

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY HOHENWALD

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

South Central Partnerships Leading to Career Opportunities

Tennessee College of Applied Technology Hohenwald, Lead & Fiscal Agent

IN PARTNERSHIP WITH:

Southern Middle TN Workforce Board/ South Central TN Development District

Perry, Lewis, Lawrence, Hickman and Wayne County Schools

Employer Partners: Christenson Transport and Alley Cassetty, Oliver Technologies, Summertown Metals, Quality Metals, Maury Regional Medical Center, Wayne Medical Center, NYX, Perry EMS, Wayne EMS, Wally Mo, Stan McNabb and Walker Chevrolet, CJDR of Columbia

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Funding requested:

\$ 2,000,000

X



President, of Higher Education Institution, Fiscal

X



Project Director, Lead Entity

South Central Partnerships Leading to Career Opportunities

In GIVE 3.0, the Tennessee College of Applied Technology Hohenwald Grant title: South Central Partnerships Leading to Career Opportunities focuses on the priorities in Southern Middle Tennessee, related to occupations viewed as “in-demand”, that are deemed “high-skill” short term educational career opportunities throughout our South Central area region to include: Truck Driving, Advanced Manufacturing, Emergency Medical Technology, Welding, Construction, Medical Assisting and Automotive. The grant involves the South Central Area Counties of Perry, Lewis, Lawrence, Maury, Hickman and Wayne. Perry County is only one of eight counties continuing to be identified as “Distressed”; however, both Wayne and Lewis County have the designation of At-Risk” In perspective of those economic status, TCAT Hohenwald is proposing to fund several program implementations to include Advanced Manufacturing and enhancing Welding in Perry County and to enhance and improve Emergency Medical Technology (Technician) by expanding the program and adding an additional site location in Wayne County and to implement Truck Driving as a new technical program implementation to be offered throughout the Southern Middle Area, to include Lawrence, Wayne and Perry Counties. It is the hope of Tennessee College of Applied Technology Hohenwald (TCAT-H) and the Collaborative Partners efforts, through technical education, with and achievable educational attainment goals, and stackable credentialing and funding of GIVE 3.0 Grant, the economic status and workforce development of all of our Southern Middle Partner Counties would be elevated as employment opportunities of the employers and workforce improves. The goal of Southern Middle is to alleviate the areas of At-Risk and Distressed.

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GIVE 3.0 Grant Proposal

Section 1. Demonstration of Need

The grant proposal, South Central Partnership Leading to Career Opportunities of the Tennessee College of Applied Technology Hohenwald (TCAT-H) focuses on the priorities in the South Central area related to in-demand, high-skill career and short-term educational opportunities throughout our South Central area region to include: Truck Driving, Advanced Manufacturing, Emergency Medical Technology, Welding, Construction, Medical Assisting and Automotive. In Perry County, which is one of only a few “Distressed” Counties, TCAT proposes to fund a new program of Advanced Manufacturing Program, to include the salary of an instructor and accompanying equipment to make the program successful in Perry County for both the adult and secondary population, with dual enrollment availability for all students in Perry County High School, with K-12 Director of Schools, Mr. Eric Lomax. Additionally, the Advanced Manufacturing curriculum includes stackable credentialing industry certification called CPT, Certified Production Tenderer that TCAT proposes to add and also offer adult credentialing to the Perry County Jail and potential inmates in cooperation with the Perry County Sheriff’s Department.

In addition to the Advanced Manufacturing, TCAT H proposes to fully fund the salary of a new Welding Program Instructor in Perry County for the purpose of providing Welding Technology, in all areas of instruction with stable credentialing to include SMAW and GMAW and stick for both adult students and dual enrollment students of Perry County School System. The Welding provision requires expansion to improve and enhance the offerings of the Perry County Instructional Service Center to accommodate the needs of students in a high-skill high-demand career. The GIVE 3.0 Grant will seek to fund a recognized EPSO in Perry County High

Schools by adding a 911 Certification to assist with the Emergency Services, and Emergency Medical Technician, need, with a site expansion need as evidenced by EMS with the high school to add the recognized credential in addition to of “Customer Service” industry certification.

