

**Hickman County, TN
Economic and Community Development Association**

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

**Building a Skilled Workforce-Through Work-Based Learning and Industry
Credentials**

Hickman County, TN Economic and Community Development Association
Tennessee College of Applied Technology-Dickson

IN PARTNERSHIP WITH:

South Central Tennessee Workforce Alliance
(Workforce/Economic Development Agency)

Nashville State Community College
(Higher Education Institution)

Employer Partners

**Bell Construction S. M. Lawrence, Byler Construction, Victory Nissan,
Nick Mayer Chevrolet,**

Hickman County School District
(LEA School District)

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Funding Requested:

\$2,000,000



President of Higher Education Institution
Laura Travis, President TCAT Dickson
(Fiscal Agent)



Project Director
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(Lead Entity)

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Building a Skilled Workforce-Through Work-Based Learning and Industry Credentials

Building a Skilled Workforce-Through Work-Based Learning and Industry Credentials (BSW) seeks to enhance and expand the opportunity for the Automotive and Construction Programs to have an in-depth experience to address skills gaps with stacked industry credentials, dual enrollment and work-based learning including the summer term with local and regional industries. Automotive and Construction pathways will each add three industry credentials to meet regional and workforce needs through the collaboration representing K-12 education with post-secondary education including TCAT Dickson and Nashville State Community College, workforce development with local and regional employers. Because Hickman County does not have a physical college campus within its borders, this collaboration is necessary to provide students access to valuable tools and resources and provide access to increase the number of students gaining post-secondary credentials needed to meet the Drive to 55 with 55% of students equipped with a college degree or industry certificate by 2025. Hickman County has identified 50.4% of its students as economically disadvantaged and 17.5% of its students with disabilities, and seeks to offer equitable access for all students including dual enrollment, providing required course materials including tools for career tech classes, and removing all barriers of fees for industry credentials. According to the *TNECD County Profile*, the percentage of Hickman County Residents aged 25 or older holding a bachelor's degree or higher is at 12.0% and 88% of the students enrolled in the school district are first generation college applicants. BSW will begin the focus in the middle schools to identify and address skills gaps in order to prepare students to successfully enter the workforce. The implementation of these employer-driven career pathways will fulfill a critical demonstrable workforce need in the county and region.

Section I. Demonstration of Need

The development of a workforce through educational partners is critical for local and regional growth in Tennessee, and Automotive and Construction are two fields identified as high demand and high wage for the Southern Middle Tennessee region. Students will participate in structured learning opportunities, work-based learning (WBL), and earn industry-specific credentials through the BSW program. The *MIT Living Wage calculator* identifies the annual living wage in Hickman County as \$27,560, and the beginning base salary for an Automotive Technician is \$42,860 while Construction salary is \$48,250, and the *TNCED county profile tool* listed 70 businesses seeking employees for automotive and construction. According to the *THEC Supply and Demand report*, the projected annual job openings for in-demand occupations for Automotive (49-3023) and Construction (47-2031) over the next ten years indicates 19,451 jobs for automotive and 6,835 jobs for construction. BSW will train employees to fill positions by increasing the current college degree rate of students by 12.0% and the college readiness score of 23.6% in Hickman County. Automotive and Construction will be enhanced through dual enrollment with TCATs coupled with industry specific credentials earned while enrolled in high school. K-12 students will participate in structured learning opportunities and dual enroll at area TCAT's. WBL course work will be offered during the summer, and students will work at the physical location of partners. Modes of learning will be expanded through a mentorship program with support from business partners and postsecondary institutions. BSW will incorporate WBL through student scheduling modifications, and adding school-based enterprise, internships, career fairs, guest speakers, and tours with business partners, which will promote relationships between students and employers that will create pathways for employment.

Automotive Service Excellence Certification:

According to *Jobs4TN.gov*, there are currently 669 automotive career openings within Middle TN. It also reports that 1,100 jobs across the state are vacant with a 13% increase in vacancies projected through 2028. Evolving technology with digitization and increased automation are showing a long term rise in trends in the automotive sector. The *Middle TN Wage and Benefit Survey* shows a range for the wage of an Automotive Technician for this career between \$54,000 to \$84,000. The yearly salary in this industry exceeds the amount stated for a living wage according to the *MIT Living Wage Calculator*.

