

Tennessee College of Applied Technology at Jacksboro

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

PATH – Providing Appalachian Training in Healthcare

Lead Entity: Tennessee College of Applied Technology at Jacksboro

Fiscal Agent: Tennessee College of Applied Technology at Jacksboro

IN PARTNERSHIP WITH:

1. East Tennessee Human Resource Agency
Campbell County Chamber of Commerce
(Workforce/Economic Development Agency)
2. Tennessee College of Applied Technology at Jacksboro
Roane State Community College
Lincoln Memorial University
East Tennessee State University
(Higher Education Institutions)
3. Campbell County School District
Claiborne County School District
Anderson County School District
(LEA/School District)
4. LaFollette Medical Center
Tennova LaFollette Health and Rehabilitation Center^{*}
Beech Tree Health and Rehabilitation Center
Cumberland Village Health and Rehabilitation Center
(Employer Partners)

Project Director: Tim Smith

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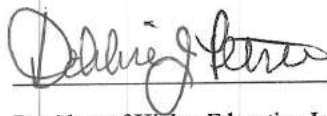
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Funding Requested:

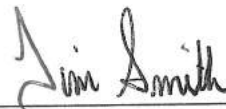
\$2,000,000



President of Higher Education Institution

Dr. Debbie Petree, President TCAT Jacksboro

(Fiscal Agent/Lead Entity)



Project Director

Tim Smith, VP of College and Student Affairs TCAT Jacksboro

(Fiscal Agent/Lead Entity)

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PATH – Providing Appalachian Training in Healthcare

PATH is a collaborative attempt to Provide Appalachian Training in Healthcare. Post COVID-19 demand for healthcare workers has increased with low supply. This problem is particularly acute in rural areas. PATH addresses this issue with a comprehensive plan from elementary school career exploration to graduate training in four-year institutions. The TCAT at Jacksboro will create partnerships that encourage and inspire lifelong learners to pursue high skill, high wage, high demand careers in healthcare. Together with local K-12 school systems, the ETHRA's Workforce Services, Roane State CC, regional healthcare providers, and regional university partners, health career opportunities will be encouraged and explored. Pathways will be established for rural healthcare workers in East Tennessee.

PATH will begin with career awareness and exploration in the K-6 partners with a curriculum encouraging post-secondary training in healthcare careers. Presenters from industry will be a work-based learning component. Middle school students will participate in weeklong camps, tours of post-secondary offerings, and work-based learning field trips with local employers. High school students will engage in dual enrollment opportunities at TCAT Jacksboro and RSCC. Embedded in these dual enrollment programs will be attainment of stackable credentials and work-based learning experiences with local employers. Articulation from the TCAT healthcare programs to RSCC will be promoted. Articulation with East Tennessee State University and Lincoln Memorial University will be developed including class offerings on the TCAT campus to reduce the travel burden and foster a localized educational experience.

Providing Appalachian Training in Healthcare - Proposal

Section 1: Demonstration of Need

Localized Data Demonstrating the Need for Action

Providing Appalachian Training in Healthcare (PATH) grant activities are aligned to the Drive to 55 initiatives in Tennessee created under Governor Bill Haslam which set a goal to equip 55% of Tennesseans with a certificate or college degree. According to the Tennessee Higher Education Commission's (THEC) Academic Supply and Occupational Demand Report (Appendix C), Emergency Medical Technicians (EMT), Licensed Practical Nurses (LPN), and Medical Record Specialists trained in Administrative Office Technology's Medical Coding and Billing (AOT) are occupations with high employer demand in East Tennessee. Campbell, Claiborne, and Anderson Counties (tri-county area) all are in the East Tennessee region. The Tennessee Department of Labor and Workforce Development (TNLWD) Jobs4TN website (Appendix D) shows there are 6646 openings for Registered Nurses, 1566 Licensed Practical Nurses, 1100 Certified Nurse Assistants, and 305 Emergency Medical Technicians statewide. TNLWD's Hot Jobs 2026 statistics show high employer demand in the East Tennessee region for Licensed Practical Nurses. The Tennessee Department of Economic and Community Development (TNECD) County Profile Tool (Appendix E) reports college going rates for Campbell County (46.5%) and Claiborne County (58.7%) are below the state rate of 63.4%. Anderson County is just above the state average at 67.7%. The Tennessee Higher Education Commission (THEC) 2024 Higher Education County Profiles (Appendix F) show the percentage of Tennesseans with some college is 20.8%, associate's or higher is 38.8%, and bachelor's or higher is 30.6%. Campbell County is above state averages for "some college" but falls below the average in associate and bachelor's degree attainment. Claiborne County is below state averages in all three categories. Anderson

County is above state averages for “some college” but falls below the average in associates and bachelor’s attainment. Campbell County is listed as an at-risk county by the TNECD (Appendix G) with 5 census tracts and 6 zip codes that show persistent poverty according to the US Census Bureau. Claiborne County is listed as an at-risk county by the TNECD with 4 census tracts and 7 zip codes that show persistent poverty according to the US Census Bureau. Anderson County is listed as a transitional county by the TNECD with 3 census tracts and 5 zip codes that show persistent poverty according to the US Census Bureau. The median household income in Tennessee according to the United States Census Bureau is \$54,833. The TNECD (Appendix E) lists median income for households in Campbell (\$41,769), Claiborne (\$37,954), and Anderson (\$52,338) as below the standard. High skill, high wage, and high demand jobs are available in these counties. The East Tennessee Human Resources Agency’s (ETHRA) Workforce Services has identified high demand for health occupations in the East Tennessee region. TNECD finds healthcare fields are among the top 5 employers in each of these counties.

Clear Linkages Between Grant Activities and Local/Regional Needs

PATH activities establish a goal of creating a pipeline of career ready employees in healthcare for the region. The grant will follow the Tennessee Department of Education’s (TDOE) Work Based Learning (WBL) activities paradigm (Appendix H). Grant activities begin with elementary school exploration learning about work through a career awareness/work ethics curriculum. Middle school students will progress from WBL exploration to immersion as they learn for work in summer camps. High school and adult learners will learn through work and eventual credit-bearing/” capstone” experiences in career training via dual enrollment, job shadowing, and apprenticeships which have certifications and diplomas embedded. All activities will carry emphasis on high skill, high wage, high demand health careers in the tri-county area.

Section 2: Program Plan

The Tennessee College of Applied Technology at Jacksboro's (TCAT) PATH will provide an increase in students entering high skill, high wage, high demand healthcare fields in Campbell, Claiborne, and Anderson counties as well as the East Tennessee region.

Detailed Summary of Proposed Program

1. A PATH coordinator will work with elementary schools in the tri-county region to establish a career exploration curriculum supporting healthcare fields in demand locally. The program will utilize WBL principles as designated by the TNDOE (Appendix H) including industry and career awareness. The curriculum will include learning objectives outlined in the Personalized Learning Plan produced by the TNDOE in January 2015. Learning objectives include application of academic and technical knowledge and skills, career knowledge and navigation skills, 21st century learning and innovation skills, and personal and social skills. The latter will introduce "soft" skills through a work ethics training provided by TCAT (Appendix I). This will establish work readiness as students advance toward immersive WBL experiences. Assessment of student learning will be accomplished through oral and written discussion as well as hands-on activities designed to exhibit understanding of concepts taught.
2. Career exploration is the next step. PATH provides middle school age students with camps that will be planned by the PATH Coordinator. Weeklong opportunities for students to learn about work, learn for work, and learn through work will be featured. Learning about work activities include industry visits and tours. Learning for work includes work ethics training and First Aid/CPR with American Heart Association certification. This represents a credit bearing "capstone" experience. Learning through

work at TCAT and Roane State Community College (RSCC) will include hands-on activities. Camp participants will be introduced to post-secondary healthcare opportunities in the tri-county area including TCAT, RSCC, Lincoln Memorial University (LMU), and East Tennessee State University (ETSU). This bridges career exploration to career immersion in WBL.

3. Dual enrollment opportunities for high school students represent the progression from career preparation to career training. Dual enrollment in healthcare careers may include but is not limited to Administrative Office Technology's (AOT) Medical Administrative Assistant Diploma, Nurse Assistant (CNA), Emergency Medical Technology (EMT), Licensed Practical Nursing (LPN), and Pharmacy Technology (PHT) at TCAT. Students will have the opportunity to earn stackable credentials and certifications in each of these programs. A WBL counselor will provide immersion through job shadowing, clinical experiences, and apprenticeships with industry partners. Each of the TCAT programs includes clinical experiences built into the curriculum. Certifications in each program will be valuable additions to students' portfolios.
4. The penultimate step in the PATH program will involve transitions to continue matriculation in the healthcare sector. The PATH coordinator will recruit students to pursue Registered Nurse (RN) training and Bachelors of Science in Nursing (BSN). The goal will be to pursue further education to fill industry needs in all levels of healthcare for the tri-county region.

Initial steps in the PATH program create interest and awareness of healthcare fields in elementary grades. Exploration of those careers will continue in middle school. Career preparation will take place in high school helping provide employers with high demand

nurse assistants as well as first level pharmacy workers and medical administrative help. TCAT will continue to fill high skill, high wage, high demand employment opportunities for Licensed Practical Nurses, Pharmacy Technicians, and Medical Administrative Assistants for the tri-county region. RSCC will provide articulation pathways in RN, Paramedic, and Medical Coding Associate's Degrees. The Tennessee Transfer Pathway has established articulation from RSCC to ETSU where a BSN is available. LMU provides a pathway as well for RN to BSN. The PATH coordinator will guide students through these healthcare pathways providing awareness, exploration, preparation, and training for all high skill, high wage, high demand healthcare careers in the tri-county region. Some students will fill a need and remain in that role while others will progress along the pathway to supply all levels of regionally in demand healthcare workers.