In meeting with multiple related industries and secondary partners, such as Lewis County School System, where notably the county is listed as “At Risk”, TCAT-H proposes to implement a Building Construction Technology Program at Lewis County High School (LCHS) in cooperation with Dr. Tracy McAbee, Director of Schools. The GIVE 3.0 proposes to fund the salary of the Construction Faculty for the life of the grant period, with Dr. McAbee allowing the utilization of a classroom and lab space for the Building Construction Program at LCHS. Also, for Lewis County Schools, in the TCAT and LCHS partnership of Health Science, several pieces of equipment are needed, with requested funding at the high school and the TCAT Hohenwald Main Campus to support streamlining the Healthcare Career Cluster, such as two Anatomage Tables, one for each site.

TCAT Hohenwald proposes to offer the short term program of Truck Driving as a full-time and dual enrollment program on the campus of TCAT- H, but proposes to expand throughout the South Central area, which will require the salary of one full time and two part-time faculty members to include two truck driving instructors and one 3rd party tester. The new site of Truck Driving expansion proposes to move between Lawrence County, Wayne and Perry Counties. With GIVE 3.0 approval, the Truck Driving Program on the main campus, will begin movement and expansion in Fall of 2024 and offer new expansion in Lawrence County to be located at the Lawrence County Instructional Service Center, which will then rotate to Wayne County to a new the location of Wayne County Educational Learning Facility in Collinwood, which will ensure a strong future truck driving workforce to support the availability of truck

driving positions throughout Southern Middle Tennessee. The TCAT- H is working on establishing a Truck Driving Hub at the main campus to address and assist with workforce needs of area truck driving with requests from related industries. In our South Central area many major employers are in dire need of truck drivers and various licensed needs from Commercial (CDL) to Class A, Class B or certain required driving endorsements, such as Hazardous Material. Multiple employers are contacting TCAT daily to voice needs of availability and employability of drivers, such as Christenson Transport in Lawrence County & Alley Cassetty in Maury County. All of our south central area counties continue to demonstrate an ominous need for Truck Drivers and transport operators. The Truck Driving Program and transportation cluster and curriculum focus on fundamental competencies 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 & competencies. Other requested endorsements, like School Bus (S), and Passenger Bus (P) and Hazardous Materials require additional hours to test and hold the specialize endorsements. Graduates of TCAT-H and technical programs within the aforementioned occupational clusters will be used to fill entry level related positions within the career clusters, of Transportation (Truck Driving) with employers like Christenson Transport, Alley Cassetty and other employers, Summertown Metals and Quality Metals hiring both drivers and construction; or in Advanced Manufacturing exhibiting hiring technician needs for NYX and Oliver Technologies. Other demand needs continue to be EMT technicians with Perry County EMS and Wayne County EMS; as well as welders with employers like Wally Mo and Oliver Technologies: Additional demand needs relate to Health Sciences (Medical Assisting) with Maury Regional Medical Center and Lewis Health Center. With our TCAT-H automotive

employers, we plan to expand Automotive to include hybrid and electric with to meet the training needs of various dealers within the south central region. Equipment needs of GIVE 3.0 include purchase one (1) tractor trailer truck and one (1) trailers, along with additional state of the art training equipment, Truck Driving Simulator for Truck Driving,, three (3) Anatomage Tables for Health Science (Medical Assisting), and Automotive Trainers, to include EV and hybrid to further enhance training and 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 site location, Educational Learning Facility, located in Industrial Park located next to the UT Agricultural Extension, rightly suited as as to be a Wayne County Truck Driving location. The facility is equipped with a classroom and lab area for use in training.

Several of our South Central area counties, including Lewis, Lawrence, Wayne and Perry County will be of primary focus with Perry County identified as a “Distressed” County and Lewis and Wayne Counties designated as an “At-Risk,” evidencing the sustained need of higher education, with both secondary and post-secondary populations The counties, rely heavily on the “local employers” as an economic driver of workforce development. Realizing this factor, TCAT-H proposes to further contribute to “short term” educational opportunities of in-demand occupations offering high wage, high-skill, with a focus on Truck Driving Program, as driver, EMT as a technician, and welding for welder, which will assist in meeting the foundational, industrial needs of the workforce and promote the recognized need of the skilled, qualified worker. The School Directors of Schools, Mr. Ricky Inman and Mr. Eric Lomax, as well as the CTE Directors, have voiced support, along with the local Mayors, Keltner, Mangubat, Moore and Carroll. In working with area schools, Perry County and Wayne County are seeing a direct need

to enhance and improve the technical secondary career pathway in the areas of Health Science, Advanced Manufacturing, Construction, Transportation (Truck Driving) from a dual enrollment, secondary perspective to a TCAT-H post-secondary standpoint. The GIVE 3.0 Grant proposes to procure several capital pieces of equipment, to include: one tractor trailer trucks and one trailers, 3 Anamatoge tables, and other related equipment items, such as a Truck Driving simulator.

