

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

Pathways to Accelerated Career Experiences (PACE)

TCAT Nashville IN PARTNERSHIP WITH:

1. Nashville Chamber of Commerce
2. Metropolitan Nashville Public Schools (MNPS)
 3. Tennessee Titans
 4. Empower Electric
 5. Turner Construction
6. Eclipse Construction Group
7. Perkins Construction
8. Tudor Building Group

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Funding requested:

\$1,845,162.72

X 

President of Higher Education Institution
(Fiscal Agent)

X 

Project Director (Lead Entity)

X 

President of Higher Education Institution
(Fiscal Agent)

X 

Project Director (Lead Entity)

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Abstract

The Tennessee College of Applied Technology (TCAT) Nashville, Metropolitan Nashville Public Schools (MNPS), Nashville Chamber of Commerce, Tennessee Titans, and local industry partners are excited to submit the Pathways to Accelerated Career Experiences (PACE) for the Governor's Investment in Vocational Education 3.0 grant. This collaboration seizes on the excitement of the \$2.1 billion investment in the new Tennessee Titans Nissan Stadium. Additionally, the Nashville Chamber of Commerce states our region is experiencing significant construction growth to include over 50 acres along East Nashville Riverfront, extensive development along Dickerson Pike, Oracle's new headquarters, and TCAT Nashville's \$90 million capital improvement plan. This has created an unprecedented demand for skilled workers in the construction industry.

PACE will establish 2 new dual enrollment programs embedded at McGavock High School and Glencliff High School, directly addressing the high-wage/high-demand occupations in the construction sector. PACE also places a significant focus on work-based learning through multiple industry led initiatives. This collaboration provides students the option of entering the workforce directly, apprenticeship, and/or articulating to TCAT Nashville upon High School completion.

PACE will create new industry-driven hands-on training programs that serve persistent areas of poverty in Davidson County. By targeting these underserved communities, we aim to provide individuals with the tools they need to build a brighter future for themselves and their families. We are not just shaping careers; we are sculpting a future where every individual can thrive and contribute to our community.

Section 1: Demonstration of Need

The Tennessee College of Applied Technology (TCAT) Nashville, Metropolitan Nashville Public Schools (MNPS), Nashville Chamber of Commerce, Tennessee Titans, and Industry Partners propose the creation of Pathways to Accelerated Career Experiences (PACE). This collaborative effort seeks to build a sustainable workforce development partnership that will address the acute labor shortages in the construction sector in Northern Middle Tennessee. Northern Middle Tennessee has experienced record construction growth even with the headwinds of higher interest rates and higher home prices.¹ This growth has resulted in increased demand for a trained workforce. Tennessee is approximately 315,000 workers short of meeting the hiring demand, with 7 out of 10 of these openings requiring less than a four-year degree.²

According to the THEC Academic Supply and Occupational Demand Report³, the northern middle region of Tennessee has numerous construction occupations that are defined as in-demand occupations. PACE will target the following in-demand occupations in our region, and all occupations are defined as in-demand by the THEC Academic Supply and Occupational Demand Report. Furthermore, the Department of Labor and Workforce Development (TNLWD) defines these as in-demand occupations in the Northern Middle Tennessee region.⁴ The in-demand occupations are also high wage career pathways. To ensure that grant activities align with our commitment to promoting economic stability and equity, PACE will prioritize occupations with wages meeting or exceeding the MIT Living Wage Calculator's benchmark of \$23.68 per hour for a single adult⁵, as a crucial criterion alongside the in-demand designation by

¹ <https://www.cnn.com/2023/11/30/nashville-real-estate-boom-sends-prices-up-builders-scrambling.html>: access on April 3, 2023.

² <https://www.gobuildtennessee.com/>: accessed on April 2, 2024.

³ <https://www.tn.gov/content/tn/thec/research/supply-and-demand.html>: accessed on April 1, 2024

⁴ <https://tnecd.com/county-profiles/>: accessed on April 5, 2024.

⁵ <https://livingwage.mit.edu/counties/47037>: accessed on April 24, 2024.

THEC Academic Supply and Occupational Demand Report and the Department of Labor and Workforce Development. The average annual wage in the construction industry in Davidson County stands at \$77,000, indicating significant earning potential within this sector.⁶

SOC Code	Occupation Description
47-2031	Carpenter
47-2061	Construction laborer
47-2111	Electrician
47-3013	Electrician—helper
47-2141	Painters, Construction and Maintenance

This proposal is directly linked to the occupational demand of the construction section in Northern Middle Tennessee. According to Jobs4TN, the 2020-2030 long-term projected employment for Construction in this region stands at 60,614, with an annual average percentage change of 2.27%.⁷ The Residential, Commercial, Industrial Electricity (RCIE) and Building Construction Technology (BCT) programs were selected due to their correlation with the in-demand occupations. The skills earned in these programs directly relate to the hiring needs of the construction industry. Furthermore, the inclusion of two separate career focused programs increases the ability to meet a more diverse range of occupational demands in this region. Turner Construction, a key industry partner in the proposal, is leading the construction of the Tennessee Titans stadium. According to their projections, the project will employ 1,600 people in 150 different trades. Additionally, TCAT Nashville is serving as a key training provider for this project. TCAT Nashville will have operate a location at “Titan Town” to support training needs.

⁶ <https://tnecd.com/county-profiles/>: accessed on April 5, 2024.
⁷ <https://jobs4tnwfs.tn.gov/vosnet/analyzer/resultsNew.aspx?session=indproj&plang=E>: accessed on April 24, 2024.

PACE is designed to integrate this partnership into the dual enrollment programs that will be created.

PACE is directly linked to addressing the workforce needs and skill deficits. The goal of this project is to increase the supply of skilled workers through career awareness, skills training, and work-based learning opportunities for secondary students. The career awareness will be met by leveraging partners of this grant to educate and inform MNPS students in unique and exciting ways. First, industry partners will assist in the buildout of the program to ensure practicality of the training. Second, industry partners will visit programs monthly to provide students with a real-world connection to the industry. Third, exposure to careers will be highlighted by regular site visits to industry projects. One of the more exciting features of this proposal is the inclusion of the Tennessee Titans as a partner. Students will visit the site of the new Tennessee Titans Stadium as part of their work-based learning opportunities. Additionally, TCAT Nashville will have training operations located at the Titans Stadium site that students will tour.⁸

Another key feature of this proposal that will deliver on the goal is the multiple pathways to careers. TCAT Nashville operates two active apprenticeship programs to include electrician and carpenter with partner employers. Empower Electric and Turner Construction, both strategic partners for GIVE 3.0, operate registered apprenticeship programs in partnership with TCAT Nashville. Both companies will work directly through GIVE 3.0 to recruit, hire, and employ secondary students into the apprenticeship programs. MNPS students will have the option to be directly placed in an apprenticeship pathway upon graduation and/or articulate onto TCAT Nashville to complete a post-secondary program.

⁸ Mazza, S. (2023, December 18). Want to build Nashville's next NFL stadium? Titans workforce training opens doors for many. *The Tennessean*

PACE is a direct response to the occupational data outlining the hiring demand for construction careers. The programs and credentials earned in these programs directly correlate to this hiring demand. The goal of this project is to increase the supply of skilled workers through career awareness, skills training, and work-based learning opportunities for secondary students. This will be accomplished through industry partnership, continuous career exposure, direct relationships with actual job sites, including the Tennessee Titans Stadium project, and providing multiple pathways to careers.

Section 2: Program Plan

PACE grant activities align with the workforce data by creating two new dual enrollment programs embedded within 2 MNPS high schools (McGavock & Glencliff). The occupational demand data clearly indicate that the construction sector has deficits in workforce availability.⁹ The RCIE and BCT programs directly relate to the in-demand occupations highlighted in the THEC Occupational Demand Report. These programs also provide MNPS students with a career pathway that offers livable wage careers.¹⁰

The RCIE program will be embedded at McGavock High School. McGavock High School has the largest student population in MNPS. The high school has existing CTE space that will be dedicated at no cost to TCAT Nashville to house the RCIE program. PACE will also embed the BCT program into an existing space at Glencliff High School at no cost to TCAT Nashville. Glencliff High School has a current relationship with Turner Construction. The PACE proposal seeks to provide students with up to four years of dual enrollment access that will prepare students for careers in these occupations.

⁹ <https://www.tn.gov/content/tn/thec/research/supply-and-demand.html>: accessed on April 1, 2024

¹⁰ <https://www.gobuildtennessee.com/>: accessed on April 2, 2024. s

TCAT Nashville will hire instructional staff to lead each program. The post-secondary instructor will be housed at the local high schools and teach the TCAT Nashville curriculum. High school students will have the opportunity to earn the first TCAT certificate for each program prior to graduating. The dual programs will also include embedded third-party credentials selected by grant partners. An initial meeting with industry partners was held on March 7, 2024. All industry partners included in PACE were present. Initial review provided a focus on OSHA 30, NCCER, and NC3 credentialing options. Industry members requested additional time to review options. PACE partners will review and select third-party certifications to be used in programs during the beginning phase of the grant period.

A unique feature of PACE is the inclusion of the registered apprenticeship model as a WBL learning model. TCAT Nashville serves as a sponsor of registered apprenticeship programs. Our college currently operates an electrical apprenticeship program in partnership with Empower Electric. TCAT Nashville has also started a Carpenter apprenticeship with Turner Construction that will be used to support the Titans Stadium building project. Students at these high schools will have the option upon graduation high school to directly enter the workforce as a registered apprentice, continue onto TCAT Nashville to complete a training program, or enter the workforce directly with other private industry partners.