Detailed Project Timeline and Overview (Appendix J)

Year 1 – Quarter 1 - The timeline for the grant begins in September 2024 with the posting and hiring of a PATH coordinator position. The PATH coordinator will maintain accurate records and serve as the liaison to all collaborative partners and THEC for the life of the grant. In October 2024, quarterly meetings of the grant steering committee begin with the introduction of the PATH coordinator. The steering committee meetings will be ongoing quarterly for the life of the grant in October, January, April, and July. The PATH coordinator will conduct initial individual meetings with all collaborative partners by December 2024. Initial purchase of equipment/supplies required for grant objectives will begin. The benefits of RN and EMT articulation with RSCC will be presented to the incoming LPN class at TCAT with updates to articulation throughout the life of the grant.

Year 1 – Quarter 2 – The PATH coordinator will develop a Career Awareness/Work Ethics curriculum with emphasis in health careers for implementation in Campbell County and Claiborne County grades K-6. The curriculum will include guest speakers from industry partners with emphasis in health careers for career knowledge. Age-appropriate work ethics lessons will be developed to satisfy work readiness experiences as outlined in the TNDOE WBL Framework. Lessons will be coordinated with elementary school personnel and will be ongoing for the life of the grant. Technology purchased for implementation in each school system occurs in this quarter.

Year 1 – Quarter 3 – The PATH coordinator will develop curriculum and activities for middle school camps for 7th and 8th graders in Campbell and Claiborne County schools. The camps will provide a four-day career readiness experience for middle school students chosen by school counselors. Middle school personnel will be identified as camp counselors from each of the participating schools. Camp attendees will experience career exploration/awareness through hands-on activities in each of the TCAT's programs with emphasis in health careers. Attendees will visit the Campbell County campus of RSCC for career exploration activities with emphasis in health careers developed in conjunction with the RSCC campus director. Attendees will develop industry awareness through tours of local industry partners with emphasis in health careers. First Aid/CPR classes will be conducted during the camp to allow for an industry certification as a credit bearing/"capstone" experience. Attendees will traverse from career exploration to immersion through the camp experience. The camps in Campbell County and Claiborne County will be ongoing through the life of the grant. The PATH Coordinator will develop an in-service presentation for secondary education partners. A WBL Counselor will be hired in this quarter to assist with pathways for industry partners.

Year 1 – Quarter 4 – The PATH Coordinator will be overseeing the middle school camps in Campbell and Claiborne counties during this quarter. In addition, an informative in-service presentation for Campbell and Claiborne school system partners will be presented for the new school year including a grant overview and activity updates. TCAT students will be recruited for RSCC articulation by the PATH Coordinator.

Year 2 – Quarter 1 – The PATH Coordinator will implement the WBL career awareness/work ethics curriculum with emphasis on health careers in Campbell and Claiborne County elementary schools in the service area. Student articulation to RSCC begins in RN, Medical Coding, and Paramedic. The PATH Coordinator will begin articulation work with LMU and ETSU providing a pathway to a Bachelor of Science in Nursing (BSN) degree.

Year 2 – Quarter 2 – The PATH Coordinator and WBL Counselor will meet with industry partners to prepare job shadowing, apprentice assignments, etc. in Campbell and Claiborne counties. Expansion plans will be developed for middle school camps at select Anderson County schools. This includes selecting camp counselors and industry partners in Anderson County.

Year 2 – Quarter 3 – The PATH Coordinator and WBL Counselor will implement job shadow, apprentice assignments, etc. for TCAT students with industry partners in Campbell and Claiborne counties. The PATH coordinator will prepare for Year 2 of middle school camps in Campbell and Claiborne Counties and prepare the addition of Anderson County.

Year 2 – Quarter 4 – The PATH Coordinator will be overseeing the middle school camps in Campbell, Claiborne, and Anderson Counties during this quarter. The PATH Coordinator will expand their in-service presentation to include Anderson County Schools. Student interest will be identified for RSCC, LMU, and ETSU articulation opportunities.

Year 3 – Quarter 1 – The PATH Coordinator will prepare the WBL career awareness/work ethics curriculum with emphasis on health careers to expand to Anderson County elementary schools in the service area. The PATH Coordinator will conduct in-person individual meetings with collaborative partners seeking specific feedback on grant activities. A portion of RSCC articulation opportunities begin at the TCAT campus.

Year 3 – Quarter 2 – The PATH Coordinator and WBL Counselor will meet with industry partners to prepare WBL job shadow, apprentice assignments, etc. in Anderson County. The PATH Coordinator will implement recommendations from individual meetings with collaborative partners.

Year 3 – Quarter 3 – The PATH Coordinator and WBL Counselor will implement job shadow, apprentice assignments, etc. for secondary students with industry partners in Campbell, Claiborne, and Anderson Counties. The PATH coordinator will prepare for Year 3 of middle school camps in Campbell and Claiborne Counties and Year 2 in Anderson County.

Year 3 – Quarter 4 – The PATH Coordinator will oversee middle school camps in Campbell, Claiborne, and Anderson Counties during this quarter. Student interest will be identified for RSCC, LMU, and ETSU articulation opportunities. The PATH coordinator and WBL Counselor will begin to develop a sustainability plan for continuation of grant activities following Year 4.

Year 4 – Quarter 1 – Students who have matriculated with either TCAT, RSCC or a combination of both will pursue a BSN at either LMU or ETSU with at least a portion of the curriculum to be taught on the campus of TCAT. WBL opportunities with industry partners for TCAT and RSCC dual enrollees will be implemented. The PATH Coordinator will conduct in-person individual meetings with collaborative partners seeking feedback.

Year 4 – Quarter 2 – The PATH Coordinator will present plans for sustainability of grant activities to steering committee for input. Career Awareness/Work Ethics curriculum and WBL activities continue. The PATH Coordinator will implement recommendations from individual meetings with collaborative partners.

Year 4 – Quarter 3 – The PATH Coordinator begins enlisting past PATH participants in grant activities including steering committee meetings, in-service presentations, and middle school camps highlighting how future advancement through the program takes place.

Year 4 – Quarter 4 – Middle school camps will continue. The PATH Coordinator and WBL Counselor will present a final Sustainability Plan for the continuation of PATH activities.

Identify Key Objectives for Each Phase of the Project and Describe How They Will Be Measured

Year 1 – The PATH Grant Coordinator will be hired. The steering committee quarterly meetings will begin. A WBL Counselor will be hired to assist with pathways for industry partners. Four one-week middle school camps will serve 50 students. Two in-service presentations will be given. The career awareness/work ethics curriculum with emphasis on health careers will serve six (6) elementary schools grades K-6 in Campbell and Claiborne Counties. Five (5) TCAT graduates from LPN or EMT will begin RSCC articulation.

Year 2 – Five one-week middle school camps will serve 65 students. Three in-service presentations will be given. The career awareness/work ethics curriculum with emphasis on health careers will serve ten (10) elementary schools grades K-6 will continuing in Campbell and Claiborne Counties and beginning in Anderson County. Twenty (20) secondary students from Campbell and Claiborne Counties will participate in WBL activities with industry partners. Ten

(10) TCAT Jacksboro graduates from LPN or EMT will begin articulation at RSCC, LMU, or ETSU.

Year 3 - Five one-week middle school camps will serve 65 students. Three in-service presentations will be given. The career awareness/work ethics curriculum with emphasis on health careers will serve ten (10) elementary schools grades K-6 in Campbell, Claiborne, and Anderson Counties. Thirty (30) secondary students from Campbell, Claiborne, and Anderson Counties will participate in WBL activities with industry partners. Fifteen (15) TCAT graduates from LPN or EMT will begin articulation at RSCC, LMU, or ETSU.

Year 4 – Two (2) past PATH participants will be recruited to serve on the steering committee. Five one-week middle school camps will serve 65 students. Three in-service presentations will be given. The career awareness/work ethics curriculum with emphasis on health careers serving ten (10) elementary schools grades K-6 will continue in Campbell, Claiborne, and Anderson Counties. Forty (40) secondary students from Campbell, Claiborne, and Anderson Counties will participate in WBL activities with industry partners. Twenty (20) TCAT graduates from LPN or EMT will begin articulation at RSCC, LMU, or ETSU. A Sustainability Plan will be presented and adopted by the steering committee.

Project Governance and Accountability Plan

The steering committee is comprised primarily of grant partners included in the MOU and will provide oversight. Each will carry a vote in decision-making for the life of the grant. They will meet quarterly beginning in the first quarter of the grant. Recommendations for fine tuning the activities of the grant will be considered at each meeting. TCAT will set the meeting dates in consultation with committee members with at least two in-person meetings and an online option

available for the other quarterly meetings. The PATH Coordinator will conduct the meetings as the project director. Once hired, the WBL counselor will report to the committee as well.

Overview and Structure of Work-Based Learning (WBL) Program

The PATH grant aligns with community needs for Campbell, Claiborne, and Anderson Counties. The MOU clearly states that employers will offer capstone WBL experiences such as internships, co-ops, registered apprenticeships, and clinicals. The WBL program in PATH is designed to follow the TNDOE WBL framework with an emphasis on healthcare. The career awareness/work ethics curriculum begins exploration and industry awareness with guest speakers from healthcare providing elementary grades with health career awareness and work ethics training. Middle school students will progress from career exploration to career immersion with hands-on activities in camps at TCAT and RSCC. This includes an initial credit bearing/” capstone” experience of certification in first aid/CPR. In high school, TCAT and RSCC participants will immerse themselves in career preparation and training through dual enrollment as well as WBL activities with industry partners coordinated by the WBL Counselor. Detailed partner roles for each sector and mutual roles are outlined in the MOU (Appendix A).

