualified candidates to fill the positions in-demand.

According to the JOB4TN website in September 2024, there were many employment opportunities, according the Tennessee Board of Regents Website, with reference to TN Workforce Maps, Workforce Investment Area 6 and 10 shows a positive projected growth for jobs, which is synonymous and comparable to statewide growth.

While study data is vital, the current demand by local industry is critical. The Truck Driving Program currently has partnerships with Christenson Transport – Lawrence County, and Alley Cassetty – Maury County, Oliver Technologies – Lewis County and Summertown Metals – Lewis County to provide relevant workforce training and an on-going supply of workers.

TCAT-H maintains several “co-op contracts” to further develop technicians and workers to skilled employees with Aesthetics Training to include Altered Energy, Oliver Technologies, BRS off-Road and other companies with many employers benefiting from TCAT-H graduates/completers to include Wayne County Medical Center, Wayne County EMS, C’Wood Lumber, and Marsh Brothers.

TCATH has worked with various community colleges to develop articulation agreements for technical programs of one year ending in a diploma where a student may receive up to 23 credit hours for the earning of a TCAT Diploma (**Attachment A**). The completion and placement rate for TCAT Hohenwald over the last five years evidences the success of the college in starting a new program. For TCAT Hohenwald, the last year completion rate was 94% and the average placement rate was 92%.

The proposed purchase of equipment will enable TCATH to meet the GIVE 3.0 and *Drive to 55* Goals with industry certifications, such as OSHA 10, Snap-On Torque, and Snap-On Multimeter, couple with the targeting of enrolling and graduating 40-60 students, assuming an average of twenty full students and an average of 20 dual enrollment at each high school annually,

will support the *Drive to 55* goals by increasing the overall higher education attainment in the region and will meet the needs of employers. Continuing the established programs on a long term basis will also increase higher educational attainment to achieve the *Drive to 55* goals.

According to the 2024 *Higher Education County Profile on Drive to 55*, THEC/TSAC indicated the college going rate for Wayne County as 62.8%, respectively. Having acknowledged the number needed to better meet *Drive to 55* goals, TCAT-H partnering with rural high schools to improve their technical pathways to add availability of more dual enrollment high school classes aligning with a seamless pathway with the potential of several industry certifications. The grant proposes to fund student certification.

Section 2. Program Plan

The program project, WISE will follow the schedule below after the award announced in August – September 2024, with the goal of offering additional enrollment with equipment expansion of programs beginning Fall/September of 2024.

September/October 2024:

1. Advertise and hiring all applicable instructors.
2. +Recruit for evening TCAT Hohenwald Classes for Fall Trimester
3. Evaluate facility improvements of classrooms and labs at the off-campus locations.
4. Propose programs to the Tennessee Board of Regents at TBR Quarterly Board Meeting.
5. Specify and order and procure all equipment with consideration of TBR Purchasing.
6. Work with Wayne County Technology Center (WCTC) and Wayne County High School (WCHS to finalize equipment lists, as needed.
7. Preparation equipment specifications for bids to vendors.
8. Establish any necessary MOUs at the site locations with appropriate local officials.
9. Submit any necessary submittals to Tennessee Board of Regents (TBR) for December Meeting 2024.

January/February 2025:

1. Recruit for Spring Classes to be offered at WCTC and TCAT-H.
2. Submit any substantial change applications to the TCAT-H accreditation agency, Council of Occupational Education (COE), for approval of expanded areas off-campus sites, as applicable.
3. For all new Programs, add to Program Advisory Committees in area by inviting active industry and community leaders to serve.

4. Submit any outstanding equipment quotes for procurement.
5. Advertise to determine demand and student enrollment for Class.

March 2025:

1. Continue to accept prospective students from waiting list to continue enrollment the program.
2. Deliver equipment to sites.
3. Visit local high schools to recruit graduating seniors into the technical programs of Truck, EMT, Welding and Aesthetics programs in each county.
4. Hold a Spring Advisory Committee Meeting to review the technical programs and curriculum and to add TCAT Hohenwald Programs of Study.
5. Solicit additional input to better meet local industry need and request any prospective donated equipment from various industries to support the new programs and meet localized training needs.
6. Procure any additional items.

April 2025:

1. Potentially graduate the first class of TCAT WCTC Students at the end of the April Trimester. Open bids for other equipment and award to lowest bidder.
2. Place order for all training equipment and classroom.
3. Process any TBR Approvals through Council on Occupational Education (COE).
4. Offer certifications to Perry County and Wayne County High School.

May 2025 – June 2025

1. Enroll new students for Summer trimester for all the evening programs.
2. Offer all four areas of TCAT H Technical Training.
3. Encourage graduating seniors to pursue technical career pathways to TCAT.
4. For newly graduating seniors of 2024, send letters to prospective students inviting to orientation for Fall Trimester, as well continue to recruit interested adults.
5. Receive any other equipment items for classroom and lab use.

July 2025-August 2025:

1. Conduct pre-orientation for new Fall Trimester students in the EMT, Welding, Truck Driving, and Aesthetic Program
2. Process TBR Approval with the Council on Occupational Education.
3. Follow up on training and retraining of instructors to ensure adequate certification.

September 2025:

1. Begin Fall Trimester training for all four new TCAT evening programs and continue students at all locations in earning certificates, diplomas and industry credentialing .
2. Offer Forestry and Ag to potential student.

December 2025:

1. Graduate first class of TCAT Program Graduates in the Fall Trimester Graduates in December.

January 2026-August May 2028:

1. Recruit and continue to target an enrollment of 20 students at each campus site.
2. Graduate and award Forestry & Ag Technology Certificates, Diplomas and industry certification as applicable throughout the year.

Beyond the documenting and reporting progress of the Technical Programs ordering and receiving equipment, and holding Advisory Committee Meetings, the measurable objectives will be the following:

1. Enrollment at each training location each with a goal to enroll and retain 20 students in each program.
2. Retention rates at each training location at the end of each trimester.
3. The number of certificates awarded to students at each training location at the end of each trimester for completion of a portion of the curriculum.
4. The number of diplomas awarded at the end of the 12 month training program.
5. The number of prospective students on the interest list for each program at each location.

The WISE project will incorporate mentorship program, which is a key component of the project. The Tennessee Promise program has established a mentor program for all graduating high school seniors who are enrolled in a higher education program. Mentor roles will provide guidance and assist the students to ensure that students meet deadlines and stay on track to successfully complete the technical program of study. The WISE GIVE 3.0 Grant will provide opportunities for approximately 60+ additional students to achieve their goals.

The GIVE Collaborative Partners will work with area industries to establish Work-Based Learning (WBL) opportunities to provide meaningful and sustainable work experiences to students and to increase workforce engagement with local educational and employer partners. The GIVE Work-Based Learning Opportunities may vary by employer and be composed of a range of experiences, such as Industry Awareness, Career Awareness, Career Exploration, Career Preparation and Career Training. The Co-op Agreement WBL will be a capstone to WBL to create, provide, or expand on-site work experience for the student at a participating industry or

within a company providing an office area of experience with a participating partner utilizing the traditional, standard TCAT Co-op Agreement (**Appendix B**) or internship programs that:

- 1) May be paid or internships – possibly not paid;
- 2) Award academic credit or clock hour credit from a GIVE program partner;
- 3) Develop a student’s employable and technical skills sets; and
- 4) Place students with companies facing a demonstrable shortage of skilled workers.

