

Volunteer State Community College
2024 Governor's Investment in Technical Education (GIVE 3.0)
Vol State Workforce Innovation Program

***Volunteer State Community College* IN PARTNERSHIP WITH:**

1. Upper Cumberland Labor and Workforce Development Board and Highlands Economic Partnership
2. Volunteer State Community College & TCAT Livingston
3. k- 12 School Districts: Picket County, Overton County, Putnam County, Clay County, Jackson County, Smith County
4. Livingston and Cookeville Hospitals, Hutchinson Inc...

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Project Title: Vol State Workforce Innovation Program

Scope:

The Vol State Workforce Innovation Program aims to revolutionize workforce development in Tennessee by leveraging the GIVE 3.0 grant, alongside existing and forthcoming private funding from Vol State's Upper Cumberland Fund and Forward Sumner via investments from local business and industry. This ambitious project will focus on expediting the creation of a highly skilled workforce in critical sectors such as manufacturing, supply chain management, healthcare, and IT, while fostering robust career pathways for individuals across the region.

Partnerships:

Vol State will collaborate with Sumner County K-12, Smith County K-12, Jackson County K-12, Putnam County K-12, Overton County K-12, Clay County K-12, Pickett County K-12, Gallatin Chamber of Commerce, Highlands Economic Development Partnership, Forward Sumner, TCAT Livingston, and various business and industry partners to achieve project objectives.

Key Initiatives:

- **Expansion of Access and Scholarships for Dual Enrollment and Middle Colleges:** The program will increase access to dual enrollment and middle college opportunities, providing scholarships to support participation.
- **Work-Based Learning Opportunities:** Vol State will collaborate with external partners to create work-based learning opportunities, enabling students to gain real-world experience and develop industry-specific skills.
- **Mobile Career Exploration and Training Lab:** A mobile lab will be established to bring career exploration activities and short-term training opportunities directly to rural communities.
- **Equipment Acquisition:** The project will invest in advanced manufacturing and healthcare equipment to ensure students receive training on state-of-the-art technologies.
- **Cost of instruction:** College-Level Summer Bridge Programs and Boot Camps, instruction associated with new college level courses.

Outcome:

The Vol State Workforce Innovation Program aims to create a highly skilled workforce equipped with the credentials and experience necessary to excel in today's competitive job market. By fostering strong partnerships, expanding access to education and training, and implementing innovative programming, this initiative will drive economic growth and prosperity across the region while addressing critical workforce needs.

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Volunteer State Community College Workforce Innovation Program (GIVE 3.0 Application)

1. Introduction (Demonstration of Need)

Volunteer State Community College recognizes the importance of providing comprehensive educational opportunities through its GIVE 3.0 Application. This proposal outlines strategic initiatives to enhance equipment, scholarships, industry certifications, work-based learning experiences, mobile units, and instruction, fostering student success in mechatronics, advanced manufacturing, health care, and entertainment media. Vol State's service area includes Clay County, an economically distressed county, and at-risk counties of Jackson, Macon, and Pickett. This grant will enable Volunteer State to provide enhanced educational opportunities in high demand occupations in addition to increasing skilled workers for distressed areas.

Manufacturing (including supply chain/logistics) and health care have significant workforce shortages in Middle Tennessee and the Upper Cumberland regions in high demand occupations. According to THEC's Supply and Demand report, logistics professionals, healthcare workers, and front-line manufacturing production workers are all high demand occupations in Tennessee. In addition to the workforce shortages, the industries continue to grow and evolve while the educational output does not meet industry demand. To build a successful talent pipeline for manufacturing, healthcare, and entertainment media it is vital for training providers and students to have access to state-of-the-art equipment coupled with hands-on work-based learning experiences. The GIVE 3.0 application will allow Vol State to work with k-12 districts, TCAT's, and employers to expand and create access by recruiting new students via scholarships, industry certifications, access to new equipment, and connectivity to industry experiences and job placement.

2. Program Plan

The Vol State Workforce Innovation Program will utilize GIVE 3.0 funding to expand access to education and training opportunities in Sumner County and the Upper Cumberland Region. The program will focus on training and education connected to manufacturing (including supply chain), health care, and entertainment media. Manufacturing, health care, and entertainment media industries are rapidly expanding within our region, occupations and technology within the industries are evolving, but educational output is not keeping pace with workforce demands. The program activities will provide scholarships to increase access and improve completion rates, expand and create pathways for stackable credentials via dual enrollment, middle colleges, and industry certification opportunities. Vol State will also utilize the grant to obtain new state of the art equipment that aligns with and prepares students with hands-on training that simulates industry tools, technology, and equipment. The program will also provide work-based learning opportunities to connect students to real-world applications and job opportunities.

Project Directors	Nick Bishop, Vice President of Economic Development and Regional Centers	Kevin Blankenship, Dean of Business and Technology
Project Oversight and Accountability	College staff	An advisory board for the grant will be established to include grant partners from K12, industry leaders in healthcare, manufacturing, and electronic media, and regional and county economic development leaders.
Project Reporting	As needed, to ensure all parties are aware and approve of grant activities.	Project directors will meet quarterly with members of this advisory board to report grant activities and seek guidance to ensure the objectives are being met

Key objectives and metrics for success are highlighted in each activity demonstrated in the table below.