Section 3: Strength of Partnership

Detailed Description of Each Mandatory Partner’s Role and Their Capabilities in Implementing the Identified Program

The PATH partnership is comprehensive and extensive. TCAT and RSCC have a strong and lengthy presence in Campbell, Claiborne, and Anderson Counties as providers of post-secondary education. These partners have been involved in providing workforce development of Nurse Assistants, Licensed Practical Nurses, Emergency Medical Technicians, Registered Nurses,

Paramedics, and Medical Coding and Billing Specialists in the tri-county area. 90% of TCAT's students are comprised of residents of these counties. RSCC represents the leading destination for post-secondary students in Anderson and Campbell Counties. LMU and ETSU are top destinations of matriculation for each a county as well. Secondary school system partners in Campbell, Claiborne, and Anderson Counties have long engaged with TCAT and RSCC for dual enrollment as well as several successful grant partnerships in recent years. Workforce partners led by ETHRA as well as LaFollette Medical Center, LaFollette Health and Rehabilitation Center, Beech Tree Health and Rehabilitation Center, and Cumberland Village Care and Rehabilitation Center are leading healthcare employers in the service area and have been WBL partners for Campbell County Schools, TCAT and RSCC for many years. Representatives of each post-secondary school, secondary school system, and all industry partners will be members of the steering committee for the PATH grant. Detailed partner roles for each sector and mutual roles are outlined in the MOU (Appendix A).

**Memorandum of Understanding (MOU) Outlining the Partner Agreement from
Local and Area Employers and Partnering Postsecondary Institutions**

The MOU is presented in Appendix A. Support Letters are in Appendix K.

Section 4: Budget Plan (Appendix B)

Clear alignment between funding requests and grant activities

All purchases in the budget request align with the grant activities. Local healthcare employers require a trained workforce as shown in the Demonstration of Need section.

Salaries and Wages, Benefits & Payroll Taxes - A PATH coordinator will be hired to coordinate grant activities including the K-6 career awareness/work ethics curriculum, middle school

camps, steering committee meetings, and articulation agreements among higher education institutions. A WBL counselor will be hired to coordinate WBL activities with industry partners. Part-time adjunct salaries will allow short-term healthcare training in Campbell, Claiborne, and Anderson counties to engage and prepare for WBL activities. Middle school personnel will be utilized as counselors for the middle school camps. Each full-time position has a benefit package of 45% assuming a 3% COLA annually. The part-time staff have a 15% benefit cost.

Supplies, Telephone, Postage, etc. - The supply line item includes supplies for the middle school camps, miscellaneous healthcare items including thermometer covers, alcohol prep pads, EKG electrodes, etc., for both the secondary partners and the TCAT campus. Printed materials will also be needed throughout the grant. Meals for the middle school camps are included. In addition, meals for in-person steering committee meetings are requested.

Travel, Conferences and Meetings - This line item includes a budget for the PATH Coordinator and the WBL counselor's travel for the four-year period as well as bus transportation for the middle school camps.

Specific Assistance to Individuals - This line item includes short-term training including ECG/EKG technician, Bloodborne pathogens, IV Therapy, Nursing Aide, and CPR AHA to prepare for WBL activities. Middle school camp participants will receive CPR certification. Middle school camp participants will receive a \$100 incentive stipend for completing the camp.

Capital Equipment - Capital equipment requests allow secondary partners to add equipment and technology to provide students with WBL experiences for health careers. The TCAT equipment requests allow an upgrade to the TCAT skills lab accommodating our partnership with RSCC, LMU, and ETSU. This provides for training on the TCAT campus. TCAT is currently in a \$55.5

million building project providing a state-of-the-art healthcare science lab. Equipment needs for our healthcare programs have been solicited through TCAT advisory committees. The steering committee will advise further capital equipment needs. The proposed capital purchases are in the budget item detail.

Indirect Costs - This line item includes expenses associated with human resources, payroll, procurement, purchasing, monitoring financial reports, and other functions to support the successful implementation and execution of the grant activities.

Section 5: Sustainability

Detailed Plan for Sustaining the Program Beyond the 48-month Funding Period

As fiscal agent of the GIVE 3.0 grant, TCAT will bear the monetary burden of sustainability for grant activities to continue. The goal of the grant is to increase pursuit of health careers in the tri-county area. In Fall 2023, TCAT had 36 LPN enrollees and 3 EMT enrollees. Upon execution of the four-year grant period, the expectation would be increased enrollment in TCAT health career training. This will lead to financial sustainability of critical components of PATH. Equipment purchased for secondary partners will be maintained by these entities. In item #4 of the Mutual Roles of Partners section of the MOU, all grant partners signed a commitment to sustain the grant activities and partnerships beyond the grant period. In addition, the quarterly timeline includes development of a sustainability plan to begin in quarter 4 of year 3. The plan must be presented in quarter 4 of year 4.

Section 6: Optional Criteria

High Demand Programs

The Tennessee Department of Labor and Workforce Development (TNLWD) Jobs4TN website (Appendix D) shows there are 6646 openings for Registered Nurses, 1566 Licensed Practical Nurses, 1100 Certified Nurse Assistants, and 305 Emergency Medical Technicians statewide. TNLWD's Hot Jobs 2026 statistics show high employer demand in the East Tennessee region for Licensed Practical Nurses.

County Economic Status/Census Tracts in Persistent Poverty

Campbell County is listed as an at-risk county by the TNECD (Appendix G) with 5 census tracts and 6 zip codes that show persistent poverty according to the US Census Bureau. Claiborne County is listed as an at-risk county by the TNECD with 4 census tracts and 7 zip codes that show persistent poverty according to the US Census Bureau. Anderson County is listed as a transitional county by the TNECD with 3 census tracts and 5 zip codes that show persistent poverty according to the US Census Bureau. The median household income in Tennessee according to the United States Census Bureau is \$54,833. The TNECD lists median income for households in Campbell (\$41,769), Claiborne (\$37,954), and Anderson (\$52,388) as below the standard. High skill, high wage, and high demand jobs are available in these counties. The East Tennessee Human Resources Agency's (ETHRA) Workforce Services has identified high demand for health occupations in the East Tennessee region. TNECD finds healthcare fields are among the top 5 employers in each of these counties.

MEMORANDUM OF UNDERSTANDING (MOU)

Between

Providing Appalachian Training in Healthcare (PATH)

With Project Partners

Higher Education/Fiscal Agent: Tennessee College of Applied Technology – Jacksboro

Additional Higher Education Partners: Roane State Community College; East Tennessee State University; and Lincoln Memorial University

K-12 Partners: Campbell County Schools; Claiborne County Schools; Anderson County Schools

Workforce Development or Economic Development Agency Partners: East Tennessee Human Resources Agency; Campbell County Chamber of Commerce

Employer Partners: LaFollette Medical Center; Tennova LaFollette Health and Rehabilitation Center; Cumberland Village Care and Rehabilitation Center

BACKGROUND

The partners listed above are aware of the critical need for additional trained employees in healthcare fields, particularly in rural areas. The K-12 partners are aligned to provide students with the foundational skills needed to enter employment and/or higher education. The higher education partners are committed to providing the rigorous technical training needed to prepare their students to enter the workforce. The workforce development partners are an integral part of connecting job seekers to employers. The most vital partners in this partnership are the employers who will guide our work to best prepare their future employees. The partnership between the partners will expand opportunities promoting and providing training and employment opportunities in rural areas.

PURPOSE

The purpose of this MOU is to provide the responsibilities of each of the sector partners to successfully support the implantation and delivery of the GIVE 3.0 initiative as outlined in the project proposal. The partnership also provides a foundation for the sustainability of this project beyond the grant period.

PARTNER ROLES: K-12

Campbell County Schools, Claiborne County Schools, and Anderson County Schools will work with higher education institutions to create opportunities for career awareness in K-8 grades. Relevant WBL (Work-Based Learning) opportunities will be provided at

the high school level that link healthcare students to employers and higher education institutions. Dual enrollment/dual credit opportunities will be promoted to students interested in healthcare careers. Industry credentials will also be a main component of the high school experience for students.

PARTNER ROLES: Workforce Development

ETHRA Workforce Services will provide services to eligible youth, adults, and dislocated workers in Anderson, Campbell, and Claiborne counties. Referrals will be made to the local American Job Center for consideration of funding. ETHRA Workforce Services will designate someone to serve on the PATH Steering Committee. The Campbell County Chamber of Commerce will serve on the PATH Steering Committee as well as coordinate grant activities with the partners through the Business and Workforce Development Committee of the Chamber.

PARTNER ROLES: Higher Education

The higher education partners will designate a staff member to serve on the PATH Steering Committee. The partners will collaborate on creating pathways for students to pursue certifications, certificates, diplomas, and degrees in healthcare pathways. Meaningful WBL opportunities will be provided including but not limited to clinicals, internships, career awareness, and industry tours. Removing barriers to enrollment will be a key directive of the project including communication of opportunities at the various higher education institutions as well as articulation pathways.

PARTNER ROLES: Employers

Employers are the key to the success and sustainability of the PATH project. Partner employers will serve on the PATH Steering Committee. Partner employers will provide interviews to project students when openings are available. Employers will also provide the opportunity for industry tours and career awareness when appropriate. Employer partners will also provide capstone WBL experiences such as internships, clinicals, apprenticeships, clinicals, or practicums.

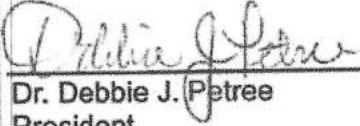

MUTUAL ROLES OF PARTNERS:

1. All partners agree to support the components of the proposal including attending either in-person or virtually the quarterly Steering Committee meetings.
2. Modifications of responsibilities can be made with the consensus of the partners.
3. Additional employer partners may be added by signing the MOU during the project term.
4. All partners commit to sustain the grant activities and partnerships beyond the grant period.


This MOU shall be effective upon signatures of the partners. If the GIVE 3.0 PATH proposal is awarded for funding, continued work will be done to implement all components of the proposal. The MOU shall be effective through September 30, 2028, if funding is received.

