

**Tennessee College of Applied Technology Upper Cumberland
(formerly Crossville)**

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

Empowering Futures: Early Childhood Education Program Development

**Lead Institution: Tennessee College of Applied Technology Upper Cumberland
(formerly Crossville)**

Fiscal Agent: Tennessee College of Applied Technology Livingston

Business & Workforce Director: Upper Cumberland Workforce Services Division

Higher Education Institution: Volunteer State Community College

**K12 Partners
Cumberland County
Bledsoe County**

**Municipal Partnership
Bledsoe County**

**Employer Partner's
LBJ&C of Upper Cumberland
Lil Pumkin Childcare
Home Away from Home**

Funding requested: \$2,000,000.00

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April 30, 2024



President (Fiscal Agent)



Project Director

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Project Summary

Project Title: Empowering Futures: Early Childhood Education Program Development
Fiscal Agent: Tennessee College of Applied Technology Livingston
Lead Institution: Tennessee College of Applied Technology Crossville

The GIVE 3.0 grant will build on our commitment to develop a skilled and prepared workforce for the Upper Cumberland and Bledsoe community. We are requesting a grant of \$2,000,000 to establish a high-quality Early Education Program at the main campus, with a municipal partner(s) in at-risk/distressed counties. The grant will allow us to build on our strength in continuing to be the premier provider for workforce development. As well as addressing the critical need for qualified childcare providers while simultaneously preparing students for careers in early childhood education.

It aims to develop an Early Childhood Education program at the Tennessee College of Applied Technology Upper Cumberland (formerly Crossville), with the potential to develop a program with a municipal partner in distressed counties (Bledsoe). This would not only meet the immediate needs of the local workforce but also establish a seamless pathway for students to transition to community college and ultimately onto a four-year college.

The Tennessee College of Applied Technology Livingston will serve as the fiscal agent and will assume the role of the leader of the partnering educational institution. This grant will build on strong partnerships and provide work-based activities and training for Cumberland and Bledsoe County as well as create a pathway from dual enrollment, post-secondary at TCAT, a community college and then to a 4-year university.

Each aspect of the GIVE 3.0 grant addresses current workforce needs and aligns with the Drive to 55 goals. By creating, enhancing, and expanding training programs into a pathway, the Upper Cumberland Region will ensure that post-secondary educational institutions are producing the credentials employers need and workforce for our region.

Section 1: Demonstration of Need

Demand for skilled workers in all areas of early childhood education continues to grow in the Upper Cumberland area. Within 50 miles of the college, the job market, Jobs4tn.gov (job search – early childhood) indicates that there is an immediate open need for early childhood from childcare providers, early childhood teachers, to preschool teachers.

High-quality early childhood education is essential for a child’s cognitive, social, and emotional development. However, there is a nationwide shortage of qualified ECE professionals, with shortages particularly acute in rural and underserved communities. This grant proposal addresses this need by:

- **Developing a comprehensive ECE technical program:** The program will offer a curriculum aligned with national standards, preparing graduates for careers in childcare centers, preschools, and other early learning settings as well as provide a pathway to continued education at community colleges as well as four-year university.
- **Increasing the pipeline of qualified educators:** By providing accessible and affordable training, the program will increase the number of qualified ECE professionals entering the workforce.
- **Fostering partnerships with distressed counties:** Distress counties will have the option to partner with the technical college, with potential financial assistance for their residents seeking ECE training.

Childcare is economic development; we believe lack of childcare is a major impediment to economic growth especially in Bledsoe County who have limited childcare resources. Given the high cost of housing relative to incomes in the Upper Cumberland both parents often need to

work. If parents cannot find childcare, one has to stay home. We estimate there are perhaps several hundred parents in Upper Cumberland that would be able to work if they had childcare.

When a parent cannot find childcare, their options for work are limited. If all the demanded childcare spots were filled, perhaps another 200 individuals would be able to work full-time. This would translate into \$8 million of economic growth assuming they earn \$40,000/yr. At risk and distressed counties have a significant proportion of families living below the poverty line or slightly above, making it difficult for parents to afford quality childcare services. Also, the lack of diverse employment opportunities in the counties results in many parents working in low-wage jobs with irregular hours, making it challenging to find reliable childcare.