Building Construction Technology:

As per *Jobs4TN.gov*, the middle region of TN, including Southern Middle and Northern Middle, has projected 748 job openings for Construction and 1,724 openings statewide with an 11% growth projected through 2028. Furthermore, Construction was listed in the top 25 careers highest in demand in the TN Higher Education Commission's (THEC) *Academic Supply and Occupational Demand Report*. The outlook is promising as new construction is expanding in the middle region of the state and business partners have a difficult time finding a skilled workforce. According to *Jobs4TN's Occupational Wage Report*, the annual wage for construction ranges from entry level at \$47,477 to \$114,00 for engineering managers. This salary exceeds the amount stated for a living wage according to the *MIT Living Wage Calculator*.

Section II. Program Plan Summary of BSW

To increase the number of qualified students graduating with industry credentials, BSW will develop an engaging educational program that serves grades K-12. Through career exploration beginning in guidance classes, elementary schools will teach a unit about careers in grades K-2 and host a career fair. Intermediate Schools, grades 3-5, will teach a unit on college and career,

then research colleges and careers and attend a career fair. The middle schools will research careers and complete the YouScience® evaluation to determine aptitudes of students. Beyond providing students the opportunity for exploration and developing interest in Automotive and Construction pathways, middle and high school students will be provided camps with hands-on experiences with industry partners leading sessions in both Automotive and Construction. Essential skills will be taught including teamwork, soft skills, decision making, flexibility, commitment, innovation, integrity, leadership and lifelong learning. In addition to YouScience®, the Armed Services Vocational Aptitude Battery (ASVAB) will be administered to junior students to further explore career options and assist students in making knowledgeable decisions about pathways and careers. All BSW students in automotive and construction will begin their digital portfolio with OSHA 10 which will be administered as an integral part of the required safety class at the beginning of the school year and dual enroll at area TCATs. In addition to WBL, Automotive students' portfolio will be enhanced by adding additional classes in instruction to earn three industry credentials to their portfolio: NC3 Snap-On Multimeter Certification and NC3 Snap-On Battery Starting and Charging Certification. With additional class instruction Construction students will earn credentials including: NC3 Multimeter Certification and NC3 Snap-On Precision Measurements Instruments Certification. Students will be enrolled in credit-bearing WBL classes and partner with businesses to establish a pipeline for students to obtain jobs upon graduation if they do not plan to seek additional training via a postsecondary institution. Students that wish to continue their education will have the opportunity to transition to area TCATs or for construction students they may enroll in Nashville State Community College (NSCC) to obtain an AAS and certificate in Civil & Construction Engineering Technology. Work-based Learning will be established through a partnership between the high schools and industry partners including school-based enterprise

and internships. A detailed timeline and overview of activities demonstrates implementation of expansion of Automotive and Construction programs.

1. Student and parent awareness: Student and parent awareness will be increased through a joint venture between the Hickman Co. Educational Council and Hickman County Economic and Community Association (Hickman Co. ECA). School counselors and Advise TN Counselors will utilize YouScience®[®], Conover Online, and one-on-one meetings to formulate high school learning plans for students interested in Automotive and Construction. Information about regional jobs will be provided through the career centers located at both high schools. A general job application will be developed by The American Job Center and provided for students and parents at the career centers. Applications will be shared with local businesses and regional businesses have access to interview students at the career centers. Middle school students will visit high school to meet with guidance counselors, tour career tech classes, and review YouScience evaluations to develop a career pathway in high school. Middle school students will be invited to attend camps to further explore the careers for automotive and construction with hands-on experiences with industry partners leading sessions in both Automotive and Construction.

Job Fairs/Field Trips and Other Student Services

The Hickman Co. ECA, Chamber, and TCAT Dickson will bring industry partners together for a job fair at both high schools open to students and the public. Field trips will be provided to post-secondary institutions and job sites. The career centers will be open for mock interviews with business leaders in the community.