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 heavy and tractor-trailer truck drivers; industrial truck and tractor operators; and mobile heavy equipment mechanics. **Supply:** The highest employment rates for certificate programs were logistics and supply chain management at 62 percent and diesel mechanics technology at 54 percent. **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 of 342 hours are a true answer to skilled, in-demand needs of occupations. The Truck Driving Program includes a curriculum knowledge and hands-

on basis of DOT Regulations and Logging, Substance Abuse and Blood-Borne Pathogens, Vehicle Component Orientation, Safety, Coupling and Uncoupling, Backing and Road Driving, Weather and Road Conditions, Public Relations, Freight Documents, Cargo Handling and General issues with all competencies completed in a half trimester. 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 coordinators of Perry and Wayne Counties have recognized a need and shortage of qualified workers in the transportation, EMT, advanced manufacturing and welding-related industries. In 2023, TCAT-H was approached about offering a Truck Driving program in Lawrence County, Tennessee; however, at that time was not feasible; however, TCAT Hohenwald proposes to expand Truck Driving at the main campus to the Lawrence County Instructional Service Center (ISC) site as a new program offering, as well as Wayne County ISC. With the continued increase in transportation and logistics, and need of skilled truck drivers and related positions, the demand for skilled drivers, workers and/or technicians has only increased. As a result, many employers attempted to recruit directly from schools, but the felt the secondary students hired directly from high schools were unprepared with employers expressing a "hiring benefit" from a formalized technical educational, training program like TCAT for skilled employment and with hiring dual enrollment high school graduates with technical training, as the grant proposes with the high schools.

In the *2020 LEAP Report by the Tennessee Department of Economic and Community Development* reported to meet the needs of this more sophisticated work environment, employees must demonstrate increasingly advanced critical thinking and skill-based competencies through industry-recognized certification and postsecondary credentials. 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.

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, Cutters, solderers, braziers, laborers, freight , stock and material handlers, production workers, With post-secondary non-degree award taken into consideration heavy and tractor trailer truck drivers, LPN, 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. Short term and long term in-demand occupations in Tennessee have experienced tremendous growth in recent years and includes occupations of maintenance and repair – all, general mechanics and repairers as hard to fill occupations. With Company expansion of NYX, Oliver Technologies,

Summertown Metals, and other manufacturing related companies, employers are finding a lack of skilled workers to fill any positions. The Transportation and Manufacturing Cluster are directly within the local focus areas of Economic Community Development in local/regional recruitment activities. Within counties of Southern Middle, encompassing Perry, Lewis and Wayne Counties, there are no “predicted” number of skilled and qualified candidates to fill the positions in-demand. According to *THEC Supply & Demand*, within our local area, Truck Driving, Carpenters, EMT, Welder and Medical Assistants are all listed as a “High In-Demand Occupations” with performance metrics and applicable SOC Codes as identified from *tn.gov*.

According to the JOB4TN website in April 2024, there were many employment opportunities for Truck Drivers in transportation, as well as Technician, Emergency Medical or Emergency Services, with a total of 35 pages of openings and 345 jobs. According to Bureaus of Labor and Statics, Employment of heavy truck and tractor trailer drivers is expected to grow 4 % from 2022 to 2023, faster than average for occupations, with 241,00 openings for heavy and tractor trailr truck drivers projected each year, on average for the decade. Operators is projected to grow with a bright outlook statewide and nationally. 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 Cassety – 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 drivers, technicians, and workers to

provide companies with skilled employees such as, Oliver Technologies, BRS off-Road and other industries benefiting from TCAT-H graduates/completers to include Ultium Cells, NYX, and Wally Mo, Oliver Technologies, Kanson Electronics, Wedlake Industries, Advanced Design Solutions.