Project Timeline and Overview

Q1: July-September 2024

- Project Kickoff meeting to include core and employer partners.
 - Tour program space
 - Review program curriculum, third-party credentials, equipment needs, faculty needs, and partner responsibilities

Q2: October-December 2024

- Monthly core and employer partner meetings, combined data review meeting
 - Determine facility upgrade requirements

- Order required equipment for programs
- Market job posting for grant funded positions
- Select third party credentials for programs
- Begin program marketing within MNPS high schools

Q3: January-March 2025

- Monthly core and employer meetings, combined with annual goal meeting
- Begin minor facility upgrades
- Receive and install equipment
- Complete hiring process for all grant funded positions
- Schedule programs within MNPS master schedule for the 2024-2025 academic year

Q4: April-June 2025

- Monthly core and employer partner meetings, intensive planning session for upcoming school year
- Finish minor facility upgrades
- Finalize all equipment installation and preparation

Annual Meeting Cadence (**Years 2-4**)

Q1: July-September

- Core partner meeting to review enrollment and troubleshoot challenges
- Implement and oversee WBL initiatives

Q2: October-December

- Meeting with employer and core partners to review enrollment and WBL data
- Manage WBL learning initiatives
- Market programs to MNPS community
- College FAFSA drive

Q3: January-March

- Core partner meeting to review annual goals and troubleshoot challenges
- Host college application and apprenticeship workshops
- Manage WBL initiatives

Q4: April-June

- Intensive planning session with core partners to review enrollment data, WBL data, and success metrics

Key Objectives and measurements for each phase of PACE

PACE Phase One: July 2024-June 2025

The key objectives of phase one is focused on program preparation and start-up. Key metrics include:

1. Expending all equipment funds allocated in grant.
2. Onboarding all grant staff
3. Embedding programs on MNPS master schedule for '24-'25 academic year
4. Identify all third party credentials
5. Host core and industry meetings monthly

PACE Phase Two: July 2025-June 2026

The key objective of phase two is focused on program enrollment, delivery, and WBL initiatives. Key metrics include:

1. Enroll at minimum 35 students in GIVE 3.0 programs
2. MNPS dual enrollment students earn at least one third party credential
3. All students have been active in at least one WBL initiative
4. One employer partner presentation per month at MNPS high schools
5. Host core and industry meetings quarterly

PACE Phase Three: July 2026- June 2027

The key objective of phase three is focused on increasing enrollment, attainment of third-party credentials, and WBL initiatives.

1. Increase enrollment in GIVE 3.0 by 25%
2. MNPS dual enrollment students earn at least one third party credential
3. All students have been active in at least one WBL initiative
4. One employer partner presentation per month at MNPS High School
5. Host core and industry meetings quarterly

PACE Phase Four: July 2027-June 2028

The key objective of phase three is focused on increasing enrollment, attainment of third-party credentials, WBL initiatives, and sustainability.

1. Increase enrollment in GIVE 3.0 by 25%
2. MNPS dual enrollment students earn at least one third party credential
3. All students have been active in at least one WBL initiative
4. One employer partner presentation per month at MNPS High School
5. Grant staff moved to institutional funds to ensure sustainability
6. Host core and industry meetings quarterly

Project governance begins with TCAT Nashville serving as the Lead and Fiscal agent for GIVE 3.0. Ms. Crystal Hunter will serve as the GIVE 3.0 project director. The Nashville Chamber of Commerce will serve as the local economic development agency. The Nashville Chamber of Commerce will lead all convening and facilitation throughout the life of the grant. The Chamber will also assist with growing private industry connections. The Nashville Chamber of Commerce will work closely with TCAT Nashville to ensure our efforts are organized, consistent, and transparent to all partners. PACE will utilize a project steering committee as our main decision-making structure. The project steering committee is outlined below.

1. Crystal Hunter, TCAT Nashville
2. Nathan Garrett, TCAT Nashville
3. Jenny McFerron, Nashville Chamber of Commerce
4. Dan Phillips, MNPS
5. Sanjana Ballal-Link, MNPS
6. Beth Duffield, Turner Construction
7. Johari Matthews, Tennessee Titans

The WBL component of PACE is designed to provide numerous avenues of participation for industry partners and students. The WBL learning efforts of PACE are designed to provide a wide array of touchpoints to industry. All students will have the opportunity to learn from industry throughout the life of the grant through monthly industry visits to the high school, regular visits to job sites to include the Titans Stadium project, cooperative learning opportunities, and apprenticeships. All industry partners for GIVE 3.0 have agreed to support a wide array of WBL. The commitments of private industry partners are outlined in the fully executed MOUs attached to this proposal.

Furthermore, MNPS has an existing WBL learning structure that will be leveraged to support programs created by GIVE 3.0. MNPS's WBL learning initiative has a full-time WBL Coordinator that will assist the PACE collaborative to include RCIE and BCT in the WBL

structure. The MNPS work based learning is a structured process that allows high school Juniors and Seniors the ability to participate in career-based learning.¹¹ Participating students can earn up to 3 high school credits towards graduation and up to 300 hours in wages. The student is required to maintain a “C” average with at least a 90% attendance rate. Secondary graduates of the PACE program have the opportunity to participate to continue their WBL experience at TCAT Nashville through cooperative work agreements. TCAT Nashville will also utilize a registered apprenticeship model to support the WBL learning activities. Empower Electric and Turner Construction currently operate an apprenticeship program in partnership with TCAT Nashville. Students will have direct access to these apprenticeship programs.

Section 3: Strength of Partnership

PACE consists of TCAT Nashville, MNPS, Nashville Chamber of Commerce, Tennessee Titans, and local industry partners (Turner Construction, Empower Electric, Perkins Construction). Each partner plays a critical role in ensuring the success of the programs. The attached memorandum of understanding sets forth each partner’s roles and responsibilities.

TCAT Nashville will serve as the lead entity and fiscal agent for the GIVE 3.0 grant. The college will be responsible for all grant coordination, partner participation, audit and reporting activities. As the fiscal agent, TCAT Nashville will be responsible for monitoring program finances, reporting on performance metrics, and tracking funds for equipment maintenance. TCAT Nashville will also leverage its considerable experience in WBL to offer students multiple pathways to careers. First, TCAT Nashville will include all institutional advisory committee

¹¹ https://www.mnps.org/learn/academics/academies-of-nashville/student_employees: accessed on April 7, 2024.

members of the BCT program to support this effort. Second, TCAT Nashville will work with strategic industry partners to recruit secondary students into existing apprenticeship programs at Empower Electric and Turner Construction. Third, TCAT Nashville will braid existing apprenticeship funds to increase apprenticeship opportunities for GIVE 3.0 participants. TCAT Nashville currently operates a \$800,000 THEC grant and a \$400,000 Metropolitan Nashville Participatory Budgeting grant. These grants are designed to offset 100% of the employer's cost of registered apprenticeship. The GIVE 3.0 proposal will allow TCAT Nashville to create pre-apprenticeship programs to support apprenticeship growth efforts. Graduating students of the PACE collaboration will be directly impacted by this braided funding.

The Nashville Chamber of Commerce will serve as a core partner in this grant. The Chamber will provide labor market and policy data as needed. The Chamber will also convene and facilitate all regular partner meetings. Additionally, the Chamber will assist in coordinating convenings to mark milestones in the grant implementation, such as project kickoff, ribbon cutting/openings of high school TCAT facilities, student celebrations, directed marketing of successes, and grant wrap-up. The Chamber is uniquely qualified for this role. The Chamber has managed the "New Skills Ready" grant funded by JP Morgan Chase for the past five years, which includes partners in GIVE 3.0. The Chamber's role for GIVE 3.0 leverages the strengths and lessons learned from the New Skills Ready grant. Having an existing structure allows GIVE 3.0 to quickly be organized around current committees and meeting cadences.

MNPS serves as the secondary partner and a core member of the PACE collaborative. MNPS serves an integral role in this grant effort in many ways. First, MNPS will provide space within McGavock High School and Glencliff High School at no cost to TCAT Nashville. The collocated space will increase enrollment options while mitigating typical barriers to dual

enrollment. MNPS will also provide CTE central office leadership, high school leadership, and WBL staff to integrate programs into MNPS operations. An exciting feature of this proposal is the ability to draw on preexisting initiative to support WBL. The PACE collaborative will leverage the existing MNPS WBL initiative to bolster this proposal. MNPS WBL learning allows Juniors and Seniors the option to participate in career-based learning. Students will be able to earn 3 credit hours towards high school graduation while earning a livable wage in this construction career field.

The private industry partners in this collaboration will ultimately be responsible for directing the overall curriculum, equipment, WBL activities, and hiring graduates. Industry partners include Tudor Building Group, Eclipse Construction Group, Turner Construction, Perkins Construction, and Empower Electric. Each industry represented as GIVE 3.0 partners are members of the Building Construction Technology program at TCAT Nashville. These businesses have long supported TCAT Nashville's efforts to increase WBL learning opportunities for our traditional post-secondary program. Their comfortability and history writing with TCAT on WBL is an added strength of this proposal. Industry partners are prepared to visit GIVE 3.0 program on a monthly cadence, provide job-site access for tours, and create opportunities for job shadowing, internships, and/or apprenticeships.

Budget Plan

The attached budget and detail sheet outline how GIVE 3.0 funds will be used to support PACE. The largest line items included in the budget are salaries, benefits, and taxes. These funds are required to ensure excellent instruction is available. PACE has also proposed state-of-the-art equipment to ensure students have access to industry standard training. Another component of this budget is to build key areas of support to ensure access to WBL learning opportunities for

secondary students. Additionally, indirect funds will be used to make minor improvements in the shop/lab spaces to instill a culture of industry excellence.

Sustainability Plan

The members of this project have a long-standing relationship that predates this proposal. TCAT Nashville's strategic plan relies heavily on increased dual enrollment partnership with MNPS. TCAT Nashville currently operates dual enrollment programs in five MNPS high schools with a total enrollment of approximately 330 students. This initiative will increase that partnership to 7 high schools with TCAT dual enrollment pathways with the goal of adding at least 100 more dual enrollment students. The Nashville Chamber of Commerce has been a foundational partner in creating these partnerships for the past three years. The Nashville Chamber of Commerce has been a leading entity in increased post-secondary education within MNPS and bolstering the efforts of the Academies of Nashville.¹²

Sustainability is made possible by these trusted relationships. The programs are housed within MNPS at no cost. Therefore, the program does not rely on grant funds for training locations. Additionally, program equipment, supplies, and instruction will be sustained after the 48-month grant period through dual enrollment funds issued to TCAT Nashville and fiscal support from the high schools. Perkins funds will also be used to assist with equipment and third-party certification. TCAT Nashville, MNPS, and the Chamber will review the cost of operations along with dual enrollment grant awards annually. At the end of the grant period, both parties will continue to share the cost of any unmet fiscal needs. TCAT Nashville has similar

¹² <https://www.nashvillechamber.com/workforce-and-education/prek-12-education/>: access on April 15, 2024.

arrangements with other secondary partners throughout our service area. These arrangements require approximately 45 dual enrollment students for sustainability.