PARTNER SIGNATURES:


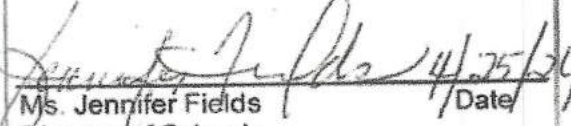
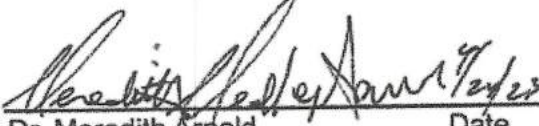
PRIMARY HIGHER EDUCATION PARTNERS:

 Date <u>4/22/24</u> Dr. Debbie J. Petree President TCAT Jacksboro	 Date <u>4/23/24</u> Dr. Christopher Whaley President Roane State Community College
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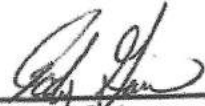
WORKFORCE DEVELOPMENT PARTNERS

 Date <u>4/22/24</u> E. L. Morton Workforce Director East TN Human Resource Agency, Inc.	 Date <u>4/25/24</u> Ms. Missy Tackett Executive Director Campbell County Chamber of Commerce
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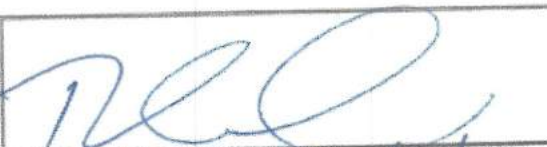
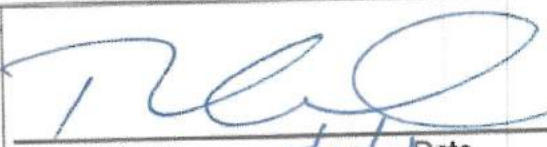
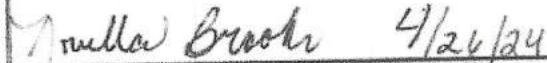
K-12 PARTNERS

 Date <u>4/25/24</u> Dr. Tim Parrott Director of Schools Anderson County Board of Education	 Date <u>4/25/24</u> Ms. Jennifer Fields Director of Schools Campbell County Board of Education
 Date <u>4/24/23</u> Dr. Meredith Arrold Director of Schools Claiborne County Board of Education	

HIGHER EDUCATION PARTNERS:

	
<p>Dr. Kimberly D. McCorkle Date Provost & Senior Vice President of Academic Affairs East Tennessee State University</p>	<p>Dr. Jody Goins Date Executive Vice President for Administration Lincoln Memorial University</p>

EMPLOYER PARTNERS:

	
<p>Mr. Mark Cain Date CEO LaFollette Medical Center</p>	<p>Joshua Lowe Date Administrator Tennova LaFollette Health and Rehabilitation Center</p>
	
<p>Novella Brooks Date Director of Nursing Beech Tree Health and Rehabilitation Center</p>	<p>Cindy Hill Date Education Director Cumberland Village Care and Rehabilitation Center</p>

Providing Appalachian Training in Healthcare (PATH) – Appendix B

Budget Line Item Detail	Year 1	Year 2	Year 3	Year 4	
Salaries & Benefits					
PATH Coordinator - Salary & Benefits	79750	82145	84610	87145	
WBL Counselor - Salary & Benefits	29620	50750	52275	53850	
Camp Counselors - Salary & Benefits	6900	10350	10350	10350	\$25 hr. x 30 hrs x 6
Adjunct Instructors - Salary & Benefits	21575	21575	21575	21575	\$25 hr. x 10 x 75 hrs.
Supplies					
Supplies for Summer Camps	3100	4100	4100	4100	
Summer Camp Breakfasts & Lunches	4800	6200	6200	6200	
Backpacks w/school supplies for Camps	4000	5200	5200	5200	
Jellico HS Healthcare Supplies	750	750	750	750	
Anderson County Healthcare Supplies	250	250	250	250	
Campbell County HS Healthcare Supplies	1250	1250	1250	1250	
Cumberland Gap HS Healthcare Supplies	750	750	750	750	
TCAT Jacksboro Supplies	6000	6000	6000	6000	
Telephone	0	0	0	0	Campus indirect funds
Postage and Shipping	0	0	0	0	Campus indirect funds
Equipment Rental and Maintenance	0	0	0	0	Campus indirect funds
Printing and Publications	500	500	500	500	
Travel					
Bus transportation for Summer Camps/Tours	25000	25000	25000	25000	
PATH Coordinato/WBL Counselor Travel	5000	8000	8000	8000	
Conferences and Meetings					
Meals for Steering Committee Meetings	700	700	700	700	
Specific Assistance to Individuals	31495	33595	33970	38345	See attached List
Other Non-personnel Expenses	0	0	0	0	
Capital Purchases	284400	305500	240100	0	See attached List
Indirect Costs	40000	40000	40000	40000	
GRAND TOTALS	545840	602615	541580	309965	

Capital Purchase/Equipment List

Item	Total	Location
zSpace	110000	Anderson County Schools
Simulaids AXEL Patient Simulator (1)	25000	Anderson County Schools
Stryker MX Pro Ambulance Cot (10)	5100	Jellico HS
Auscultation Trainer (1)	4600	Jellico HS
Simulaids AXEL Patient Simulator (1)	50000	Jellico HS
Overbed Tables (2)	150	Campbell County HS
Hospital Bed (1)	5000	Campbell County HS
Tympanic Thermometers w/covers (2)	600	Campbell County HS
Welch Allyn Sure Temp Thermometers (2)	800	Campbell County HS
Stethoscopes (10)	500	Campbell County HS
Call Lights (3)	300	Campbell County HS
Quad Cane (1)	150	Campbell County HS
Bedside Tables (3)	1500	Campbell County HS
Blood Pressure Cuffs	500	Campbell County HS
Dynamap (2)	2000	Campbell County HS
Linen Cart (2)	1000	Campbell County HS
Wall Isolation Organizers (3)	600	Campbell County HS
Digital Scale (1)	900	Campbell County HS
Simulaids AXEL Patient Simulator (1)	25000	Campbell County HS
Infant CPR Mannequins (5)	700	Campbell County HS
Simulaids AXEL Patient Simulator (2)	50000	Cumberland Gap HS
Transdermal Injection Trainers (4)	600	TCAT Jacksboro
4 SC/IM Inj. Trainers (4)	1100	TCAT Jacksboro
Blood Pressure Training Arm (2)	4000	TCAT Jacksboro
SimMom with SimNewborn (1)	87000	TCAT Jacksboro
Sim Baby w/Training (1)	49000	TCAT Jacksboro
Sim Child (1)	49000	TCAT Jacksboro
IV Pump (2)	3600	TCAT Jacksboro
IV Trainer Arms (4)	2400	TCAT Jacksboro
Geri Interchange (7)	56000	TCAT Jacksboro
Manual Scales (1)	700	TCAT Jacksboro
Stryker II Hospital Beds (7)	24000	TCAT Jacksboro
IV Pumps (2)	3600	TCAT Jacksboro
EKG Cart (1)	500	TCAT Jacksboro
Auto B/P Dynamap Machine (1)	2000	TCAT Jacksboro
Bedside Table (4)	2000	TCAT Jacksboro
Overbed Table (4)	1000	TCAT Jacksboro
CPR Manikin Set (2)	4000	TCAT Jacksboro

Capital Purchase/Equipment List cont.

Head Wall Mount & Suction (3)	15000	TCAT Jacksboro
Wallmount Sharps/Glove Holder Containers (6)	1200	TCAT Jacksboro
Sharps Containers (5)	500	TCAT Jacksboro
Auscultation Trainer Adult & Infant (1)	10000	TCAT Jacksboro
Recording/Computer Equipment for Observation Room	20000	TCAT Jacksboro
SimBodies Trauma Care/EMS -Man (1)	32000	TCAT Jacksboro
SimBodies Adv. Infant Manikin (1)	13500	TCAT Jacksboro
SimBodies Adv. Child Manikin - 10 yr. old (1)	20000	TCAT Jacksboro
Stryker Perf.-PRO XT Ambulance Cot	5100	TCAT Jacksboro
Stryker P6252 Stair-PRO Chair (1)	3500	TCAT Jacksboro
Physio-Control LifePak 15 Defibrillator (1)	20000	TCAT Jacksboro
Defibtech Lifeline ARM Package (1)	15000	TCAT Jacksboro
Intraosseous Task Trainer	1000	TCAT Jacksboro
Simulaids AXEL Patient Simulator (2)	50000	TCAT Jacksboro
Automated Med Dispense Cart (1)	8000	TCAT Jacksboro
Portable Suction Pump (6)	1800	TCAT Jacksboro
Handheld Audio Meter (2)	10000	TCAT Jacksboro
Sim VS Hospital Pro (1)	12000	TCAT Jacksboro
Hungry Manikin (2)	3400	TCAT Jacksboro
Wilma Wound Foot (2)	2000	TCAT Jacksboro
VATA Seymour II Wound Care Model (2)	2000	TCAT Jacksboro
Wound Vac (2)	7600	TCAT Jacksboro
Ear Syringe Trainer (2)	1500	TCAT Jacksboro
	830000	

Specific Assistance to Individuals

Item	Year 1	Year 2	Year 3	Year 4
CPR AHA Certification (150 students @ \$75)	3375	2250	2625	3000
ECG/EKG Tech (44 students @ \$760)	8360	8360	8360	8360
Bloodborne Pathogens (30 students @\$179)	1435	1435	1435	1435
IV Therapy (75 students @ \$255)	3825	5100	5100	5100
Nurse's Aide (45 students @ \$800)	8000	8000	8000	12000
Healthcare Summer Camp Stipends (\$100 per student)	5000	6500	6500	6500
Healthcare Summer Camp CPR (\$30 per student)	1500	1950	1950	1950
	31495	33595	33970	38345