For the purposes of the GIVE WBL component, the grant recipient acknowledges **Cooperative education** (or co-op) as a partnership between secondary and postsecondary students, institutions of higher education, and employers that formally integrate academic studies with practical experience in a workplace setting and:

1. Alternates or combines periods of academic study and work experience in appropriate fields as an integral part of student education;
2. Provides students with compensation from the employer in the form of wages or salaries for work performed;
3. Evaluates each participating student’s performance in the cooperative position, both from the perspective of the student’s institution of higher education and the student’s cooperative employer;
4. Provides participating students with academic credit from the institution of higher education upon successful completion of their cooperative education; and
5. Is part of an overall degree or certificate program compliant with policies for academic credit established by the Tennessee Board of Regents.

The project director will be Kelli Kea-Carroll, President of TCAT Hohenwald. The WISE project governance and accountability will be the responsibility of the Tennessee College of Applied Technology Hohenwald (TCAT-H), Director of K-12, Wayne County Schools, Ricky Inman and CTE Director, Dr. Lisa Thompson. The project steering committee are comprised of the workforce partner, Wayne County Joint Economic Community Development Director, Rena Purdy, Wayne County Chamber Director, Christina Chapman,, John Hickman, Innovative Schools Grant Coordinator. Heather Warren. The committee will be responsible for maintaining oversight and will consist of individuals from industries, involved in the Wayne County Chamber made up

of an estimated 12 members, but no more than 16 members that will meet twice yearly for the period of the WIE GIVE Grant. TCAT-H and Wayne County School Director, Mr. Inman and Dr. Thompson will present to the committee a quarterly budget report, enrollment data, completion rate, number of hours of training, and graduation and placement of students enrolled in the program.

A key component to the success of the GIVE 3.0 Grant will be filling the employment and technical skills gap between industry and employees, with the project prepared to purchase high-tech training equipment to address workforce and labor market needs, specifically pertaining to the career clusters of Transportation, Health Sciences - Emergency Medical Services (EMT) Welding and Services - Aesthetics Technology. The equipment purchased will be specific for the training needs of the evening programs to implement, Truck Driving, EMT, Welding and Aesthetics, and potential for automotive Technology Programs with EV and Hybrid. A portion of the equipment request will be to purchase desk-top computers and/or laptops for the classes to be offered in cooperation with TCAT, and on site at Wayne County Technology Center. The TCAT technical dual enrollment programs will provide a direct feeder of participating students from the high schools to the Tennessee College of Applied Technology. Applicable industry and EPSO certifications will be offered in areas of study that are applicable to students' study.

Recruitment of underrepresented student groups will be consideration in students who are traditionally underrepresented in CTE programs. Brochures will be developed and included in recruitment areas.

Section 3. Strength of Partnership

A strong partnership Collaborative has been established for the GIVE 3.0 Wayne County, WISE Grant "Wayne Investment in Secondary Education". The strength of the GIVE3.0

Collaborative Partnership is further evidenced by the signing of a Memorandum of Understanding. Many of the roles and responsibilities of the partnership are outlined in the MOU, which may be viewed as **Appendix C**. The GIVE Collaborative Partnership includes the local Workforce Investment Opportunity Act (WIOA) Administrator, Executive Director, Mrs. Barbara Kizer, Director Ricky Inman, Wayne County Schools and two key local employer partners for WISE Grant, to include for the CTE Cluster for Truck Driving: Christenson Transport and Alley Cassity; EMT – Perry EMS and Wayne EMS; Welding – Wally Mo and Oliver Technologies. The grant includes several counties Lewis County, Perry and Wayne County. The grant is further supported by local Mayor Jim Mangubat, and Chamber Directors, Christine Chapman, and Rena Purdy,

The Lead Entity and Fiscal Agent for WISE is TCAT Hohenwald. TCAT has a fifty-year history in successfully meeting the education and training needs of the south central area and area industries. The GIVE 3.0 Grant will assist in continuing to provide individuals with the opportunity to develop key technical occupational skills to become knowledgeable technicians ready for employment and to upgrade the skills of current related employees. TCAT-H has an excellent record of successful fiscal management of education grant programs. Support of the proposal is further evidenced by the MOU. Signatures and Work Based Learning signatures (**Appendix D**).

The local school system participating in the collaborative is Wayne County Director, Ricky Inman, TCAT-H maintains an active partnership with each school to offer dual enrollment opportunities to all high school students, particular to upper level juniors and seniors, who enter college at the TCAT-H with prior award of credit from dual enrollment. Wayne County Schools fully support the WISE GIVE 3.0 Grant and agree to provide secondary student enrollment to support the efforts of WISE. .

Section 4. Budget Plan

The largest portion of the funding request is for faculty salaries of the 4 evening program instructors, a WISE Grant Evening Coordinator and training equipment for the evening technical Programs of WCTC and TCAT- H. The equipment will be utilized for the evening instructional programs to teach competencies and skills required to earn TCAT certificates and diplomas, as well as EPSO and industry certifications. The equipment needs are specific to the program needs, to include tractor trailer trucks, trailers, simulators and welding booths, The goals of the project are to contribute to the educational attainment level of Wayne County, which is “At-Risk.”,

The TCAT will procure equipment according to state regulation and policies governing purchasing procedures, with state contracts consideration. The project also requests administrative costs to cover the work of the project director and further for training of the instructors.

Section 5: Sustainability

The Tennessee College of Applied Technology-Hohenwald will sustain the program beyond the 48 months funding period by continuing the technical programs at the locations through tuition and state appropriations received by TCAT-H. TCAT Hohenwald will continue to partner with Wayne County Schools to offer dual enrollment and provide feeder opportunities. The TCAT-H has successfully operated technical programs for over 50+ years, strategically planning for equipment maintenance and renewal, and maintaining plant funds. The technical programs will be supported by the institution’s budget and resources and by revenues generated from WCTC evening enrollment.

Section 6: Economic Status Acknowledgement

The Tennessee College of Applied Technology Hohenwald acknowledges Wayne County as being an “At-Risk” County with more education to be attained to positively impact the status.

