

2024 Governor's Investment in Technical Education (GIVE) Grant Proposal

Industry 4.0 Workforce Innovation & Student Success Harnessed (WIS²H)

Motlow State Community College

(Lead & Fiscal Entity)

In Partnership with:

K12 Systems: Warren and Rutherford County Schools

Workforce: McMinnville-Warren Chamber of Commerce and Warren Co. Industrial Development Board

Industry: Nissan and Ben Lomand

Dr. Michael Torrence, President

6015 Ledford Mill Road, Lynchburg, TN 37352

931-393-1682

mtorrence@mscc.edu

Larry Flatt Motlow State Community College

225 Vo-Tech Drive, McMinnville, TN 37110

931-205-4436

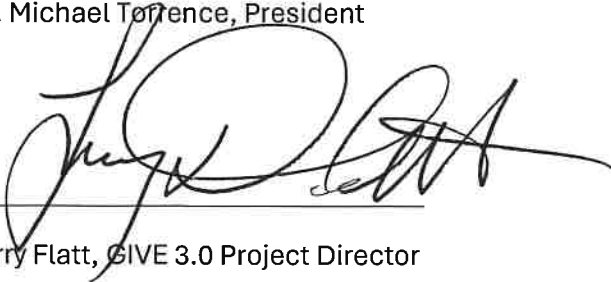
lflatt@mscc.edu

\$2,000,000.00

Funding Requested



Dr. Michael Torrence, President



Larry Flatt, GIVE 3.0 Project Director

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Abstract

Motlow State, along with its partners, Rutherford and Warren County Schools, Festo, Nissan, Ben Lomand Connect, the McMinnville-Warren Chamber of Commerce, and the McMinnville-Warren Industrial Development Board, proposes to create an academic and workforce development project entitled Industry 4.0 Workforce Innovation and Student Success Harnessed (WIS²H) aligned with the Governor's Investment in Vocational Education (GIVE) 3.0. This project focuses on building the skill set of students in *computer and mathematical occupations – SOC 15-0000* focused on manufacturing, automation, and other digital technology processes. More specifically, we hope to advance students' understanding of big data and analytics, artificial intelligence, cloud and edge computing, electric vehicles, solar energy, and Internet of Things (IoT) through courses designed to advance, streamline, and connect industrial processes.

Multiple local and regional data sets, including the Tennessee Higher Education Commission's preferred data sources, indicate that jobs in this area are in-demand. Through the provision of equipment and supplies, hiring of instructors and/or personnel, and collaboration with K-12, industry, and economic development partners, we will provide hands-on courses to students along with opportunities for work-based learning with industry and economic development partners. Upon completion of education, training, certifications, and other credentials, students can compete for in-demand, high paying 21st century jobs regionally and beyond.

Section 1: Demonstration of Need

Industry 4.0 refers to the ongoing digital transformation of manufacturing and industry through integration of advanced technologies and systems. It represents a paradigm shift in how goods are produced, services are delivered, and how businesses operate by leveraging digital technologies to create more efficient, flexible, and connected industrial processes. This proposal, entitled Industry 4.0 Workforce Innovation + Student Success Harnessed (WIS²H), will develop and create new credentials, programming, and training for students to obtain in-demand, high wage jobs focused on advanced manufacturing and computing.

Data Demonstrating Need for Action

Companies are adopting I4.0 technologies to increase efficiency and gain competitive advantage. A report by McKinsey suggests that by 2025 adoption of I 4.0 could contribute \$1.2 trillion to \$3.7 trillion annually to the global manufacturing sector. This indicates a significant shift in workforce's approach toward the use and implementation of I 4.0 technologies.

According to the THEC Supply for Occupational Demand Report 2024, the following SOC codes reflect high employer demand. See Table 1 below.

Table 1

Tennessee - Occupations with High Employer Demand

SOC Code	Description	Annual Openings (2020 - 2030)	Entry Level Wages	Work Experience Required	Openings (2020 - 2030)/Employment
15-1211	Computer Systems Analysts	1,103	\$28.38	None	13.05%
15-1212	Information Security Analysts	279	\$32.69	Less than 5 years	10.41%
15-1232	Computer User Support Specialists	1,141	\$17.60	None	12.51%
15-2031	Operations Research Analysts	157	\$19.54	None	11.72%

Data from Jobs4TN *Industry Code 51 – Information* lists this classification of jobs engaged in the following processes: 1) producing and distributing information, 2) providing the means to transmit or distribute data and/or communications, and 3) processing data. Given the nature of Industry 4.0 as a transformational advancement in technology and systems, this is most closely matched industry description related to this proposal. The total long percentage change for this industry is projected at 41.80%, or 3.55% annually.

The Tennessee Department of Economic and Community Development’s (TNECD) County Profile Tool reflects that unemployment in Warren County continues to track higher than that of the state of Tennessee since 2019. In 2020, the unemployment rate was 8.90%. Although it has recovered, one potential reason it continues to lag behind the state rate could be the gap between those possessing an associate degree or higher. In Tennessee, 36.70% of adults aged 25-64 hold a 2-year degree or higher. In Warren County, only 21.40% of the same demographic possess an associate degree or higher.

Linkages between Grant Activities and Local/Regional Needs

Due to the adoption of I4.0 technology by companies the skills needed for successful employment are changing. Competencies in the areas of robotics, automation, data analytics, programming, IoT (Industrial Internet of things) and Artificial Intelligence (AI) are essential. Currently employers struggle to find qualified individuals with the technical proficiencies needed to meet their requirements due to this skills gap.

Section 2: Program Plan

Detailed Summary of Proposed Program

1. Project will center around I4.0, IoT, AI, Cyber, Smart Factory, Big Data, electric vehicles, and sustainable energy sources.