Marketing: Marketing will be provided through a partnership with the Hickman Co ECA, Hickman Co. Chamber, TCAT Dickson, and the AJC will provide print publications, videos, and social media

2. Perkins Comprehensive Local Needs Assessment (CLNA) Students with disabilities are trailing other students by fifteen percent. BSW will engage all middle and high students and focus on the economically disadvantaged, students with disabilities, foster care, and students with parents in the armed forces. All subgroups identified needing support will receive preferences and support to schedule classes, attend camps, CTSOs, and industry credentials. Data from the CLNA indicators for WBL for automotive and construction is at 6% which is very low, but with the additional support those numbers are expected to improve.

BSW will address the skills gap and develop a strong WBL program. All employers are committed to attend job fairs and interview students. Employers will also identify the skills needed and develop mechanisms to recruit and train employees. Victory Nissan will develop a training center at East Hickman High School for students to prepare and provide tours and guest speakers. Nissan headquarters will donate a Leaf, an electric car, to EHHS and for students to train on hybrid/electric vehicles and electrical/electronics systems. A technician from Victory Nissan will visit the school to provide instruction. Nick Myers Chevrolet will interview students at the career center and provide tours and work based learning opportunities for students. S.M. Lawrence will co-op with multiple work teams to visit construction sites and visit the career centers at each high school to meet with students to discuss job opportunities in the construction field and the benefits provided by their company. Bell Construction will attend business education council meetings, and provide work-based learning opportunities for students on job sites, and tours of building sites, and deliver materials for students to construct forms for concrete structures for building bridges. Byler's Construction will provide oversight in a school project to begin with building a greenhouse or portable buildings to be sold to support the construction program. In addition to camps, industry partners will participate in classroom projects, career exploration activities such as guest speakers,

job shadowing, and field trips to provide students a clear picture of local Automotive and Construction careers.

3. Hickman County High School and East Hickman High School will educate students about the Work Ethic Distinction Diploma and include additional training in soft skills needed by students to be successful employees. With input from partners a current rubric will be updated for the Work Ethics Distinction Diploma. Students will receive recognition at graduation and receive a certificate for their digital portfolio.

4. BSW will create a pipeline for high school students to enter the regional Automotive and Construction Workforce: Counselors will meet the underrepresented groups of students including economically disadvantaged, students with disabilities, students in foster care, and students with parents that are in the armed services or on active duty. WBL will be embedded in the junior and senior years to provide students with concrete, coherent occupations. SCTWA will assess students using Conover, a career assessment with a goal of 25 students the first year and increasing to 100 over four years. Information about regional jobs will be provided through the career centers located at both high schools and a general job application for all local jobs will be developed by Hickman County Economic and Community Development Association Hickman County ECA. Applications will be shared with local and regional businesses to assign interview dates that industry partners may interview prospective employees in the career centers. WBL will be embedded in the junior and senior years to provide students with concrete, coherent relevant occupations. Additionally, students who wish to continue to postsecondary education will work with the school counselors and the AdviseTN counselor throughout the entire process for applying to colleges, seeking funding, FAFSA completion, and matriculation during the fall semester. The Hickman County ECA, Hickman County Chamber, and TCAT Dickson will host a job fair at both

high schools open to students and the public. Field trips will be provided to post-secondary institutions and job sites. Students will create a resume and attend a mock interview hosted by The American Job Center and Industry partners. Promotional videos will be created to market Automotive and Construction and depict students working at school and transitioning to an area TCAT or Nashville State Community College. The video will be added to the Hickman County Website and shared with the Hickman County Chamber and Economic Development Center. Hickman County High School and East Hickman High School will inform students about the Work Ethic Distinction Diploma and discuss the requirements to earn the diploma. Student data will be tracked including absenteeism, conduct, teamwork, CTE participation, (EPSO's, clubs, and competitions), and additional support will be provided for students to earn the diploma. To support a transition to TCAT Dickson for Automotive Technology and Building Instruction & NSCC for an AAS and certificate in Civil and Construction Engineering Technology at Nashville State field student tours will be made available to students. Quarterly reports will be sent to THEC, as compliance for GIVE 3.0 grant requirements with yearly reporting data from the CLNA will be used to determine areas needing improvement to meet goals.