GRANT BUDGET

GIVE Project : WISE – Wayne Investment in Secondary Education

The grant budget line-item amounts below shall be applicable only to expenses incurred during the following

Applicable Period: BEGIN: 08/15/24

END: 08/15/28

POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	1,408,000	0.00	1,408,000
4, 15	Professional Fee, Grant & Award ² (Work-Based Learning/equipment)	5000	0.00	5000.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	148,000		148,000
11, 12	Travel, Conferences & Meetings	7,000	0.00	7,000
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance to Individuals	0.00	0.00	0.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	0.00	0.00	0.00
20	Capital Purchase (Equipment) ²	322,000	0.00	322,000
22	Indirect Cost	110000	0.00	110,000
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	2,000,000		2,000,000

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 Sub recipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

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



**Transfer from TCAT Emergency Medical Technology
to the A.A.S. in Emergency Medical Services**

TCAT Program:	Emergency Medical Technology	
Community College Program:	A.A.S in Emergency Medical Services	
Program Length:	60 credit hours	
Articulation:	Community college faculty have assured that academic transfer credit is at the collegiate level and comparable to credit earned in the college's own programs (TBR policy 2.00.01.06).	
College Credit:	This statewide agreement allows a student the possibility to earn 32 course credits. Please see the below crosswalk/equivalency table.	
Community College Course Title	Credit Hours	TCAT Course Title or Certification Exam Title
EMSB 1601 EMT Medical Emergencies and EMS Operations [§]	6	National Registry of Emergency Medical Technicians--EMT
EMSB 1601 EMT Trauma and Medical Emergencies [§]	6	
EMSB 1101 EMT Medical Skills Lab [§]	1	
EMSB 1102 EMT Trauma and Medical Skills Lab [§]	1	
EMSB 1111 EMT Clinical [§]	1	
EMSB 1112 EMT Field Internship [§]	1	
EMSA 1501 Advanced EMT Medical Emergencies [§]	5	National Registry of Emergency Medical Technicians--AEMT
EMSA 1502 Advanced EMT Trauma and Medical Emergencies [§]	5	
EMSA 1201 Advanced EMT Medical Skills Lab [§]	2	
EMSA 1202 Advanced EMT Trauma and Medical Skills Lab [§]	2	
EMSA 1111 Advanced EMT Clinical [§]	1	

EMSA 1112 Advanced EMT Field Internship ^{\$}	1	
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*The campuses which offer a related AAS degree will award the above credit. Campuses which require EMT and/or AEMT passing exams as prerequisite courses to the paramedic program will advance students to the next appropriate level of courses without duplication (depending on the student's level of licensure and after verification of competency as required by accreditation standards and the National EMS Education Standards).

^{\$} Or campus equivalent

**Articulation Agreement
For
Associate of Applied Science
Engineering Systems Technology
Welding Engineering Technology
Between
Chattanooga State Community College
And
Tennessee College of Applied Technology at Hohenwald**

Graduates of the Tennessee College of Applied Technology (TCAT) at Hohenwald who successfully complete the diploma program in Welding are eligible for articulated credit into the Associate of Applied Science (AAS) in Engineering Systems Technology, Welding Engineering Technology concentration program of study.

To receive the benefit of the articulated credit, the student must submit documentation of completion of the diploma program. Students will receive nineteen (19) semester hours of articulated credit after meeting all admission requirements for degree seeking students and removal of all learning support deficiencies.

Credit will be awarded for the following courses:

Rubric/Number	Course Title	Credit Hours
WELD 1060	Welding Principles	4
WELD 2013	Intermediate SMAW	3
WELD 2023	Intermediate GMAW/FCAW	3
WELD 2033	Intermediate GTAW	3
WELD 2313	Advanced SMAW	3
ENST 1350	Industrial Safety	3
	Total	19

Awarded college credit hours will be applied in pursuit of an ***AAS in Engineering Systems Technology, Welding Engineering Technology concentration***. The following documentation must be presented to the Chattanooga State Engineering and Information Technologies Division prior to admission to the College and for credit consideration:

- Chattanooga State Articulation Application
- Tennessee College of Applied Technology (TCAT) Diploma

The student must be fully admitted to the College through the normal admissions and registration processes and must complete an entrance exam (i.e., ACT/SAT/I.T., Accuplacer) which demonstrates competency in reading, writing and mathematics.

Associate of Applied Science
Engineering Systems Technology
Welding Engineering Technology
Between
Chattanooga State Community College
And
Tennessee College for Applied Technology at Hohenwald
Articulation Attachment

Total credits required for graduation: 63

Courses (specific courses OR distribution areas) and credits

General Education:	Total Credits:	16
Rubric/Number	Course Title	Credit Hours
ENGL 1010	Composition I	3
MATH 1710	Pre-Calculus I	3
Social/Behavioral Science Elective		3
Humanities/Fine Art Elective		3
PHYS 1030	Concepts of Physics	4
Core:	Total Credits	12
Rubric/Number	Course Title	Credit Hours
ET 220	Communications in Engineering Technology	3
DD 114	CAD Engineering Drawing I	3
ET 115	Computers in Engineering Technology	3
ET 112	Mathematics for Engineering Technology	3
Welding Engineering Technology	Total Credits	35
Rubric/Number	Course Title	Credit Hours
MECH 1310	Electrical Components	3
ENST 1350	Industrial Safety	3
NE 228	Metallurgy	3
WELD 1060	Welding Principles	4
NE 126	Visual Inspection	3

Directed Technical Electives:		19
Rubric/Number	Course Title	Credit Hours
Welding Processes Electives		
<i>WELD 2013</i>	<i>Intermediate SMAW</i>	3
<i>WELD 2023</i>	<i>Intermediate GMAW/FCAW</i>	3
<i>WELD 2033</i>	<i>Intermediate GTAW</i>	3
WELD 2114	Structural Design & Fabrication for Welding	3
WELD 2313	Advanced SMAW	3
WELD 2323	Advanced GMAW/FCAW	3
WELD 2333	Advanced GTAW	3
Welding Automation Electives		
<i>WELD 2023</i>	<i>Intermediate GMAW/FCAW</i>	3
<i>WELD 2033</i>	<i>Intermediate GTAW</i>	3
MECH 1350	Robotics I	3
MN 2423	Robotics 2	3
WELD 2433	Advanced Automated Welding	3

Courses in italics/bold will be awarded as equivalency credit once the student has completed the requisite coursework.

Chattanooga State Community College

*Application for Articulated Credit
Engineering and Information Technologies Division*

Name: _____	Social Security Number or Student ID: _____
Address: _____	Email: _____
City: _____	Phone: _____
State: _____	Zip Code: _____

I am offering credentials from _____ as evidence of equivalent credit.

**Type of credentials
(Diploma or Certificate)**

I understand that this credit is appropriate only to the below degree and cannot be used in whole or part toward any other major at Chattanooga State Community College. This credit, when awarded, will be posted to my transcript after I have started this degree.

Course equivalency credit will be awarded as follows for _____.

Rubric/Number	Course Title	Credit Hours
Total:		

Student Signature: _____ Date: _____

FOR COLLEGE USE ONLY		
_____ ChSCC Dept Head, Engineering & Information Systems Technologies	_____ Date	The above/attached information has been verified with departmental proficiency requirements.
_____ ChSCC Dean, Engineering & Information Systems Technologies	_____ Date	Received Date: _____ Received By: _____
_____ ChSCC Vice President, Academic Affairs	_____ Date	To ChSCC Records: _____
<input type="checkbox"/> Approved <input type="checkbox"/> Denied		

**COOPERATIVE WORK PROGRAM AGREEMENT
BETWEEN
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY AT Hohenwald
AND**

This Cooperative Work Program Agreement is made this ____ day of _____, 2023 by and between _____ hereinafter referred to as the "Company," the Tennessee College of Applied Technology at Hohenwald, hereinafter referred to as the "College," and _____ thereinafter referred to as "Student."