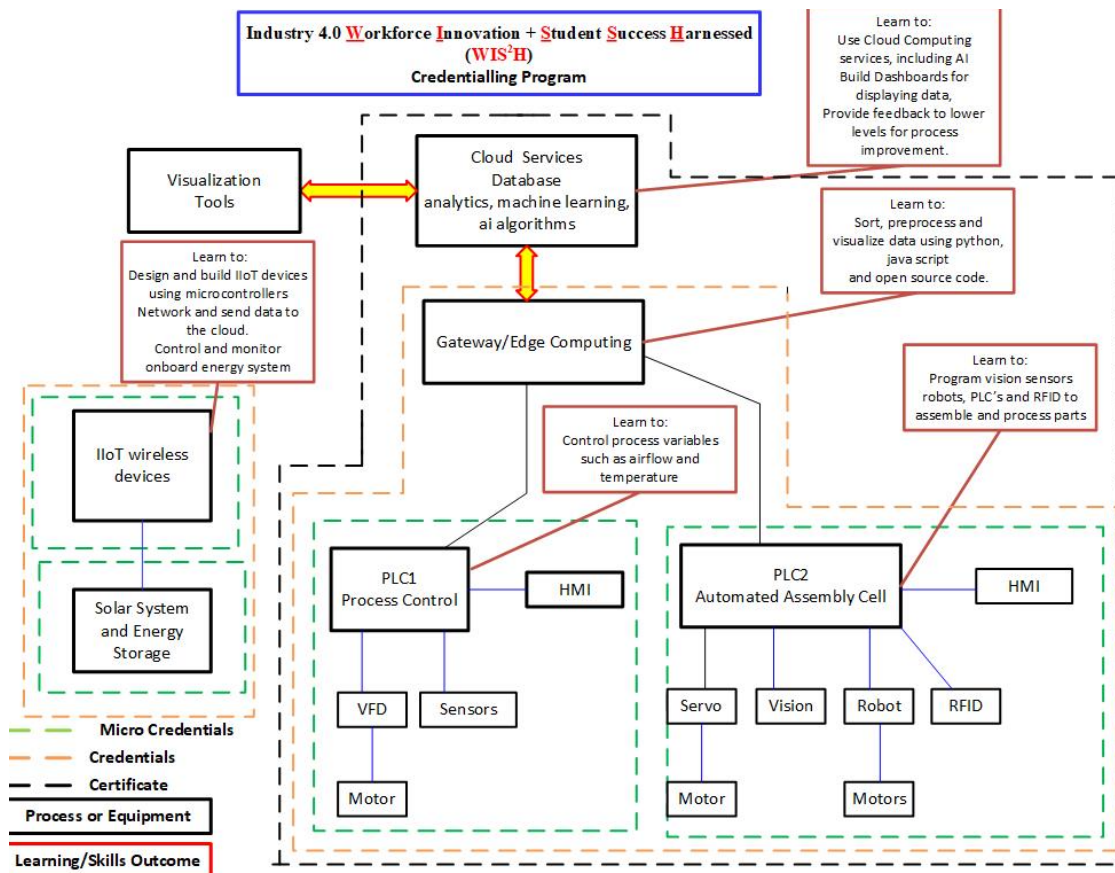
2. Will start with six existing partners and expand scope to other partners both in and outside our service area.
3. Will develop micro-credentials, certificates, and certifications in areas of expertise where they are not already available. Intention is to work with TBR, THEC, and TN Department of Education to have the certs approved for use across TN. We will partner with existing skills evaluators, as appropriate, if they already offer evaluations that adequately measure a student's mastery of the subject.
4. Beta tests of the curriculum, certs, and training labs will start with our K-12 partners (WCHS and Oakland HS) and at Motlow in areas such as Mechatronics, CyberSecurity, and Workforce.
5. Mobile labs will be designed to use solar power and operate off the grid to promote skills around sustainable energy sources and learnings.
6. Working with Chambers of Commerce, K-12 schools, and industries we will introduce a new concept/initiative for WBL. It will be designed as a Leadership in Technology program. One day of each month during the school year a select group of students involved or interested in CTE/I4.0 concepts will be part of a school sponsored program to do WBL visits and/or projects with our industrial partners. Each school system choosing to participate would have a group from sixth through eight grade and a second group from ninth through twelfth grade. Our goal would be to have a group from as many schools as possible in each school district.
7. By the project end, our goal is to have introduced I4.0 training and skills acquisition into not less than 60% of the K-12 schools in our service area.

- The mobile labs will be taken to industry sites across the state to provide support and training as they embrace and introduce the concepts of I4.0 and the IoT.

This proposal addresses this need by allowing students the opportunity to gain I4.0 skills through hands on based learning activities. Students will develop skills by completing instructor lead workshops and projects in different I 4.0 proficiency areas.

Detailed Project Timeline

Appendix D contains a detailed quarterly project timeline that outlines activities, schedules, and responsibilities of grant partners. The credentialing process, or program map below, was developed by Larry Flatt, I 4.0 WIS²H Project Manager, in collaboration with subject matter expert Emmett Woodard. Mr. Woodard will also be engaged in the implementation of this work. The image below depicts the program map.



Key Objectives and Evaluation & Measurement Plan

Success will be measured by the number of students that gain degrees, certifications, and/or other credentials focused on I 4.0. We conservatively anticipate 400 students will receive one or all of the following: micro-credential, credential, or certificate over the course of the grant period, including both students and incumbent workers. Benchmarks against these objectives will be tracked and reported by project staff members listed in Appendix E.

Section 3: Strength of Partnerships

Partner Description, Role, and Responsibilities for Implementation

For the I 4.0 WIS²H project to succeed, collaboration between industry, K-12, and economic development stakeholders is critical. As such, industry emphasis of this program centers on employers involved in technology, communication systems, and manufacturing.

Memorandums of Understanding

Each partner to the WIS²H project, Motlow State, Rutherford and Warren County Schools, Nissan, Ben Lomand Connect, the McMinnville-Warren Chamber of Commerce, and the Warren County Industrial Development Board have entered into and executed a Memorandum of Understanding (MOU) which is included in Appendix C. These MOUs define the understanding of the terms of this project including roles and responsibilities of both Motlow and the individual partner organizations.

Section 4: Budget Plan

Alignment between Funding Request & Grant Activities

Role of Proposed Equipment Request

The equipment requested is necessary for students to obtain both academic and industry-recognized I 4.0 credentials as shown on the process map cited above. Additionally, this

equipment will support obtaining existing credentials and/or developing new credentials which do not yet exist. The new credentials will be offered in partnership with academic institutions across Tennessee.

Explanation of Indirect Costs (if any)

Given the engagement of ancillary departments, including the Business Office, Facilities, and others to the implementation of this proposal, MSCC requests \$100,000 in indirect cost which is equivalent to 5% of the total grant request. This cost is further detailed in Appendix A.