Monitoring the success of the program will utilize the following metrics: Tracking students exposed to information about a career within the Automotive and Construction program, students participating in camps, college and career exploration, and students enrolled in classes. Data will be collected on the number of students that matriculate to an Automotive or Construction postsecondary program or job. This will include college visits, college applications tracking, TN Promise application rates, FASFA completion rates. The chart below identifies BSW student participation:

Activity	Grade	2025	2026	2027	2028
Videos of Automotive/ Construction	Elementary	900	900	900	900
Automotive and construction Camp	Middle	25	50	60	75
Career Awareness	Middle	900	900	900	900
Industry Credentials	High	50	60	80	100

Detailed project timeline and overview: The following detailed project timeline and overview of the critical meetings, activities and actions show the components of the BSW project.

Description - *Responsible Parties	Metric	Dates
Advisory Board Committee - follow the monthly schedule- *School Staff, TCAT Dickson, SCTWA, Hickman County Economic Development Assoc.	Monthly meetings- notes from meetings	Meet each month: August 2024- May 2028
Complete Articulation Agreements with *TCAT Dickson, TCAT Hohenwald, and Nashville State Community College- School staff	Dual Enrollment Agreements signed each year during the tenure of the grant.	Signed in February each year 2024-2028
Sub-Committee members and industry partners meet to develop WBL opportunities. *Members include- School staff, industry partners	Approved and signed proposals for WBL	Signed in January each year
Dual enroll students in TCAT for automotive and construction classes *TCAT representative and school counselor	Number of students dual enrolled in Automotive and Construction Classes	August-September January-February 2024-2028
Students participate in Work-Based Opportunities *Industry partners, counselors	Working with Industry Partners	September 2024-2028
OSHA 10 training for high school teachers *HCHS district	Teacher receives Certification	June 2025
Recruitment of Additional industry partners to participate in the program * School Staff	Number of businesses participating in the program	June 2024-2028

Description - *Responsible Parties	Metric	Dates
Alignment of Community and Education summit. Update Automotive and Construction WBL for course catalogs *Hickman County Board of Education	Updated Catalogs	April each year 2025-2028
Industry Open house for students, parents, and industry partners to learn about programming, industry partners, and open jobs *Hickman County staff	Number of participants attending	October each year 2024-2028
Meet with counselors to review student data pre-enrollment for spring semester *Hickman County Counselors	Number of students attending meetings	November of each year - 2025-2028
Industry Open House for students and their parents *Hickman County Staff	Number of attendees	December of each year 2025-2028
Enroll students in Summer WBL classes and meet with partners about summer employment *Sub-committee, HC counselors	Number of students completing WBL during summer term	August 2025 - May 2028
Begin Media Campaign for elementary students and parents. Videos will be shared in guidance classes for elementary, middle, high school students, Business Education Council and Hickman County Chamber. *Hickman County staff/Sub-committee	Video created showcasing Automotive and Construction to stream and put on website and show in elementary classrooms in guidance classes during the school year.	January /February - 2025-2028
Students participate in Work-Based Opportunities *Counselors, Advise TN counselors	Working with Industry Partners	First Semester beginning in February 2025-2028
Student interest meetings and registration for Camps and Institutes. Camps will be conducted during summer months. *Hickman County Staff	Number of students participating in camps	April through June each year- 2024-2028
Hiring Day at high school career centers for manufacturing to interview and hire seniors that successfully Automotive and Construction pathways. *School Staff, Business Partners, and Hickman County ECA	Number of students hired at local and regional businesses.	May 2025-2028

Governance Plan: The oversight committee will hold virtual monthly meetings to report on guidelines of the grant. The oversight committee will oversee operations throughout the project period and include Brenda Brock, (Lead Entity) Hickman Co, ECA, Joey Chilton, CTE Director

for Hickman County School District, Laura Travis, President of TCAT Dickson with SCTWA coordinator, as well as the, EPSO Coordinator and WBL Coordinator for Hickman County School District. The lead entity will set the monthly meeting dates and agenda and each partner will report on their efforts and seek assistance as needed.