Optional Criteria

PACE is directly linked to the THEC Academic Supply for Occupational Demand Report. According to this report, the occupations below are considered in high demand in our service area.¹³

SOC Code	Occupation Description
47-2031	Carpenter
47-2061	Construction laborer
47-2111	Electrician
47-3013	Electrician—helper
47-2141	Painters, Construction and Maintenance

PACE also targets census tracts in persistent poverty. McGavock and Glencliff high schools serve students residing in 7 different persistent poverty census tracts. According to the census tract data, the following zip codes will be served by this proposal.

Census Tract Zip Codes	Persistent Poverty Census Tracts	High School
37115	47037010802	McGavock
37203	47037014400	McGavock
37206	47037012100	McGavock
37207	47037012701	McGavock
37208	47037013800	Glencliff
37212	47037016800	Glencliff
37217	47037015637	Glencliff

¹³ <https://www.tn.gov/content/tn/thec/research/supply-and-demand.html>: accessed on April 1, 2024

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: August 2024 END: August 2028				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	764,363	0.00	764,363
4, 15	Professional Fee, Grant & Award ²	200,000	0.00	200,000
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	175,000	0.00	175,000
11, 12	Travel, Conferences & Meetings	35,000	0.00	35,000
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	100,050	0.00	100,050
20	Capital Purchase ²	434,071	0.00	434,071
22	Indirect Cost	136,678.72	0.00	136,678.72
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	1,845,162.72	0.00	1,845,162.72

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

² Applicable detail follows this page if line-item is funded.

Grant Budget Line-Item Detail

Salaries, Benefits, & Taxes **\$764,363**

PACE will leverage GIVE 3.0 funds to hire two full-time TCAT instructors.

Professional Fee, Grant & Award **\$200,000**

PACE will award these funds to the Nashville Chamber of Commerce to support their role in the collaborative. The Chamber will provide labor market data analysis. The Chamber will also assist in recruiting additional industry partners to participate in the WBL learning effort. The Chamber will lead marketing efforts to include student experiences, tracking milestones and outcomes, ribbon cuttings, student celebrations, and WBL learning success. The Chamber will provide ½ FTE to support the first year of the grant, ¼ FTE and research support for years 2 and 3, and ½ FTE and research support for year 4.

Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing, Publications **\$175,000**

Funds will be used to purchase supplies required to operate the Residential, Commercial, Industrial Electricity (RCIE) program and the Building Construction Technology program. The majority of the equipment required for the BCT program is less than \$5,000 per unit. Both programs require consumable supplies to operate.

Travel, Conference, and Meetings **\$50,000**

Funds will be used to support travel for WBL experiences. PACE will also use funds to cover cost of participating in SkillsUSA competitions.

Other Non-Personnel **\$100,500**

The budget will be used to cover 100% of third-party testing fees for all secondary students. It will also cover all instructor certification costs. PACE will use funds to establish TCAT signage within MNPS high schools.

Capital Purchase **\$434,071**

Equipment purchases will be made to support training activities. A detailed capital equipment list has been included for review.

GIVE 3.0 Equipment Budget List

Item	Model #	Quantity	Est. Unit Price	Total Est. Price
Building Construction				
RAM 3500 Super Crew Truck	3500	1	\$55,000	\$55,000
8.5' x 20' Tandum Axle Cargo Trailer	8.5' x 20'	1	\$16,000	\$16,000
Rigid Pipe Threading Machine	4CW39	1	\$14,300.00	\$14,300.00
CNC Router Table	MCNC Swift	1	\$26,000.00	\$26,000.00
Building Construction Total			\$111,300.00	\$111,300.00
Electrical				
Micro 850 PLC Trainer with Mechatronics Connectivity and EasyPort Interface (Includes EasyVeep)	850-ABS-SIM	1	\$11,497.00	\$11,497.00
Mode 850-EDP-SIM Allen-Bradley 850 Micro with Variable Speed Drive, Motor, PanelView, Analog, Simulators, EtherNet Connection and EasyPort. All software included: CCW Software for PLC and Factory Talk for HMI	850-EDP-SIM	1	\$20,600.00	\$20,600.00
Transfer Switch Training System	7600	1	\$7,678.00	\$7,678.00
BASIC Motor Control Wiring Package w/ mobile cart	7000	1	\$17,031.00	\$17,031.00
Motor Control/PLC Troubleshooting Trainer	7100-P1	1	\$6,262.00	\$6,262.00
Industrial Control System Troubleshooting Trainer	7100	1	\$8,698.00	\$8,698.00
Residential Wiring Package, Basic	8000	1	\$6,375.00	\$6,375.00
COMMERCIAL/RESIDENTIAL WIRING PACKAGE	9000	1	\$8,716.00	\$8,716.00
Residential/Commercial/Industrial Lighting Package on a Mobile Cart	2000-WS	1	\$23,345.00	\$23,345.00
Commercial Wiring, Conduit and Industrial Wiring Training System	CWT-300	1	\$19,392.00	\$19,392.00
Motor Controls Trainer	MCT-300	1	\$21,030.00	\$21,030.00
Model 6000-L24-CE conveyor trainer with L24 Compact Logix PLC and RSLogix 5000 Lite Options L24-CE:	L24-CE	1	\$58,499.00	\$58,499.00
Ethernet PanelView	620E	1	\$8,233.00	\$8,233.00
Robot Add-on with 6 reed switches and vacuum system	623-24V	1	\$18,486.00	\$18,486.00
Radio Frequency Identification Device Add-on for 6000-CE Future Tek spec sheets at: https://www.dropbox.com/t/TVO9yuGcyPtZjh15	6000-RFID	1	\$12,250.00	\$12,250.00
Festo Industrial Wiring Training System	8176019	1	\$24,289.00	\$24,289.00
Festo Basic Motor Control Technology, TP 1221 with workstation, measurement equipment	1221	1	\$33,725.00	\$33,725.00
TP 1221-P Portable Basic Motor Control Technology Note: Either 1221 or 1221-P will satisfy Level 2 Applied Electricity Training (motor control) for NC3 certification	1221P	1	\$16,665.00	\$16,665.00
Electrical Total			\$322,771.00	\$322,771.00
Combined Total				\$434,071.00

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Nashville and NASHVILLE AREA CHAMBER OF
COMMERCE**

Whereas, NASHVILLE AREA CHAMBER OF COMMERCE and Tennessee College of Applied Technology Nashville (TCAT) are developing a long-term regional collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, NASHVILLE AREA CHAMBER OF COMMERCE and TCAT are interested in working together to develop and implement a Governor's Investment in Vocational Education 3.0 (GIVE) grant program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster area of Construction.

Whereas, both NASHVILLE AREA CHAMBER OF COMMERCE and TCAT recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, NASHVILLE AREA CHAMBER OF COMMERCE is in the service area of TCAT; and

Whereas, NASHVILLE AREA CHAMBER OF COMMERCE and TCAT are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE grant program participation in order to: 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, employment, and career advancement; 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships; 3) develop/expand industry recognized certification preparation and attainment; and 4) contribute to the Drive to 55 initiative by aligning training and program goals with postsecondary credentials

Now Therefore, each party agrees to the following:

Tennessee College of Applied Technology Nashville agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE Grant 3.0 TCAT Nashville's Pathways to Accelerated Trades Hiring (PACE)
- 2) Provide leadership for the planning, development, and implementation of the GIVE 3.0
- 3) Provide leadership for the development of a GIVE 3.0 Collaborative partners to plan activities and monitor achievement of measureable project outcomes
- 4) Conduct/facilitate GIVE 3.0 Collaborative partner's committee meetings to plan, organize and facilitate a Work-Based Learning continuum including: industry awareness, career awareness, career exploration, career preparation and career training in partnership with industry and our secondary educational partners (K-12).
 - a. Industry Awareness, Career awareness and Career exploration will be accomplished through the following activities:
 - b. Career preparation and Career training will be accomplished through the following activities:
 - I. Job shadowing, capstone work-based learning, industry tours, and industry leaders guest speaking in classroom symposiums will provide high quality career preparation through focused learning
 - II. Externships, internships, apprenticeships and co-ops give students direct on-the-job training opportunities in their field of study providing the pinnacle of career training
- 5) Work with GIVE 3.0 Collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services

- 6) Work with GIVE 3.0 Collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines
- 7) Work with GIVE 3.0 Collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 8) Provide a framework by which GIVE 3.0 project initiatives will be evaluated and sustained

NASHVILLE AREA CHAMBER OF COMMERCE agrees to collaborate in the following ways:

- Provide labor market data analysis for the grant application for the identified pathways and careers.
- Provide annual data updates on updated labor market numbers as well as top skills and credentials from job postings.
- Monitor and advise on policy changes that relate to pathway offerings, industry credentials, and funding from Perkins, TISA, and other sources that may be impacted by pathways decisions.
- Assist in coordinating employer and other partners to advocate with local and state agency partners and legislators around these barriers.