Proposed grant timeline after grant award (using academic year model):

Year	Quarter	Activities
1	1	Equipment purchases, dual enrollment scholarships, Middle College establishment
1	2	Equipment purchases, dual enrollment scholarships, Middle College establishment
1	3	Dual enrollment scholarships, certification opportunities, mobile unit exploration
1	4	Summer bridge and camps, mobile unit exploration, certification opportunities

2	1	Dual enrollment scholarships, Middle College opportunities
2	2	Dual enrollment scholarships, Middle College opportunities
2	3	Dual enrollment scholarships, certification opportunities, mobile unit exploration
2	4	Summer bridge and camps, mobile unit exploration, certification opportunities
3	1	Dual enrollment scholarships, Middle College opportunities
3	2	Dual enrollment scholarships, Middle College opportunities
3	3	Dual enrollment scholarships, certification opportunities, mobile unit exploration
3	4	Summer bridge and camps, mobile unit exploration, certification opportunities
4	1	Grant closing and final reporting; transition to sustainability

Activity	Number Served
Dual Enrollment Gap Scholarships	786
Middle College Scholarships	300
Summer Bridge Scholarships	100
Industry Certifications	265
Health Care Pathway Scholarships	50
Emergency Medical Services Scholarships	72
Mobile Training and Exploration Unit	11 counties
Equipment	Health Care and Manufacturing Programs

Upgrading equipment is vital to offering cutting-edge education in mechatronics, advanced manufacturing, health care, and entertainment media. Key enhancements include:

Entertainment Media

The entertainment media industry in Tennessee is a key economic driver, contributing billions annually to the state's economy. Middle Tennessee stands out as a hotspot for entertainment media jobs, with over 11,630 jobs and average earnings of \$119,838 per job, surpassing the national average. This thriving industry offers abundant job opportunities in media production, post-production, animation, and related fields, showcasing continued growth and potential for individuals in the sector.

Volunteer State Community College recognizes the growing demand for skilled professionals in the entertainment media industry and offers tailored programs like dual enrollment courses and college degrees in media production and technology to prepare students for successful careers.

The industry in Tennessee offers diverse and lucrative job opportunities, contributing over \$10 billion annually to the state's economy and driving growth in related sectors. The Entertainment Media Program at Vol State, part of the Tennessee Go to Work Initiative, provides training in five pathways and utilizes updated equipment to ensure students graduate with current industry skills. Program expansions, like Dual Enrollment for secondary school students, aim to enhance hands-on experience with equipment and increase students' value to employers. With the film industry expanding in Middle Tennessee and North Georgia, well-trained graduates are well-positioned for employment, attracting businesses to the area and contributing to industry growth and innovation. A recent graduate of the program has achieved success by showcasing his film in international film festivals and winning multiple awards.

Manufacturing/Mechatronics

The advanced manufacturing and logistics industries in Middle Tennessee and the Upper Cumberland regions are experiencing rapid growth, creating an urgent need for a skilled workforce. With the rise of automation and technological advancements, employers in these sectors require workers proficient in cutting-edge technologies and processes, creating a significant gap between the demand for skilled workers in manufacturing and the available talent pool, posing a challenge for businesses seeking to expand operations and remain competitive (Fuller & Raman, 2023). Recognizing this demand, Vol State has taken proactive steps to address the skills gap by partnering with local high schools through dual enrollment and middle college programs.

Vol State's collaboration with high schools offers students early exposure to advanced manufacturing and logistics industries, allowing them to earn college credits and industry certifications through dual enrollment and middle college programs. By aligning educational

pathways with industry needs, Vol State prepares students for careers and supports regional economic growth. To train students effectively, the college invests in state-of-the-art equipment and facilities to provide hands-on experiences with updated machinery and technology, ensuring students develop the skills sought by employers. The grant budget will cover robotics equipment, mechatronics equipment, and instructor training to help students obtain industry certifications in advanced manufacturing pathways.

Stats: Middle Tennessee and the Upper Cumberland region is a hotspot for manufacturing and supply chain jobs. The national average for a region is 22,106 jobs while our region boasts 39,567. Our region currently has 412 job openings while the national average is 314.

“The Bureau of Labor Statistics indicates that transportation and material moving accounted for nearly 103,000 jobs in the middle Tennessee area in May 2019, or about 10.3% of local employment. The current demand for supply chain talent in the middle Tennessee region outpaces the supply of new graduates. A recent study by global logistics provider Dalsey, Hillblom, and Lynn, known as DHL, indicates that for every supply chain graduate, there are six to nine unfilled job openings.” (<https://mtsunews.com/supply-and-demand/#:~:text=The%20current%20demand%20for%20supply,to%20nine%20unfilled%20job%20openings.>)

Health Care

Volunteer State Community College is addressing the critical shortage of skilled healthcare professionals by expanding training opportunities through partnerships with high schools. By offering early exposure to healthcare careers through dual enrollment and vocational programs, the college aims to cultivate a pipeline of skilled professionals to meet industry demands.

Recognizing the need for new equipment, simulation labs, and updated facilities to provide

hands-on training, Vol State is investing in resources to equip students with the skills needed for successful healthcare careers and enhance healthcare delivery in the region.

HealthCare Workforce Stats:

- By 2031, the healthcare and social assistance sector will add 2.6 million jobs.
- By 2030, healthcare and social assistance sector will add an estimated 80,570 new jobs in Tennessee.
- One in every five jobs is projected to be in health care by 2030.
- The average wage for health care occupations at \$92,470 is significantly higher than Nashville's average annual wage of \$57,560 in 2022.

(https://w1.mtsu.edu/berc/nhcc2023/NHCC2023_Final_Reportv3.pdf)

- Key objectives: The grant will provide roughly \$100,000.00 in last dollar or gap scholarships targeted at students enrolling in healthcare related programs at Vol State. The scholarships will target underserved or distressed zip codes. The grant will also allow Vol State to purchase new and additional equipment for the Upper Cumberland region.
- Project governance and accountability plan: An advisory board will be created consisting of K12, Higher Education, Economic Development, Local Workforce Boards, and local/regional healthcare providers. The board will develop strategic plans to execute the scholarships, increase recruiting, and enhance career exploration and job placement.