Overview and structure of the WBL Program: The focus for the Hickman County School District will be to “future-proof” students and emphasize elements of both academic experiences coupled with a Career Tech Focus to diversify their academic experiences and earn a competitive edge in post secondary opportunities. Students will be supervised by a WBL coordinator. Guest speakers, tours, job shadowing, and college visits will be included in Automotive and Construction classes. Automotive students will create a school-based enterprise program as a “start to finish” program of management of an automotive business by diagnosing mechanical issues, ordering supplies, and repairing vehicles. Students will develop a digital portfolio to share during mock interviews with business partners. Included in the portfolio will be industry credentials, photos of work completed, references from work-based learning, and resumes. Victory Nissan will provide instruction with the electric vehicle to prepare students for the newest technology in the automotive field. Construction classes will engage with construction companies to build portable buildings that will be sold to sustain the program, and build forms for construction jobs.

Section III Strength of Partnership The cornerstone of BSW is the strong partnership between the workforce and the education stakeholders in the region.

Mandatory Partners for BSW include:

Partner	Representative	Education/Workforce Experience	Specific Experience
Workforce Agency: SCTWA	Jan McKeel	30 Years	Manages multiple federal and state workforce grants.
Higher Education: TCAT Dickson NCCC	Laura Travis, President Dr. Shanna Jackson, President NSCC	25 Years 31 Years	The education partners have a wealth of experience with a proven track record of delivering workforce instruction as well as specific industry related training through LEAP 1.0/2.0 grants, GIVE 1.0/2.0 and other initiatives
K-12 School District Hickman County Central Office EHHS HCHS	Joey Chilton Colin Henson Ronnie Brewer	20 Years	The director has been successful with Perking grants to enhance vocational educational opportunities
Business Partners: Bell Construction S.M. Lawrence Victory Nissan Nick Myer	Melissa Higginbotham Jeff Broyles David Huegel Michael F. Creque, Jr	22 Years 28 Years 25 Years 27 Years	All employers represent a need for manufacturing jobs in the region and have multiple job openings.

South-Central TN Workforce Alliance- The SCTWA was established in July 2003 as a 501c3 non-profit organization with the mission of bringing together workforce development partners in Southern Middle TN to provide for improvements in the workforce skills. The importance and development of partnerships has been ingrained in the SCTWA organization even before the enactment of the Workforce Investment Act. The SCTWA will provide job placement, work readiness, and job readiness skill training for WBL student candidates and WBL students as needed using the Conover Online Readiness Assessment System.

TCAT Dickson- will serve as a fiscal agent for BSW. In this role, TCAT Dickson will be responsible for all financial transactions and associated reporting related to the grant and assure their compliance with the Tennessee Board of Regents and THEC financial policies and regulations. In addition, TCAT Dickson will coordinate dual enrollment and/or dual credit with the Hickman County School District, and will provide externships for the Automotive and Construction instructors.

Nashville State Community College- meet with students for tours of the Civil & Construction Engineering Technology program and provide tours of the Civil & Construction Engineering Technology programs. Upon graduation, NSCC will coordinate with students to support seeking employment.

Hickman County School District will enhance and expand the Automotive and Construction programs at East Hickman High School and Hickman High School with the additional classes to receive the industry credentials. The programs will include instructional strategies, business partner engagement, and WBL opportunities for students. Students will enter the workforce with essential industry credentials that will be assembled in a digital portfolio in their Google Drive in which students will store their completed credentials and photos of work completed, work ethics diploma, degrees from TCATs and Nashville State, and work-based learning experiences that will have an immediate impact in the workforce. BSW will seek to remove barriers for middle and high school students through a multi-pronged approach that will create student awareness of Construction and Automotive career paths, job opportunities, awareness of employers in the regional area, and provide educational opportunities for students. In addition, each high school will manage dual enrollment with TCAT Dickson and NSCC. Schools will also refer students to area TCATs and NSCC to earn postsecondary credentials.

Employer Partners: Victory Nissan, Nick Myers Chevrolet, S.M. Lawrence, Bell Construction, and Byler's Construction will support career awareness and exploration activities through: The collective group has indicated their willingness to provide WBL opportunities to include on-the-job training, co-ops, externships, company tours, and donations of time and equipment, when feasible. The group will participate as guest speakers, perform mock interviews, and provide industry experts.

Section IV Budget:

The budget is attached in Appendix A. Capital purchases will mirror equipment used for up to date industry needs to train students for employment. The salary portion includes all benefits for instructors for the additional classes for this for the success of this grant.