East Tennessee - Occupations with High Employer Demand

SOC Code	Description	2021 Jobs	2021 Employment		Annual Openings	Job Postings:		2021 Hires	Entry Level Wages	Median Wages	Experienced Wages
			Concentration	(National Avg. is 1.0%)		Openings Advertised	Online 2021				
29-2042	Emergency Medical Technicians	610	1.04	122	242	241	\$12,96	\$17,34	\$17,71		
29-2061	Licensed Practical and Licensed Vocational Nurses	3,770	1.61	387	2,528	1,738	\$16,82	\$21,90	\$22,42		
29-2072	Medical Records Specialists	620	0.94	70	130	226	\$13,28	\$17,84	\$21,48		
31-0097	Phlebotomists	430	0.89	19	307	282	\$13,64	\$17,43	\$18,80		

East Tennessee

(Anderson, Blount, Campbell, Claiborne, Cocke, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Roane, Scott, Sevier, and Union Counties)



In Demand Occupations to 2026

- Personal Skills and Abilities**
- advanced skills required
 - moderate skills required
 - A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
Doctoral or professional degree										
Lawyers	80	\$100,947	●	○	●	●				A
Health Specialties Teachers, Postsecondary	75	n/a	●	●	●	●	●			
Master's degree										
Educational, Guidance, School, and Vocational Counselors	95	\$48,276	●	○	●	●				A
Education Administrators, Postsecondary	90	\$87,599	●	○	●	○	○			A
Education Administrators, Elementary and Secondary School	80	\$81,360	●	●	●	●				
Nurse Practitioners	75	\$95,168	●	○	●	●	●			
Bachelor's degree										
General and Operations Managers	825	\$83,083	●	○	●	●	○			
Registered Nurses	605	\$56,850	●	○	●	●	○			
Elementary School Teachers, Except Special Education	385	\$49,360	●	○	●	●	○			A
Accountants and Auditors	320	\$64,088	●	●	●	●				
Financial Managers	250	\$80,047	●	●	●	●				
Secondary School Teachers, Except Special and Career/Technical Education	240	\$50,515	●	○	●	●	○			A
Middle School Teachers, Except Special and Career/Technical Education	175	\$50,131	●	●	●	●				A
Human Resources Specialists	165	\$49,042	●	○	●	○				A
Child, Family, and School Social Workers	160	\$42,335	●	○	●	●	○			A
Medical and Health Services Managers	150	\$84,512	●	○	●	●	○			
Sales Managers	140	\$99,215	●	●	●	●				
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	140	\$67,244	●	○	●	●				A
Market Research Analysts & Marketing Specialists	125	\$51,117	●	●	○	●	○	○		
Loan Officers	125	\$60,790	●	●	●	○				
Management Analysts	115	\$79,069	●	●	●	●				
Construction Managers	115	\$70,177	●	●	●	●	○			

✓ Jobs in Demand
 ✓ Positive Job Growth
 ✓ At least 75 expected annual job openings



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East Tennessee

(Anderson, Blount, Campbell, Claiborne, Cocke, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Roane, Scott, Sevier, and Union Counties)



In Demand Occupations to 2026

- Personal Skills and Abilities**
- advanced skills required
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Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability	
Bachelor's degree continued											
Software Developers, Applications	115	\$84,101	●	○	○	○	○	●			✓ Jobs in Demand
Administrative Services Managers	110	\$81,656	●	○	●	●					
Civil Engineers	105	\$97,800	●	●	●	●	●	○	○		
Industrial Engineers	100	\$85,927	●	●	○	○				A	
Wholesale and Retail Buyers, Except Farm Products	100	n/a	●	●	●	●					
Training and Development Specialists	90	\$52,511	●	○	●	●				A	
Chief Executives	85	\$146,321	●	●	●	●				A	
Compliance Officers	80	\$56,060	●	○	●	●					
Network and Computer Systems Administrators											
Software Developers, Systems Software	80	\$73,799	●	○	●	○	○	●	●		✓ Positive Job Growth
Cost Estimators	80	\$92,844	●	●	○	●		○			
Mechanical Engineers	75	\$51,573	●	●	○	●					
Kindergarten Teachers, Except Special Education	75	\$95,014	●	●	●	●	●	○		A	
Associate's degree											
Industrial Engineering Technicians	115	\$46,790	●	●	○	○	○		○		
Physical Therapist Assistants	95	\$58,500	●	○	●	○	○				
Paralegals and Legal Assistants	85	\$40,824	●		●	○					
Medical and Clinical Laboratory Technicians	80	n/a	●	○	●	○	●		○		✓ At least 75 expected annual job openings
Postsecondary non-degree award											
Heavy and Tractor-Trailer Truck Drivers	1,235	\$42,519	●	○	○	○			○		
Licensed Practical and Licensed Vocational Nurses	350	\$37,175	●	○	●	●	○				
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	215	\$41,990	●	○	○	○	○		●		
Dental Assistants	130	\$37,857	●	○	●	○	○				
Telecommunications Equipment Installers and Repairers, Except Line Installers	95	\$40,451	●	○	○	○	○	○	●		



Department of Labor & Workforce Development

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East Tennessee

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In Demand Occupations to 2026

- Personal Skills and Abilities**
- advanced skills required
 - moderate skills required
 - A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
Some college, no degree										
Computer User Support Specialists	180	\$41,266	●	○	●	○	○	○	○	
High school diploma or equivalent										
First-Line Supervisors of Office and Administrative Support Workers	675	\$49,639	●	○	●	●				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	445	\$48,646	●	○	●	●				
Food Service Managers	425	\$46,888	●	○	●	●				
First-Line Supervisors of Production and Operating Workers	330	\$57,876	●	○	○	●			○	
Electricians	275	\$52,036	●	●	○	○	○		●	
Industrial Machinery Mechanics	270	\$47,212	○	○	○	○	○	○	●	
First-Line Supervisors of Construction Trades and Extraction Workers	245	\$52,846	●	○	●	●	○		○	
First-Line Supervisors of Non-Retail Sales Workers	230	\$63,661								
First-Line Supervisors, Mechanics, Installers, Repairers	205	\$60,192	●	●	●	●			●	
Police and Sheriff's Patrol Officers	180	\$39,428	●	○	●	●				
Chefs and Head Cooks	160	\$46,901	●	●	●	●				A
Property, Real Estate, and Community Association Managers	150	\$43,032	●	○	●	●				
Welders, Cutters, Solderers, and Brazers	145	\$37,817	●	○	○	○			○	
Bus and Truck Mechanics and Diesel Engine Specialists	140	\$39,953	○	○	○	○			●	
Maintenance Workers, Machinery	140	\$43,495	●	○	○	○			●	
Machinists	135	\$45,531	●	○	○	○			○	
Operating Engineers and Other Construction Equipment Operators	130	\$38,236	○	○	○	○			○	
Plumbers, Pipefitters, and Steamfitters	125	\$44,121	●	○	●	○			●	

✓ Jobs in Demand ✓ Positive Job Growth ✓ At least 75 expected annual job openings



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East Tennessee

(Anderson, Blount, Campbell, Claiborne, Cocke, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Roane, Scott, Sevier, and Union Counties)



In Demand Occupations to 2026


Personal Skills and Abilities

- advanced skills required
- moderate skills required
- A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability	
High school diploma or equivalent continued											✓ Jobs in Demand
Executive Secretaries and Executive Administrative	115	\$48,021	●	○	●	○					✓ Positive Job Growth
Welding, Soldering, and Brazing Machine Setters, Operators, and First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	95	\$36,688	○	○	○	○			○		✓ At least 75 expected annual job openings
	75	n/a	●	○	●	●			○		

For more information, please contact:
 Workforce Insights, Research and Reporting Engine Division
 Wired.Info@tn.gov; (615) 741-2284

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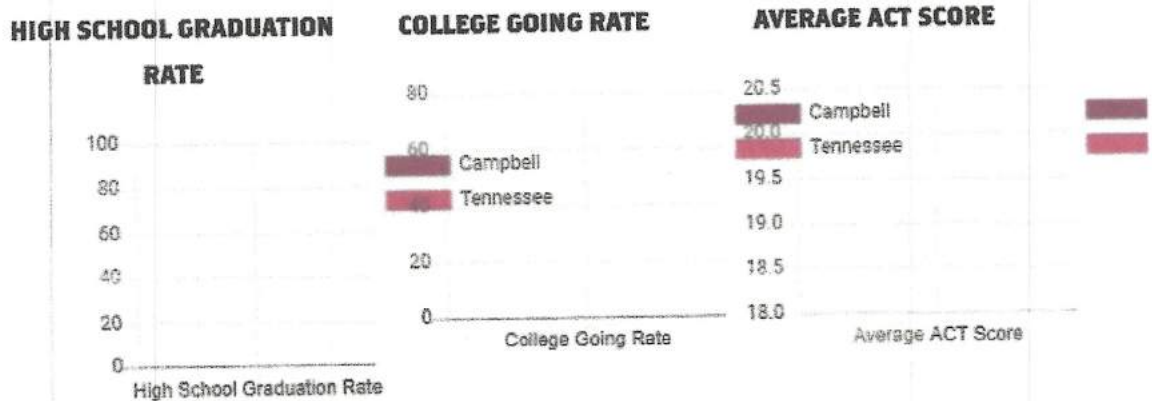
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EDUCATION

GENERAL STATS	CAMPBELL	TENNESSEE
Population Aged 25-64 With High School Degree Or Higher	80.90%	89.50%
Population Aged 25-64 With Associate's Degree Or Higher	18.50%	36.70%
Population Aged 25-64 With Bachelor's Degree Or Higher	12.50%	28.70%
High School Graduation Rate	92%	89%
College Going Rate	46.50%	63.40%
Average ACT Score	18.4	20.2