3. Strength of Partnership

Volunteer State Community College will allocate grant funds to establish scholarships for manufacturing and entertainment media students in Sumner County. These scholarships will

address financial barriers and facilitate access to educational opportunities, promoting student success and workforce readiness.

Scholarships will be awarded to increase dual enrollment and middle college opportunities. Dual Enrollment scholarships will address courses 6-10, which are not fully covered via financial aid opportunities. Scholarships will also be utilized to jump start two middle colleges in the Upper Cumberland region at Vol State’s Cookeville and Livingston campus.

Vol State will create scholarship opportunities for Summer Bridge programs at Gallatin and both Upper Cumberland Campuses. The summer bridge programs will focus on career and technical education pathways, including manufacturing, IT, and healthcare.

Vol State will use GIVE 3.0 dollars to purchase access to industry certification exams in manufacturing, IT, logistics, and healthcare. The industry certifications will be free for dual enrollment, middle college, and college level students. Industry certifications will create opportunities for stackable credentials and better prepare students to enter the workforce.

Dual Enrollment Gap Scholarships (\$200,000)

Dual enrollment gap scholarships will be provided to cover the remaining tuition balance for after the TSAC Dual Enrollment Grant is applied at a reduced rate toward classes 6 through 10.

Counties	
Pickett	Clay
Overton	Jackson
Putnam	Smith

Middle College Scholarships (\$100,000)

Scholarships will be provided each semester to students in the Putnam County Middle College at the Cookeville campus and a new middle college at the Volunteer State Community College Livingston campus. These scholarships will cover the remaining tuition balance after the TSAC Middle College Scholarship is applied over the two-year, four-semester period of middle college

attendance (approximately \$337.30 per semester per student). Key metrics that will be reported to the advisory board are the numbers of student scholarships awarded.

EMS Basic Scholarships (\$175,000)

Scholarships will be provided for dual enrollment students to enter the EMS (Emergency Medical Services) Basic program in high school. This program enables students to sit for national licensure testing when they graduate from high school and enter the workforce in this area of high demand. Scholarships will cover gap tuition amounts not covered by the TSAC Dual Enrollment Grant (approximately \$678.40 per student) and mandatory additional program costs (approximately \$1,751.95 per student). The max cohort size per program is 12 and over the next three years 36 students can participate in the Cookeville and Livingston campus' dual enrollment program.

Summer Bridge Scholarships (\$200,000)

Campus
Gallatin
Livingston
Cookeville

Industry Certification Scholarships (\$100,000)

Campus
Gallatin
Livingston
Cookeville

5. Mobile Unit Development (\$400,000.00)

Volunteer State Community College (VSCC) and Tennessee College of Applied Technology (TCAT) Livingston share a common mission of providing accessible education and workforce development opportunities to the communities of the Upper Cumberland region. Recognizing the critical need for skilled professionals in advanced manufacturing, healthcare, and information technology (IT), VSCC and TCAT Livingston are proud to present a joint proposal for the GIVE

3.0 grant program. This grant will fund the development of a collaborative mobile career exploration and training unit, aimed at promoting careers and showcasing technology in these vital industries.

Objectives:

- Develop a collaborative mobile unit featuring programs from both VSCC and TCAT Livingston, highlighting career opportunities and technology in advanced manufacturing, healthcare, and IT.
- Utilize the mobile unit as a training lab to deliver hands-on educational programs directly to rural high schools in the Upper Cumberland region, reaching underserved communities and inspiring students to pursue career pathways in high-demand industries.
- Forge partnerships with local businesses and industries to provide on-site short-term training sessions, addressing specific workforce needs and facilitating job placement for participants.
- Utilize the mobile unit at career days, community events, and fundraising gatherings to engage community members in career exploration and skills development, showcasing the collaborative efforts of VSCC and TCAT Livingston.

Program Components:

- Collaborative Mobile Career Exploration and Training Unit: The grant funds will be used to design and outfit a mobile unit featuring programs from both VSCC and TCAT Livingston. This unit will showcase career opportunities and technology in advanced manufacturing, healthcare, and IT, highlighting the unique programs offered by each institution.

- **Rural High School Outreach:** The mobile unit will travel to rural high schools throughout the Upper Cumberland region, delivering engaging presentations and workshops to students. These sessions will provide hands-on training exercises and demonstrations, inspiring students to explore career pathways in collaboration with VSCC and TCAT Livingston.
- **Business and Industry Partnerships:** VSCC and TCAT Livingston will collaborate with local businesses and industries to identify specific training needs and develop customized programs tailored to meet workforce demands. The mobile unit will serve as a platform for delivering on-site short-term training sessions directly to companies, providing participants with the skills and certifications needed for employment.
- **Community Engagement Events:** The collaborative mobile unit will be a focal point at career days, community events, and fundraising gatherings throughout the region. Attendees will have the opportunity to explore career pathways, interact with industry professionals, and participate in hands-on activities designed to showcase the collaborative efforts of VSCC and TCAT Livingston in advancing education and workforce development.
- **Key metrics that will be tracked and reported include numbers of sites visited per county and number of students, business partners, and community members engaged.**

The grant budget will cover the design, construction, and outfitting of the collaborative mobile unit, as well as personnel costs for program coordination, outreach, and training facilitation.

Additionally, funds will be allocated for marketing materials, technology purchases, and operational expenses associated with community engagement events.