Convening and Facilitation

- Convene and facilitate regular partner meetings.
- Assist in coordinating convenings to mark milestones in the grant implementation, such as: project kickoff, ribbon-cutting/openings of high school TCAT facilities, student celebrations, and grant wrap-up and storytelling.
- Work with GIVE Grant 3.0 TCAT Nashville's PACE program partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- Identify in-demand industry-recognized certifications or credentials for employment used for hiring and promotion
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Assist with the development and implementation of the GIVE 3.0 grant Work-Based Learning continuum in areas of:
 - Industry awareness: i.e. participate in a Tammy and Tommy TCAT Industry Camp
 - Career awareness: i.e. host one RLDs event in your area that educates the public on career options with your organization by developing and staffing hands-on-learning project for all ages
 - Career exploration: i.e. provide staff to speak to students at their institution regarding the careers with your organization
 - Career preparation: i.e. assist with the development of project-based based learning activities for use in education/career training programs for students and instructors
 - Career training: i.e. provide one of the following: job shadowing, externships, capstone work-based learning, internships, or apprenticeships opportunities for students
- Work with GIVE 3.0 Collaborative to promote outreach services and recruit students to higher education programs and appropriate disciplines



Nathan Garrett
 April 23, 2024
 President
 Tennessee College of Applied Technology Nashville



Stephanie Coleman
 April 23, 2024
 Chief Talent Development Officer
 Nashville Area Chamber of Commerce

**Memorandum of Understanding
Between**

Tennessee College of Applied Technology Nashville and Metropolitan Nashville Public Schools

Whereas, Metropolitan Nashville Public Schools and Tennessee College of Applied Technology Nashville (TCAT) are developing a long-term regional collaborative that includes higher education, area employers, economic development and workforce agencies.

Whereas, Metropolitan Nashville Public Schools and TCAT are interested in working together to develop and implement a Governor's Investment in Vocational Education 3.0 (GIVE) grant program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster area of Construction.

Whereas, both Metropolitan Nashville Public Schools and TCAT recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, Metropolitan Nashville Public Schools is in the service area of TCAT; and

Whereas, Metropolitan Nashville Public Schools and TCAT Nashville are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE grant program participation in order to: 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, employment, and career advancement; 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships; 3) develop/expand industry recognized certification preparation and attainment; and 4) contribute to the Drive to 55 initiative by aligning training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Tennessee College of Applied Technology Nashville agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE Grant 3.0 TCAT Nashville's Industrial Development Lab for Anderson County (GIVE 3.0)
- 2) Provide leadership for the planning, development, and implementation of the GIVE 3.0
- 3) Provide leadership for the development of a GIVE 3.0 Collaborative partners to plan activities and monitor achievement of measureable project outcomes
- 4) Conduct/facilitate GIVE 3.0 Collaborative partner's committee meetings to plan, organize and facilitate a Work-Based Learning continuum including: industry awareness, career awareness, career exploration, career preparation and career training in partnership with industry and our secondary educational partners (K-12).
 - a. Career preparation and Career training will be accomplished through the following activities:
 - I. Job shadowing, capstone work-based learning, industry tours, and industry leaders guest speaking in classroom symposiums will provide high quality career preparation through focused learning
 - II. Externships, internships, apprenticeships and co-ops give students direct on-the-job training opportunities in their field of study providing the pinnacle of career training
- 5) Work with GIVE 3.0 Collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services
- 6) Work with GIVE 3.0 Collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines

- 7) Work with GIVE 3.0 Collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 8) Provide a framework by which GIVE 3.0 project initiatives will be evaluated and sustained
- 9) Provide an instructor for the dual enrollment classes, with the instructor's salary being fully funded through the GIVE 3.0 grant term and then moved to a cost-sharing model in years 3 and 4.
- 10) Use some of the GIVE 3.0 project funds to buy equipment and pay for any agreed upon renovations that need to occur within the partnering schools of Metro Nashville Public Schools.

Metropolitan Nashville Public Schools agrees to collaborate in the following ways:

- Active participation in the GIVE Grant 3.0 TCAT Nashville's by providing company representative/s to serve on the committee
- Work with GIVE Grant 3.0 TCAT to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- Identify in-demand industry-recognized certifications or credentials for employment used for hiring and promotion
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Assist with the development and implementation of the GIVE 3.0 grant Work-Based Learning continuum in areas of:
 - Industry awareness: i.e. participate in a Tammy and Tommy TCAT Industry Camp
 - Career awareness: i.e. host one RLDs event in your area that educates the public on career options with your organization by developing and staffing hands-on-learning project for all ages
 - Career exploration: i.e. provide staff to speak to students at their institution regarding the careers with your organization
 - Career preparation: i.e. assist with the development of project-based based learning activities for use in education/career training programs for students and instructors
 - Career training: i.e. provide one of the following; job shadowing, externships, capstone work-based learning, internships, or apprenticeships opportunities for students
- Provide resources to support education/training, such as facilities, subject matter experts
- Work with GIVE 3.0 Collaborative to promote outreach services and recruit students to higher education programs and appropriate disciplines

TERMINATION

Termination for Breach

Should either party fail to fulfill in a timely and proper manner its obligations under this Contract or if it should violate any of the terms of this Contract, the other party shall have the right to immediately terminate the Contract if the breaching party has not cured the breach to the satisfaction of the other party within thirty (30) days of written notification of the breach. It shall also be considered a breach of this Contract if a party becomes insolvent, makes an assignment for the benefit of its creditors, a receiver is appointed or a petition in bankruptcy is filed with respect to that party and is not dismissed within thirty (30) days.

Termination for Convenience

MNPS may terminate this Contract at any time upon thirty (30) days written notice to Contractor. Contractor shall be paid in full for all authorized expenditures and goods or services satisfactorily provided to date, but in no case shall MNPS be liable to Contractor for compensation for any goods or service which has not been rendered. A termination for convenience shall not be a breach of this Contract by MNPS. The final decision as to the

amount, for which MNPS shall be liable, shall be determined by MNPS. Contractor shall not have any right to any actual general, special, consequential, incidental, or any other damages whatsoever of any description or amount for MNPS's exercise of its right to terminate for convenience.

Termination for Funding

In the event MNPS, in its sole discretion, does not or cannot obtain or continue the funding for this Contract from any source or sources to allow for payment of the Work, MNPS may exercise one of the following alternatives:

- 1.1.1. Terminate this Contract effective upon a date specified in a Termination Notice;
or
- 1.1.2. Continue this Contract by reducing, through written notice to Contractor, the amount of this Contract and the scope of work, consistent with the nature, amount, and circumstances of the loss of funding.

Any termination or reduction of this Contract pursuant to this subsection shall not affect any obligations or liabilities of either Party accruing prior to such termination or reduction. MNPS shall not face any liability or penalty as a result of such termination or reduction of this Contract.

Governing Law/Venue

The validity, construction and effect of this Contract and any and all extensions and/or modifications thereof shall be governed by the laws of the State of Tennessee. Tennessee law shall govern regardless of any language in any attachment or other document that the Contractor may provide. Any action between the parties arising from this Contract shall be maintained in the courts of Davidson County, Tennessee.

Nathan Garrett
April 23, 2024
President
Tennessee College of Applied Technology Nashville

Sarah Chin
April 23, 2024
Chief Strategy Officer
Metro Nashville Public Schools

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Nashville and TENNESSEE TITANS**

Whereas, TENNESSEE TITANS and Tennessee College of Applied Technology Nashville (TCAT) are developing a long-term regional collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, TENNESSEE TITANS and TCAT are interested in working together to develop and implement a Governor's Investment in Vocational Education 3.0 (GIVE) grant program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster area of Construction.

Whereas, both TENNESSEE TITANS and TCAT recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, TENNESSEE TITANS is in the service area of TCAT; and

Whereas, TENNESSEE TITANS and TCAT are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE grant program participation in order to: 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, employment, and career advancement; 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships; 3) develop/expand industry recognized certification preparation and attainment; and 4) contribute to the Drive to 55 initiative by aligning training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Tennessee College of Applied Technology Nashville agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE Grant 3.0 Pathways to Accelerated Career Experiences (PACE).
- 2) Provide leadership for the planning, development, and implementation of the GIVE 3.0
- 3) Provide leadership for the development of a GIVE 3.0 Collaborative partners to plan activities and monitor achievement of measureable project outcomes
- 4) Conduct/facilitate GIVE 3.0 Collaborative partner's committee meetings to plan, organize and facilitate a Work-Based Learning continuum including: industry awareness, career awareness, career exploration, career preparation and career training in partnership with industry and our secondary educational partners (K-12).
 - a. Industry Awareness, Career awareness and Career exploration will be accomplished through the following activities:
 - I. Provide industry and career awareness through industry tours, trips, speakers and mentoring
 - II. Host events providing hands-on-learning experiences, trips and tours that promote technical education to families for career exploration
 - b. Career preparation and Career training will be accomplished through the following activities:
 - I. Job shadowing, capstone work-based learning, industry tours, and industry leaders guest speaking in classroom symposiums will provide high quality career preparation through focused learning
 - II. Externships, internships, apprenticeships and co-ops give students direct on-the-job training opportunities in their field of study providing the pinnacle of career training

- 5) Work with GIVE 3.0 Collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services
- 6) Work with GIVE 3.0 Collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines
- 7) Work with GIVE 3.0 Collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 8) Provide a framework by which GIVE 3.0 project initiatives will be evaluated and sustained

TENNESSEE TITANS agrees to collaborate in the following ways:

- Active participation in the GIVE Grant 3.0 TCAT Nashville's preparation to include assistance on career awareness, market GIVE related programs within MPNS, and other means to professionalize the learning space
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Assist with the development and implementation of the GIVE 3.0 grant Work-Based Learning continuum in areas of:
 - Industry awareness: i.e. participate in industry visits to job-site and/or high school.
 - Career awareness
 - Career exploration: i.e. provide staff to speak to students at their institution regarding the careers with your organization
 - Career preparation: i.e. assist with the development of project-based based learning activities for use in education/career training programs for students and instructors
- Provide resources to support education/training, such as facilities, subject matter experts
- Work with GIVE 3.0 Collaborative to promote outreach services and recruit students to higher education programs and appropriate disciplines



Nathan Garrett
DATE *April 25, 2024*
President
Tennessee College of Applied Technology Nashville



Johari Matthews
April 25, 2024
Vice President, ONE Community & Found.
Tennessee Titans

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Nashville and Empower Electric, LLC**

Whereas, Empower Electric and Tennessee College of Applied Technology Nashville (TCAT) are developing a long-term regional collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, Empower Electric and TCAT are interested in working together to develop and implement a Governor's Investment in Vocational Education 3.0 (GIVE) grant program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster area of Construction.