Our at-risk/distressed counties have barriers to accessing childcare services due to limited availability of childcare facilities, Bledsoe all have a shortage of licensed childcare providers, resulting in long waitlist and limited options for parents seeking care for their children. The demonstrated need for childcare in the at-risk/distressed counties is significant, with economic, educational, health and child welfare concerns contributing to challenges faced by families. Addressing this need through targeting interventions, including increased access to affordable and quality childcare services, is essential for supporting the well-being and success of children, families, and the workforce in the community.

Program Plan

The GIVE 3.0 grant will provide for the development of a comprehensive program aimed at building a skilled workforce in the field of early childhood education. The program will provide a structured pathway for individuals in Upper Cumberland as early as K-12, progressing or starting from technical college, then to community college, and eventually to a four-year college.

Objectives:

- Develop a curriculum aligned with Early Childhood Education standards and state licensing requirements for a full-time program at the Tennessee College of Applied Technology Upper Cumberland (formally Crossville) main campus with possibility of a municipal partnership with our county who is distressed, Bledsoe Secondary level classes will be a seamless pathway from high school to post-secondary full-time. This will provide students with the necessary knowledge, skills, and competencies to succeed in the workforce.
- Establish and nurture partnerships with community colleges to ensure a seamless transfer process for students who wish to pursue further education in early childhood education.
- Collaborate with industry leaders to identify and provide training that meets the needs of the employers in Upper Cumberland. Input from employers will be a vital part of the curriculum development and will be obtained from our partnering employers throughout the process. In this a work-based program will be established that will provide internship opportunities to secondary students and co-op opportunities for post-secondary students. The work-based activities will fill the “gap” between the classroom and the workplace. Students will have the opportunity to utilize skills gained in the program and learn the importance of the “soft skills” needed for successful entrance into the workforce. Employers will have an opportunity to experience first-hand the skill sets being achieved by students and identify any areas for improvement.
- Work closely with economic development/workforce agencies to align our program with the broader regional economic development goals and initiatives.
- Strengthen connections with K-12 institutions to create a cohesive educational pathway from early childhood education dual enrollment in high school to technical college and beyond.

- Recruit and hire qualified instructor(s) with expertise in early childhood development and education.
- Develop a marketing and outreach strategy to recruit students from diverse backgrounds, particularly those residing in distressed counties.

Expected Outcome

- Increased educational opportunities: Students will have a clear pathway from technical college to community college and ultimately to four-year colleges, allowing them to pursue higher levels of education without disruption.
- Expand Dual Enrollment: Continue to expand opportunities for K12 partnerships.
- Graduates meeting workforce demands: Through collaboration with employers to offer work-based, internships and co-ops.
- Childcare Need: support the need for childcare in distressed counties.

This supports the region's efforts to create a "seamless pathway" for Early Childhood Education in the Upper Cumberland. The Drive to 55 goals of increasing the number of post-secondary credentials will be supported through the creation, expansion, and enhancement of programs at the TCAT both for adults and secondary students. The measurable outcomes of the grant will be the increased enrollment in the pathway and the completion and placement rates of the program being proposed.

In the Fall of 2024, the TCAT Upper Cumberland (formerly Crossville) will convene the partners and employers to create the criteria for implementing the work-based activities and to recruit additional employer engagement and commitment to the providing co-ops and internship opportunities for students. TCAT Upper Cumberland will also begin the process of seeking TBR approval and accreditation approval to establish Early Childhood Education program at the main campus and municipal partners. The purchase of equipment and renovations will begin

immediately upon awarding of the grant and program approval. The goal of the grant will be to have renovations and equipment in place and available for training in Fall 2024. Begin to work with municipal partners to determine a potential location for childcare center.

In Spring 2025, training will begin in the Early Childhood Education program. The first work-based co-op opportunities will be available for adult students and will continue throughout the grant period.

In Spring 2025, counselors will begin recruiting for dual enrollment classes for the Fall of 2025. The partners will also meet to begin the process of establishing summer internship opportunities for secondary students.

The TCAT Upper Cumberland (formerly Crossville) will host an open house/celebration that will showcase the success of the program and the lab(s) created by the funds. Continued communications and awareness of the training provided will be a priority of the partners of the grant. All partners will receive updates on the status of the grant activities and will be given the opportunity to provide input for the successful implementation and sustainability of the grant activities. Program advisory committees will meet at least once a year to review curriculum, equipment, delivery modes, and skillsets mastered by students. The input from employers on the advisory committee will be a key component in the partners' efforts to align the educational training with the workforce needs and the success of this grant.