6. Establishment of Middle Colleges

Volunteer State Community College (Vol State) is committed to expanding educational opportunities and fostering career readiness among high school students in the Upper Cumberland region of Tennessee. Recognizing the potential of middle colleges to bridge the gap between high school and higher education, Vol State is proud to propose the establishment of middle colleges at its Cookeville and Livingston campuses. These middle colleges will not only offer college-level coursework but also provide students with invaluable industry partnerships for job shadowing, mentoring, and work-based learning internship experiences.

Objectives:

- Establish middle colleges at the Cookeville and Livingston campuses of Vol State to provide high school students with access to college-level coursework and industry certifications.
- Forge partnerships with local businesses and industries to provide middle college students with opportunities for job shadowing, mentoring, and work-based learning internship experiences.
- Enhance the academic and career readiness of middle college students through hands-on, real-world learning experiences that align with workforce needs in the Upper Cumberland region.
- Prepare middle college students for future success by equipping them with the knowledge, skills, and industry connections necessary to thrive in postsecondary education and the workforce.

Program Components:

- Middle College Establishment: Grant funds will be allocated to establish middle colleges at the Cookeville and Livingston campuses of Vol State. These middle

colleges will provide high school students with access to college-level coursework and industry certifications, setting them on a path toward academic and career success.

- **Industry Partnership Development:** Vol State will collaborate with local businesses and industries to develop meaningful partnerships that provide middle college students with opportunities for job shadowing, mentoring, and work-based learning internship experiences. These partnerships will be designed to align with workforce needs and offer students valuable insights into various career pathways as well as offer opportunities to shadow professionals in their chosen fields to gain exposure to careers.
- **Mentoring:** Industry professionals will serve as mentors to middle college students, offering guidance, support, and advice as they navigate their academic and career journeys.
- **Work-Based Learning Internships:** Middle college students will have the opportunity to participate in work-based learning internships with local businesses and industries. These internships will provide students with hands-on experience, allowing them to apply their classroom knowledge in real-world settings and develop valuable skills and connections.

Through the establishment of middle colleges with industry partnerships, Volunteer State Community College is committed to providing high school students in the Upper Cumberland region with opportunities for academic and career advancement. By partnering with local businesses and industries to offer job shadowing, mentoring, and work-based learning internship

experiences, we will empower students to succeed in both their academic pursuits and future careers.

7. Provision of Industry Certifications (\$150,000.00)

Volunteer State Community College (Vol State) provides students with the skills and credentials needed to succeed in today's competitive workforce. Recognizing the value of industry certifications in preparing students for meaningful careers, Vol State is proud to present a proposal for the purchase of industry certification exams. These exams will provide stackable credentials for dual enrollment, middle college, and college-level students, expediting their entry into the workforce and fostering partnerships with local and regional industry partners.

Objectives:

- Purchase industry certification exams to provide students with stackable credentials that enhance their employability and career prospects.
- Offer certification opportunities to dual enrollment, middle college, and college-level students, ensuring that learners at all stages of their academic journey have access to valuable industry credentials.
- Establish partnerships with local and regional industry partners to align certification offerings with workforce needs and provide students with meaningful work-based learning experiences.
- Prepare students for success in the workforce by equipping them with industry-recognized credentials that demonstrate their proficiency and readiness for employment.

Program Components:

- **Industry Certification Exam Purchase:** Grant funds will be used to purchase industry certification exams in collaboration with recognized credentialing bodies. These exams will cover a range of industries and career pathways, providing students with stackable credentials that enhance their marketability and career options.
- **Dual Enrollment, Middle College, and College-Level Certification Opportunities:** Certification opportunities will be available to students enrolled in dual enrollment, middle college, and college-level programs at Vol State.
- **Partnership Development:** Vol State will collaborate with local and regional industry partners to identify in-demand certifications and align certification offerings with workforce needs. Industry partners will also provide students with opportunities for work-based learning experiences, such as internships and apprenticeships, to further enhance their skills and employability.
- **Career Preparation and Workforce Readiness:** By earning industry certifications, students will gain valuable skills and credentials that demonstrate their readiness for employment.
- **Key metrics to be tracked and reported** are numbers of certification tests attempted and attained.

Budget components:

- Certification exams, administrative costs, partnership development, student support services, marketing and outreach

Through the purchase of industry certification exams and partnerships with local and regional industry partners, Volunteer State Community College is committed to empowering students with the skills and credentials needed to succeed in today's workforce. By offering stackable

credentials for dual enrollment, middle college, and college-level students, we will expedite students' entry into the workforce and prepare them for meaningful careers in high-demand industries.

8. Work-Based Learning Partnerships

Volunteer State Community College recognizes the value of work-based learning and apprenticeships in preparing students for their careers. The college will collaborate with employers to offer work-based learning opportunities for K-12 students, including project-based models and job shadowing field trips. These experiences will provide practical skills and industry insights for students. Key metrics for success will include the establishment of work-based learning partnerships and the number of students participating in these events.

9. Dual Enrollment Instructor Placement

Volunteer State Community College (Vol State) is committed to expanding access to higher education and fostering academic success among high school students in rural areas.

Recognizing the challenges that students face in accessing college-level coursework, Vol State is proud to present a proposal for the placement of instructors in high schools to facilitate dual enrollment programs. Grant funds will support the placement of Vol State instructors in high schools, enabling students to earn college credits without the need to travel to college campuses.

Objectives:

- Place Vol State instructors in high schools to deliver college-level coursework and facilitate dual enrollment programs to provide students with access to college-level coursework in their own communities, eliminating the need for travel to college campuses.

- Overcome barriers and obstacles to education access in rural areas by expanding dual enrollment opportunities to underserved communities and foster academic success and college readiness among high school students by enabling them to earn college credits while still in high school.