Whereas, both Empower Electric and TCAT recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, Empower Electric is in the service area of TCAT; and

Whereas, Empower Electric and TCAT are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE grant program participation in order to: 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, employment, and career advancement; 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships; 3) develop/expand industry recognized certification preparation and attainment; and 4) contribute to the Drive to 55 initiative by aligning training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Tennessee College of Applied Technology Nashville agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE Grant 3.0 Pathways to Accelerated Career Experiences (PACE).
- 2) Provide leadership for the planning, development, and implementation of the GIVE 3.0
- 3) Provide leadership for the development of a GIVE 3.0 Collaborative partners to plan activities and monitor achievement of measurable project outcomes
- 4) Conduct/facilitate GIVE 3.0 Collaborative partner's committee meetings to plan, organize and facilitate a Work-Based Learning continuum including: industry awareness, career awareness, career exploration, career preparation and career training in partnership with industry and our secondary educational partners (K-12).
 - a. Industry Awareness, Career awareness and Career exploration will be accomplished through the following activities:
 - I. Provide industry and career awareness through industry tours, trips, speakers and mentoring
 - II. Host events providing hands-on-learning experiences, trips and tours that promote technical education to families for career exploration
 - b. Career preparation and Career training will be accomplished through the following activities:
 - I. Job shadowing, capstone work-based learning, industry tours, and industry leaders guest speaking in classroom symposiums will provide high quality career preparation through focused learning
 - II. Externships, internships, apprenticeships and co-ops give students direct on-the-job training opportunities in their field of study providing the pinnacle of career training

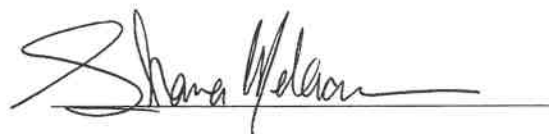
- 5) Work with GIVE 3.0 Collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services
- 6) Work with GIVE 3.0 Collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines
- 7) Work with GIVE 3.0 Collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 8) Provide a framework by which GIVE 3.0 project initiatives will be evaluated and sustained

Empower Electric agrees to collaborate in the following ways:

- Active participation in the GIVE Grant 3.0 TCAT Nashville's preparation to include assistance on space buildout, equipment purchases, and other means to professionalize the learning space.
- Work with GIVE Grant 3.0 partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- Identify in-demand industry-recognized certifications or credentials for employment used for hiring and promotion
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Assist with the development and implementation of the GIVE 3.0 grant Work-Based Learning continuum in areas of:
 - Industry awareness: i.e. participate in industry visits to job-site and/or high school.
 - Career awareness
 - Career exploration: i.e. provide staff to speak to students at their institution regarding the careers with your organization
 - Career preparation: i.e. assist with the development of project-based based learning activities for use in education/career training programs for students and instructors
 - Career training: i.e. provide one of the following; job shadowing, externships, capstone work-based learning, internships, or apprenticeships opportunities for students
- Share student/employee data with lead entity to be used for project evaluation and dissemination of outcomes/results of activities funded through the project
- Provide resources to support education/training, such as facilities, subject matter experts
- Work with GIVE 3.0 Collaborative to promote outreach services and recruit students to higher education programs and appropriate disciplines



Nathan Garrett
Date: *April, 25, 2024*
President
Tennessee College of Applied Technology Nashville



Shana Melancon
Date:
HR Director
Empower Electric

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Nashville and TURNER**

Whereas, TURNER and Tennessee College of Applied Technology Nashville (TCAT) are developing a long-term regional collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, TURNER and TCAT are interested in working together to develop and implement a Governor's Investment in Vocational Education 3.0 (GIVE) grant program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster area of Construction.

Whereas, both TURNER and TCAT recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, TURNER is in the service area of TCAT; and

Whereas, TURNER and TCAT are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE grant program participation in order to: 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, employment, and career advancement; 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships; 3) develop/expand industry recognized certification preparation and attainment; and 4) contribute to the Drive to 55 initiative by aligning training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Tennessee College of Applied Technology Nashville agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE Grant 3.0 Pathways to Accelerated Career Experiences (PACE).
- 2) Provide leadership for the planning, development, and implementation of the GIVE 3.0
- 3) Provide leadership for the development of a GIVE 3.0 Collaborative partners to plan activities and monitor achievement of measureable project outcomes
- 4) Conduct/facilitate GIVE 3.0 Collaborative partner's committee meetings to plan, organize and facilitate a Work-Based Learning continuum including: industry awareness, career awareness, career exploration, career preparation and career training in partnership with industry and our secondary educational partners (K-12).
 - a. Industry Awareness, Career awareness and Career exploration will be accomplished through the following activities:
 - I. Provide industry and career awareness through industry tours, trips, speakers and mentoring
 - II. Host events providing hands-on-learning experiences, trips and tours that promote technical education to families for career exploration
 - b. Career preparation and Career training will be accomplished through the following activities:
 - I. Job shadowing, capstone work-based learning, industry tours, and industry leaders guest speaking in classroom symposiums will provide high quality career preparation through focused learning
 - II. Externships, internships, apprenticeships and co-ops give students direct on-the-job training opportunities in their field of study providing the pinnacle of career training
- 5) Work with GIVE 3.0 Collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services

- 6) Work with GIVE 3.0 Collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines
- 7) Work with GIVE 3.0 Collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 8) Provide a framework by which GIVE 3.0 project initiatives will be evaluated and sustained

TURNER agrees to collaborate in the following ways:

- Active participation in the GIVE Grant 3.0 TCAT Nashville's preparation to include assistance on space buildout, equipment purchases, and other means to professionalize the learning space.
- Work with GIVE Grant 3.0 partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- Identify in-demand industry-recognized certifications or credentials for employment used for hiring and promotion
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Assist with the development and implementation of the GIVE 3.0 grant Work-Based Learning continuum in areas of:
 - Industry awareness: i.e. participate in industry visits to job-site and/or high school.
 - Career awareness
 - Career exploration: i.e. provide staff to speak to students at their institution regarding the careers with your organization
 - Career preparation: i.e. assist with the development of project-based based learning activities for use in education/career training programs for students and instructors
 - Career training: i.e. provide one of the following; job shadowing, externships, capstone work-based learning, internships, or apprenticeships opportunities for students
- Share student/employee data with lead entity to be used for project evaluation and dissemination of outcomes/results of activities funded through the project
- Provide resources to support education/training, such as facilities, subject matter experts
- Work with GIVE 3.0 Collaborative to promote outreach services and recruit students to higher education programs and appropriate disciplines

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Nathan Garrett
DATE 4/17/2024 | 09:19 PDT
President
Tennessee College of Applied Technology Nashville

DocuSigned by:

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Paul Lawson
DATE 4/17/2024 | 11:14 CDT
Vice President
Turner Construction Co.

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Nashville and Eclipse Construction**

Whereas, ECLISPE CONSTRUCTION and Tennessee College of Applied Technology Nashville (TCAT) are developing a long-term regional collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, ECLISPE CONSTRUCTION and TCAT are interested in working together to develop and implement a Governor's Investment in Vocational Education 3.0 (GIVE) grant program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster area of Construction.

Whereas, both ECLISPE CONSTRUCTION and TCAT recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, ECLISPE CONSTRUCTION is in the service area of TCAT; and

Whereas, ECLISPE CONSTRUCTION and TCAT are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE grant program participation in order to: 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, employment, and career advancement; 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships; 3) develop/expand industry recognized certification preparation and attainment; and 4) contribute to the Drive to 55 initiative by aligning training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Tennessee College of Applied Technology Nashville agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE Grant 3.0 Pathways to Accelerated Career Experiences (PACE).
- 2) Provide leadership for the planning, development, and implementation of the GIVE 3.0
- 3) Provide leadership for the development of a GIVE 3.0 Collaborative partners to plan activities and monitor achievement of measureable project outcomes
- 4) Conduct/facilitate GIVE 3.0 Collaborative partner's committee meetings to plan, organize and facilitate a Work-Based Learning continuum including: industry awareness, career awareness, career exploration, career preparation and career training in partnership with industry and our secondary educational partners (K-12).
 - a. Industry Awareness, Career awareness and Career exploration will be accomplished through the following activities:
 - I. Provide industry and career awareness through industry tours, trips, speakers and mentoring
 - II. Host events providing hands-on-learning experiences, trips and tours that promote technical education to families for career exploration
 - b. Career preparation and Career training will be accomplished through the following activities:
 - I. Job shadowing, capstone work-based learning, industry tours, and industry leaders guest speaking in classroom symposiums will provide high quality career preparation through focused learning
 - II. Externships, internships, apprenticeships and co-ops give students direct on-the-job training opportunities in their field of study providing the pinnacle of career training

- 5) Work with GIVE 3.0 Collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services
- 6) Work with GIVE 3.0 Collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines
- 7) Work with GIVE 3.0 Collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 8) Provide a framework by which GIVE 3.0 project initiatives will be evaluated and sustained

ECLISPE CONSTRUCTION agrees to collaborate in the following ways:

- Active participation in the GIVE Grant 3.0 TCAT Nashville's preparation to include assistance on space buildout, equipment purchases, and other means to professionalize the learning space.
- Work with GIVE Grant 3.0 partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- Identify in-demand industry-recognized certifications or credentials for employment used for hiring and promotion
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Assist with the development and implementation of the GIVE 3.0 grant Work-Based Learning continuum in areas of:
 - Industry awareness: i.e. participate in industry visits to job-site and/or high school.
 - Career awareness
 - Career exploration: i.e. provide staff to speak to students at their institution regarding the careers with your organization
 - Career preparation: i.e. assist with the development of project-based based learning activities for use in education/career training programs for students and instructors
 - Career training: i.e. provide one of the following; job shadowing, externships, capstone work-based learning, internships, or apprenticeships opportunities for students
- Share student/employee data with lead entity to be used for project evaluation and dissemination of outcomes/results of activities funded through the project
- Provide resources to support education/training, such as facilities, subject matter experts
- Work with GIVE 3.0 Collaborative to promote outreach services and recruit students to higher education programs and appropriate disciplines

DocuSigned by:

 4/24/2024
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Nathan Garrett
 April 23, 2024
 President
 Tennessee College of Applied Technology Nashville

DocuSigned by:

 4/24/2024
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Business Representative Eli Routh
 April 23, 2024
 TITLE Owner
 NAME OF ORGANIZATION
 Eclipse Construction Group

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Nashville and Perkins Construction**

Whereas, Perkins Construction and Tennessee College of Applied Technology Nashville (TCAT) are developing a long-term regional collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, Perkins Construction and TCAT are interested in working together to develop and implement a Governor's Investment in Vocational Education 3.0 (GIVE) grant program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster area of Construction.