TCAT- H worked with Chattanooga State Community College (CC) and others CCs to finalize multiple, articulation agreements for technical programs of short-term training, like EMT and/or other TCAT programs completing with one year ending in a diploma, whereby a student may receive up to 23- 32 credit hours for the earning of a TCAT Diploma (**Attachment A**). With the completion of a short-term or one-year or less, program, graduates will receive the certificate or diploma and/or industry- recognized credential or certificate in the first trimester, along with industry certifications, such as Truck Driving Certificate, or EMT Certificate and be able to sit for eligible industry licensure or in the case of industry certification OSHA 10 or 30, Snap-On Torque, and Snap-On Multimeter. Enrolling and graduating 40-60 students, assuming an average of twenty full-time students and an average of 20 dual enrollment at each high school 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 51.2.%, Lewis County at 61.8. % and Perry County at 64..5 respectively. Having acknowledged the number needed to better meet and GIVE and *Drive to 55* goals, TCAT-H collaborating with rural high schools to improve their Career Pathway to add availability of more dual enrollment high school classes, starting with 9th-12 grade, aligning a seamless pathway with the potential of several industry certifications. The grant proposes to fund student certification.

Section 2. Program Plan

The program project, Career Opportunities will follow the schedule below after the award contract date of August – September 2024 with the goal of offering additional enrollment with equipment expansion of programs beginning September 3, 2024, or shortly after..

September 2024:

1. Finalize contract; evaluate facilities of classrooms and labs at site locations.
2. Open new programs as appropriate and work with Lewis, Perry and Wayne County Schools to finalize equipment lists.
3. Preparation equipment specifications for bids to vendors.
4. Establish any necessary MOUs at the site locations with appropriate local officials.
5. Submit any necessary submittals to Tennessee Board of Regents (TBR) for September 2024 or December 2024 or TBR Quarterly TBR March 2025 Meeting.

February 2025:

1. Submit any new or substantial change applications to the TCAT-H accreditation agency, Council of Occupational Education (COE), for approval of expanded arears off-campus sites, as applicable.
2. Add to Program Advisory Committees in area by inviting active industry and community leaders to serve.
3. Submit equipment quotes for procurement.
4. Advertise to determine demand and student enrollment for Class.

March 2025:

1. Open all TCAT- H New programs with anticipation TBR/COE deadlines. Continue to accept prospective students from waiting list to continue enrollment the program.
2. Continue to order and deliver new programs equipment to sites.
3. Visit local high schools to recruit graduating seniors into all the technical programs, but specifically, recruit all GIVE 3.0 Truck Driving, EMT, Construction, & Welding, Advanced Manufacturing Programs in each county.
4. Hold a Spring Collaborative/Advisory Committee Meeting to review the applicable curriculums 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 equipment and supply items, as necessary items.

April 2025:

1. 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; start on Fall enrollment.
2. Offer training in the new program areas, once instructors are credentialed.
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 and Spring 24-25 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 Trimester students in the Career Opportunities Technology Program for Fall 2025. Continue processes every trimester.
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 new and continuing students at all locations.
2. Offer technical programs to all potential students from beginning to end.

December 2025:

1. Graduate classes of Career Opportunity Programs with end of every trimester. Register and enroll Spring Trimester Programs; continue to follow through enrollment process every trimester. Graduate and complete students completing programs every trimester end.

January 2026-May 2027 – Aug/September 2028:

1. Continue to target an enrollment of 20 students at each campus site.
2. Graduate and award Certificates, Diplomas and industry certification as applicable throughout the year.

Beyond the documenting and reporting progress of the Career Opportunity 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 project will incorporate Tennessee Promise and mentorship as a key component of the project where all graduating high school seniors are encouraged to enroll in a higher education program to receive guidance and assist students in meeting deadlines and to successfully complete the technical programs of choice. The 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 (**Attachment 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 TCAT Hohenwald may utilize a portion of GIVE Grant provide reimbursements to private industry partners for up to *50 percent of wages (not to exceed \$1,000 per student in a single academic period)* paid as compensation to hire students within the 48-month period. The reimbursements will only be distributed to industry partners upon a student's satisfactory completion of the internship or co-op program established by TCAT-H and employer. Reimbursement may be incumbent upon the satisfactory completion of any and all academic requirements relevant to the WBL experience. The TCAT will establish the administrative and funding structure necessary to support the GIVE WBL programs.