Section 3: Strength of Partnership

The GIVE 3.0 grant collaboration consist of the following partners: TCAT Upper Cumberland (formerly Crossville), Upper Cumberland Human Resource agency LWDA 7, The Highlands Workforce and Education-Pathways to Prosperity, Cumberland, and Bledsoe County Schools systems; LBJ&C, Lil Pumkin Childcare, and Home Away from Home.

The grant is also supported by the local Chamber of Commerce Cumberland and Bledsoe counties. Local government officials are also supporting the efforts of the GIVE 3.0 funding.

Cumberland and Bledsoe County systems and Career and Technical Education Directors will partner with TCAT Livingston to encourage and promote the enrollment of students in Early Education program of study.

The TCAT Livingston will serve as the “lead entity” for the grant and has been charged with the administration of numerous state and federal grants over the past years. TCAT Livingston will be responsible for coordinating all grant activities, organizing partnership meetings and participation from each partner and for spearheading all efforts.

The Highlands Economic Partnership’s Pathways to Prosperity will serve in partnership as well as Tyler Asher, Business & Workforce Director of the Upper Cumberland workforce Services Division. In this we will work to coordinate activities that provide career awareness, promote the pursuing of careers and assist students in grades 7 through 12 in making career decisions related to the Early Childhood Education pathway. TCAT Upper Cumberland (formerly Crossville) will continue to establish articulation agreements that will provide “seamless pathways” from high school to post-secondary training, leading to industry credentialing and post-secondary credentials.

The CTE Directors in Cumberland and Bledsoe counties will work with the TCAT Upper Cumberland (formerly Crossville) and the high schools to ensure the enrollment and completion of students in the Early Childhood Education program. The Directors of Schools in all of the service area support and encourage the development of their Career and Technical programs.

The TCAT Upper Cumberland (formerly Crossville) has successfully implemented and maintained technical programs that address the needs of the workforce for over 50 years. The administration, staff, and instructors of the College are committed to the grant activities and will work to ensure the successful implementation of the program in this grant.

A key component of this grant will be the continued support and commitment from the employer partners. The educational partners will work together through this grant to increase the number of employers participating in the work-based aspect of the grant. The employers who have committed to partnering with the grant are also committed to participating in grant activities. Activities include but are not limited to the developing and reviewing of curriculum, participation in advisory committees, working with instructors to ensure the needed skillsets are being taught, and working to provide work-based learning opportunities, co-ops, and internships for students. Each of the employers has been a strong partner in the work that has already taken place in the Upper Cumberland toward establishing and promoting a career pathway and childcare centers in Early Childcare Education. The Upper Cumberland has a solid foundation of employers to begin the process of building an employer engagement piece that will fully support the work-based grant activities proposed in this grant.

Section 4: Budget

The overall objective of this grant is to provide and strengthen a seamless pathway for students who pursue careers in Early Childhood Education as well as develop a municipal partnership with Bledsoe County to provide childcare. The grant will seek to align the training in the pathway with the needs of employers and future employers of the Cumberland and Bledsoe region. The partners in this grant propose to offer work-based opportunities through co-ops at the post-secondary level and summer internships for secondary students in the Early

Childhood pathway as well the ability to create a new post-secondary Early Childhood Education program.

In projecting the costs associated with developing and implementing a high-quality Early Childhood Education (ECE) program at the Upper Cumberland (formerly Crossville) campus as well as the potential scaling through municipal partnerships with Bledsoe county.

The grant will fund:

- Personnel: Salaries for teachers and staff for up to a potential of four facilities at an approximate amount of \$621,000.
- Facilities: Utilities, maintenance and renovation costs for Livingston and potential municipal partnerships at an approximate amount of \$520,000
- Supplies and Materials: Classroom materials, learning resources, and equipment for children's activities, as well as meals at an approximate cost of \$590,000.
- Training and Professional Development: Workshops, seminars, and certification for teachers and staff members at an approximate cost of \$75,000
- Administrative Expenses: Overhead costs, insurance, and administrative support for program operations at an approximate cost of \$194,000

The grant will support one to two classrooms at each location, in which TCAT Livingston will serve as the fiscal agent. After the first full year of the ECE program at the main campus, through work-based learning and co-op the program will be able to provide assistants at potential partnerships as well as employers in the service area.

Section 5: Sustainability

The Tennessee College of Applied Technology Upper Cumberland (formerly Crossville) has been providing workforce training to the Upper Cumberland region for over 50 years. The

mission of the College is to be the premier supplier of workforce development and the proposed program and work-based activities will allow the College to continue to achieve its mission. The college maintains and continues to strive to have high enrollment, completion, and placement rates and dual enrollment classes have been an integral part of the training offered by the TCAT Upper Cumberland.