Whereas, both Perkins Construction and TCAT recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, Perkins Construction is in the service area of TCAT; and

Whereas, Perkins Construction and TCAT are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE grant program participation in order to: 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, employment, and career advancement; 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships; 3) develop/expand industry recognized certification preparation and attainment; and 4) contribute to the Drive to 55 initiative by aligning training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Tennessee College of Applied Technology Nashville agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE Grant 3.0 Pathways to Accelerated Career Experiences (PACE).
- 2) Provide leadership for the planning, development, and implementation of the GIVE 3.0
- 3) Provide leadership for the development of a GIVE 3.0 Collaborative partners to plan activities and monitor achievement of measureable project outcomes
- 4) Conduct/facilitate GIVE 3.0 Collaborative partner's committee meetings to plan, organize and facilitate a Work-Based Learning continuum including: industry awareness, career awareness, career exploration, career preparation and career training in partnership with industry and our secondary educational partners (K-12).
 - a. Industry Awareness, Career awareness and Career exploration will be accomplished through the following activities:
 - I. Provide industry and career awareness through industry tours, trips, speakers and mentoring
 - II. Host events providing hands-on-learning experiences, trips and tours that promote technical education to families for career exploration
 - b. Career preparation and Career training will be accomplished through the following activities:
 - I. Job shadowing, capstone work-based learning, industry tours, and industry leaders guest speaking in classroom symposiums will provide high quality career preparation through focused learning
 - II. Externships, internships, apprenticeships and co-ops give students direct on-the-job training opportunities in their field of study providing the pinnacle of career training

- 5) Work with GIVE 3.0 Collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services
- 6) Work with GIVE 3.0 Collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines
- 7) Work with GIVE 3.0 Collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 8) Provide a framework by which GIVE 3.0 project initiatives will be evaluated and sustained

COMPANY agrees to collaborate in the following ways:

- Active participation in the GIVE Grant 3.0 TCAT Nashville's preparation to include assistance on space buildout, equipment purchases, and other means to professionalize the learning space.
- Work with GIVE Grant 3.0 partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- Identify in-demand industry-recognized certifications or credentials for employment used for hiring and promotion
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Assist with the development and implementation of the GIVE 3.0 grant Work-Based Learning continuum in areas of:
 - Industry awareness: i.e. participate in industry visits to job-site and/or high school.
 - Career awareness
 - Career exploration: i.e. provide staff to speak to students at their institution regarding the careers with your organization
 - Career preparation: i.e. assist with the development of project-based based learning activities for use in education/career training programs for students and instructors
 - Career training: i.e. provide one of the following; job shadowing, externships, capstone work-based learning, internships, or apprenticeships opportunities for students
- Share student/employee data with lead entity to be used for project evaluation and dissemination of outcomes/results of activities funded through the project
- Provide resources to support education/training, such as facilities, subject matter experts
- Work with GIVE 3.0 Collaborative to promote outreach services and recruit students to higher education programs and appropriate disciplines



Nathan Garrett
DATE *April, 5th 2024*
President
Tennessee College of Applied Technology Nashville



McGuire Perkins
April 5, 2024
President
Perkins Construction

**Memorandum of Understanding
Between
Tennessee College of Applied Technology Nashville and Tudor Building Group**

Whereas, TUDOR BUILDING GROUP and Tennessee College of Applied Technology Nashville (TCAT) are developing a long-term regional collaborative that includes higher education, area employers, economic development and workforce agencies, and local/regional K-12 systems.

Whereas, TUDOR BUILDING GROUP and TCAT are interested in working together to develop and implement a Governor's Investment in Vocational Education 3.0 (GIVE) grant program that will identify and address local/regional workforce needs and skills gaps in local workforce pools in the career cluster area of Construction.

Whereas, both TUDOR BUILDING GROUP and TCAT recognize that business engagement in the education and training of workers is key to successful labor market outcomes, and that long-term sustainability planning for successful initiatives and interventions is critical and will continue to serve the community beyond the grant period.

Whereas, TUDOR BUILDING GROUP is in the service area of TCAT; and

Whereas, TUDOR BUILDING GROUP and TCAT are interested in signing a memorandum of understanding outlining roles and responsibilities of each organization and partnering to demonstrate interest and capacity for GIVE grant program participation in order to: 1) enhance, expand, and/or develop academic programs that create viable educational and career pathways that lead to industry-recognized credentials, employment, and career advancement; 2) develop and implement a collaborative, meaningful, and structured continuum of work-based learning (WBL) experiences, including development and/or expansion of internships, co-ops, apprenticeships, and externships; 3) develop/expand industry recognized certification preparation and attainment; and 4) contribute to the Drive to 55 initiative by aligning training and program goals with postsecondary credentials.

Now Therefore, each party agrees to the following:

Tennessee College of Applied Technology Nashville agrees to collaborate in the following ways:

- 1) Serve as lead entity and fiscal agent for the GIVE Grant 3.0 Pathways to Accelerated Career Experiences (PACE).
- 2) Provide leadership for the planning, development, and implementation of the GIVE 3.0
- 3) Provide leadership for the development of a GIVE 3.0 Collaborative partners to plan activities and monitor achievement of measurable project outcomes
- 4) Conduct/facilitate GIVE 3.0 Collaborative partner's committee meetings to plan, organize and facilitate a Work-Based Learning continuum including: industry awareness, career awareness, career exploration, career preparation and career training in partnership with industry and our secondary educational partners (K-12).
 - a. Industry Awareness, Career awareness and Career exploration will be accomplished through the following activities:
 - I. Provide industry and career awareness through industry tours, trips, speakers and mentoring
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 - b. Career preparation and Career training will be accomplished through the following activities:
 - I. Job shadowing, capstone work-based learning, industry tours, and industry leaders guest speaking in classroom symposiums will provide high quality career preparation through focused learning
 - II. Externships, internships, apprenticeships and co-ops give students direct on-the-job training opportunities in their field of study providing the pinnacle of career training

- 5) Work with GIVE 3.0 Collaborative partners to prepare students with academic and other workplace readiness skills, including time management training, reading and math skill development, individual and group tutoring, advising and career counseling, and job placement services
- 6) Work with GIVE 3.0 Collaborative partners to develop and conduct outreach services and recruit students to higher education programs and appropriate disciplines
- 7) Work with GIVE 3.0 Collaborative partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- 8) Provide a framework by which GIVE 3.0 project initiatives will be evaluated and sustained

TUDOR BUILDING GROUP agrees to collaborate in the following ways:

- Active participation in the GIVE Grant 3.0 TCAT Nashville's preparation to include assistance on space buildout, equipment purchases, and other means to professionalize the learning space.
- Work with GIVE Grant 3.0 partners to align and map education/training program curriculum and credentialing requirements to industry standards and needs
- Identify in-demand industry-recognized certifications or credentials for employment used for hiring and promotion
- Participate in the planning and execution of GIVE 3.0 grant project evaluation
- Assist with the development and implementation of the GIVE 3.0 grant Work-Based Learning continuum in areas of:
 - Industry awareness: i.e. participate in industry visits to job-site and/or high school.
 - Career awareness
 - Career exploration: i.e. provide staff to speak to students at their institution regarding the careers with your organization
 - Career preparation: i.e. assist with the development of project-based based learning activities for use in education/career training programs for students and instructors
 - Career training: i.e. provide one of the following; job shadowing, externships, capstone work-based learning, internships, or apprenticeships opportunities for students
- Share student/employee data with lead entity to be used for project evaluation and dissemination of outcomes/results of activities funded through the project
- Provide resources to support education/training, such as facilities, subject matter experts
- Work with GIVE 3.0 Collaborative to promote outreach services and recruit students to higher education programs and appropriate disciplines

Nathan Garrett
 April 23, 2024
 President
 Tennessee College of Applied Technology Nashville

Business Representative
 April 23, 2024
 TITLE *PRESIDENT*
 NAME OF ORGANIZATION *TUDOR BUILDING GROUP*



Career and Technical Education | High Skill, High Wage, High Demand Careers

April 24, 2024

Tennessee Higher Education Commission
312 Rosa L Parks Ave.
Nashville, TN 37243

RE: SUSTAINABILITY COMMITMENT

The Pathways to Accelerate Career Experiences (PACE) is a collaboration between TCAT Nashville, Metropolitan Public Schools, and the Nashville Chamber of Commerce. PACE is designed to create embedded dual enrollment pathways that will increase dual enrollment and work-based learning. This collaborative has a long-standing relationship that has grown dual enrollment offerings in 5 MNPS high schools. PACE will allow this collaboration to expand in an additional 2 high schools focusing on in-demand career training programs. This collaborative will continue dual enrollment and work-based learning efforts beyond the 48 months of GIVE 3.0. PACE is excited to grow our existing partnership to serve more secondary students and industry partners in Northern Middle Tennessee.

A handwritten signature in blue ink, appearing to read "Nathan Garrett", written over a horizontal line.