The Lead Entity and project director will be Kelli Kea-Carroll, President of TCAT Hohenwald. The project co-Director and fiscal accountability will be Dr. Randy Young, Vice President, TCAT-H). The project steering committee will include the workforce WIOA partner, SCTDD, Executive Director Barbara Kizer, and two K-12 administrators, Mr. Eric Lomax and Dr. Tracy McAbee. The committee will be responsible for maintaining oversight and will consist of individuals from industries, involved in Workforce Board or Chambers from the participating counties and will consist of 12 to 16 members and will meet twice yearly for the period of the GIVE Grant. The TCAT-H 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, Advanced Manufacturing, Construction, Health Sciences (Medical Assisting), Emergency Medical Services (EMT) Welding and Automotive . The equipment purchased will be specific for the training needs to implement the programs of: Truck Driving; expand an EMT Site to (Wayne County); implement Construction and Medical Assisting at Lewis County; expand and Welding; and offer Advanced Manufacturing as a new offering and (CPT Training) in Perry and enhance the Automotive Technology Programs with EV and Hybrid. A portion of the equipment request will be to purchase computers/laptops for classes in cooperation with TCAT, and on site at Lewis, Perry and Wayne County Schools. TCAT-H technical dual enrollment programs will provide a direct feeder of from the high schools to the TCAT-H. Stackable credentialing will be offered in areas applicable to study. Recruitment of underrepresented and non-traditional students will be consider.

Section 3. Strength of Partnership

A strong partnership Collaborative GIVE 3.0 Grant seeks to enable TCAT-H students to participate in technical training developed with input from area employers, school systems, and the local industries and assist Lewis, Perry, Lawrence, Hickman and Wayne County in a manner to “Partner to Lead to Career opportunities”. The strength of the GIVE 3.0 Collaborative Partnership is evidenced by the signatures of a Memorandum of Understanding with roles and responsibilities of the outlined in the MOU, which may be viewed as **Attachment C**. The higher education institution for the project is TCAT- H as the lead entity and fiscal agent. TCAT-H has a fifty plus 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 in the field of study, ready for employment. The support of the grant is further evidenced by the MOU. Signatures and Work Based Learning signatures (**Attachment D**).

Section 4. Budget Plan

The largest portion of the funding request is the salaries of instructors and for training equipment of TCAT-H and schools. The equipment will be for instructional purposes in teaching competencies and skills required to earn certificates, diplomas, and recognized industry certifications. The equipment needs are specific to program needs, to include tractor trailer trucks, trailers, simulators, Anatomage tables. The goals of the grant are to contribute to the educational level of the south central area by providing short term training to better meet the workforce needs of area employers by supplying an educated, skilled, credentialed graduate to the workforce. Funding is requested for each of the program Instructors, as applicable (salary/benefits), a GIVE Coordinator to assist in grant coordination for four-year period; computers (office & classroom items: multi-media board, color printer, table & chairs). TCAT-H will procure equipment according to state policies and purchasing procedures with state contracts considered. The grant proposes an indirect cost of 5% to cover administrative costs of the project director and further for training of the instructors.

Section 5: Sustainability

The TCAT –H will sustain the program GIVE beyond the 48 months funding period by continued enrollment in technical programs through tuition revenues and state appropriations of TCAT-H and will continue to partner offer dual enrollment and provide feeder opportunities.

Section 6: Economic Status Acknowledgement: The TCAT-H acknowledges Lewis and Wayne as “At-Risk” and Perry County as “Distressed” with more work to be done to improve their status.

GRANT BUDGET

South Central Partnerships Leading to Career Opportunities

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

Applicable Period: BEGIN: 8/15/24 END: 05/15/28

POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	1,405,000	0.00	1,405,000
4, 15	Professional Fee, Grant & Award ² (Work-Based Learning/equipment)	10,000	0.00	10,000
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	50,000		50,000
11, 12	Travel, Conferences & Meetings		0.00	0
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	425,000	0.00	425,000
22	Indirect Cost	110,000	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

GRANT BUDGET

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1, 2	Salaries, Benefits & Taxes	1,405,000	0.00	1,405,000
4, 15	Professional Fee, Grant & Award ² (Work-Based Learning/equipment)	10,000	0.00	10,000
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	50,000		50,000
11, 12	Travel, Conferences & Meetings		0.00	0
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	425,000	0.00	425,000
22	Indirect Cost	110,000	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	
--	---	--

*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.