WITNESSETH

The Cooperative Work Program (Co-op) is an integral part of the learning experience provided for students at the Tennessee College of Applied Technology (TCATs) and is defined as paid or unpaid work-related training received at an approved business or industry under the terms of a signed Cooperative Work Program Agreement. The Program provides a method of instruction whereby the TCATs and business/industry are partners in developing the workforce for tomorrow's technology. Whereas, it is to the mutual benefit of all parties to provide Co-op work experience for students enrolled in certain programs of the College, the parties have agreed to the terms and provisions set forth below:

I. Purpose- The Purpose of this agreement shall be to provide practical work experience through a Co-op assignment to the Student enrolled in the _____ program.

A. The Co-op experience shall be provided at the Company's facility located at _____, hereinafter referred to as the "Facility."

II. Terms and Conditions- Pursuant to the above-stated purpose, the parties agree as follows:

A. Term- The term of this Agreement shall begin on _____ and end on _____.
Either party may terminate this Agreement upon giving ten days written notice to the other party. This Agreement may be renewed with the approval of all parties. If it becomes necessary for the Student's Co-op to be extended beyond the stated date on the Agreement, a Cooperative Agreement Modification will be prepared and signed by all parties.

B. Discipline- While participating in the Co-op at the Facility, the Student will be subject to applicable policies of the College and the Company. Each party will be responsible for enforcing all applicable policies, including those of the other party. The Student shall be dismissed from Co-op participation only after appropriate disciplinary policies and procedures of the College have been followed; however, if the Student's presence poses an immediate threat or danger to the Company, the Company may remove the Student from the Facility without delay.

C. Specific Responsibilities- The following duties shall be the specific responsibility of the Student: _____

All parties - The Student, the Student's instructor (Instructor), the College President, and the Company representative must sign the Cooperative Work Program Agreement prior to the beginning of the Co-op work phase.

Each time the Instructor makes contact with the Student or the Company, it should be recorded on the Contact Record Form (Instructor Contact Form) by the Instructor. Periodic visitations, throughout the duration of the Student's Co-op, should be made by the Instructor.

III. Student Eligibility Policies- A student who elects to participate in the Co-op program must meet the following eligibility requirements and by signing below Student and the Instructor confirm that Student meets these requirements:

- A. Be a full-time student.
- B. Be at least 18 years of age.
- C. Have completed a minimum of 50% of the hours in the program and/or possess the skills equivalent to a minimum of 50% of the entry level requirements based on the Instructor's evaluation. The standard of classroom hours completed and/or skill equivalents may be modified at the discretion of the President but under no circumstances will the Student be allowed to begin a Co-op until at least 25% of the skill equivalents have been met or demonstrated.
- D. Have demonstrated good attendance, good work habits, and a good attitude. All students must have an acceptable grade point average, according to their instructor's recommendations, but not less than a B average.
- E. Possess the ability to perform the work as required by the Company.

IV. Student Responsibilities:

- A. Complete and submit all reports (Student Work log) and work schedules (Supervisor Evaluation form) to the College. These reports must be signed by the Company and the Student and be in the College's possession no later than three days after the end of each calendar month.
- B. Furnish monthly; on forms provided, hours worked, types of jobs, and such other information as the College may need in order to grant Student credit (Student Work Log & Supervisor Evaluation Form).
- C. Notify the Company and the Instructor of any planned absence or vacation from work.
- D. Inform the Instructor of any problem that occurs while participating in the Co-op.
- E. Pay all tuition fees on or before the day of registration for each trimester.
- F. Conform to the policies and regulations of the Company and the College.
- G. Be recommended by the Instructor.
- H. Be approved by the President.
- I. Be enrolled in a program-related Co-op that will provide the opportunity to obtain needed competencies.
- J. Agree to maintain a good work ethic in all areas pertaining to the job.
- K. Agree to all terms and conditions as stated in this Agreement and College's policies.
- L. Notify the Instructor immediately if terminated from the Co-op by the Company.

- M. Submit any changes in the work schedule to the Instructor.
- N. Purchase any supplies, tools, etc., as required by the Company.
- O. Sign a reasonable confidentiality statement, if required by Company.

V. Company Responsibilities:

- A. Provide work projects that will contribute to the Student's learning experience and will relate to the Student's technical area: (*See attached Competencies*)
- B. Notify the Instructor of any weaknesses or potential employment problems that the Student may have.
- C. Comply with State and Federal employment laws, including Workers Compensation.
- D. Allow periodic visitation by the Instructor to verify Student progress and to observe the Student on the job.
- E. Evaluate the Student's job performance.
- F. Provide supervision for the Student and provide on-the-job instruction, as needed, including necessary safety instructions.
- G. Notify the College of any serious problem, illness, or accident involving the Student.
- H. Sign and verify the Student's monthly evaluation and work record.
- I. Agree to all the terms and conditions of this agreement and other Co-op policies provide by College to Company. Co-op Policies and Agreements.

VI. College Responsibilities:

- A. Evaluate and assign credit for Co-op work according to the official college calendar, not to exceed the maximum hours available for a regular full-time student.
- B. Assist the Company in identifying Student deficiencies or employment problems.
- C. Provide instructional support to correct any work deficiencies.
- D. Keep the Student informed about changes in the Co-op program plan, such as alternating training times between the College and the work place.
- E. Visit the Student on the job at periodic intervals (Once per Trimester).
- F. Maintain all pertinent records relating to this Agreement in the Student's permanent record.
- G. After consulting with Company, make exceptions to College's policies and Co-op experiences that could be mutually beneficial to all parties.
- H. Endeavor to establish and maintain a good working relationship with the Company.

VII. Mutual Responsibilities: The parties shall cooperate to fulfill the mutual responsibilities.

- A. Each party shall comply with federal, state, and municipal laws; advice; rules; and regulations, which are applicable to the performance of this Agreement.
- B. The Student shall be treated as a trainee who has no expectation of receiving future employment from the Company or the College.
- C. The parties agree to comply with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, Executive Order I 1,246 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or students because of race, religion, creed, color, sex, age, handicap, veteran status or national origin.

VIII. Miscellaneous Terms: The following shall apply in the interpretation and performance of this Agreement.

- A. No party shall be responsible for personal injury, property damage, or loss except that resulting from its own negligence, the negligence of its employees, or from others from whom the party is legally responsible.
- B. The delay or failure of performance by any party shall not constitute default under the terms of this Agreement, nor shall it give rise to any claims against such party for damages. The sole remedy for breach of this Agreement shall be immediate termination.

STUDENT: <hr/> Signature <hr/> Printed Name <hr/> Date	COMPANY: <hr/> Signature <hr/> Printed Name and Title <hr/> Date
TCAT HOHENWALD INSTRUCTOR: <hr/> Signature <hr/> Printed Name <hr/> Date	TCAT HOHENWALD PRESIDENT: <hr/> Signature <hr/> Kelli Kea-Carroll, President <hr/> Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY - HOHENWALD
COOPERATIVE WORK PROGRAM

CONTACT RECORD

_____ Student	_____ Place of Employment
_____ Technical Program	_____ Contact Person
	_____ Phone Number

<u>Date Contacted</u>	<u>Comments of Findings</u>	<u>Initials</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

MONTHLY EVALUATION

TECHNICAL AREA _____

Student's Name _____ Job Title _____

Company _____ Month _____ Year _____

Quantity of Work: Use of time, tools, equipment and materials to "GET THE JOB DONE."