Professional Fees, Grant & Awards This proposal includes two part-time positions that include the following responsibilities: grant administration and WBL coordination to organize job fairs, career days, field trips, career days, field trips, testing. Second, teachers will receive stipends for camps, and the SCTWA partner will enroll students in Conover to earn job readiness certifications.

Supplies, Telephone, Postage Shipping, Occupancy, Equipment Rental Maintenance, Printing & Publication portion of the budget includes purchasing recommended supplies and current and similar tools used at TCAT's for two high schools for Automotive and Construction programs of study. Promotional materials will be needed to advertise such as newspapers, pamphlets, social media, promotional videos, and parental meetings. This material will be shared in both career centers and videos will run on a continuous loop in the career centers and will be shared with the Chamber of Commerce and the Hickman Co . ECA.

Travel, Conferences & Meetings All travel funds including field trips, job shadowing, mentoring for teachers will be included in this grant.

Other Non-Personnel Camps will be conducted through partnerships between business partners and Hickman County instructors. Industry credentials will be paid for through this grant and a work readiness program Conover Online.

Capital Purchases Purchases will include: (1)Residential Wiring Trainer \$14,000, (1)Bob Cat Compact track Loader \$57,578, (1)Enclosed Tool trailer \$7,086,(1) Auto Scan Tool Tester \$5,300, (1)Custom Hand Tool System \$67,054, (1)X-15 Lathe 6 Adapter Pack \$11,980, (2) AUTIA900AST-(DSO) Wheel Alignment + ADAS Calibration & Ultra Diagnostic System \$43,268.00 (each), (2) 14,000 lb. Alignment Front 4 Post Lift, Rolling Jacks, Radius Gauges, Slip Plates, and Air \$35,000.00 (each) (2) PLTNM 140" 22 Drwr 1G Roll Cab Matte Red \$27,998.00 (each), (2) CMBCSM628BPS-Advanced Swing Arm Tire Changer w/Bead Press System,\$12,795.00 (each),(2) CMBCSM82EVO-Swing Arm Tire Changer (Standard),\$7,295.00(each (2) AUTMSULTRA-MaxiSys ULTRA Diagnostic Tablet with MaxiFlash VCMI,\$5,995.00(each),(2) Grizzly open and drum Sanders GO920 22" \$6,000.00(each) (2) Powermatic 20" Planers \$6,000.00(each) (2) 37" Double Drum Sanders \$5,000.00(each),(2) Saw Stop 10" Table Saws \$6,000.00(each)

Section V: Sustainability:

The sustainability for BSW is to ensure continued success for all partners including students, higher education institutions, and businesses. It is recognized that embedding sustainable actions is necessary to continue the programs beyond the four-year term of the grant and an integral part of our planning processes. It will include the following processes by the lead entity and the CTE director who will oversee the WBL teachers assigned to Automotive and Construction students, and the WBL teachers who will be responsible for activities and screening documents in local and state reporting. Upon completion of BSW, the industrial readiness screenings will be added to

SCWTA and will be paid for in full for WIOA participants. Equipment purchased through the 3.0 grant will be maintained by using CTE funds which will alleviate the need for the positions for a fiscal and grant administrator. Perkins funds will be utilized for travel, industry credentials, supplies, YouScience, and future purchases of equipment. Camps will be supported using teachers paid by state and local funds within the Hickman County School District. Camps will be supported using teachers paid by state and local funds within the Hickman Co. School District. Local partners will be sought to support students that are economically disadvantaged. Advisory councils will include business partners with quarterly Business Education Council meetings to support and sustain the focus and growth of WBL for Automotive and Construction.

Section VI:

Hickman County is a transitional county according to the *TN ECD* dashboard. According to the U.S. Census Bureau Hickman County has 14.5% persons in poverty and the per capita income in the past 12 months (in 2022) \$27,764 and median household income of \$41,689. Automotive and Construction incomes meet the criteria of High Demand and High wage with salaries ranging from \$47,777 - \$114,000. Geographically Hickman County is in the Southern Middle Region, however, it borders the Northern Middle region which increases opportunity for students to seek employment in both regions.