**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 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.

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

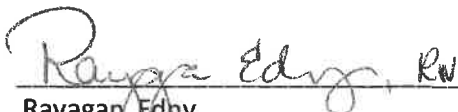
Date



Ginger Cagle, CTE Coordinator
Perry County Schools

4-12-24

Date



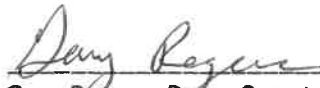
Rayagan Edny
CTE Perry County Schools

4/12/24


Date



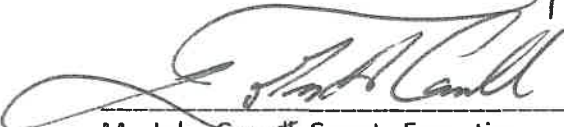
Todd Craig, NXY



Gary Rogers, Perry County EMS



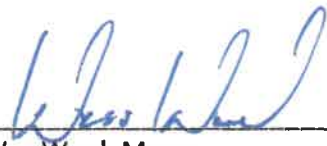
Stacy Hickerson Graves, Quality Metal
Building Supply



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

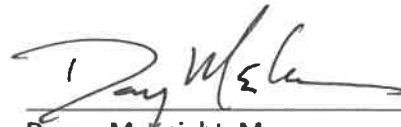
Date



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



Mike Ricketts
The Shop

Matt Stoll

Summertown Metals

~~Laura~~ Harris

Altered Energy


Laurel Harris

Scott Oliver

Oliver Technologies

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

LEWIS COUNTY PARTNERS



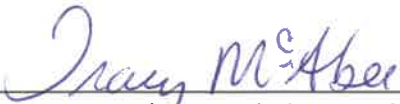
Jonah Keltner, Mayor
Lewis County

8/10/2024

Date



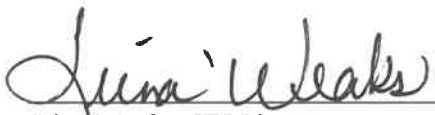
Houston Hamblin
Lewis County Financial Officer



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

Date

4/10/24

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

Date

04/10/24

Jim Mangubat, County Executive
Wayne County

Date

John Hickman, City Manager
City of Waynesboro

Date

04/10/24

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

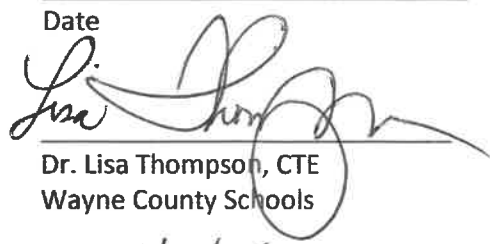
Sara Cook, Coordinator
The Digital Hub

Date

Dr. Lisa Thompson, CTE
Wayne County Schools

Date

04/10/24




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

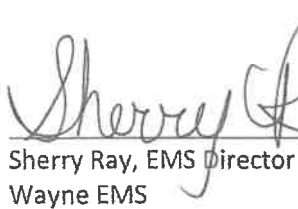
4-11-24



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

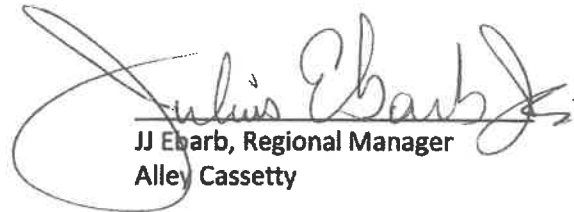


Date

Don Christenson, President
Christenson Transport

Ricky Smith, Manager
Wally Mo

Date



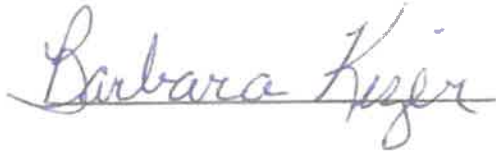
JJ Ebarb, Regional Manager
Alley Cassetty

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

Date

Date

Christenson, President
Christenson Transport

JJ Ebarb, Regional Manager
Alley Cassetty

Ricky Smith, Manager
Wally Mo

Nathan Miller, President
Maury Regional Medical Center

Date

Nathan Miller,
Lewis Health Center

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

Christenson, President
Christenson Transport

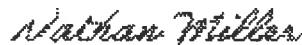
Ricky Smith, Manager
Wally Mo

Date

JJ Ebarb, Regional Manager
Alley Cassetty



Nathan Miller, President
Maury Regional Medical Center



Nathan Miller,
Lewis Health Center

MAURY COUNTY PARTNERS



Trey McNabb, Owner
Stan McNabb

4/30/24

Date



Joel Rimmer, Service Manager
Stan McNabb

4/30/24

Date

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

LOCAL WORKFORCE ECONOMIC DEVELOPMENT AGENCY PARTNERS

Mrs. Barbara 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 Transportation Services