CAMPBELL COUNTY SCHOOLS	ENROLLMENT
Elementary Schools	2,481
Middle Schools	1,203

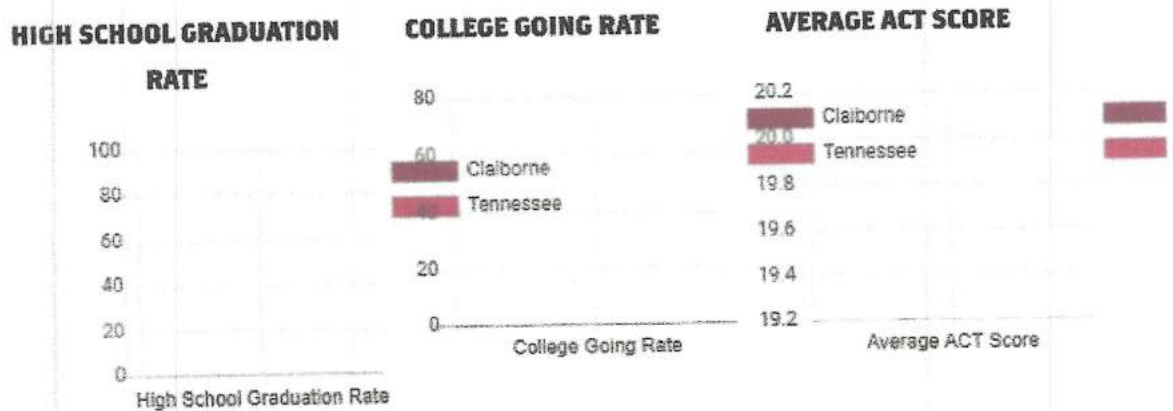
HOUSING & INCOME

HOUSING & INCOME		HOUSEHOLD INCOME & BENEFITS	PERCENT OF HOUSEHOLD
Households	13,561	Less Than \$10,000	12.30%
Homeownership Rate	70.90%	\$10,000 to \$14,999	7.30%
Persons Per Household	2.25	\$15,000 to \$24,999	13.70%
Living in Same House 1 Year & Over	87.80%	\$25,000 to \$34,999	12.30%
Median Home Value	\$112,000	\$35,000 to \$49,999	16.30%
Annual Home Sales	368	\$50,000 to \$74,999	18.60%
Median Sale Price of Homes Sold	\$200,000	\$75,000 to \$99,999	7.90%
Persons in Households With Income Below Poverty Level	23.10%	\$100,000 to \$149,999	6.70%
Total Personal Income	\$1.4B	\$150,000 to \$199,999	2.10%
Personal Income Per Capita	\$42,542	\$200,000 or More	2.80%
County Median Wage	\$17.23	Median Household Income	\$37,954

PERCENTAGE OF HOUSEHOLDS BY INCOME RANGE

EDUCATION

GENERAL STATS	CLAIBORNE	TENNESSEE
Population Aged 25-64 With High School Degree Or Higher	84.40%	89.50%
Population Aged 25-64 With Associate's Degree Or Higher	21.90%	36.70%
Population Aged 25-64 With Bachelor's Degree Or Higher	14.80%	28.70%
High School Graduation Rate	93%	89%
College Going Rate	58.70%	63.40%
Average ACT Score	19.3	20.2



CLAIBORNE COUNTY SCHOOLS	ENROLLMENT
Elementary Schools	1,867
Middle Schools	1,067

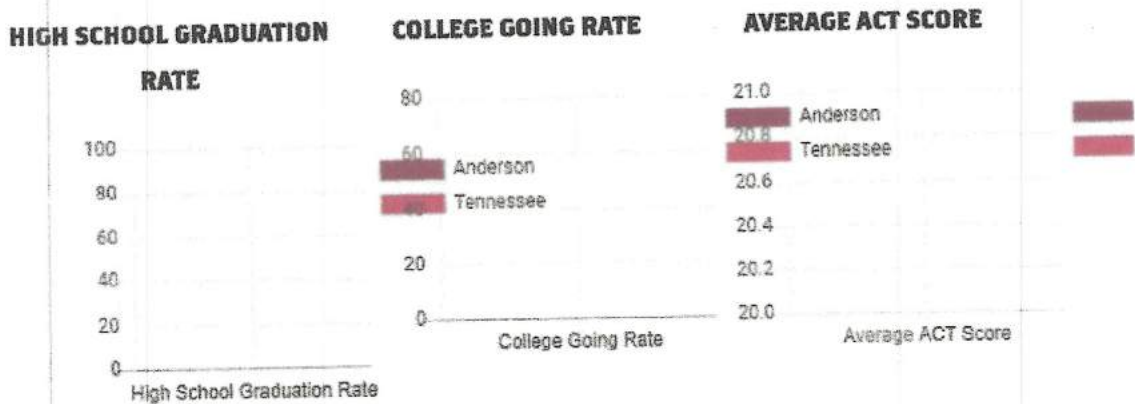
HOUSING & INCOME

HOUSING & INCOME		HOUSEHOLD INCOME & BENEFITS	PERCENT OF HOUSEHOLD
Households	16,461	Less Than \$10,000	9.30%
Homeownership Rate	66.40%	\$10,000 to \$14,999	8.20%
Persons Per Household	2.38	\$15,000 to \$24,999	12.50%
Living In Same House 1 Year & Over	86.10%	\$25,000 to \$34,999	11.70%
Median Home Value	\$121,000	\$35,000 to \$49,999	15.50%
Annual Home Sales	569	\$50,000 to \$74,999	16.90%
Median Sale Price of Homes Sold	\$210,000	\$75,000 to \$99,999	12.40%
Persons In Households With Income Below Poverty Level	19.80%	\$100,000 to \$149,999	9.00%
Total Personal Income	\$1.7B	\$150,000 to \$199,999	2.90%
Personal Income Per Capita	\$42,471	\$200,000 or More	1.50%
County Median Wage	\$17.21	Median Household Income	\$41,769

PERCENTAGE OF HOUSEHOLDS BY INCOME RANGE

EDUCATION

GENERAL STATS	ANDERSON	TENNESSEE
Population Aged 25-64 With High School Degree Or Higher	89.30%	89.50%
Population Aged 25-64 With Associate's Degree Or Higher	31.60%	36.70%
Population Aged 25-64 With Bachelor's Degree Or Higher	23.50%	28.70%
High School Graduation Rate	93%	89%
College Going Rate	67.70%	63.40%
Average ACT Score	21	20.2



ANDERSON COUNTY SCHOOLS	ENROLLMENT
Elementary Schools	2,495
Middle Schools	1,576

HOUSING & INCOME

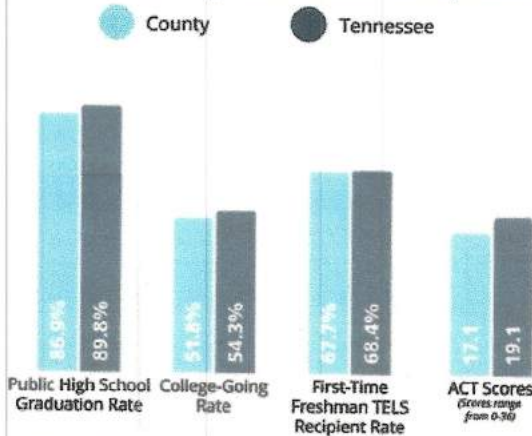
HOUSING & INCOME		HOUSEHOLD INCOME & BENEFITS	PERCENT OF HOUSEHOLD
Households	30,886	Less Than \$10,000	6.70%
Homeownership Rate	67.60%	\$10,000 to \$14,999	5.30%
Persons Per Household	2.43	\$15,000 to \$24,999	10.00%
Living in Same House 1 Year & Over	84.90%	\$25,000 to \$34,999	10.90%
Median Home Value	\$152,600	\$35,000 to \$49,999	15.30%
Annual Home Sales	1,430	\$50,000 to \$74,999	19.20%
Median Sale Price of Homes Sold	\$247,964	\$75,000 to \$99,999	12.00%
Persons In Households With Income Below Poverty Level	15.20%	\$100,000 to \$149,999	12.30%
Total Personal Income	\$3.9B	\$150,000 to \$199,999	4.80%
Personal Income Per Capita	\$50,901	\$200,000 or More	3.60%
County Median Wage	\$20.56	Median Household Income	\$52,338

PERCENTAGE OF HOUSEHOLDS BY INCOME RANGE

2024 Higher Education County Profile

Campbell County

Community Education Snapshot



Note: 2022 Public High School Graduation Rate and 2022 Average ACT Scores provided by TNDS. 2022 College-Going Rate and TELS recipient Rate for Fall 2022 provided by THEC.

Education Attainment Rate (age 25-64)	County	TN
Adults with HS+	83.2%	90.0%
Adults with Some College, No Degree	22.1%	20.8%
Adults with Associate or higher	20.6%	38.8%
Adults with Bachelor's or higher	13.2%	30.6%

Socioeconomic Profile	County	TN
Share of Population in Poverty	19.0%	14.3%
Unemployment Rate	5.6%	3.3%
Population Ages 25-64	20,341	3,590,290
Rate of Population Growth (2021-2023)	-0.3%	1.6%
Population Projections (2023-2033)	-3.1%	7.0%
Median Household Income	\$46,110	\$58,516

Top Colleges Selected by 2022 High School Graduates

1. Roane State Community College - 55
2. TCAT Jacksboro - 44
3. East Tennessee State University, TN State Private Institution - 13
4. Pellissippi State Community College, Kentucky Private Institution - <10
5. UT Knoxville - <10



Top 5 In-Demand Occupations by Projected Annual Openings and Local Workforce Development Area (LWDA)

Occupation	Entry-Level Hourly Wage
1. Laborers and Freight, Stock, and Material Movers, Hand	\$11.52
2. Customer Service Representatives	\$11.18
3. Office Clerks, General	\$10.38
4. Heavy and Tractor-Trailer Truck Drivers	\$16.55
5. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$11.88

Note: 2022 Top Occupations are reported annually in the THEC Report on Demand Report using data provided by the Department of Labor and TN's State Workforce and the Department of Economic and Community Development. Top job openings are for occupations reported by the Bureau of Labor Statistics (BLS) under the code 2019-2020. Data from the Bureau of Labor Statistics (BLS) are used to determine the projected annual openings in the LWDA and the Demand Report.