- Well above entry level
- Above entry level
- Average for entry level
- Needs minor improvement
- Need major improvement

Comments: _____

Quality of Work: Works safely with concern for meeting job specifications.

- Well above entry level
- Above entry level
- Average for entry level
- Needs minor improvement
- Need major improvement

Comments: _____

Professionalism: Personal appearance, attendance, attitude toward job, co-workers, and customers.

- Well above entry level
- Above entry level
- Average for entry level
- Needs minor improvement
- Need major improvement

Comments: _____

Student Signature

Company Representative Signature

TOTAL HOURS _____

Technical Program

Maximum Co-op Hours

Actual Co-op Hrs

Student Signature

Company Rep. Signature

TCAT Instructor Signature

Tennessee College of Applied Technology - Hohenwald
813 West Main Street
Hohenwald, TN 38462

Phone: (931) 796-5351
Fax: (931) 796-4892

END OF TRIMESTER CO-OP QUESTIONNAIRE

NAME _____

PROGRAM _____

ENDING DATE _____

ARE YOU GRADUATING THIS TRIMESTER?

_____ If Yes, complete Item 1

_____ If No, complete Item 2

1. IF YOU ARE GRADUATING, YOU SHOULD:

A. Take the SOCAT test, if applicable. Contact the College Representative for an appointment.

B. Complete the Exit Interview Form.

C. Last official day of school: _____

D. Give this form to the College Representative

2. IF YOU ARE NOT GRADUATING, DO YOU PLAN TO RETURN TO SCHOOL?

_____ If Yes, complete Item 2A

_____ If No, complete Item 2B

2A. DO YOU PLAN TO TAKE CLASSES IN THE DAY OR EVENING?

_____ Day _____ Night

A. Contact the College Representative for the beginning date and fee amounts.

B. Complete the Application, if necessary.

C. Give this form to the College Representative

2B. IF YOU DO NOT PLAN TO TAKE CLASSES NEXT TRIMESTER, CONTACT THE COLLEGE REPRESENTATIVE TO:

- A. Complete the Exit Interview Form.
- B. Complete an Application for a future class, if applicable.
- C. Give this form to the College Representative

IF YOU ARE REMAINING ON CO-OP FOR THE NEXT TRIMESTER, CONTACT THE COLLEGE REPRESENTATIVE FOR THE BEGINNING DATE AND FEE AMOUNTS. FEES WILL BE DUE ON THE DAY OF REGISTRATION.

NOTE: *You cannot be counted as a student until all tuition is paid.* Fees may be paid in person by bringing it to the college business office or my mail using Optional FORM C-2. If fees are mailed, it must be postmarked at least two working days before the first day of class. Your receipt will be mailed to you.

MEMORANDUM OF AGREEMENT

GIVE 3.0 2024 PARTNERS COLLABORATIVE

AND

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD

This agreement, by and between the Tennessee College of Applied Technology Hohenwald, hereinafter referred to as TCAT- H, and respective GIVE Partners in the South Central Area to include the Local Workforce and/or Economic Development Service Agencies - Directors or Coordinators, area School System Directors and/or CTE Directors, County Executives and/or Mayors and Economic Community Development partner and representation of area employers.

Witnesseth in consideration of the mutual agreement herein contained, the parties have agreed to and do hereby enter into this agreement according to the provisions established herein for the TCAT-H to apply and participate as the lead entity in the 2024 3.0 GIVE Grant to conduct and implement or expand the technical training programs of the area, to provide academic and financial operations in support of offering certificates and diploma(s) within programs, to include the Main Campus and off-campus locations throughout our South Central area, particularly Perry, Lewis Hickman, Maury and Wayne Counties.

1. Purpose of Agreement:

- a. For TCAT-Hohenwald to provide technical programs of instruction, in all TCAT Programs, to include Construction, Medical Assisting, Truck Driving, Advanced Manufacturing, CPT, EMT, Welding and Automotive to expand certification areas and EPSO Options as applicable, and to offer a 911 Certification in one or more of the high schools in the south central area counties of the Tennessee College of Applied Technology Hohenwald's Service Area.
- b. TCAT Hohenwald will establish an Instructional Service Center to provide a Construction Program to include a Classroom/Lab/Shop, and office space for a fully-operational instructional program at Lewis County High School to offer Certificates and Diplomas, as applicable to student completion, to include identified industry certifications.
- c. To provide full-time enrollment and dual enrollment opportunities in all technical programs including, Construction & Medical Assisting as a new offering in Hickman and Lewis County; Advanced Manufacturing /CPT and Welding for Perry County and EMT and Truck Driving for Wayne County and Lawrence County Schools, as well as all other technical programs of Tennessee College of Applied Technology Hohenwald.
- d. To further develop and align applicable EPSO including Customer Service and 911 Certification with all area high schools desiring to do so, such as Perry County High School.
- e. TCAT Hohenwald to purchase agreed upon equipment items, as included in the GIVE Budget and to explore offering full-time evening programs at Wayne County Technology Center, particularly EMT, Aesthetics, Welding and Truck Driving and provide instructor's salary/benefits and Coordinator as appropriate.
- f. Program Trimester/Start Date: The GIVE Grant Program will align with present offerings and continue with GIVE Deadlines, to include the Fall Trimester to begin in 2024; to be continuously provided through 48 month GIVE 3.0 Grant period. TCAT Hohenwald will continue to work to fully sustain any program offering as a permanent site or offering of instruction in each county of location.

2. Secondary Educational Partners agree to the following:
 - a. To provide secondary high school students, including all high school seniors, with preference to juniors and seniors, to participate in the technical education programs included in the 2024 GIVE 3.0 Grant.
 - b. To assist juniors and seniors in participating and processing dual enrollment opportunities to align with Career & Technical Education Goals, to include preparing students to be TN Ready Graduates.
 - c. To assist in promoting enrollment opportunities with adult and dual enrollment TCAT Hohenwald afforded through the GIVE 3.0 Grant. Wayne County Schools will allow adult evening offerings at Wayne County Schools (Wayne County Technology Center and other locations as applicable).
 - d. To communicate and allow TCAT-H access to student information regarding program information needed to adequately report the GIVE3.0 Grant process and progress.
 - e. To assist TCAT Hohenwald in providing a productive, positive learning environment for all adults, as applicable and the secondary enrolled, including dual enrolled students.

3. Employer Partners agree to the following:
 - a. To provide or participate in a “Work-Based Learning Experience” Activity to include any technical programs possibly hosting a Job Fair or Job Shadowing experience for applicable students in related employment and cluster area, whether construction, office or medical related or other short term programs like, truck driving or longer term like automotive manufacturing or advanced manufacturing.
To assist in the employment and hiring of technical students who are enrolled and/or complete the technical programs with certificates and/or diplomas.
 - b. To assist in providing a paid or non-paid work-based learning opportunity for students who are enrolled in and technical program
 - c. For those students participating in a “paid WBL, agree to provide pay information for the students who are employed within a work-based learning capacity in order reimbursement may be rendered to the participating company.
 - d. To complete a monthly update of student’s progress in the work-based learning experience for the period for which the student is participating.
 - e. To provide feedback to TCAT Hohenwald and 3.0 GIVE Partners to improve the students’ learning experience.
 - f. Any participating employer partner reserves the right to reject any student who is non-compliant with any of the industry’s rules or regulations.