JJ Ebarb, Regional Manager
Alley Cassetty

Ricky Smith, Manager
Wally Mo

Nathan Miller, President
Maury Regional Medical Center

Date

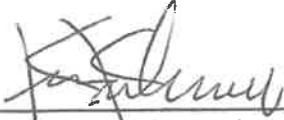
Nathan Miller,
Lewis Health Center

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

HICKMAN COUNTY GIVE PARTNERS



Mr. John Mullins, Director
Hickman County Schools



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

MEMORANDUM OF UNDERSTANDING BETWEEN
Investing in the Future through a Skilled Medical Workforce

AND Life Care Center of Centerville
TN GIVE 3.0 Grant

September 1, 2024 - August 31, 2028

This document attests Life Care Center of Centerville support of Hickman County School District 2024 TN GIVE 3.0 Grant, Investing in the Future through a Skilled Medical Workforce.

Upon the awarding of TN GIVE Grant funds associated with this proposal and THEC approval, Life Care Center of Centerville agrees to the following:

1. Work with Hickman County staff to develop clinical opportunities for students enrolled in the Certified Medical Assisting pathway.
2. A representative designated by Life Care Center of Centerville will serve on the Community Based Advisor for this grant.
3. Life Care Center of Centerville will host teachers and students for tours of facilities to increase knowledge and awareness.
4. Work with Hickman County Staff in the possible placement of graduating 12th grade CTE students enrolled in the Certified Medical Assisting pathway into placements provided as a result of TN GIVE Grant funding.

Both the Investing in the Future through a Skilled Medical Workforce and Life Care Center of Centerville shall comply with all applicable State and Federal laws and regulations, including without limitation with the Family Educational Rights and Privacy Act (FERPA) and College policies and guidelines in the performance of this agreement.

This agreement shall be effective for the period commencing on September 1, 2024 and ending on August 31, 2028. This agreement may be terminated by either party by giving written notice to the other at least thirty (30) days before effective date of termination.

IN WITNESS WHEREOF:

Ascension St.Thomas Hickman Hospital:

Beverly Wall, ED
Beverly Wall

4/23/24
Date

Hickman County School District:

John Mullins
John Mullins

4.24.24
Date

MEMORANDUM OF UNDERSTANDING BETWEEN
Investing in the Future through a Skilled Medical Workforce
AND Ascension St. Thomas Hickman Hospital
TN GIVE 3.0 Grant
September 1, 2024 - August 31, 2028

This document attests Ascension St. Thomas Hickman Hospital support of Hickman County School District 2024 TN GIVE 3.0 Grant, Investing in the Future through a Skilled Medical Workforce. Upon the awarding of TN GIVE Grant funds associated with this proposal and THEC approval, Ascension St. Thomas Hickman Hospital.

agrees to the following:


1. Work with Hickman County staff to develop clinical opportunities for students enrolled in the Certified Medical Assisting pathway.
2. A representative designated by Ascension St. Thomas Hickman Hospital will serve on the Community Based Advisor for this grant.
3. Ascension St. Thomas Hospital will host teachers and students for tours of facilities to increase knowledge and awareness.
4. Work with Hickman County Staff in the possible placement of graduating 12th grade CTE students enrolled in the Certified Medical Assisting pathway into placements provided as a result of TN GIVE Grant funding.

Both the Investing in the Future through a Skilled Medical Workforce and Ascension St. Thomas Hickman Hospital shall comply with all applicable State and Federal laws and regulations, including without limitation with the Family Educational Rights and Privacy Act (FERPA) and College policies and guidelines in the performance of this agreement.

This agreement shall be effective for the period commencing on September 1, 2024 and ending on August 31, 2028. This agreement may be terminated by either party by giving written notice to the other at least thirty (30) days before effective date of termination.

IN WITNESS WHEREOF:

Ascension St. Thomas Hickman Hospital:


Kevin Campbell 4/23/2024
Date

Hickman County School District:


John Mullins 4.24.24
Date

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 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, losses, or costs arising out of, or related to, acts performed by TCAT-H under this agreement is governed by the provisions of said Act.