Section 5: Sustainability

Plan for Sustaining Program beyond Grant Period

Building upon the momentum of the foundation of the WIS²H project, multiple methodologies will be used to ensure the sustainability of this program including the following measures:

- Institutionalization of Programming
 - MSCC will initiate the program through GIVE 3.0 funding but will institutionalize programming post grant through student enrollment and tuition.
 - Faculty, staff, and equipment/supplies will be maintained and added as the program continues growing and expanding.
- Collaboration with current Partners & Recruitment of New Partners
 - Efforts will be made to ensure continued commitment of partners through continual relationship cultivation activities.
 - Active recruitment of new industry and K-12 partners will be included in the grant staff's scope of work.
- Capacity Building
 - Professional development will be provided for instructors on an on-going basis to ensure they stay abreast of industry standards.
 - Student recruitment will be encouraged at career fairs, by grant program staff, MSCC staff.

- I 4.0 WIS²H partnerships will be expanded and increased through the addition of more K-12, industry, and workforce development entities in collaboration with THEC, TBR, and TNECD.
 - Building partnerships with existing skills evaluators (NC3, SACA, SME etc.), as appropriate, to measure students’ subject mastery.
- Resource Development
 - Other sources of program revenue will be explored including potentially creating new/expanded public and/or private partnerships, grant seeking activities, and other fund development cultivation efforts.

Section 6: Optional Criteria

High Demand Programming

The WIS²H project creates education and programming that leads to high demand jobs as noted earlier in Section 1 in the Computer and Mathematical sector. Data from each of the preferred data sources, 1) THEC’s Academic Supply and Occupational Demand Report, 2) Jobs4TN, and 3) TNECD’s County Profile Tool indicate Industry 4.0 related jobs are in high demand across both the local region as well as the state of Tennessee.

County Economic Status Acknowledgement

Warren County, where the project will be housed, is designated as an *at-risk* county according to the Appalachian Regional Commission’s 2024 county economic status report, a copy of the FY24 map is included in the Appendices. The TNECD County Profile Tool indicates Warren County’s unemployment rate tracks consistently higher than Tennessee’s for the past four years.

Census Tracts in Persistent Poverty

The Census Bureau identifies two tracts located in Rutherford County as *persistent poverty* areas. See the table below:

Tennessee	Rutherford County	47149	47149041800	
Tennessee	Rutherford County	47149	47149041900	

Appendices

Appendix A – Budget

	EXPENSE OBJECT LINE-ITEM CATEGORY	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1	Salaries, Benefits & Taxes	445,132.06	0	445,132.06
2	Professional Fee, Grant & Award ₂	133,600.00	0	133,600.00
3	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	56,000.00	0	56,000.00
4	Travel, Conferences & Meetings	\$12,000.00	0	\$12,000.00
5	Interest ₂		0	0
6	Insurance		0	0
7	Specific Assistance to Individuals	\$50,000.00	0	\$50,000.00
8	Depreciation ₂	0	0	0
9	Other Non-Personnel ₂	0	0	0
10	Capital Purchase ₂	1,203,267.45	0	1,203,267.45
11	Indirect Cost	\$100,000.00	0	\$100,000.00
12	In-Kind Expense	\$0.00	\$79,573.80	\$79,573.80
	GRAND TOTAL	2,000,000	0	2,079,573.31

Line Item 1- Includes the salary and benefits for one full-time faculty member for the period of the grant.	Year 1 Salary and Fringes	\$75,999.00	\$30,399.60	\$106,398.60
	Year 2 Salary and Fringes	\$78,278.97	\$31,311.59	\$109,590.56
	Year 3 Salary and Fringes	\$80,627.34	\$32,250.94	\$112,878.27
	Year 3 Salary and Fringes	\$83,046.16	\$33,218.46	\$116,264.62
				Total:

Line Item 2 -Professional Fees: Includes the expenses required to: a. hire of a project coordinator (contractor) at a rate of \$30/hour for 15 hours per week (including FICA) for the grant period. b. Obtain Train-The-Trainer status and Master Industry Trainer Certifications for i4.0 equipment c. Contract labor to develop and all curriculum necessary for the project scope.	Project coordinator	\$93,600.00	
	Certifications and curriculum development	\$40,000.00	Total: \$133,600.00
Line Item 3 - Includes expenses associated with marketing, postage, student manuals and bus rental for WBL trips.	Postage, student manuals	\$20,000.00	
	Bus Rental for WBL trips	\$36,000.00	Total: \$56,000.00
Line Item 4 - Includes travel required to obtain certifications, travel associated with conferences, and conference fees	Travel and Conference Fees	\$12,000.00	Total: \$12,000.00
Line Item 7 - Fees for students to obtain credentials from third party providers	Credentials, Microcredentials and Certifications from third parties	\$50,000.00	Total: \$50,000.00

Line Item 10 - Includes two mobile laboratories and equipment necessary to support experiential learning, credentials and WBL initiatives	Two Mobile labs for Cyber, I4.0, IoT	\$216,072.45	\$216,072.45
	Solar panels, battery packs and ancillary controls to have the mobile labs powered off the grid	\$97,950.00	\$97,950.00
	Smart sensors trainer - 5	\$92,250.00	\$92,250.00
	Cyber Physical Lab Trainer, IIOT wireless devices trainer, and Solar System and Energy Storage trainer	\$476,735.00	\$476,735.00
	Cloud Services Database analytics, machine learning, AI algorithms server and/or trainer	\$175,840.00	\$175,840.00
	PLC1	\$69,345.00	\$69,345.00
	Process Control trainer and PLC2		
	Automated Assembly Cell AI simulator and trainer	\$75,075.00	\$75,075.00
		Total:	\$1,203,267.45
Line Item 11 - Indirect costs at 5% of project total	Indirect costs	\$100,000.00	\$100,000.00
Line Item 12 - Inkind project support by Motlow staff	Emmett Woodard: 5% for 48 months	\$15,199.80	\$15,199.80
	Charlie King: 5% for 48 months	\$15,199.80	\$15,199.80
	Larry Flatt: 10% for 48 months	\$33,974.40	\$33,974.40
	Eric Reynolds: 5% for 48 months	\$15,199.80	\$15,199.80
		Total:	\$79,573.80

Appendix B – Data List

THEC Academic Supply and Occupational Demand Report:

<https://www.tn.gov/transparenttn/state-financial-overview/open-eed/openecd/tneed-performance-metrics/workforce/leap-in-demand-occupations-report.html>

Jobs4TN:

<https://jobs4tnwfs.tn.gov/vosnet/analyzer/resultsNew.aspx?session=indproj&plang=E#>

TNECD County Profile Tool:

<https://tneed.com/county-profiles/>

Census Bureau

<https://www.census.gov/library/publications/2023/acs/acs-51.html>

Appendix C – Partnerships

Memorandum of Understanding

between

Motlow State Community College

and

McMinnville- Warren County Chamber of Commerce

This Memorandum of Understanding (MOU) sets forth the terms and understanding between Motlow State Community College and the McMinnville- Warren County Chamber of Commerce who are partnering to support to the Governor's Investment in Vocational Education 3.0 (GIVE) grant program.