The grant will allow the TCAT Upper Cumberland (formerly Crossville) to expand dual enrollment programs and to enhance programs currently being offered. The College and the county school's systems in the service area are committed to sustaining this program after the 48-month period of the grant and continuing to offer programs that align with the needs of employers in our region. The TCAT Upper Cumberland will continue to offer the program implemented in this grant as long as a need exists in our region. The TCAT Upper Cumberland (formerly Crossville) will maintain the equipment and support the work-based activities to ensure the needs of the employers are being met through the training created.

Each of the Career and Technical programs at the secondary level strive to provide programs that address the needs of our workforce. All of the counties in our service area work closely with the Upper Cumberland Pathways to Prosperity and continue to support activities and programs that provide a seamless pathway for students.

The Upper Cumberland Human Resource Agency and LWDA 7 have administered successful grants and programs for the past 20 years. The leadership and administration of the UCHRA LWDA 7 and Bledsoe County supports and promotes training that addresses the needs of local employers. Through partnerships, local workforce development boards, educational leaders, community partners, and employers, we will continue to strengthen collaborative efforts that produce skilled workforce for our service area.

The Highlands Workforce and Education Committee continues to be a strong asset to our community. The work of the committee has identified workforce needs, established programs to address these needs, and continues to seek grants and partnerships that will align the needs of employers with educational opportunities in the region. The Highland Workforce and Education committee has successfully implemented the Upper Cumberland Pathways to Prosperity and the Upper Cumberland TN Reconnect Community as well as TN Scholars Program, Parental Engagement Program, Speakers Program, UC Talent Development, and the UC Career Fair. All of these programs continue to thrive and to be sustainable in our region. The leadership and experience of this partner will be a key asset to the success of the GIVE 3.0 grant for the Upper Cumberland.

The employer partners of this grant and employers of the Upper Cumberland continue to employ many of the citizens in the counties being served by this grant. Each employer has a commitment to our region in that preparing the workforce is a necessity for the economic development of our region. The building of a strong workforce would not be possible without the commitment of these partners. The TCAT Upper Cumberland (formerly Crossville) will continue to seek involvement of other employers in our region and will involve employer partners in program advisory committee after the grant period.

Communication between the partners will continue after the grant program through several different avenues. The TCAT Institutional Advisory Committee and the TCAT program Advisory committee will continue to seek the input and expertise of the partners when sustaining current programs and implementing new programs. The partners will communicate through the local workforce development board, the Highlands Workforce and Education Committee, and the local CTE advisory board. The many different partners representing community leaders, government leaders, educational leaders, and employers believe the continued success of our

region depend on our partnerships, communication, and collaboration – all partners working together as a team for the good of our region, our businesses and industries, and our citizens.

MEMORANDUM OF UNDERSTANDING GIVE 3.0
BETWEEN
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY – Upper Cumberland (formerly Crossville)
AND
Employers

The Memorandum of Understanding (MOU) sets for the terms and understanding between the Tennessee College of Applied Technology – Livingston hereinafter referred to as the “Institution,” and Employers, hereinafter referred to as the “Company” for the GIVE 3.0 grant program.

In this MOU outlines the terms and conditions of the partnership between the institution and employers to establish a pathway program in the Early Childhood Education (ECE). This collaborative effort aims to provide employers with the skilled workers needed.

Institution: Committed to provide high-quality education and training program that prepare students for successful careers

Purpose

To establish a collaborative relationship between the institution and the company to :

- Promote skilled worker development: Work together to identify the skills and qualifications needed by employers in the Upper Cumberland and develop or enhance program at the institution that address these needs.
- Facilitate student placements: Provide opportunities for institution students to gain practical experience through internships, co-op, and work-based learning programs offered by the company.

Cooperation

The parties agree to cooperate in the following ways:

- Information sharing: regularly share information on industry trends, workforce needs, and program offerings.
- Joint planning: Work together to develop and implement strategies to achieve the goals.
- Advisory Committees: establish joint advisory committees with representatives from both parties to provide guidance on curriculum development and program effectiveness
- Communication: maintain open communication channels to ensure the successful implementation of this MOU.

Both parties agree to:

1. The parties further agree that the following shall be essential terms and conditions of this Agreement:
 - . 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, Section 504 of the Rehabilitation Act of 1973, 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 students because of race, religion, creed, sex, age, disability, veteran status or national origin.