4. Local Workforce Economic Development Service Agencies agree to the following:
 - a. To fully assist in promoting the economic and workforce opportunities related to the TCAT Hohenwald GIVE 3.0 Grant.
 - b. To recruit and assist with publicity in relation to the availability of the technical program offerings of the GIVE 3.0 Grant to the general public and area employers.
 - c. To assist in recruiting and targeting the enrollment of 20 full-time students to include full-time, part-time, special industry and dual enrollment students.
 - d. To afford access to available resources, to include supportive services, to eligible students in relation to TCAT Hohenwald enrollment into a participating GIVE 3.0 Initiative.
 - e. To assist TCAT Hohenwald Administration in determining the needs of area business and industry.

- f. To assist TCAT Hohenwald in aligning special industry training and continuing education classes for local area business and industry.
- g. To assist in providing career counseling and placement information to enrolled student population as applicable to the agency of participation.

5. Other Provisions

- a. Discussions regarding the partnership agreement that are of mutual benefit to the GIVE3.0 Partners may be conducted between the below MOU officials or by designated authority of the official to agree:
 - a. This agreement may be modified only by written amendment executed by all parties hereto.
 - b. Either party may terminate this agreement by giving written notice to the other at least 30 days before the effective date of termination.
- b. The parties agree to comply with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, American Disabilities Act of 1990, Executive Order 11,246 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or student because of race, religion, creed, color, sex, age, disability, veteran status or national origin.

The parties also agree to affirmative action measures to ensure that applicants are treated fairly and equitably during their enrollment or employment without regard to their race, religion, creed, color, sex, disability, veteran status or national origin. Such action shall include, but not limited to the following: Employment, upgrade, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation, and selection available to employees and applicants of employment.
- c. TCAT-H is self-insured under the provision of the Tennessee Claims Commission Act, T.C.A. Sections 9-8-301, et.seq., and TCAT-H's liability and to third parties, for the negligence of TCAT-H and its employees is subject to the provisions of that Act. Accordingly, any liability of TCAT-H for any damages, loses, or costs arising out of, or related to, acts performed by TCAT-H under this agreement is governed by the provisions of said Act.

IN WITNESS HEREOF, the parties cause this agreement to be executed.

PERRY COUNTY GIVE PARTNERS & EMPLOYERS



Mr. Eric Lomax, Director
Perry County Schools

4-12-24

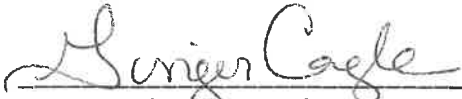
Date



Kelli Kea-Carroll, President
Tennessee College of Applied
Technology Hohenwald

04/12/24

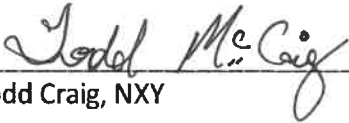
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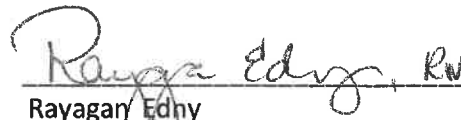
Ginger Cagle, CTE Coordinator
Perry County Schools

4-12-24

Date



Todd Craig, NXY



Rayagan Edny
CTE Perry County Schools

4/12/24

Date



Gary Rogers, Perry County EMS



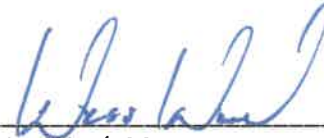
Stacy Hickerson Graves, Quality Metal
Building Supply



Mr. John Carroll, County Executive
Perry County

4/12/24

Date



Wes Ward, Mayor
Town of Linden

4/12/24

Date

IN WITNESS HEREOF, the parties cause this agreement to be executed.

LEWIS COUNTY PARTNERS and EMPLOYER PARTNERS



Debbie Lander, Executive Director
Lewis County/Hohenwald Chamber
Nashville's Big Back Yard

Date



Debbie Landers, Director/Owner
General Assembly Academy

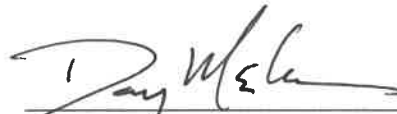
Date



Senator Dr. Joey Hensley

Date

4/29/24



Danny McKnight, Mayor
City of Hohenwald

Date

4/29/24



Helen Ozier, Director
Lewis County Economic Development

Date

4/29/24

Dee Dee Lower
TN Happy Homes



Todd Montgomery
Elephant Sanctuary

Matt Stoll

Summertown Metals



Mike Ricketts
The Shop

~~Laure~~ Harris

Altered Energy


Laurel Harris

Scott Oliver

Oliver Technologies

IN WITNESS HEREOF, the parties cause this agreement to be executed.

LEWIS COUNTY PARTNERS



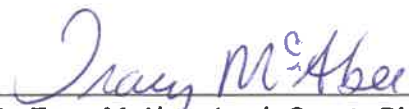
Jonah Keltner, Mayor
Lewis County

8/10/2024

Date



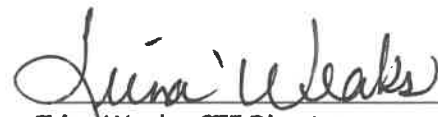
Houston Hamblin
Lewis County Financial Officer



Dr. Tracy McAbee, Lewis County Director of Schools
Lewis County Schools

4-11-24

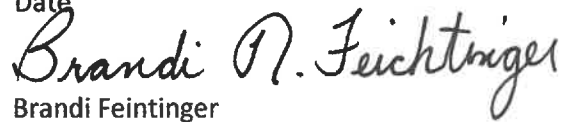
Date



Trina Weaks, CTE Director
Lewis County Schools

4-11-24

Date



Brandi Feintinger
Workforce Coordinator

IN WITNESS HEREOF, the parties cause this agreement to be executed.


WAYNE COUNTY GIVE PARTNERS



Mr. Ricky Inman, Director
Wayne County Schools

4/10/24

Date



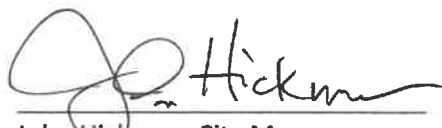
Kelli Kea-Carroll, President
Tennessee College of Applied
Technology Hohenwald

04/10/24

Date

Jim Mangubat, County Executive
Wayne County

Date



John Hickman, City Manager
City of Waynesboro

04/10/24

Date

Christine Chapman, Director
Wayne County Chamber of Commerce

Date

Rena Purdy, Director
Wayne County Economic Development

Date

Jerry Hollis, CEO/President
Hassell & Hughes Lumber Company

Date

Brenda Sandusky, Owner
C'Wood Lumber

Date

Sara Cook, Coordinator
The Digital Hub

Date



Dr. Lisa Thompson, CTE
Wayne County Schools

04/10/24

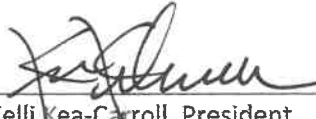
Date

IN WITNESS HEREOF, the parties cause this agreement to be executed.