Partner name: Motlow State Community College
Partner representative: Larry Flatt
Position: Executive Director of Automation and Robotics
Address: 225 Vo-Tech Drive, McMinnville, TN 37110
Telephone: 931 393-1710
E-mail: lflatt@mscc.edu

Partner name: McMinnville- Warren County Chamber of Commerce
Partner representative: Melissa Mullins
Position: President/CEO
Address: 110 S. Court Square, McMinnville, TN 37110
Telephone: (931) 473-6611
E-mail: mmullins@warrentn.com

Purpose

The purpose of this MOU is to establish an agreement between the above-mentioned parties concerning their respective roles and responsibilities for implementation of a GIVE 3.0 grant.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE 3.0 program.

Governor's Investment in Vocational Education 3.0 (GIVE) Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program.

The description provided under this section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project:

Duties of Parties

In this section, the responsibilities and agreements of each party is described separately.

For the **lead agency, MSCC**, the responsibilities and agreements could include:

- *Serve as the fiscal agent for the grant;*
- *Provide needed support including office space, telephone use, and computer use to carry out the administrative duties of the GIVE grant;*
- *Provide classroom space and other appropriate space to accommodate the GIVE program;*
- *Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE grant budget;*
- *Support staff in trainings and professional development opportunities in areas related to programming and issues;*
- *Complete paperwork related to any association with the program;*
- *Provide access to assessment and other available data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Recruit and refer students to the GIVE program work;*
- *Participate on the Advisory Team; and/or*
- *Other:*

For a **Chamber/IDB**, the following may apply:

- *Recruit and refer business and industry partners to the participate in the GIVE program;*
- *Communicate and collaborate with all partners about rules, expectations, and norms;*
- *Complete requested documentation related to and associated with the program within a timely manner;*
- *Assist with access to assessment and other available industry data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Participate on the Advisory Team; and/or*
- *Other:*

Meetings

All major administrative decisions concerning the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of the Project Director and Co-Director, Industry representative(s), Workforce Development representative(s), K-12 representative(s), and Motlow State Staff members as appropriate. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation.

The Program Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the operations of the program. If partners cannot come to a mutual agreement, the lead agency, MSCC, will have final decision-making authority.

Funding

Motlow State will serve as both the lead entity and fiscal agent for this project and will facilitate purchasing, budget reporting, and all fiduciary roles.

Duration

The agreement is for a period of 48 months beginning with the execution of a grant contract with a preference for extending into a long-term alliance to foster skills training and workforce development needs.

Procedures for Modification and Termination

- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one or more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.


Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.

DocuSigned by:

CE18EC71E891469
(Partner signature)
Dr. Michael Torrence
President
Motlow State Community College

Date:


(Partner signature)
Melissa Mullins
President/CEO
McMinnville- Warren County Chamber of
Commerce

Date:

Memorandum of Understanding

between

Motlow State Community College

and

Rutherford County Schools

This Memorandum of Understanding (MOU) sets forth the terms and understanding between Motlow State Community College and the Rutherford County Schools who are partnering to support to the Governor's Investment in Vocational Education (GIVE) 3.0 grant program.

Partner name: Motlow State Community College

Partner representative: Larry Flatt

Position: Executive Director of Automation and Robotics

Address: 225 Vo-Tech Drive, McMinnville, TN 37110

Telephone: 931 393-1710

E-mail: lflatt@mscc.edu

Partner name: Rutherford County Schools

Partner representative: Dr. James Sullivan

Position: Director of Schools

Address: 2240 Southpark Drive, Murfreesboro, TN 37128

Telephone: (615) 893-5812

E-mail: sullivanja@rcschools.net

Purpose

The purpose of this MOU is to establish an agreement between the above-mentioned parties concerning their respective roles and responsibilities for implementation of a GIVE 3.0 grant. This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE 3.0 grant program for students, staff development, supervision, and program evaluation.

Governor's Investment in Vocational Education 3.0 Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program.

The description provided under this section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project:

Duties of Parties

In this section, the responsibilities and agreements of each party is described separately.

For the **lead agency, MSCC**, the responsibilities and agreements include:

- *Serve as the fiscal agent for the grant;*
- *Provide needed support including office space, telephone use, and computer use to carry out the administrative duties of the GIVE grant;*
- *Provide classroom space and other appropriate space to accommodate the GIVE program;*
- *Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE grant budget;*
- *Support staff in trainings and professional development opportunities in areas related to programming and issues;*
- *Complete paperwork related to any association with the program;*
- *Provide access to assessment and other available data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Recruit and refer students to the GIVE program work;*
- *Participate on the Advisory Team; and/or*
- *Other:*

For the **school partner**, the following apply:

- *Provide classroom space and all other appropriate space to accommodate the GIVE program;*
- *Recruit and refer students to the GIVE work-based learning program;*
- *Communicate and collaborate with all partners;*
- *Support the GIVE program in developing appropriate curricula and helping to establish clear linkages with industry demand;*
- *Support the GIVE program by promoting career and technical education awareness in the middle schools;*
- *Complete paperwork related to and associated with the GIVE 3.0 program within a timely manner.*

Meetings

All major administrative decisions concerning the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of the Project Director and Co-Director, Industry representative(s), Workforce representative(s), K-12 representative(s), and Motlow staff members as appropriate. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will oversee and make all day-to-day decisions, in consultation with the program staff, when

appropriate, for the operations of the program. If partners cannot come to a mutual agreement, the lead agency, MSCC, will have final decision-making authority.

Funding

Motlow State will serve as both the lead entity and fiscal agent for the grant project and will facilitate purchasing, budget reporting, and other fiduciary roles.