79.9% filed the FAFSA in 2022-23 as compared to **78.4%** overall in Tennessee.
Note: Overall filing rate for the 2022-23 FAFSA.

51.8% of the class of 2022 enrolled in the county enrolled in college immediately following high school, compared to **46.6%** of the class of 2017.

17 additional students must enroll in college to increase the college-going rate by **5 percentage points**.

1 designated VETS Campuses serve the county: Roane State Community College

60 financial aid outreach hours spent in 2022-23 with **455** attendees. An additional 23 hours were invested statewide serving an additional 693 Tennesseans.

Tennessee Student Assistance Corporation (TSAC) Outreach Specialist

Erika Adams
Erika.Adams@tn.gov

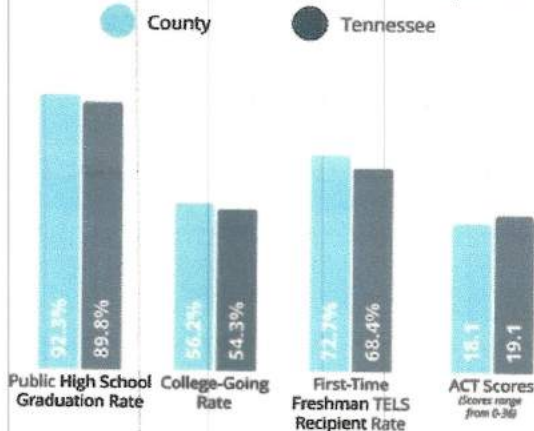
Tennessee Reconnect Navigator

Whitney McLaughlin
Whitney.McLaughlin@tn.gov

2024 Higher Education County Profile

Claiborne County

Community Education Snapshot



Note: 2022 Public High School Graduation Rate and 2022 Average ACT Scores provided by IPEDS. 2022 College-Going Rate and TELS Recipient Rate for Fall 2022 provided by THEC.

Education Attainment Rate (age 25-64)	County	TN
Adults with HS+	86.7%	90.0%
Adults with Some College, No Degree	18.6%	20.8%
Adults with Associate or higher	28.4%	38.8%
Adults with Bachelor's or higher	19.9%	30.6%

Socioeconomic Profile	County	TN
Share of Population in Poverty	19.0%	14.3%
Unemployment Rate	3.5%	3.3%
Population Ages 25-64	16,733	3,590,290
Rate of Population Growth (2021-2023)	0.7%	1.6%
Population Projections (2023-2033)	1.5%	7.0%
Median Household Income	\$41,938	\$58,516

Top Colleges Selected by 2022 High School Graduates

1. Walters State Community College - 55
2. In-State Private Institution - 33
3. TCAT Jacksboro - 17
4. East Tennessee State University - 14
5. TCAT Morristown, UT Knoxville - <10



Top 5 In-Demand Occupations by Projected Annual Openings and Local Workforce Development Area (LWDA)

Occupation	Entry-Level Hourly Wage
1. Laborers and Freight, Stock, and Material Movers, Hand	\$11.52
2. Customer Service Representatives	\$11.18
3. Office Clerks, General	\$10.18
4. Heavy and Tractor-Trailer Truck Drivers	\$16.55
5. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$11.88

Note: 2021 Top Occupations are identified annually in the TNOC Skills and Demand Report, using data provided by TN Department of Labor and Workforce Development and TN Department of Economic and Community Development. This list represents top five occupations selected by the highest number of respondents from 2019 TNOC Skills Demand Report. This list is presented with much appreciation. Additional occupational information is available on the TNOC website. For more information on these careers, see 2021 TNOC Skills Demand Report.

99.3% filed the FAFSA in 2022-23 as compared to **78.4%** overall in Tennessee.
Note: Overall filing rate for the 2022-23 FAFSA.

56.2% of the class of 2022 enrolled in the county enrolled in college immediately following high school, compared to **59.7%** of the class of 2017.

15 additional students must enroll in college to increase the college-going rate by **5 percentage points**.

1 designated VETS Campuses serve the county: Walters State Community College

1 financial aid outreach hours spent in 2022-23 with **1** attendees. An additional 23 hours were invested statewide serving an additional 693 Tennesseans.

Tennessee Student Assistance Corporation (TSAC) Outreach Specialist

Erika Adams
Erika.Adams@tn.gov

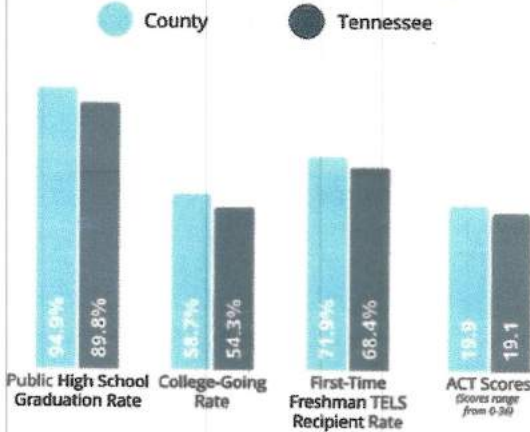
Tennessee Reconnect Navigator

Whitney McLaughlin
Whitney.McLaughlin@tn.gov

2024 Higher Education County Profile

Anderson County

Community Education Snapshot



Note: 2022 Public High School Graduation Rate and 2022 Average ACT Scores provided by IPEDS. 2022 College-Going Rate and TELS Recipient Rate for Fall 2022 provided by THEC.

Education Attainment Rate (age 25-64)	County	TN
Adults with HS+	90.6%	90.0%
Adults with Some College, No Degree	24.2%	20.8%
Adults with Associate or higher	33.6%	38.8%
Adults with Bachelor's or higher	23.5%	30.6%

Socioeconomic Profile	County	TN
Share of Population in Poverty	15.4%	14.3%
Unemployment Rate	2.9%	3.3%
Population Ages 25-64	39,439	3,590,290
Rate of Population Growth (2021-2023)	0.9%	1.6%
Population Projections (2023-2033)	2.7%	7.0%
Median Household Income	\$55,414	\$58,516

Top Colleges Selected by 2022 High School Graduates

1. Roane State Community College - 125
2. UT Knoxville - 59
3. Mississippi State Community College - 53
4. Tennessee Technological University - 32
5. East Tennessee State University - 26



Top 5 In-Demand Occupations by Projected Annual Openings and Local Workforce Development Area (LWDA)

Occupation	Entry-Level Hourly Wage
1. Laborers and Freight, Stock, and Material Movers, Hand	\$11.52
2. Customer Service Representatives	\$11.18
3. Office Clerks, General	\$10.18
4. Heavy and Tractor-Trailer Truck Drivers	\$10.55
5. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$11.88

Note: 2021 Top 5 Occupations are selected annually in the THEC County and Demand Areas, using information by US Department of Labor and Workforce Development and TN Department of Economic and Community Development. This information may be revised as more data becomes available. For more information on the LWDA, visit www.tn.gov. For more information on the demand areas, visit www.thecc.com.

79.6% filed the FAFSA in 2022-23 as compared to **78.4%** overall in Tennessee.
Note: Overall filing rate for the 2022-23 FAFSA.

58.7% of the class of 2022 enrolled in the county enrolled in college immediately following high school, compared to **67.8%** of the class of 2017.

41 additional students must enroll in college to increase the college-going rate by **5 percentage points**.

1 designated VETS Campuses serve the county: Roane State Community College.

19.5 financial aid outreach hours spent in 2022-23 with **344** attendees. An additional 23 hours were invested statewide serving an additional 693 Tennesseans.

Tennessee Student Assistance Corporation (TSAC) Outreach Specialist

Rita Turchetta
Rita.Turchetta@tn.gov

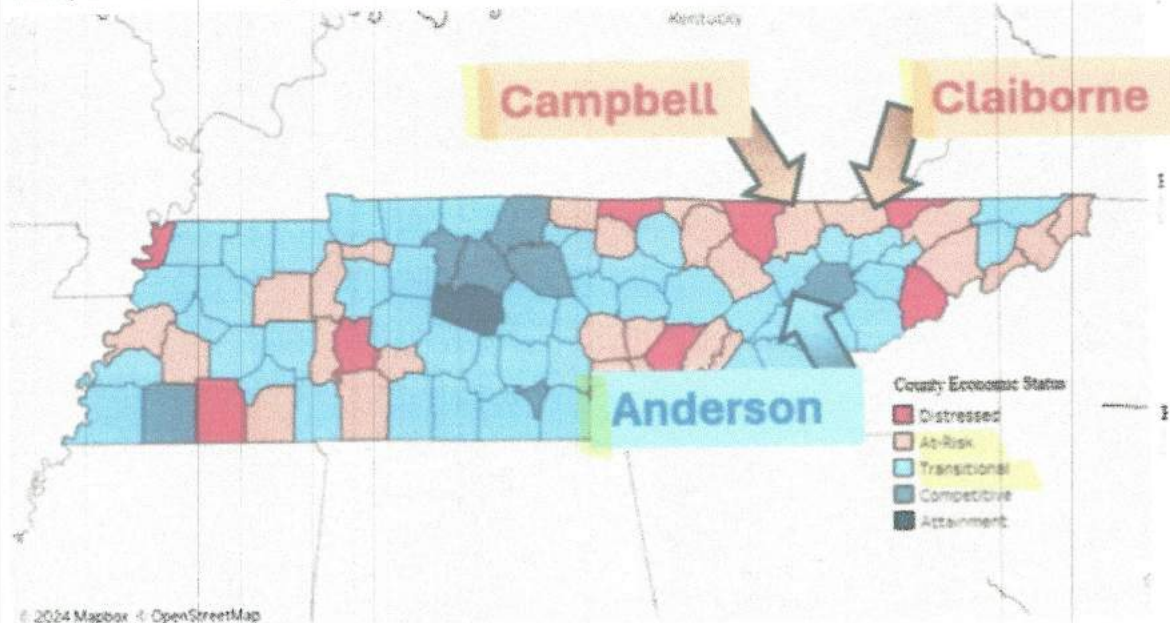
Tennessee Reconnect Navigator

Whitney McLaughlin
Whitney.McLaughlin@tn.gov

Long-Term Objectives:

- Tennessee will reduce the number of economically distressed counties to 10 by 2025.
- Tennessee will achieve annual improvement in county economic status ranking in 70% of rural counties.