Nathan Garrett
President
TCAT Nashville

A handwritten signature in blue ink, appearing to read "Sarah Chin", written over a horizontal line.

Sarah Chin
Chief Strategy Officer
MNPS

A handwritten signature in blue ink, appearing to read "Stephanie Coleman", written over a horizontal line.

Stephanie Coleman
Chief Talent Development
Officer
Nashville Chamber of
Commerce

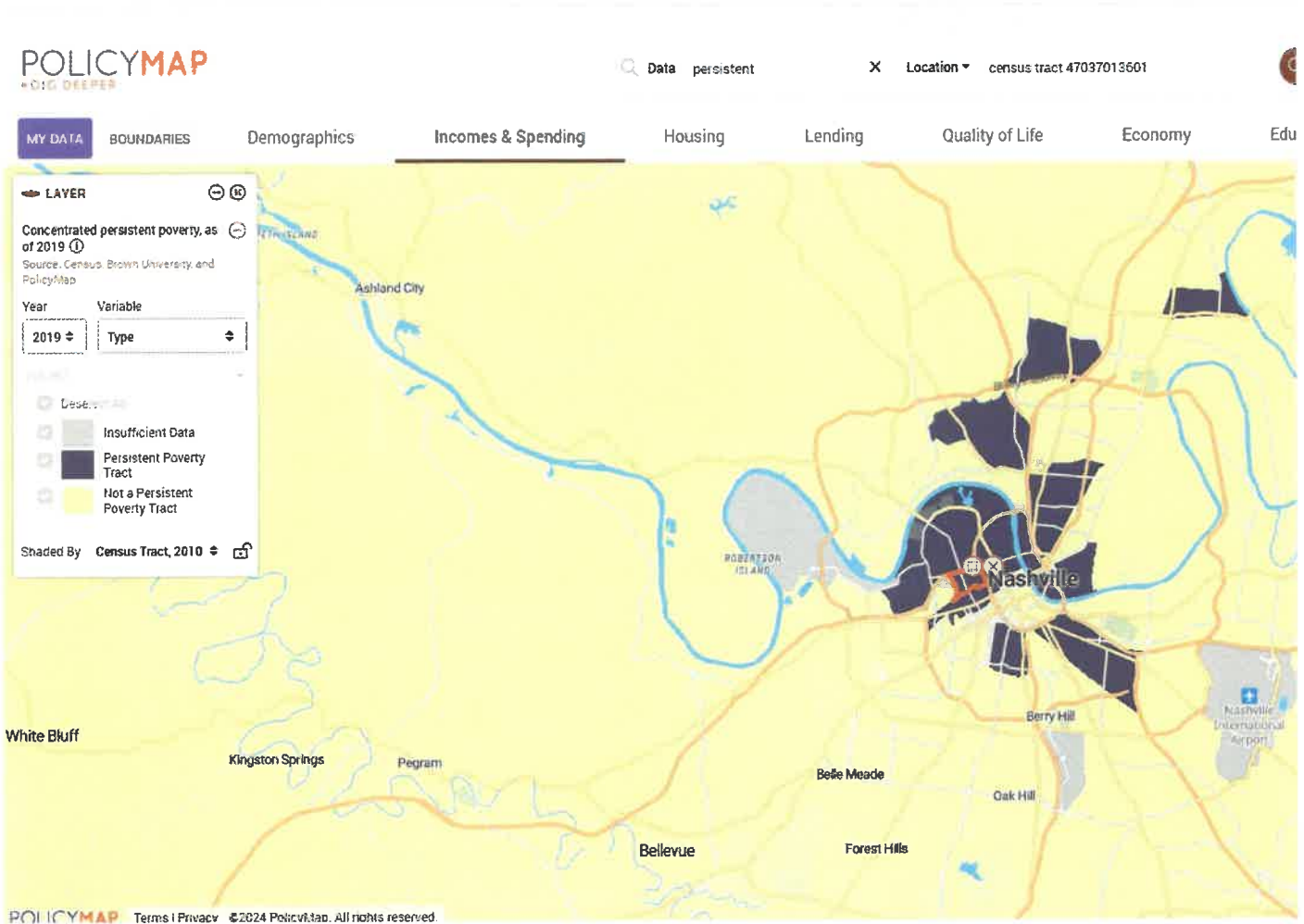
100 White Bridge Road | Nashville, TN 37209 | Phone: 615-425-5500 | Fax: 615-425-5580 | www.TCATNashville.edu

Tennessee College of Applied Technology Nashville does not discriminate on the basis of race, color, religion, creed, ethnicity or national origin, sex, disability, age, status as a protected veteran or any other class protected by Federal or State laws and regulations and by Tennessee Board of Regents policies with respect to employment, programs, and activities. The Vice President has been designated to handle inquiries regarding nondiscrimination policies: Human Resources, TCAT Nashville, 100 White Bridge Road, Nashville, TN 37209, 615-425-5540. The Tennessee College of Applied Technology Nashville policy on nondiscrimination can be found at <http://www.tcatnashville.edu/about/nondiscrimination-statement>.

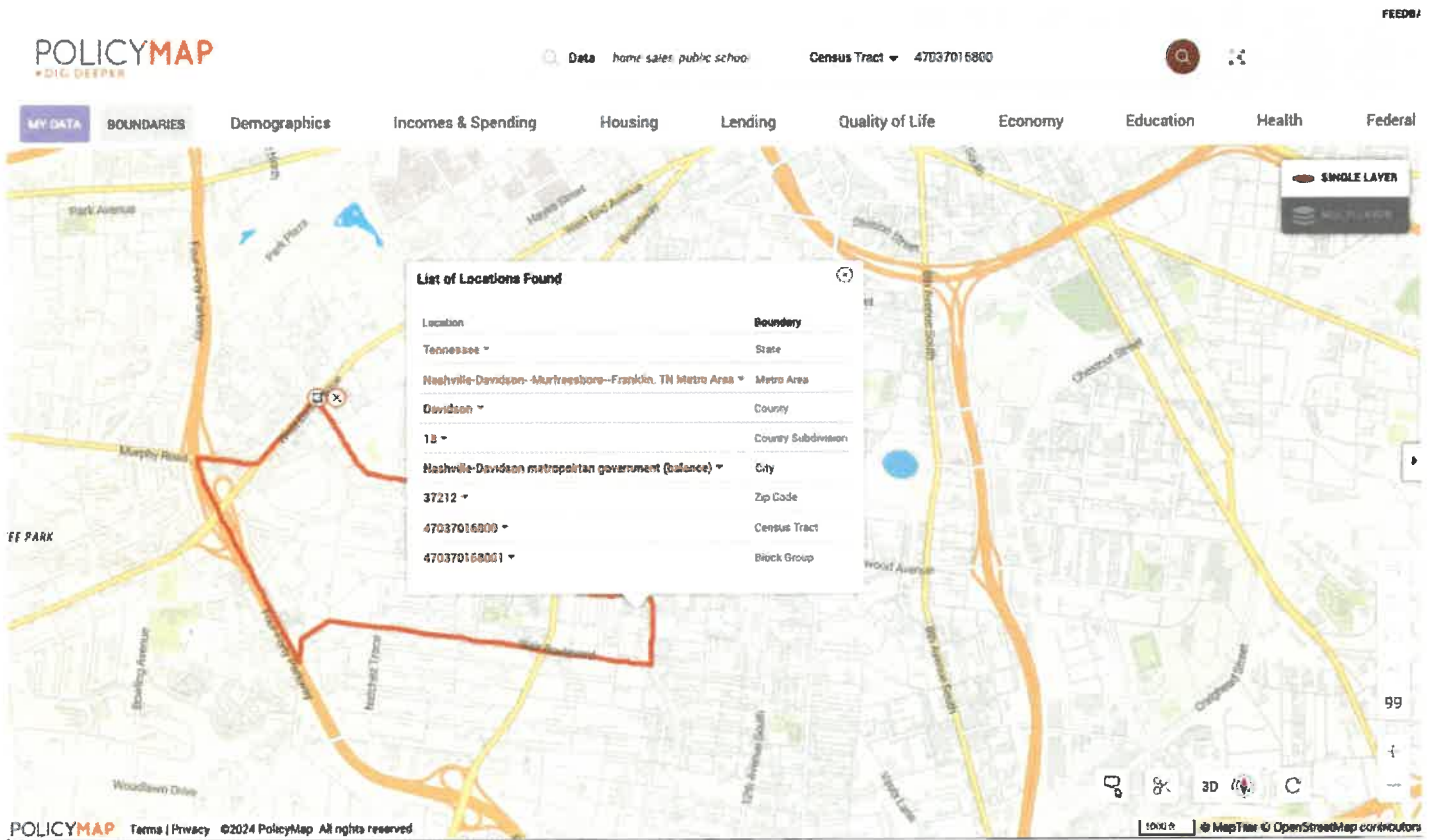
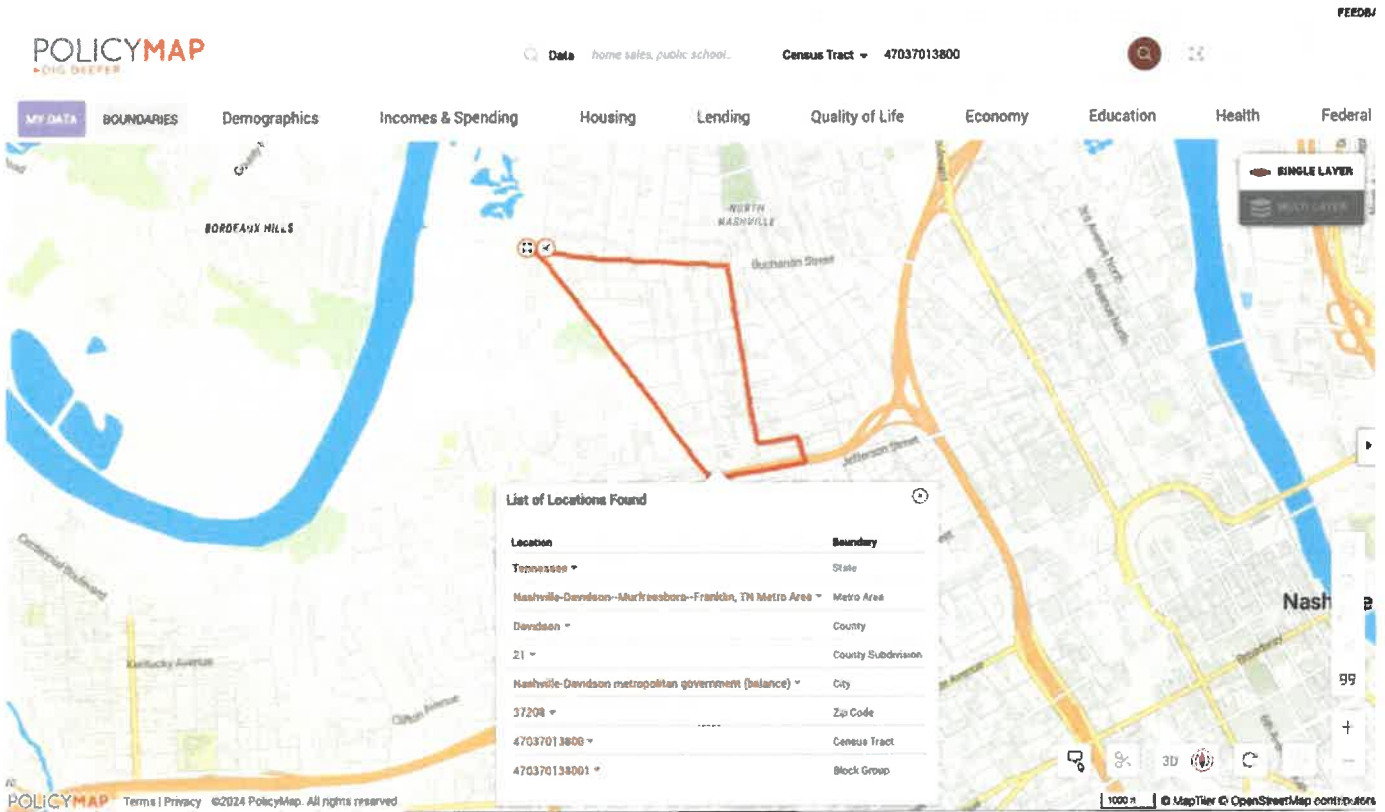
EOE/AA/Title IX/Title VII/ADA Employer
"A Tennessee Board of Regents Institution"