Program Components:

- **Instructor Placement:** Grant funds will support the placement of Vol State instructors in high schools to deliver college-level coursework as part of dual enrollment programs.
- **Accessible Education:** Placing instructors in high schools will make college-level coursework more accessible to students by bringing the classroom to their own communities.
- **Overcoming Barriers:** Placing instructors in high schools helps overcome barriers and obstacles to education access in rural areas. By bringing college-level coursework directly to students, we can ensure that all students can participate in dual enrollment programs and earn college credits, regardless of geographic location or socioeconomic status.
- **Expanding Education Access:** By expanding dual enrollment opportunities to high schools in rural areas, we can increase education access and equity for all students. This not only benefits individual students by providing them with valuable college credits but also strengthens the overall educational attainment and workforce readiness of our communities.
- Key metrics to be reported include number of classes offered per location and tracking of dual enrollment to college degree attainment throughout the grant period.

Budget components:

- Cost of instruction (salaries, travel, administrative support), program coordination, outreach efforts, student support services

Through the placement of instructors in high schools to facilitate dual enrollment programs, Volunteer State Community College is committed to expanding access to higher education and fostering academic success among high school students in rural areas. By bringing college-level coursework directly to students, we can overcome barriers to education access and ensure that all students can earn college credits while still in high school.

10. Summer Programs for Underserved Students

Volunteer State Community College is dedicated to supporting underserved and underprepared students by offering educational opportunities and support services. The proposal includes organizing summer camps, workshops, and bridge programs to provide essential skills and academic support for students. Grant funds will aid in developing and implementing these programs, aiming to help students achieve success in their educational and career pursuits.

Objectives:

- Organize summer camps, workshops, and bridge programs for underserved and underprepared students to provide them with access to career and technical education opportunities.
- Offer programs that focus on essential skills development and academic support to help students succeed in their coursework and future careers.
- Provide students with hands-on learning experiences and exposure to various career pathways in high-demand industries.

- Increase retention and graduation rates among underserved and underprepared students by providing them with the resources and support they need to thrive academically.

Program Components:

- Summer Camps: Grant funds will support the organization of summer camps focused on career and technical education for underserved and underprepared students. These camps will provide students with hands-on learning experiences, workshops, and activities designed to introduce them to various career pathways and develop essential skills.
- Workshops: Vol State will organize workshops throughout the year to provide students with additional support in areas such as math, writing, and study skills.
- Bridge Programs: Bridge programs will be developed to help underprepared students transition from high school to college-level coursework. These programs will provide students with additional academic support, tutoring, and mentoring to ensure their success in college-level classes.
- Career Exploration: The programs will also include career exploration components to help students identify their interests and goals and explore potential career pathways in high-demand industries. Students will have the opportunity to meet with industry professionals, tour local businesses, and participate in hands-on activities related to their areas of interest.
- Key metrics to be reported include numbers of students who attend these summer opportunities and diversity of summer camps per location offered.

• Budget components:

- Summer camp organization, workshop organization, cost of instruction, materials and supplies, program coordination, marketing and outreach

Through the organization of summer camps, workshops, and bridge programs, Volunteer State Community College is committed to providing underserved and underprepared students with access to career and technical education opportunities and academic support. By investing in these programs, we can help students develop essential skills, explore career pathways, and achieve their educational and career goals.

11. Sumner County Manufacturing Pathways

Advanced manufacturing is continuing to grow in the middle Tennessee region, creating a need for skilled workers to fill needed middle skills jobs. Volunteer State Community College recognizes the growing demand for skilled workers in advanced manufacturing in Middle Tennessee. The college offers technical certificates in Mechatronics and Logistics/Supply Chain to equip students with the necessary skills for manufacturing, supply chain, and logistics roles. Grant funds will support career and technical education students in Sumner County to complete these certificates while in high school, creating a skilled workforce pipeline upon their graduation.

Objectives:

- Partner with area high schools to offer dual enrollment classes in these two certificates to high school students.
- Provide wrap-around support including work-based learning experiences with partnerships with employers and site visits to industry locations.
- Provide students with hands-on learning experiences and exposure to various career pathways in high-demand industries.

- Increase retention and graduation rates among underserved and underprepared students by providing them with the resources and support they need to thrive academically.

Budget components:

- Cost of instruction, books, dual enrollment fees not covered by state dollars, marketing and outreach to underserved students.

In conclusion, the proposed initiatives aim to strengthen Volunteer State Community College's GIVE 3.0 Application by enhancing equipment, scholarships, industry certifications, work-based learning experiences, mobile units, and instruction. These enhancements will empower students to excel in their chosen fields and contribute to the economic prosperity of their communities.

Equipment/Budget:

Vol State Community College, in collaboration with its partners, aims to strategically utilize Give 3.0 grant dollars to address the specific workforce needs in healthcare, manufacturing within Middle Tennessee and the Upper Cumberland Region. Career exploration equipment will be purchased to assist with recruiting, advising students, and promoting career pathways.

Career Cluster	Equipment	Use
Nursing and allied health	Simulation technology	Hands-on experience in a controlled environment
Nursing and allied health	Medical lab equipment	Training in diagnostics and patient care
Manufacturing	Robotics	Industrial automation instruction
Career Exploration	VR headsets	Career exploration in a controlled environment

Section 5: Sustainability

Volunteer State Community College is committed to sustaining dual enrollment pathways, access to certifications, and equipment maintenance to support students and the workforce in

middle Tennessee. The college is financially prepared to continue grant activities beyond the initial period.

After the grant period, dual enrollment opportunities will leverage Tennessee's dual enrollment scholarships, with increased availability in high-demand occupations through partnerships with K12 schools. Private funding will cover scholarship gaps post-grant, with efforts to secure additional foundation support by showcasing grant successes.