GRANT BUDGET				
GIVE Program Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following Applicable Period: BEGIN: August, 2024 END: August, 2028				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATIO N	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	80,000.00	0.00	80,000.00
4, 15	Professional Fee, Grant & Award ²	832,000.00	0.00	832,000.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	325,500.00	30,000.00	355,500.00
11, 12	Travel, Conferences & Meetings	37,000.00	1,500.00	38,500.00
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	102,500.00	0.00	102,500.00
20	Capital Purchase ²	475,000.00	25,000.00	500,000.00
22	Indirect Cost	148,000.00		148,000.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	2,000,000.00	56,500.00	2,056,500.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for 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 3.0 BUDGET

Budget items	Year 1	Year 2	Year 3	Year 4	Total
Salaries, Benefits, Taxes for TCAT Dickson	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$80,000.00
Professional Fees-Grant Adm., WBL Coordinator	\$87,500.00	\$87,500.00	\$87,500.00	\$87,500.00	\$350,000.00
EHHS Auto teacher and benefits	\$80,000.00	\$80,000.00	\$80,000.00	\$80,000.00	\$320,000.00
SCTWA (2 days a wk) Workforce Dev.	\$32,000.00	\$32,000.00	\$32,000.00	\$32,000.00	\$128,000.00
Stipends for teachers (Summer Camps)	\$7,000.00	\$7,000.00	\$7,000.00	\$7,000.00	\$28,000.00
Supplies consumable need for projects including summer camps	\$35,000.00	\$32,500.00	30,000.00	\$25,000.00	\$122,500.00
Supplies non-consumable small hand tools, saws, drills, etc.	\$100,000.00	\$50,000.00	\$25,000.00	\$7,000.00	\$182,000.00
Textbooks	\$21,000.00	0	0	0	\$21,000.00
You Science	\$11,000.00	\$11,000.00	\$11,000.00	\$11,000.00	\$44,000.00
Industry	\$6,000.00	\$6,000.00	\$6,000.00	\$6,000.00	\$24,000.00

Certifications					
Promotions for the Grant-Videos for the Projects	\$4,000.00	\$3,000.00	\$3,000.00	\$2,000.00	\$12,000.00
Travel to and from Businesses and TCAT Dickson SCTWA Travel	\$9,250.00	\$9,250.00	\$9,250.00	\$9,250.00	\$37,000.00
Conover Testing	\$7,500.00	\$5,000.00	\$5,000.00	\$5,000.00	\$22,500.00
Cost for Financial support or assistance for Hickman County	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$6,000.00
Capital Purchases for the Grant (listed)	\$475,000	0	0	0	\$475,000.00
Indirect Cost	\$71,740.00	\$27,580.00	\$25,380.00	\$23,300.00	\$148,000.00
TOTAL					\$2,000,000

Specific roles and responsibilities have been outlined in the Memorandum of Understanding and include the following:

Memorandum of Understanding (MOU)
Between
Building a Skilled Workforce-Through Work-Based Learning and Industry Credentials
TN GIVE 3.0 Grant
to Work Core Partners
September 1, 2024-August 31, 2028

Hickman County TN Economic & Community Development Association, Tennessee College of Applied Technology-Dickson, and South Central Tennessee Workforce Alliance

Building a Skilled Workforce
and
Employer Partners
Victory Nissan, Nick Mayer Chevrolet, S. M. Lawrence, Byler Construction,
Bell Construction

This is an agreement by and between the parties listed above, hereinafter referred to the BSW, to Work Core Partners and named BSW employer partners, hereinafter referred to as the “employer partner.”

PURPOSE

The purpose of this MOU is to clearly identify the roles and responsibilities of each party as they relate to the Governor’s Investment In Vocational Education (GIVE) proposal to implement the BSW program in Hickman County. In particular, the MOU is intended to establish expectations between the designated BSW core partners and the employer partners to provide youth the opportunity to gain valuable vocational skills to address the labor shortage and skill deficits in the manufacturing sector.

I. Partner Roles

- 1. SECONDARY SCHOOLS: East Hickman High School- Hickman County High School**

Secondary Schools agree to the following responsibilities: recruiting student to enroll in Automotive and Construction classes, providing students with WBL (Work Based Learning) opportunities by engaging students and employees in meaningful activities, managing dual

enrollment/dual credit with TCAT Hohenwald and TCAT Dickson, providing students the opportunity to obtain industry credentials including underrepresented groups of students including economically disadvantaged, students with disabilities, students in foster care, and students with parents that are in the armed forces or on active duty and not-traditional, monitor partner engagement.