Duration

The agreement is for a period of 48 months beginning with the execution of a grant contract and a preference for maintaining a long-term alliance to help provide skills training and meet industry workforce needs.

Procedures for Modification and Termination

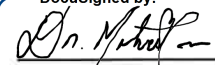
- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one or more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE grant program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.

DocuSigned by:


(Partner signature)
Dr. Michael Torrence
President
Motlow State Community College
Date:



(Partner signature)
Dr. James Sullivan
Director of Schools
Rutherford County Schools
Date:

Memorandum of Understanding
between
Motlow State Community College
and
Festo Didactic Inc.

This Memorandum of Understanding (MOU) sets forth the terms and understanding between Motlow State Community College (MSCC) and Festo Didactic Inc. who are providing services and/or support to the Governor's Investment in Vocational Education (GIVE) grant program.

Partner name: Motlow State Community College

Partner representative: Dr. Michael Torrence

Position: President

Address: 6015 Ledford Mill Road, Lynchburg, TN 37352

Telephone: 931-393-1682

E-mail: mtorrence@mscc.edu

Partner name: Festo Didactic Inc.

Partner representative: Ted Rozier

Position: Director of Engineering

Address: 607 Industrial Way W, Eatontown, NJ 07724

Telephone: 848-777-2090

E-mail: ted.rozier@festo.com

Purpose

The purpose of this non-binding MOU is to establish the principles on which an agreement between the above-mentioned parties would be established concerning their respective roles and responsibilities for implementation of a Governor's Investment in Vocational Education 3.0 (GIVE) grant project.

This MOU is to establish and coordinate the potential joint processes and procedures for the provision of the GIVE 3.0 program including the cultivation of potential industry partners, program promotion and marketing, and program evaluation.

GIVE Grant Program Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program. The description provided under this section will serve as a

critical framework for the program as it makes decisions on the implementation of the GIVE grant project:

Duties of Parties

In this section, the responsibilities and agreements of each party is described separately.

For the **lead agency, Motlow State Community College**, the responsibilities, and agreements are:

- *Serve as the fiscal agent for the grant;*
- *Provide needed support including office space, telephone use, and computer use for project staff;*
- *Provide classroom space and other appropriate space to accommodate the program;*
- *Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE project budget;*
- *Support staff in trainings and professional development opportunities in areas related to programming and issues;*
- *Participate in the evaluation of the program at the local and state level;*
- *Complete reporting and paperwork related to any association with the program;*
- *Provide access to assessment and other available data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Recruit and refer students, faculty, and industry to the program;*
- *Participate on the Advisory Team; and/or*
- *Other.:*

For industry partner, Industry, the following may apply:

- *Offer industry partner-vetted students opportunities for work-based learning, job shadowing, and/or internships related to the GIVE grant project;*
- *Provide the opportunity for faculty/teacher externships related to the GIVE grant project;*
- *Communicate and collaborate with all partners about rules, expectations, and norms concerning program syllabus;*
- *Communicate and collaborate with school partners about curriculum and instruction;*
- *Establish a collaborative relationship with partnering agencies;*
- *Complete paperwork, as requested, related to and associated with the GIVE program;*
- *Participate in the evaluation of the GIVE program at the local and state level;*
- *Assist the program in developing, implementing, and progressing its sustainability plan;*
- *Participate on the Advisory Team; and/or*
- *Other:*

Meetings

All major administrative decisions concerning policy and personnel of the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of the Project Director and Co-Director, Industry Representative(s), K-12 Representative(s), and other Motlow staff members

as needed from the Business Office, Grants Office, and others as appropriate. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Project Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the operations of the program. If partners cannot come to a mutual agreement, Motlow State Community College will have final decision-making authority.

Funding

Motlow will serve as the Fiscal Agent and Lead Agency for the grant term and will facilitate purchasing, reporting, and other fiduciary roles.

Duration

The MOU is for a period of 12 months from the execution of a grant contract with a preference to extend into a long-term binding agreement to address skills gaps and local workforce needs.

Procedures for Modification and Termination

- The MOU may be modified, revised, extended, canceled, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one or more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this MOU becomes unenforceable or illegal, then the MOU will continue in force, but the offending provision(s) shall be severed from the MOU and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this MOU sign to confirm their acceptance of its terms by their signature.



(Partner signature)

Dr. Michael Torrence
President
Motlow State Community College
Date:



(Partner signature)

Sean O'Grady
Director of Engineering
Festo Didactic Inc.
Date: 4/25/2024 EDT

Memorandum of Understanding
between
Motlow State Community College
and
Ben Lomand Connect

This Memorandum of Understanding (MOU) sets forth the terms and understanding between Motlow State Community College (MSCC) and Ben Lomand Connect who are providing services and/or support to the Governor's Investment in Vocational Education (GIVE) grant program.

Partner name: Motlow State Community College
Partner representative: Dr. Michael Torrence
Position: President
Address: 6015 Ledford Mill Road, Lynchburg, TN 37352
Telephone: 931-393-1682
E-mail: mtorrence@mscc.edu

Partner name: Ben Lomand Connect
Partner representative: Greg Smartt
Position: General Manager & CEO
Address: 311 N Chancery St, McMinnville, TN 37110
Telephone: (931) 668-4131
E-mail: gregsmartt@benlomand.org

Purpose

The purpose of this MOU is to establish an agreement between the above-mentioned parties concerning their respective roles and responsibilities for implementation of a Governor's Investment in Vocational Education 3.0 (GIVE) grant project.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE 3.0 program including the cultivation of potential industry partners, program promotion and marketing, and program evaluation.

GIVE Grant Program Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program. The description provided under this section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project:

Duties of Parties

In this section, the responsibilities and agreements of each party is described separately.