- . This Agreement is governed by the laws of the State of Tennessee, and any claims against the Institution shall be brought before the Tennessee Claims Commission.
- . The parties shall comply with all applicable Federal and State laws and regulations in the performance of this Agreement.
- . This Agreement may be terminated by either party by giving written notice to the other at least 30 days before the effective date of termination.
- . This Agreement may be modified only by written amendment executed and approved by the appropriate parties as indicated on the signature page of this Agreement.

This MOU shall be effective beginning with the execution of the GIVE 3.0 grant contract and will remain in effect for a period of no less than 40 months.

In witness whereof, the parties have by their duly authorized representatives set their signatures.

(INSTITUTION-TCAT Livingston Authorized Representative) (Employer-Authorized Representative)

BY: 

TITLE: President

EMAIL: Cliff.Wightman@tccrossville.edu

DATE: 4/30/2024

BY: 

TITLE: Director of Schools and/or CTE Director

EMAIL: pmeadows@lbjc.org

DATE: 4/29/24

(Employer-Authorized Representative)

BY: 

TITLE: Director of Schools and/or CTE Director

EMAIL: lilpunkinchildcare@gmail.com

DATE: 4/29/24

(Employer-Authorized Representative)

BY: 

TITLE: Director of Schools and/or CTE Director

EMAIL: HAFH.Director@lbjc.org

DATE: 4/29/24

MEMORANDUM OF UNDERSTANDING GIVE 3.0
BETWEEN
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY – UPPER CUMBERLAND
AND
K12 Partner – Bledsoe County & Cumberland County

The Memorandum of Understanding (MOU) sets for the terms and understanding between the Tennessee College of Applied Technology – Upper Cumberland (formerly Crossville) hereinafter referred to as the “Institution,” and Bledsoe & Cumberland County, hereinafter referred to as the “K12 Partner” for the GIVE 3.0 grant program.

In this MOU outlines the terms and conditions of the partnership between the institution and K12 partner to establish a pathway program in the Early Childhood Education (ECE). This collaborative effort aims to provide high school students with the opportunities to gain knowledge and skills in the field of ECE, leading to a seamless transition into post-secondary education and career pathways.

Duties of Each Partner

Institution:

1. Serve as the lead entity of the grant;
2. Coordinate all grant activities,
3. Provide program instructor on main campus;
4. Manage Partner participation;
5. Complete any reports necessary to administer the grant;
6. Provide classroom space and instructional equipment on main campus;

Institution and K12 responsibilities:

7. Curriculum Alignment: K12 partner agrees to align its high school curriculum with the requirements of the institution’s Early Childhood Education program of the main campus. This alignment ensures that students completing the pathway program meet the necessary prerequisites for enrollment in the college program.
8. Dual Enrollment Opportunities: Institution agrees to offer dual enrollment options for eligible high school students enrolled in the ECE pathway program. These students will have the opportunity to earn college credits while completing their high school coursework.
9. Faculty Collaboration: Faculty members (from both if applicable) will collaborate to develop and deliver instructional materials, assessments, and resources for the ECE pathway program. Regular meetings and professional development activities will be organized to ensure alignment and quality of instruction.
10. Advising and Support Services: The institution in collaboration with K12 counselors will provide advising and support services to pathway students, including assistance with course selection, academic planning, and career exploration. K12 will recruit and refer students to the program and provide space for advisement.
11. Evaluation and Assessment: Regular evaluations and assessments will be conducted to monitor the effectiveness of the pathway program and identify areas for improvement. Data on student outcomes, retention rates, and program completion will be collected and analyzed to inform decision-making.

12. The parties further agree that the following shall be essential terms and conditions of this Agreement:

- a. 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, Section 504 of the Rehabilitation Act of 1973, 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 students because of race, religion, creed, sex, age, disability, veteran status or national origin.
- b. This Agreement is governed by the laws of the State of Tennessee, and any claims against the Institution shall be brought before the Tennessee Claims Commission.
- c. The parties shall comply with all applicable Federal and State laws and regulations in the performance of this Agreement.
- d. This Agreement may be terminated by either party by giving written notice to the other at least 30 days before the effective date of termination.
- e. This Agreement may be modified only by written amendment executed and approved by the appropriate parties as indicated on the signature page of this Agreement.