2. HICKMAN COUNTY ECONOMIC & COMMUNITY ASSOCIATION

The Hickman County Economic and Community Association agrees to be the lead entity. They will provide regional job information to share with students in the career center. Partner with the WBL coordinator to set up career fairs, career mentoring, field trips, tours, and mock interviews.

3. TENNESSEE COLLEGE OF APPLIED TECHNOLOGY- DICKSON

Tennessee College of Applied Technology -Dickson agrees to the following responsibilities: serve as the fiscal agent of the grant, coordinate dual enrollment and/or dual credit with identified secondary schools, deliver Automotive and Construction opportunities required by employers for students to work for employer partners upon completion of the program, and provide externship opportunities for high school teachers.

II. EMPLOYER RESPONSIBILITIES:

		Victory Nissan	Nick Mayer Chevrolet	Byler Construction	S.M. Lawrence	Bell Construction
Section 1: Need	How many projected job openings will each year for the next four years including new positions and turnovers?	15	15	60	50	100
	Development of youth apprenticeship opportunities	x	x	x	x	x
Section 2: Program Plan - Work Based Learning	Host plant tours for youth and adult program participants	x	x	x	x	x
	Host teachers in plant to increase knowledge & awareness	x	x	x	x	x
	Create Summer internships for students if openings	x	x	x	x	x
	Participate in school career exploration events	x	x	x	x	x
	Interview qualified applicants completing program	x	x	x	x	x
Section 3: Strength of Partnership	Serve on the Advanced Student Professional Advisory Council	x		x		x
	Attend scheduled meetings (calls or in person)	x	x	x	x	x
Section 4: Budget	Review budget and provide oversight on grant	x		x	x	

Section 5: Employer agrees to interview qualified applicants
Sustainability if openings are available x x x x x

III. IT IS MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT:

1. Modification of roles/responsibilities and the sustainability of the program are collectively decided by the Core and Employer partners identified in this MOU.
2. An employer partner may terminate its relationship with the program with a 30-day written notice to the lead agency or co-director. Additional employer partners may be added through signature to this agreement.
3. All partners commit to sustaining the work-based learning model in the proposal and partnership beyond the GIVE grant.

IV. EFFECTIVE DATE AND SIGNATURE

This MOU shall be effective upon the signature date of the Partners authorized officials. It shall be in force from September 1,2024 - August 31, 2028.

BSW agrees with this MOU by their signatures.

This MOU may be executed in any number of counterparts, each of which together shall be deemed to be original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by email delivery of a “.pdf” format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such a facsimile or “.pdf” signature page was an original thereof.

Signatures and Dates:

<p><i>Rune Travis</i></p> <hr/> <p>Date: 4/30/24 Laura Travis, President TCAT Dickson</p>	<p>DocuSigned by: <i>Shanna Jackson</i></p> <hr/> <p>865840A7E4C7429... 4/23/2024</p> <p>Date: Shanna L. Jackson, President Nashville State Community College</p>
<p><i>John Mullins</i></p> <hr/> <p>Date: 4-17-24 John Mullins, Director Hickman County School District</p>	<p><i>Micah Byler</i></p> <hr/> <p>Date: Byler Construction Micah Byler</p>
<p><i>S.M. Lawrence</i></p> <hr/> <p>Date: 4/18/2024 S.M. Lawrence Jeff Broyles</p>	<p><i>Michael F. Creque, Jr.</i></p> <hr/> <p>Date: 04/23/2023 Michael F. Creque, Jr. Nick Mayer Chevrolet</p>
<p><i>Melissa Higginbotham</i></p> <hr/> <p>Date: 04.22.24 Bell Construction Melissa Higginbotham</p>	<p><i>David Huegel</i></p> <hr/> <p>Date: Victory Nissan David Huegel</p> <p>4/18</p>

Brenda Brock

Date: 4.23.24

Brenda Brock

Hickman Co., TN Economic & Community
Development Association