For the **lead agency, Motlow State Community College**, the responsibilities, and agreements are:

- *Serve as the fiscal agent for the grant;*
- *Provide needed support including office space, telephone use, and computer use for project staff;*
- *Provide classroom space and other appropriate space to accommodate the program;*
- *Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE project budget;*
- *Support staff in trainings and professional development opportunities in areas related to programming and issues;*
- *Participate in the evaluation of the program at the local and state level;*
- *Complete reporting and paperwork related to any association with the program;*
- *Provide access to assessment and other available data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Recruit and refer students, faculty, and industry to the program;*
- *Participate on the Advisory Team; and/or*
- *Other.:*

For industry partner, Industry, the following may apply:

- *Offer students opportunities for work-based learning, job shadowing, and/or internships related to the GIVE grant project;*
- *Provide the opportunity for faculty/teacher externships related to the GIVE grant project;*
- *Communicate and collaborate with all partners about rules, expectations, and norms;*
- *Communicate and collaborate with school partners about curriculum and instruction;*
- *Establish a collaborative relationship with partnering agencies;*
- *Complete paperwork, as requested, related to and associated with the GIVE program;*
- *Participate in the evaluation of the GIVE program at the local and state level;*
- *Assist the program in developing, implementing, and progressing its sustainability plan;*
- *Participate on the Advisory Team; and/or*
- *Other:*

Meetings

All major administrative decisions concerning policy and personnel of the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of the Project Director and Co-Director, Industry Representative(s), K-12 Representative(s), and other Motlow staff members as needed from the Business Office, Grants Office, and others as appropriate. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful

program implementation. The Project Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the operations of the program. If partners cannot come to a mutual agreement, Motlow State Community College will have final decision-making authority.

Funding

Motlow will serve as the Fiscal Agent and Lead Agency for the grant term and will facilitate purchasing, reporting, and other fiduciary roles.

Duration

The agreement is for a period of 48 months from the execution of a grant contract with a preference to extend into a long-term affiliation to address skills gaps and local workforce needs.

Procedures for Modification and Termination

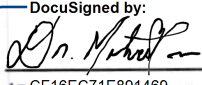
- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one or more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.

DocuSigned by:


 (Partner signature)
 Michael Torrence
 President
 Motlow State Community College
 Date: 4/23/2024



 (Partner signature)
 Greg Smartt
 General Manager & CEO
 Ben Lomand Connect
 Date: 4.23.24

Memorandum of Understanding

between

Motlow State Community College

and

Warren County School System in McMinnville, Tennessee

This Memorandum of Understanding (MOU) sets forth the terms and understanding between Motlow State Community College and the Warren County School System in McMinnville, Tennessee who are partnering to support to the Governor's Investment in Vocational Education (GIVE) 3.0 grant program.

Partner name: Motlow State Community College

Partner representative: Larry Flatt

Position: Executive Director of Automation and Robotics

Address: 225 Vo-Tech Drive, McMinnville, TN 37110

Telephone: 931 393-1710

E-mail: lflatt@mscc.edu

Partner name: Warren County School System in McMinnville, Tennessee

Partner representative: Dr. Grant Swallows

Position: Director of Schools for the Warren County School System in McMinnville, Tennessee

Address: 2548 Morrison Street, McMinnville, TN 37110

Telephone: 931-668-4022

E-mail: Grant Swallows <swallowsg@warrenschoools.com>

Purpose

The purpose of this MOU is to establish an agreement between the above mentioned parties concerning their respective roles and responsibilities for implementation of a GIVE 3.0 grant. This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE 3.0 grant program for students, staff development, supervision, and program evaluation.

Governor's Investment in Vocational Education 3.0 Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program.

The description provided under this section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project:

Duties of Parties

In this section, the responsibilities and agreements of each party is described separately.

For the **lead agency, MSCC**, the responsibilities and agreements include:

- *Serve as the fiscal agent for the grant;*
- *Provide needed support including office space, telephone use, and computer use to carry out the administrative duties of the GIVE grant;*
- *Provide classroom space and other appropriate space to accommodate the GIVE program;*
- *Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE grant budget;*
- *Support staff in trainings and professional development opportunities in areas related to programming and issues;*
- *Complete paperwork related to any association with the program;*
- *Provide access to assessment and other available data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Recruit and refer students to the GIVE program work;*
- *Participate on the Advisory Team; and/or*
- *Other:*

For the **school partner**, the following apply:

- *Provide classroom space and all other appropriate space to accommodate the GIVE program;*
- *Recruit and refer students to the GIVE work-based learning program;*
- *Communicate and collaborate with all partners;*
- *Support the GIVE program in developing appropriate curricula and helping to establish clear linkages with industry demand;*
- *Support the GIVE program by promoting career and technical education awareness in the middle schools;*
- *Complete paperwork related to and associated with the GIVE 3.0 program within a timely manner.*

Meetings

All major administrative decisions concerning the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of the Project Director and Co-Director, Industry representative(s), Workforce representative(s), K-12 representative(s), and Motlow staff members as appropriate. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will

oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the operations of the program. If partners cannot come to a mutual agreement, the lead agency, MSCC, will have final decision-making authority.

Funding

Motlow State will serve as both the lead entity and fiscal agent for the grant project and will facilitate purchasing, budget reporting, and other fiduciary roles.

Duration

The agreement is for a period of 48 months beginning with the execution of a grant contract and a preference for maintaining a long-term alliance to help provide skills training and meet industry workforce needs.

Procedures for Modification and Termination

- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one or more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE grant program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.

DocuSigned by:



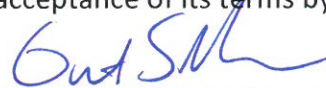
(Partner signature)

Michael Torrence

President

Motlow State Community College

Date: 4/27/2024



(Partner signature)

Name Grant Swallows

Title Director of Schools

Organization Warren County Schools

Date: 4-22-24

Memorandum of Understanding
between
Motlow State Community College
and
Nissan Group of North America

This Memorandum of Understanding (MOU) sets forth the terms and understanding between Motlow State Community College (MSCC) and Nissan Group of North America who are providing services and/or support to the Governor's Investment in Vocational Education (GIVE) grant program.

Partner name: Motlow State Community College
Partner representative: Dr. Michael Torrence
Position: President
Address: 6015 Ledford Mill Road, Lynchburg, TN 37352
Telephone: 931-393-1682
E-mail: mtorrence@mscc.edu

Partner name: Nissan Group of North America
Partner representative: Jason Stanley
Position: Sr. Manager Manufacturing Workforce Development
Address: 983 Nissan Dr, Smyrna, TN 37167
Telephone: 615-768-3905
E-mail: Jason.Stanley@Nissan-Usa.com

Purpose

The purpose of this MOU is to establish an agreement between the above-mentioned parties concerning their respective roles and responsibilities for implementation of a Governor's Investment in Vocational Education 3.0 (GIVE) grant project.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE 3.0 program including the cultivation of potential industry partners, program promotion and marketing, and program evaluation.

GIVE Grant Program Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program. The description provided under this section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project:

Duties of Parties

In this section, the responsibilities and agreements of each party is described separately.