Volunteer State's work-based learning programs will persist post-grant, fostering industry partnerships through collaborations with regional economic development centers. The college's strong financial position ensures ongoing equipment maintenance and repair to support certification testing, mobile training, and dual-enrollment needs.

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APPENDIX B- Budget

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:		END:		
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	\$150,000.00	0.00	0.00
4, 15	Professional Fee, Grant & Award ²	\$1,000,000.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	0.00	0.00	0.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	0.00
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	0.00	0.00	0.00
20	Capital Purchase ²	\$850,000.00	0.00	0.00
22	Indirect Cost	0.00	0.00	0.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	\$2,000,000.00	0.00	0.00

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.



**GIVE 3.0 Memorandum of Understanding
Volunteer State Community College Workforce Innovation Program
Memorandum of Understanding (MOU)**

Between:

**K-12 districts of Picket, Overton, Putnam, Clay, Jackson, Smith Counties
Upper Cumberland Labor and Workforce Development Board and Highlands
Economic Partnership
Forward Sumner
TCAT Livingston**

Date: April 29, 2024

This Memorandum of Understanding (MOU) is entered into by and between the undersigned parties to establish a framework for collaboration and partnership in the advancement of education, workforce development, and economic growth within our community.

1. K-12 Districts:

The K-12 districts agree to collaborate with Vol State Community College to facilitate the following initiatives:

- Send students to Vol State Community College for dual enrollment, enabling high school students to earn college credits while still in high school.
- Support participation in Middle College programs, allowing eligible high school students to enroll in courses at Vol State Community College to complete their high school requirements while simultaneously earning college credits.
- Facilitate participation in summer bridge camps organized by Vol State Community College, providing students with opportunities for academic enrichment and career exploration during the summer break.

2. Local Workforce Development Board:

The Local Workforce Development Board agrees to provide support for the following initiatives:

- Facilitate work-based learning opportunities for students enrolled in K-12 districts and Vol State Community College, connecting them with local employers for internships, apprenticeships, and other experiential learning opportunities.
- Engage with industries within the community to identify workforce needs and collaborate with educational institutions to align curricula with industry demands.
- Assist in the recruitment of adult students seeking education and training for career advancement or transition into new industries.

3. Economic Development Agency:

The Economic Development Agency commits to the following actions:

- Create opportunities for work-based learning by fostering partnerships between local businesses and educational institutions.
- Facilitate job placement for students completing their education and training programs, connecting them with employment opportunities within the local workforce.
- Provide data support to educational institutions and workforce development entities to inform decision-making and program development.
- Foster alignment between industries and educational institutions to ensure that educational programs meet the needs of employers and contribute to economic growth.

4. Higher Education Institution (Vol State Community College):

Vol State Community College pledges to support the following initiatives:

- Provide scholarships for high school students participating in dual enrollment programs to cover tuition costs.
- Offer industry certifications in collaboration with local businesses to enhance students' employability and meet workforce demands.
- Invest in new equipment and resources to ensure that educational programs are aligned with industry standards and technological advancements.
- Organize career exploration activities and summer bridge opportunities to expose students to various career pathways and prepare them for success in higher education and the workforce.
- Develop workforce development programs and initiatives to address the needs of both high school and college-level students, equipping them with the skills and knowledge required for success in their chosen fields.

This MOU shall remain in effect for a period of 4 years, unless terminated or modified by mutual agreement of the parties.

Signed:

Diane Elder
Diane Elder (Apr 30, 2024 11:28 CDT)

Picket County School District

Corby R. King
Corby R. King (Apr 30, 2024 13:44 CDT)

Putnam County School District

Jason R. Hardy
Jason R. Hardy (Apr 30, 2024 14:31 CDT)

Jackson County School District

Becky Hull
Becky Hull (Apr 30, 2024 14:53 CDT)

Upper Cumberland Labor and Workforce Development

Cliff Wightman
Cliff Wightman (Apr 30, 2024 15:47 CDT)

TCAT Livingston

Livingston Regional Hospital

**Interim President
Volunteer State Community College**

Donnie Holman
Donnie Holman (Apr 30, 2024 13:38 CDT)

Overton County School District

Diana Monroe
Diana Monroe (Apr 30, 2024 14:26 CDT)

Clay County School District

Barry H. Smith
Barry H. Smith (Apr 30, 2024 14:39 CDT)

Smith County School District

Adam Poe
Adam Poe (Apr 30, 2024 15:35 CDT)

Highlands Econ. Partnership

Hutchinson Inc.

Cookeville Regional Medical Center

MEMORANDUM OF UNDERSTANDING

Work Based Learning

This Agreement is made this ____ day of March, 2019 by and between Volunteer State Community College, hereinafter referred to as "Institution" and _____
Jackson Kayak hereinafter referred to as "Partner".

Whereas, it is to the mutual benefit of the parties to provide work based experience for students enrolled in certain programs of the Institution, the parties have agreed to the terms and provisions set forth below:

I. Purpose - the purpose of this Agreement shall be to provide work based experience to students enrolled in the Business Management/Marketing program of the Institution.

A. Consideration for this Agreement shall consist of the mutual promises contained herein, the parties agreeing that monetary compensation may be paid by the Partner to the student at a rate commensurate with entry-level employees completing the same task.

. The work based experience shall be provided at the Partner's Facility located at 3300 Mcminnville Drive, Sparta Tn, 38583, hereinafter referred to as "Facility".