This MOU shall become effective beginning with the execution of the GIVE 3.0 grant contract and will remain in effect for a period of no less than 30 months.

In witness whereof, the parties have by their duly authorized representatives set their signatures.

(INSTITUTION-TCAT Upper Cumberland Authorized Rep.) (K12 PARTNER-Authorized Representative)

BY: 

TITLE: President

EMAIL: Cliff.Wightman@tcatecrossville.edu

DATE: 4/30/24

(K12 PARTNER-Authorized Representative)

BY: Steve Reel

TITLE: Director of Schools and/or CTE Director

EMAIL: Reels@blecksoecountyschools.org

DATE: 4-25-24

BY: Leshie Eldridge

TITLE: Director of Schools and/or CTE Director

EMAIL: leldridge1@ccschools.k12tn.net

DATE: 4-25-24

(K12 PARTNER-Authorized Representative)

BY: _____

TITLE: Director of Schools and/or CTE Director

EMAIL: _____

DATE: _____

MEMORANDUM OF AGREEMENT
Between
TENNESSEE COLLEGE OF APPLIED TECHNOLOGY – Upper Cumberland
And
Bledsoe County

This Memorandum of Agreement (MOU) is entered into by the Tennessee College of Applied Technology Upper Cumberland (formerly Crossville) hereinafter referred to as the “Institution,” Bledsoe County municipal partner, hereinafter referred to as the “Company.”

Purpose

This MOU will provide an understanding of the roles and responsibilities of each partner and how their efforts will develop long term partnerships. The partnership outlined in this memorandum will support efforts to develop an employer-driven career path that can be obtained through higher education programs and support the need for daycare within your counties.

Reporting

The TCAT Upper Cumberland (formerly Crossville) program director and GIVE 3.0 advisory board will evaluate effectiveness and adherence to the agreement. The Advisory Board will meet twice a year, or more often if needed, to relay progress or issues related to program implementation. During this time, TCAT, Educational Partners, and our industry and community partners will have the opportunity to share data necessary to evaluate the success of the program. Program requirements will be continuously adjusted accordingly.

Duration

This MOU shall become effective beginning with the execution of the GIVE grant contract and will remain in effect for a period of no less than 42 months. The MOU may be modified or extended by mutual consent of partners. In the absence of mutual agreement by the authorized officials from TCAT, Educational Partners, and the municipal partners, an individual partner can terminate their participation by giving a written notice of intent to terminate.

In consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this Agreement according to the provisions set out herein:

A. The Institution agrees:

- a. Serve as the lead entity of the grant.
- b. Coordinate all grant activities.
- c. Manage partner participation.
- d. Complete any reports necessary to administer the grant.
- e. Monitor and audit partnership contracts.
- f. Other responsibilities to support grant activity.

B. The Company agrees to provide:

A suitable training facility to accommodate the instruction/daycare.

C. Educational Partners:

- a. Recruit and refer students to the program.
- b. Communicate with partners on program development and progress.

- c. Develop industry partnerships within the community.
- d. Provide space for advisement.

D. The parties further agree that the following shall be essential terms and conditions of this Agreement:

- a. 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, Section 504 of the Rehabilitation Act of 1973, 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 students because of race, religion, creed, sex, age, disability, veteran status or national origin.

The parties also agree to take affirmative action to ensure that applicants are employed and that employees are treated during their employment without regard to their race, religion, creed, color, sex, age disability, veteran status or national origin. Such action shall include, but not limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection available to employees and applicants for employment.

- b. The company agrees to carry adequate public liability and other appropriate forms of insurance, to pay all taxes incident hereunto, and otherwise protect and hold the Institution harmless from any and all liability not specifically provided for in this agreement.
- c. This Agreement is governed by the laws of the State of Tennessee, and any claims against the Institution shall be brought before the Tennessee Claims Commission.
- d. The parties shall comply with all applicable Federal and State laws and regulations in the performance of this Agreement.
- e. This Agreement may be terminated by either party by giving written notice to the other at least 30 days before the effective date of termination.
- f. This Agreement may be modified only by written amendment executed and approved by the appropriate parties as indicated on the signature page of this Agreement.

In witness whereof, the parties have by their duly authorized representatives set their signatures.

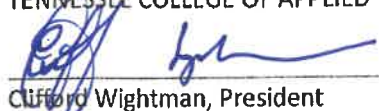


Bledsoe Co. Executive Director

4-30-24

Date

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY – LIVINGSTON



Clifford Wightman, President

4/30/24

Date