For the lead agency, Motlow State Community College, the responsibilities, and agreements are:

- *Serve as the fiscal agent for the grant;*
- *Provide needed support including office space, telephone use, and computer use for project staff;*
- *Provide classroom space and other appropriate space to accommodate the program;*
- *Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE project budget;*
- *Support staff in trainings and professional development opportunities in areas related to programming and issues;*
- *Participate in the evaluation of the program at the local and state level;*
- *Complete reporting and paperwork related to any association with the program;*
- *Provide access to assessment and other available data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Recruit and refer students, faculty, and industry to the program;*
- *Participate on the Advisory Team; and/or*
- *Other.:*

For industry partner, **Industry**, the following may apply:

- *Offer students opportunities for work-based learning, job shadowing, and/or internships related to the GIVE grant project; as available.*
- *Provide the opportunity for faculty/teacher externships related to the GIVE grant project; as available.*
- *Communicate and collaborate with all partners about rules, expectations, and norms;*
- *Communicate and collaborate with school partners about curriculum and instruction;*
- *Establish a collaborative relationship with partnering agencies;*
- *Complete paperwork, as requested, related to and associated with the GIVE program;*
- *Participate in the evaluation of the GIVE program at the local and state level;*
- *Assist the program in developing, implementing, and progressing its sustainability plan;*
- *Participate on the Advisory Team; and/or*
- *Other:*

Meetings

All major administrative decisions concerning policy and personnel of the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of the Project Director and Co-Director, Industry Representative(s), K-12 Representative(s), and other Motlow staff members as needed from the Business Office, Grants Office, and others as appropriate. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet

at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Project Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the operations of the program. If partners cannot come to a mutual agreement, Motlow State Community College will have final decision-making authority.

Funding

Motlow will serve as the Fiscal Agent and Lead Agency for the grant term and will facilitate purchasing, reporting, and other fiduciary roles.

Duration

The agreement is for a period of 48 months from the execution of a grant contract with a preference to extend into a long-term affiliation to address skills gaps and local workforce needs.

Procedures for Modification and Termination

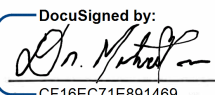
- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one or more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause


If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.

DocuSigned by:

CF18EC71E891469
(Partner signature)
Michael Torrence
President

Motlow State Community College
Date: 4/25/2024


(Partner signature)
Jason Stanley
Sr. Manager Manufacturing Workforce
Development
Nissan Group of North America
Date: 4-25-2024

Memorandum of Understanding

between

Motlow State Community College

and

McMinnville-Warren Industrial Development Board

This Memorandum of Understanding (MOU) sets forth the terms and understanding between Motlow State Community College and the McMinnville-Warren Industrial Development Board who are partnering to support to the Governor's Investment in Vocational Education 3.0 (GIVE) grant program.

Partner name: Motlow State Community College
Partner representative: Larry Flatt
Position: Executive Director of Automation and Robotics
Address: 225 Vo-Tech Drive, McMinnville, TN 37110
Telephone: 931 393-1710
E-mail: lflatt@mscc.edu

Partner name: McMinnville-Warren Industrial Development Board
Partner representative: Wendy L Sneed
Position: Executive Director
Address: 110 S. Court Square, McMinnville, TN 37110
Telephone: 931.474.4769
E-mail: Wendy.Sneed@wcidb.com

Purpose

The purpose of this MOU is to establish an agreement between the above-mentioned parties concerning their respective roles and responsibilities for implementation of a GIVE 3.0 grant.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE 3.0 program.

Governor's Investment in Vocational Education 3.0 (GIVE) Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program.

The description provided under this section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project:

Duties of Parties

In this section, the responsibilities and agreements of each party is described separately.

For the **lead agency, MSCC**, the responsibilities and agreements could include:

- *Serve as the fiscal agent for the grant;*
- *Provide needed support including office space, telephone use, and computer use to carry out the administrative duties of the GIVE grant;*
- *Provide classroom space and other appropriate space to accommodate the GIVE program;*
- *Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE grant budget;*
- *Support staff in trainings and professional development opportunities in areas related to programming and issues;*
- *Complete paperwork related to any association with the program;*
- *Provide access to assessment and other available data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Recruit and refer students to the GIVE program work;*
- *Participate on the Advisory Team; and/or*
- *Other:*

For a **Chamber/IDB/community partner**, the following may apply:

- *Recruit and refer business and industry partners to the participate in the GIVE program;*
- *Communicate and collaborate with all partners about rules, expectations, and norms;*
- *Complete requested documentation related to and associated with the program within a timely manner;*
- *Assist with access to assessment and other available industry data for the purposes of program evaluation;*
- *Assist the program in developing, implementing, and making progress on its sustainability plan;*
- *Participate on the Advisory Team; and/or*
- *Other:*

Meetings

All major administrative decisions concerning the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of the Project Director and Co-Director, Industry representative(s), Workforce Development representative(s), K-12 representative(s), and Motlow State Staff members as appropriate. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will oversee and make all day-to-day decisions, in consultation with the

program staff, when appropriate, for the operations of the program. If partners cannot come to a mutual agreement, the lead agency, MSCC, will have final decision-making authority.

Funding

Motlow State will serve as both the lead entity and fiscal agent for this project and will facilitate purchasing, budget reporting, and all fiduciary roles.

Duration

The agreement is for a period of 48 months beginning with the execution of a grant contract with a preference for extending into a long-term alliance to foster skills training and workforce development needs.

Procedures for Modification and Termination


- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one or more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.

DocuSigned by:

CF16EC71E891469...