II. Terms and Conditions - pursuant to the above-stated purpose, the parties agree as

follows:

A. Term - the term of this Agreement shall be (from one to five years) commencing April 1st 2019 and ending September 1st 2019 provided however, either party may terminate this Agreement upon giving 5 days written notice to the other party.

This Agreement may be renewed with written approval of all parties for a total term of up to five years.

B. Placement of Students – As mutually agreed between the parties, the Institution may place students at the Facility each academic term.

C. Discipline - While engaged in the work based experience at the Facility, students will be subject to applicable policies of the Institution and the Partner.

Students shall be dismissed from participation in the Institution's program only after the appropriate disciplinary or academic policies and procedures of the Institution have been followed. However, the Partner may immediately remove from the Facility any student who poses an immediate threat or danger.

D. Specific Responsibilities – the parties agree as follows:

The Institution will:

1. Meet with the designated Partner representative to determine the specific needs of the student's Work Based Learning Program and develop a timeline of such deliverables.
2. Provide a course instructor who has met accreditation requirements and is an academic discipline expert in the area of study being pursued by the student.

The Partner will:

1. Provide a well-defined on-boarding training program which may include a company orientation with assessment measures and mentor.
2. Provide a structured training experience with a supervisor/mentor who is credentialed/experienced in the area of study being pursued by the student.
3. Take into consideration the student's class schedule in order to be flexible in meeting both the needs of the student during school as well as the needs of the Partner. The Partner may utilize alternate schedules (various shift work and/or weekend work) to meet their needs.
4. Collaborate with Course Instructor to develop set objectives for the students to work toward each semester and convey objectives to the students.
5. Administer timely student progress evaluations throughout the semester and provide the Institution with copy of these documents.
6. Arrange for emergency medical treatment to students if needed for illness or injuries suffered during the work based experience at the Facility. Such treatment shall be at the expense of the student.

E. Mutual responsibilities - Each party shall comply with all federal, state and municipal laws, advice, rules and regulations which are applicable to the performance of this Agreement, including, but not necessarily limited to:

1. Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, Executive Order 11,246, the Americans with Disabilities Act of 1990 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or students because of race, religion, creed, color, sex, age, disability, veteran status or national origin.
2. The Family Educational Rights and Privacy Act (FERPA). The Partner shall protect the confidentiality of the student's records and shall not release any information without written consent from the student unless required to do so by law.

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

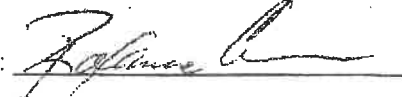
1. Neither party shall be responsible for personal injury or property damage or loss except that resulting from its own negligence or the negligence of its employees or others for whom the party is legally responsible.
2. The delay or failure of performance by either party shall not constitute default under the terms of this Agreement, nor shall it give rise to any claims against either party for damages. The sole remedy for breach of this Agreement shall be immediate termination.
2. This Agreement shall in no way be interpreted as creating an agency or employment relationship between the parties.

In witness whereof, the parties, through their authorized representatives, have affixed their signatures below.

(INSTITUTION-VSCC Authorized Representative)

(PARTNER-Authorized Representative)

BY: 

BY: 

TITLE: Vice President, Economic & Community Development

TITLE: Customer Service Manager

DATE: 3-27-19

DATE: 3/22/19

MEMORANDUM OF UNDERSTANDING

Work Based Learning

This Agreement is made this 1 day of November, 2023 by and between Volunteer State Community College, hereinafter referred to as "Institution" and Livingston-Overton County Chamber of Commerce, hereinafter referred to as "Partner".

Whereas it is to the mutual benefit of the parties to provide work-based experience for students enrolled in certain programs of the Institution, the parties have agreed to the terms and provisions set forth below:

I. Purpose - the purpose of this Agreement shall be to provide work-based experience to students enrolled in the Business and Computer Information Technology programs of the Institution.

A. Consideration for this Agreement shall consist of the mutual promises contained herein, the parties agreeing that monetary compensation may be paid by the Partner to the student at a rate commensurate with entry-level employees completing the same task.

B. The work-based experience shall be provided at the Partner's Facility located at 222 E Main St, Livingston, TN 38570, hereinafter referred to as "Facility".

II. Terms and Conditions - pursuant to the above-stated purpose, the parties agree as

follows:

A. Term - the term of this Agreement shall be (from one to five years) commencing 11/01/2023 and ending 10/31/2025; provided however, either party may terminate this Agreement upon giving 30 days written notice to the other party.

This Agreement may be renewed with written approval of all parties for a total term of up to five years.

B. Placement of Students – As mutually agreed between the parties, the Institution may place students at the Facility each academic term.

C. Discipline - While engaged in the work-based experience at the Facility, students will be subject to applicable policies of the Institution and the Partner.

Students shall be dismissed from participation in the Institution's program only after the appropriate disciplinary or academic policies and procedures of the Institution have been followed. However, the Partner may immediately remove from the Facility any student who poses an immediate threat or danger.

D. Specific Responsibilities – the parties agree as follows:

The Institution will:

1. Meet with the designated Partner representative to determine the specific needs of the student's Work Based Learning Program and develop a timeline of such deliverables.
2. Provide a course instructor who has met accreditation requirements and is an academic discipline expert in the area of study being pursued by the student.

The Partner will:

1. Provide a well-defined on-boarding training program which may include a company orientation with assessment measures and mentor.
2. Provide a structured training experience with a supervisor/mentor who is credentialed/experienced in the area of study being pursued by the student.
3. Take into consideration the student's class schedule in order to be flexible in meeting both the needs of the student during school as well as the needs of the Partner. The Partner may utilize alternate schedules (various shift work and/or weekend work) to meet their needs.
4. Collaborate with Course Instructor to develop set objectives for the students to work toward each semester and convey objectives to the students.
5. Administer timely student progress evaluations throughout the semester and provide the Institution with copy of these documents.
6. Arrange for emergency medical treatment to students if needed for illness or injuries suffered during the work based experience at the Facility. Such treatment shall be at the expense of the student.