WAYNE COUNTY GIVE PARTNERS

Mr. Ricky Inman, Director
Wayne County Schools

Date



Kelli Kea-Carroll, President
Tennessee College of Applied
Technology Hohenwald

Date

04/15/24




Jim Mangubat, County Executive
Wayne County

Date

4/11/2024

John Hickman, City Manager
City of Waynesboro

Date



Christine Chapman, Director
Wayne County Chamber of Commerce

Date

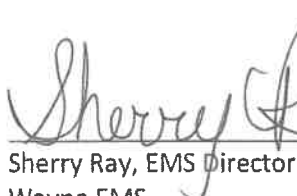
4-11-24



Rena Purdy, Director
Wayne County Economic Development


Date

4-11-2024



Sherry Ray, EMS Director
Wayne EMS


Date



Wayne Medical Center
Charlie Brinkley, CFO

Date

4/15/2024



Sara Cook, Coordinator
The Digital Hub

Date

4-11-24

Dr. Lisa Thompson, CTE
Wayne County Schools

Date

IN WITNESS HEREOF, the parties cause this agreement to be executed.

LOCAL WORKFORCE ECONOMIC DEVELOPMENT AGENCY PARTNERS

Mrs. Brenda Kizer, Executive Director
South Central Tennessee Development District
Workforce Investment Area 6& 10

Date



Dr. Kelli Kea-Carroll, President
Tennessee College of Applied
Hohenwald

Date

Ms. Brenda Kizer, Exec. Director
Workforce Investment Area 6 & 10

Date

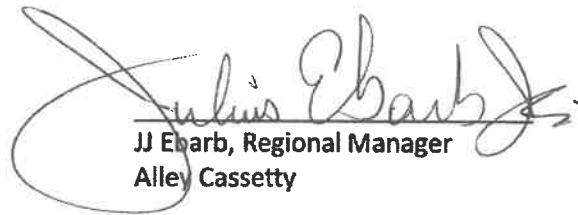


Date

Don Christenson, President
Christenson Transport

Ricky Smith, Manager
Wally Mo

Date



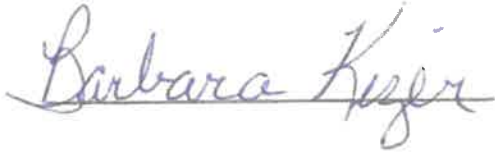
JJ Ebarb, Regional Manager
Alley Cassetty

Nathan Miller, President
Maury Regional Medical Center

Nathan Miller,
Lewis Health Center

IN WITNESS HEREOF, the parties cause this agreement to be executed.

LOCAL WORKFORCE ECONOMIC DEVELOPMENT AGENCY PARTNERS



Barbara Kizer, Executive Director
South Central Tennessee Development District
Workforce Investment Area 6 & 10

04/25/24
Date



Dr. Kelli Kea-Carroll, President
Tennessee College of Applied
Hohenwald

04/25/24
Date

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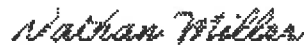
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WORK-BASED LEARNING PLAN



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
HOHENWALD

TENNESSEE COLLEGE OF APPLIED
TECHNOLOGY HOHENWALD
813 West Main St.
Hohenwald, TN 38462

WORK-BASED ACTIVITY PLAN

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD

INTRODUCTION

The Tennessee College of Applied Technology Hohenwald participates in student training related to “work-based” activity in two ways: Live Work and Co-operative Training. Both of the activities are conducted within the program curriculum and under the direct supervision of the TCAT Hohenwald Instructor for the program which the student is enrolled. The work-based activities are current with program curriculum and align with curriculum objectives within each technical program. Each technical training program follows a state-wide curriculum and is offered in specified units of study. Work-based activities are integrated into the student’s program of study as deemed appropriate by the program instructor. The expectations and objectives for work-based activities are designated within curriculum objectives and as defined by the program instructor on the individual “live work” forms.

COOPERATIVE TRAINING PROGRAM

In the case of the TCAT Cooperative (Co-op) Training Program, there is a full agreement by which the student and outside agency sponsoring the co-operative work experience must agree and abide by terms of the agreement prior to the student participating. The co-oping employer must complete monthly evaluations of the student’s work accomplished at the specified company. In turn the experience gained by the student must contribute to the student’s learning and add to his/her program of study, with clock hours awarded for the time completed in the co-oping training opportunity. The program instructor continues to document training hours for the student; the student has a direct supervisor who is responsible for his/her duties at the co-oping employer’s site. Any program at the institution may take part in the Cooperative Training Program with the exception of Practical Nursing, Surgical Technology and Cosmetology due to State of Tennessee Board Rules and Regulations of each of the programs. Practical Nursing and Surgical Technology participate in clinical rotations within their respective programs and have guidelines for the rotations specified within their program areas. Cosmetology students participate in “live work activities” as outlined by program curriculum. Students enrolled in any of the three programs must be graduates (and licensed) to actively participate in an employed capacity within their respective career fields. The Tennessee College of Applied Technology Hohenwald Cooperative Training Agreement may be viewed as **Attachment A**.

LIVE WORK PROJECTS

Live Work is a hands-on application within the program of study, whereby the student may exhibit and demonstrate his/her knowledge of an area of study by performing “live work.” In Live Work, a project is approved by the Instructor for a student to perform service, maintenance or repair to a particular item and/or project. The program instructor is the direct supervisor of the “live work” project; however, often the project, as in the case of a vehicle, does have an owner, who has requested the repair or work. Live work requires a “work order” and specified fee. The owner is responsible for the fee and the parts required for the repair or service. Live Work must “fit” into the student’s program and curriculum of study in order to be approved as a project. “Live Work” may be offered in any program, but is particularly found in Automotive Technology and Cosmetology. The Live Work Form may be viewed as **Attachment B**.

WORK-BASED ACTIVITY

OBJECTIVES

1. The purpose in providing student with the opportunity to develop and apply “real work” experience using knowledge and skills attained in the program of study.
2. To provide the institution with objective input from potential employers or “customers or “patrons” of student’s ability to perform services or work.

PURPOSE

1. To allow students the “hands-on training” within a supervised setting to prepare the student for employment within their respective field.
2. To combine the efforts of the student, instructor, institution and sponsor as a positive learning experience for achieving student success while beneficially supporting the surrounding community, including the campus, with various work-based activities.

INTENT

The intent of work-based activities is to ensure, and uphold the vision of the Tennessee College of Applied Technology Hohenwald to be the premier supplier of workforce development by providing quality technical training that will prepare graduating students to be marketable and employable within successful career areas related to technical training.

RESPONSIBLE PARTIES

Each work-based activity identifies the responsible parties as the Student, Instructor or partnering Employer/Customer/Patron.

In both instances of “work-based” activities, the activities are individualized to a particular student and are approved in order the student gain further knowledge of his/her area of instruction. The projects as completed are graded according to the area of study and overseen by the program instructor. Live work orders are signed by both the customer and the program instructor.