(Partner signature)
Dr. Michael Torrence
President
Motlow State Community College

Date:



(Partner signature)

Wendy L Sneed
Executive Director
McMinnville-Warren Industrial
Development Board

Date:

Appendix D – Project Timeline

Year 1	Quarter 1 Aug 2024 - Oct 2024	Quarter 2 Nov 2024 – Jan 2025	Quarter 3 Feb 2025 – Apr 2025	Quarter 4 May 2025 -Jul 2025
August 2024 to July 2025	<ol style="list-style-type: none"> 1. Create a job description for Industry 4.0 Workforce Innovation facility position. 2. Identify Subject Matter Experts (I4.0, cyber security, IoT, Off the grid technology) 3. Create a job description for Industry 4.0 Workforce Innovation grant coordinator 	<ol style="list-style-type: none"> 1. Hire Industry 4.0 Workforce Innovation facility 2. Begin engineering work and layouts for mobile labs 3. Prepare equipment and services RFQ's 4. Form Industrial Advisory Workforce Team 5. Identify WBL regional opportunities 4. Place purchase orders (Robotics, PLC, Safety, Vision systems, mobile labs) 4. Begin Curriculum design, development design, storyboarding, process mapping 5. Hire Industry 4.0 Workforce Innovation grant coordinator 	<ol style="list-style-type: none"> 1. Place purchase orders (Robotics, PLC, Safety, Vision systems, mobile labs) 2. Begin evaluation of K-12 and post-secondary courses into which I4.0 Strategies training can be inserted. 3. Formalize MOUs for WBL regional opportunities with Chambers of Commerce and IDBs in our Motlow’s service area 4. Begin receiving equipment and installation 5. Provide quarterly guest speaker visits to K-12 and higher education partners. 	<ol style="list-style-type: none"> 1. Continue receiving equipment and installation on location 2. Complete Workforce Innovation facility (Train the Trainer certification) classes. 3. Complete curriculum development for course work, micro-credentials, certificates, and credentials. 4. Continue to cultivate opportunities for WBL co-ops, Internships, and/or apprenticeships, as applicable 5. Sponsor Career Fairs, as appropriate 6. Ongoing through balance of grant: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.) 7. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships 8. Ongoing: Quarterly Industrial Advisory Workforce Team meetings

Year 2	Quarter 1 Aug 2025 – Oct 2025	Quarter 2 Nov 2025 – Jan 2026	Quarter 3 Feb 2026 – Apr 2026	Quarter 4 May 2026 – Jul 2026
<p>August 2025 to July 2026</p>	<p>1. Complete Industry 4.0 Workforce Innovation training labs 2. Begin introduction of Industry 4.0 Workforce Innovation training and course offerings in selected K-12 and college courses 3. Begin development of a credentialing system/process to establish an Industry 4.0 Workforce Innovation credential for all school systems in TN 4. Ongoing: Quarterly Industrial Advisory Workforce Team meetings 5. Ongoing: Sponsor Career Fair 6. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.)</p>	<p>1. Collect data/feedback, validate and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices 2. Validate Sustainability plan with Advisory partners 3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings 4. Ongoing: Sponsor Career Fair 5. Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.) 6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>	<p>1. Ongoing: Collect data/feedback, validate and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices 2. Ongoing: Validate sustainability plan with advisory partners and host 3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings 4. Ongoing: Sponsor Career Fair 5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.) 6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>	<p>1. Ongoing: Collect data/feedback, validate and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices 2. Ongoing: Validate sustainability plan with advisory partners and host 3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings 4. Ongoing: Sponsor Career Fair 5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.) 6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>

Year 3	Quarter 1 Aug 2026 – Oct 2026	Quarter 2 Nov 2026 – Jan 2027	Quarter 3 Feb 2027 – Apr 2027	Quarter 4 May 2027 – Jul 2027
August 2026 to July 2027	<p>1. Ongoing: Collect data/feedback, validate and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices</p> <p>2. Ongoing: Validate sustainability plan with advisory partners and host</p> <p>3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings</p> <p>4. Ongoing: Sponsor Career Fair</p> <p>5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.)</p> <p>6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>	<p>1. Ongoing: Collect data/feedback, validate and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices</p> <p>2. Ongoing: Validate sustainability plan with advisory partners and host</p> <p>3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings</p> <p>4. Ongoing: Sponsor Career Fair</p> <p>5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.)</p> <p>6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>	<p>1. Ongoing: Collect data/feedback, validate and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices</p> <p>2. Ongoing: Validate sustainability plan with advisory partners and host</p> <p>3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings</p> <p>4. Ongoing: Sponsor Career Fair</p> <p>5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.)</p> <p>6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>	<p>1. Ongoing: Collect data/feedback, validate and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices</p> <p>2. Ongoing: Validate sustainability plan with advisory partners and host</p> <p>3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings</p> <p>4. Ongoing: Sponsor Career Fair</p> <p>5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.)</p> <p>6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>

Year 4	Quarter 1 Aug 2027 – Oct 2027	Quarter 2 Nov 2027 – Jan 2028	Quarter 3 Feb 2028 – Apr 2028	Quarter 4 May 2028 – Jul 2028
<p>August 2027 to July 2028</p>	<p>1. Ongoing: Collect data/feedback, validate, and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices</p> <p>2. Ongoing: Validate sustainability plan with advisory partners and host</p> <p>3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings</p> <p>4. Ongoing: Sponsor Career Fair</p> <p>5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.)</p> <p>6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>	<p>1. Ongoing: Collect data/feedback, validate, and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices</p> <p>2. Ongoing: Validate sustainability plan with advisory partners and host</p> <p>3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings</p> <p>4. Ongoing: Sponsor Career Fair</p> <p>5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.)</p> <p>6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>	<p>. Ongoing: Collect data/feedback, validate, and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices</p> <p>2. Ongoing: Validate sustainability plan with advisory partners and host</p> <p>3. Ongoing: Quarterly Industrial Advisory Workforce Team meetings</p> <p>4. Ongoing: Sponsor Career Fair</p> <p>5. Ongoing: Provide quarterly “Necessary to Work” skills workshops for students (punctuality, teamwork, communication, etc.)</p> <p>6. Ongoing: Cultivate opportunities for co-ops, internships, and/or apprenticeships</p>	<p>1. Begin project wrap up & close-out activities.</p> <p>2. Motlow will ensure sustainability by maintaining post-grant employment of instructional staff and by utilizing our recruiting team to increase enrollment in the credentialing process.</p> <p>3. Motlow will ensure sustainability by maintaining equipment, updating curriculum, and instructor credentials necessary to continue to support the Industry 4.0 Workforce Innovation methodology</p> <p>4. Ongoing: Collect data/feedback, validate and modify Industry 4.0 Workforce Innovation methodology to include lessons learned and, best practices</p>

Appendix E – Project Staff

Larry Flatt, Project Director – Motlow State Community College

Emmett Woodard, Project Co-Director – Motlow State Community College

Charlie King – Motlow State Community College

Eric Reynolds – Motlow State Community College

County Economic Status in Appalachian Tennessee, Fiscal Year 2024