E. Mutual responsibilities - Each party shall comply with all federal, state and municipal laws, advice, rules and regulations which are applicable to the performance of this Agreement, including, but not necessarily limited to:

1. Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, Executive Order 11,246, the Americans with Disabilities Act of 1990 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or students because of race, religion, creed, color, sex, age, disability, veteran status or national origin.
2. The Family Educational Rights and Privacy Act (FERPA). The Partner shall protect the confidentiality of the student's records and shall not release any information without written consent from the student unless required to do so by law.


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

1. Neither party shall be responsible for personal injury or property damage or loss except that resulting from its own negligence or the negligence of its employees or others for whom the party is legally responsible.
2. The delay or failure of performance by either party shall not constitute default under the terms of this Agreement, nor shall it give rise to any claims against either party for damages. The sole remedy for breach of this Agreement shall be immediate termination.
2. This Agreement shall in no way be interpreted as creating an agency or employment relationship between the parties.

In witness whereof, the parties, through their authorized representatives, have affixed their signatures below.

(INSTITUTION-VSCC Authorized Representative)

(PARTNER-Authorized Representative)

BY: 
Nicholas Briffpp (Dec 19, 2023 15:43 CST)

BY: Shannon Cantrell
Shannon Cantrell (Dec 19, 2023 15:00 CST)

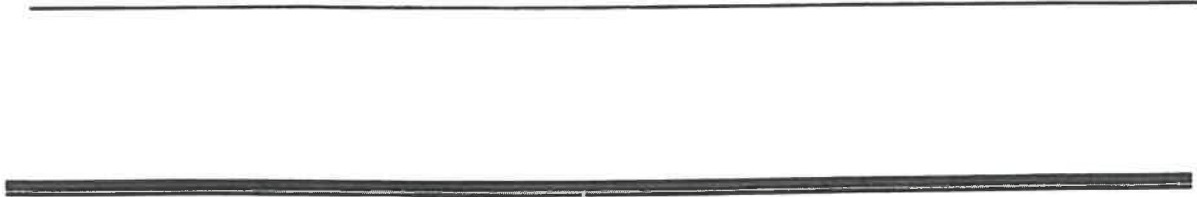
TITLE: Vice President, Economic & Community
Development

TITLE: President / CEO

EMAIL: shannon@overtonco.com

DATE: 12/19/2023

DATE: 12/19/2023



Appendix D
EMPLOYER ACCEPTANCE AGREEMENT
ADOPTED BY

Employer

**DEVELOPED IN COOPERATION WITH THE
TN DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT, OFFICE OF APPRENTICESHIP**





APPENDIX D

EMPLOYER ACCEPTANCE AGREEMENT

The foregoing undersigned employer hereby subscribes to the provisions of the Volunteer State Community College Apprenticeship Standards formulated and registered by **Sponsor Name**. **Employer Name** Hutchinson agrees to carry out the intent and purpose of said Standards and to abide by the rules and decisions of the Program Sponsor established under these Apprenticeship Standards. We have been furnished a true copy of the Standards and have read and understood them, and do hereby request certification to train apprentices under the provisions of these Standards, with all attendant rights and benefits thereof, until cancelled voluntarily or revoked by the Program Sponsor or Registration Agency. On-the-job, the apprentice is hereby guaranteed assignment to a skilled and competent journey worker and is guaranteed that the work assigned to the apprentice will be rotated so as to ensure training in all phases of work.

Volunteer State Community College
This form must be signed and returned to **Sponsor Name** no later than the first day of class for the apprenticeship to become effective.

Employer Signature: Hannah Bassett Date: 11/7/2023
Title: HR Training Coordinator

Name of Company: Hutchinson
Address: 315 Tubular Drive
City/State/Zip Code: Livingston, TN, 38570
Phone Number: (931)357-0223
FAX: _____
Email: Hannah.Bassett@Hutchinson.com

RAPIDS Code: 2014CB

NAICS Code (Optional): 336390

Employer Identification Number (Optional): [Click or tap here to enter text.](#)

Insert Occupation (s): Manufacturing Technician Journey Worker Wage(s): \$25.00

Apprentices will will not be paid for hours spent attending related instruction classes.

Apprenticeship TN



Wage Progression (1-Year Term)

1st period - (1000 hrs) - 10 cents \$18.31

2nd period - (1000 hrs) - 10 cents \$18.41

3rd period - (1000 hrs) - 10 cents \$18.51

Total Workforce:

Total Workers Employed: 520 Female: _____ Minority: _____

Total Apprentices to be employed: 3 Program Probation will be: 1 Year

Ratio: 1 Apprentices to 1 Journey workers

Apprenticeship TN



Applicants will meet the following minimum qualifications. These qualification standards, and the score required on any standard for admission to the applicant pool, must be directly related to job performance.

An apprentice must be at least 18 years of age, except where a higher age is required by law, and must be employed to learn an apprenticeable occupation. Please include any additional qualification requirements as appropriate(optional):

- There is an educational requirement of _____
- There is a physical requirement of _____
- The following aptitude test(s) will be administered _____
- A valid driver's license is required.
- Other _____

Reviewed and Approved by:
 Volunteer State Community College:

Signature: *[Signature]* Date: 11/10/22
 Title: Interim President

Office of Apprenticeship

Signature: *[Signature]* Date: 12/1/2023
 Title: State Apprenticeship Director

cc: Registration Agency