McGavock and Glencliff high schools serve students residing in 7 different persistent poverty census tracts. According to the census tract data, the following zip codes will be served by this proposal.

Census Tract Zip Codes	Persistent Poverty Census Tracts	High School
37115	47037010802	McGavock
37203	47037014400	McGavock
37206	47037012100	McGavock
37207	47037012701	McGavock
37208	47037013800	Glencliff
37212	47037016800	Glencliff
37217	47037015637	Glencliff



Glenclyff High School





- MY DATA
- BOUNDARIES
- Demographics
- Incomes & Spending
- Housing
- Lending
- Quality of Life
- Economy
- Education
- Health
- Federal

List of Locations Found

Location	Boundary
Tennessee	State
Nashville-Davidson-Murfreesboro-Franklin, TN Metro Area	Metro Area
Davidson	County
29	County Subdivision
Nashville-Davidson metropolitan government (balance)	City
37217	Zip Code
47037015637	Census Tract
470370156371	Block Group

McGavock High School

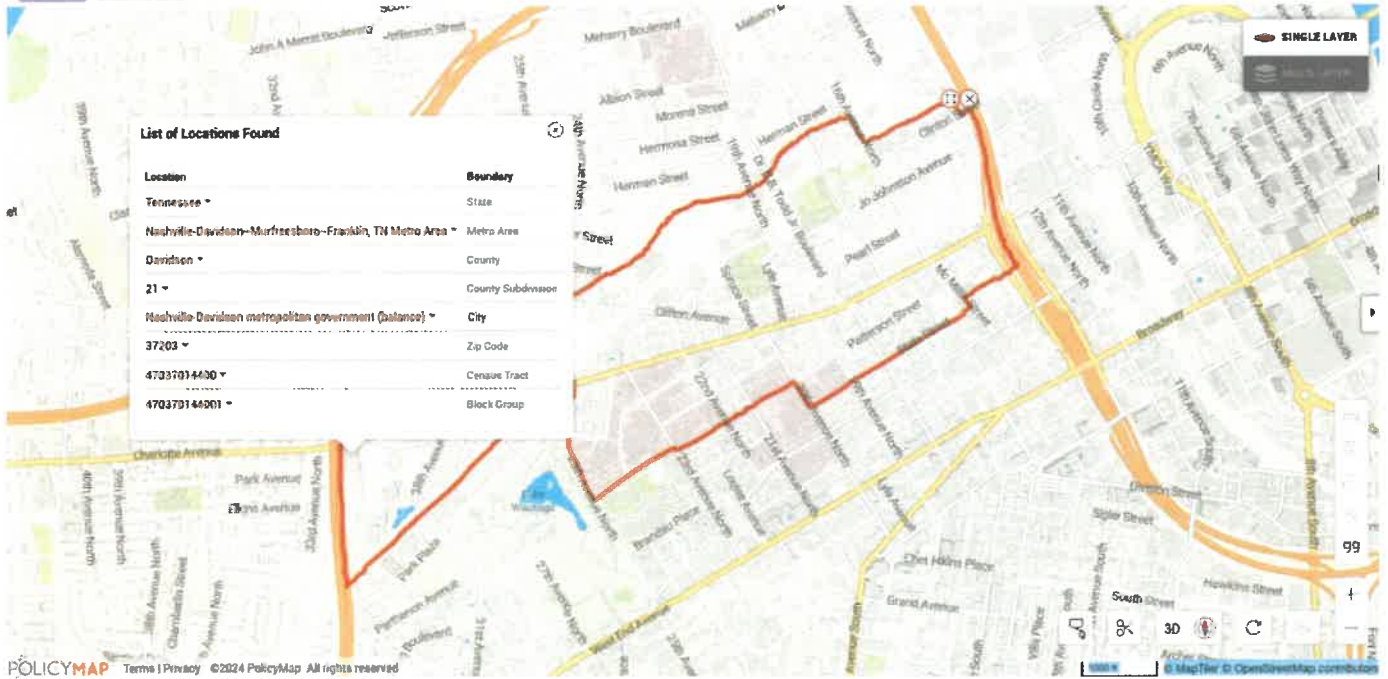
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POLICYMAP
DIG DEEPER

Data home sales public school Census Tract 47037014400



MY DATA BOUNDARIES Demographics Incomes & Spending Housing Lending Quality of Life Economy Education Health Federal



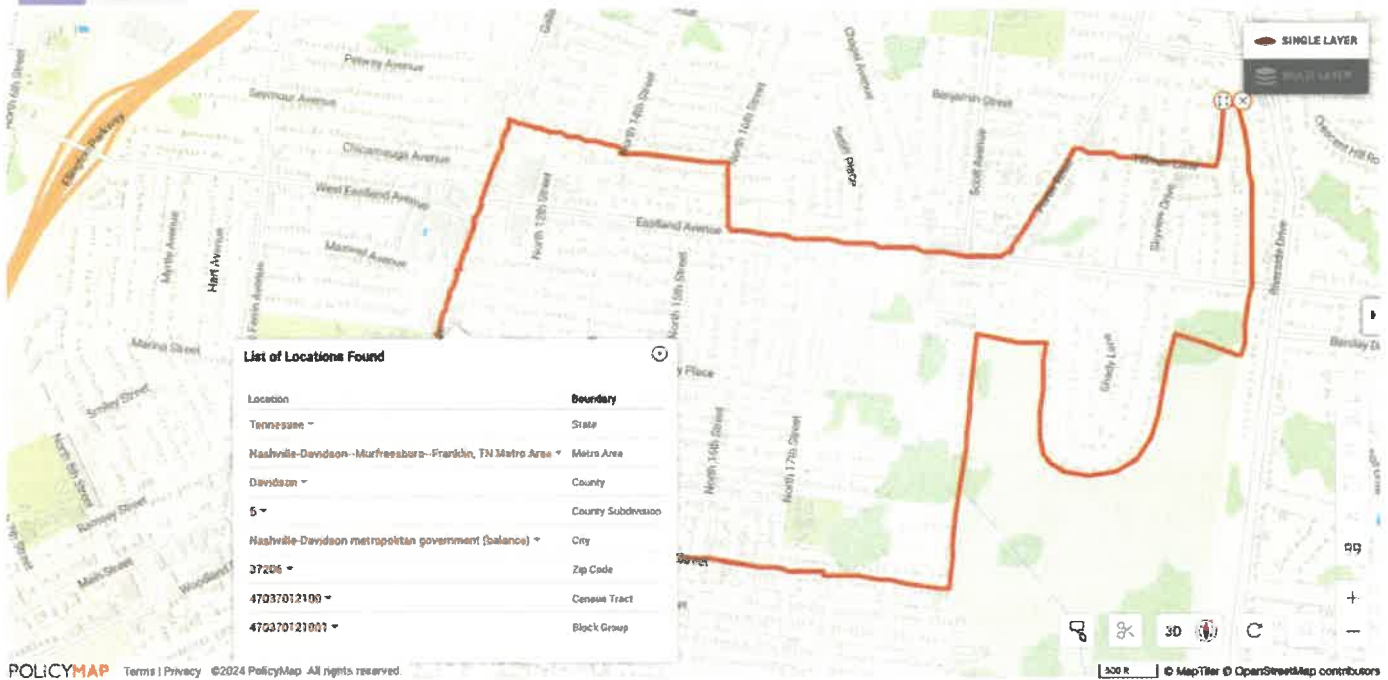
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POLICYMAP
DIG DEEPER

Data home sales public school Census Tract 47037012100



MY DATA BOUNDARIES Demographics Incomes & Spending Housing Lending Quality of Life Economy Education Health Federal



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