Co-operative Training and Live Work both specify areas of study in which the student is studying and suffice to contribute to the student’s attainment of clock hours toward a certificate and/or diploma.

EVALUATION

The evaluation of the Work-based Activity Plan will be reviewed by TCAT Administration and shared with the instructors of the programs involved in work-based activity annually. The plan will be revised as needed.

MEMORANDUM OF AGREEMENT

GIVE 3.0 2024 PARTNERS COLLABORATIVE

AND

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD

This agreement, by and between the Tennessee College of Applied Technology Hohenwald, hereinafter referred to as TCAT- H, and respective GIVE Partners in the South Central Area to include the Local Workforce and/or Economic Development Service Agencies - Directors or Coordinators, area School System Directors and/or CTE Directors, County Executives and/or Mayors and Economic Community Development partner and representation of area employers.

Witnesseth in consideration of the mutual agreement herein contained, the parties have agreed to and do hereby enter into this agreement according to the provisions established herein for the TCAT-H to apply and participate as the lead entity in the 2024 3.0 GIVE Grant to conduct and implement or expand the technical training programs of the area, to provide academic and financial operations in support of offering certificates and diploma(s) within programs, to include the Main Campus and off-campus locations throughout our South Central area, particularly Perry, Lewis and Wayne Counties.

1. Purpose of Agreement:

- a. For TCAT-Hohenwald to provide technical programs of instruction, in all TCAT Programs, to include Construction, Medical Assisting, Truck Driving, Advanced Manufacturing, CPT, EMT, Welding and Automotive to expand certification areas and EPSO Options as applicable, and to offer a 911 Certification in one or more of the high schools in the south central area counties of the Tennessee College of Applied Technology Hohenwald's Service Area.
- b. TCAT Hohenwald will establish an Instructional Service Center to provide a Construction Program to include a Classroom/Lab/Shop, and office space for a fully operational instructional program at Lewis County High School to offer Certificates and Diplomas, as applicable to student completion, to include identified industry certifications.
- c. To provide full-time enrollment and dual enrollment opportunities in all technical programs including, Construction & Medical Assisting as a new offering in Lewis County; Advanced Manufacturing /CPT and Welding for Perry County and EMT and Truck Driving for Wayne County and Lawrence County Schools, as well as all other technical programs of Tennessee College of Applied Technology Hohenwald.
- d. To further develop and align applicable EPSO including Customer Service and 911 Certification with all area high schools desiring to do so, such as Perry County High School.
- e. TCAT Hohenwald to purchase agreed upon equipment items, as included in the GIVE Budget and to explore offering full-time evening programs at Wayne County Technology Center, particularly EMT, Aesthetics and Truck Driving and provide instructor's salary/benefits and Coordinator as appropriate.
- f. Program Trimester/Start Date: The GIVE Grant Program will align with present offerings and continue with GIVE Deadlines, to include the Fall Trimester to begin in 2024; to be continuously provided through 48 month GIVE 3.0 Grant period. TCAT Hohenwald will continue to work to fully sustain any program offering as a permanent site or offering of instruction in each county of location.

2. Secondary Educational Partners agree to the following:
 - a. To provide secondary high school students, including all high school seniors, with preference to juniors and seniors, to participate in the technical education programs included in the 2024 GIVE 3.0 Grant.
 - b. To assist juniors and seniors in participating and processing dual enrollment opportunities to align with Career & Technical Education Goals, to include preparing students to be TN Ready Graduates.
 - c. To assist in promoting enrollment opportunities with adult and dual enrollment TCAT Hohenwald afforded through the GIVE 3.0 Grant. Wayne County Schools will allow adult evening offerings at Wayne County Schools (Wayne County Technology Center and other locations as applicable).
 - d. To communicate and allow TCAT-H access to student information regarding program information needed to adequately report the GIVE3.0 Grant process and progress.
 - e. To assist TCAT Hohenwald in providing a productive, positive learning environment for all adults, as applicable and the secondary enrolled, including dual enrolled students.

3. Employer Partners agree to the following:
 - a. To provide or participate in a “Work-Based Learning Experience” Activity to include any technical programs possibly hosting a Job Fair or Job Shadowing experience for applicable students in related employment and cluster area, whether construction, office or medical related or other short term programs like, truck driving or longer term like automotive manufacturing or advanced manufacturing.
To assist in the employment and hiring of technical students who are enrolled and/or complete the technical programs with certificates and/or diplomas.
 - b. To assist in providing a paid or non-paid work-based learning opportunity for students who are enrolled in and technical program
 - c. For those students participating in a “paid WBL, agree to provide pay information for the students who are employed within a work-based learning capacity in order reimbursement may be rendered to the participating company.
 - d. To complete a monthly update of student’s progress in the work-based learning experience for the period for which the student is participating.
 - e. To provide feedback to TCAT Hohenwald and 3.0 GIVE Partners to improve the students’ learning experience.
 - f. Any participating employer partner reserves the right to reject any student who is non-compliant with any of the industry’s rules or regulations.

4. Local Workforce Economic Development Service Agencies agree to the following:
 - a. To fully assist in promoting the economic and workforce opportunities related to the TCAT Hohenwald GIVE 3.0 Grant.
 - b. To recruit and assist with publicity in relation to the availability of the technical program offerings of the GIVE 3.0 Grant to the general public and area employers.
 - c. To assist in recruiting and targeting the enrollment of 20 full-time students to include full-time, part-time, special industry and dual enrollment students.
 - d. To afford access to available resources, to include supportive services, to eligible students in relation to TCAT Hohenwald enrollment into a participating GIVE 3.0 Initiative.
 - e. To assist TCAT Hohenwald Administration in determining the needs of area business and industry.

- f. To assist TCAT Hohenwald in aligning special industry training and continuing education classes for local area business and industry.
- g. To assist in providing career counseling and placement information to enrolled student population as applicable to the agency of participation.

5. Other Provisions

- a. Discussions regarding the partnership agreement that are of mutual benefit to the GIVE3.0 Partners may be conducted between the below MOU officials or by designated authority of the official to agree:
 - a. This agreement may be modified only by written amendment executed by all parties hereto.
 - b. Either party may terminate this agreement by giving written notice to the other at least 30 days before the effective date of termination.
- b. The parties agree to comply with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 10973, American Disabilities Act of 1990, Executive Order 11,246 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or student because of race, religion, creed, color, sex, age, disability, veteran status or national origin.

The parties also agree to affirmative action measures to ensure that applicants are treated fairly and equitably during their enrollment or employment without regard to their race, religion, creed, color, sex, disability, veteran status or national origin. Such action shall include, but not limited to the following: Employment, upgrade, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation, and selection available to employees and applicants of employment.
- c. TCAT-H is self-insured under the provision of the Tennessee Claims Commission Act, T.C.A. Sections 9-8-301, et. seq., and TCAT-H's liability and to third parties, for the negligence of TCAT-H and its employees is subject to the provisions of that Act. Accordingly, any liability of TCAT-H for any damages, loses, or costs arising out of, or related to, acts performed by TCAT-H under this agreement is governed by the provisions of said Act.