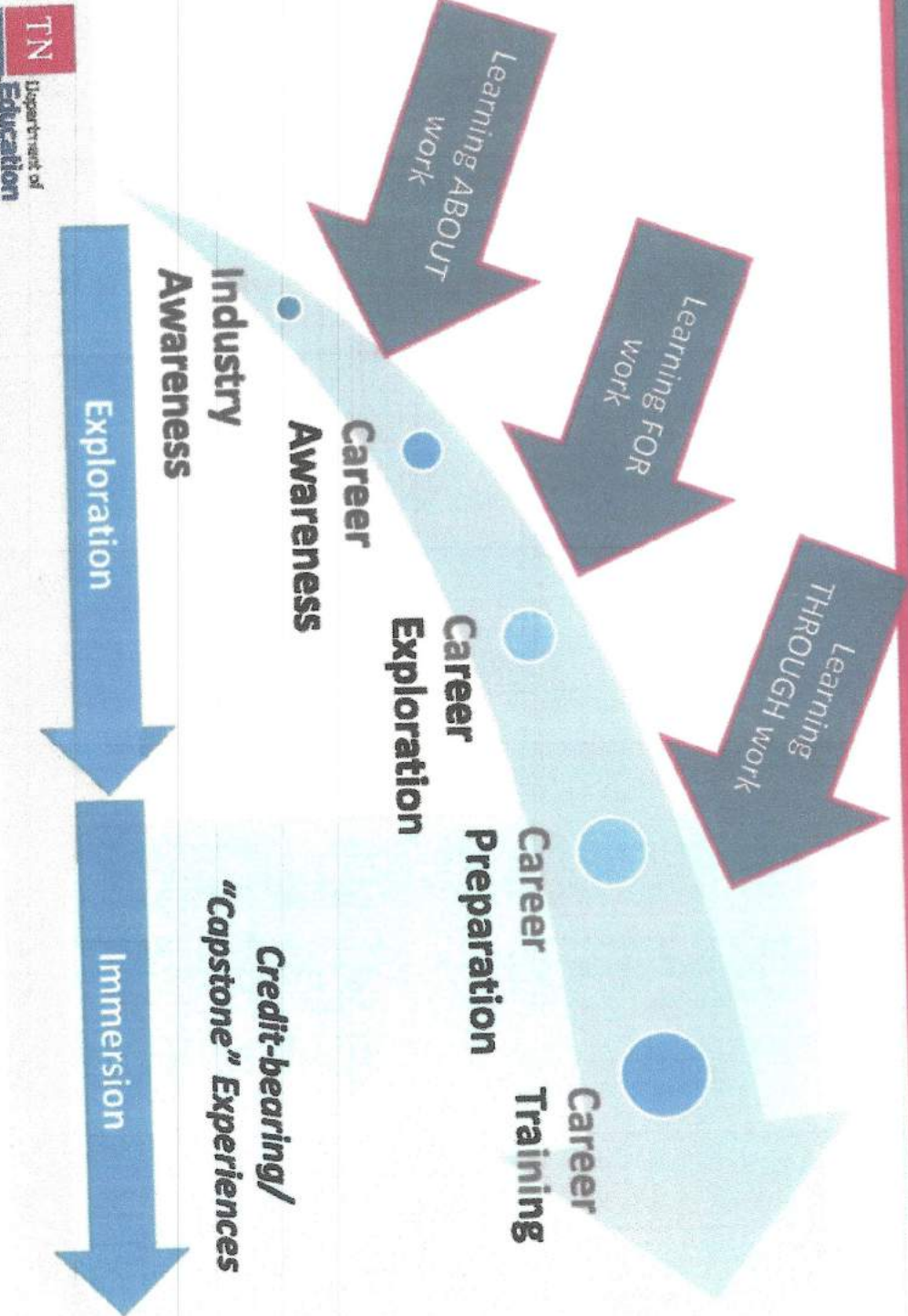
County Economic Status Map Fiscal Year 2024



© 2024 Mapbox & OpenStreetMap



Career Readiness Starts Early



Types of Work-Based Learning Experiences Along the WBL Framework Continuum

Type of Opportunity	Purpose	Sample Student Learning Outcome	Experience Defined by ...	Sample Experiences
Industry and Career Awareness	Build awareness of the variety of careers available and the role of post-secondary education; broaden student options.	Student can articulate the type of post-secondary education and training required in the career field and its importance to success in that field.	<ul style="list-style-type: none"> One-time interaction with partner(s), often for a group of students Designed primarily by adults to broaden student's awareness of a wide variety of careers and occupations 	<ul style="list-style-type: none"> Workplace tour Guest speaker Career fair Visit parents at work
Career Exploration	Explore career options and post-secondary requirements for purpose of motivation and to inform decision-making in high school and post-secondary education	Student can give at least two examples of how the student's individual skills and interests relate to the career field and/or occupations.	<ul style="list-style-type: none"> One-time interaction with partner(s) for a single student or small group Personalized to connect to emerging student interests Student takes an active role in selecting and shaping the experience Depth in particular career fields Builds skills necessary for in-depth work-based learning 	<ul style="list-style-type: none"> Informational Interview Job shadow Virtual exchange with a partner
Career Preparation	Apply learning through practical experience that develops knowledge and skills necessary for success in careers and post-secondary education.	Student works effectively as a member of a team, with respect for diverse perspectives and strengths.	<ul style="list-style-type: none"> Direct interaction with partners over time Application of skills transferable to a variety of careers Activities have consequences and value beyond success in the classroom Learning for the student and benefit to the partner are equally valued 	<ul style="list-style-type: none"> Integrated project with multiple interactions with professionals Student-run enterprise with partner involvement Technical mentoring through online interactions with partners Projects with partners through industry student organizations Service learning and social enterprises with partners Compensated internship connected to curriculum
Career Training	Train for employment and/or post-secondary education in a specific range of occupations.	Student demonstrates knowledge and skills specific to employment in a range of occupations in a career field.	<ul style="list-style-type: none"> Interaction with partners over extended period of time Benefit to the partner is primary and learning for student is secondary Develop mastery of occupation specific skills. Complete certifications or similar requirements for a specific range of occupations 	<ul style="list-style-type: none"> Internship required for credential or entry to occupation Apprenticeship Clinical experience On-the-job training

This document is part of the Work-Based Learning Implementation Guide.
 For more resources, see the WBL Toolbox: <https://tn.gov/education/articles/wbl-toolbox>

Regional Alignment

- **WBL must be community aligned:**
 - Provides access to high-demand, high-wage careers
 - Reflects state and regional workforce needs and trends
 - Encourages community ownership and collaboration

Metrics:

- WBL placements (by Pathways TN regions and district) reflect TN labor and workforce data
- **WBL placements are reflective of program of study enrollment**
 - District surveys reflect quality program indicators (CTE Directors, WBL Coordinators)
 - WBL program assessments are implemented locally

The Tennessee College of Applied Technology at Jacksboro Work Ethics Curriculum

- Attendance
- Character
- Teamwork
- Appearance
- Attitude
- Productivity
- Organization
- Communication
- Cooperation
- Respect

Providing Appalachian Training in Healthcare Quarterly Timeline

Award Year	2024-2025	2025-2026	2026-2027	2027-2028
Quarter 1	Steering Committee Meeting PATH Coordinator Hired and conducts individual meetings with collaborative partners	Steering Committee Meeting Implement Career Awareness/Work Ethics Curriculum in Campbell and Claiborne elementary schools	Steering Committee Meeting Prepare Career Awareness/Work Ethics Curriculum for elementary grades for expansion to Anderson	Steering Committee Meeting Conduct In-person individual meetings with collaborative partners
	Initial purchase of equipment/supplies required for execution of grant objectives - RSCC Articulation Education begins at TCAT	PATH WBL Counselor hired - RSCC Articulation begins - Establish articulation with ETSU & LMU	Conduct In-person individual meetings with collaborative partners - RSCC articulation activities begin @ TCAT Jacksonboro	LMU and ETSU articulation activities begin @TCAT Jacksonboro campus
Quarter 2	Steering Committee Meeting Develop Career Awareness/Work Ethics Curriculum for elementary grades	Steering Committee Meeting Prepare WBL with Industry Partners in Campbell & Claiborne - Begin planning for Middle School Technology Camp in Anderson County	Steering Committee Meeting Prepare WBL with Industry Partners in Anderson, Campbell & Claiborne - Coordinate with RSCC and Industry Partners in Anderson	Steering Committee Meeting Career Awareness/Work Ethics Curriculum for elementary grades continue in Campbell, Claiborne, and Anderson
	Equipment/supplies purchased implemented with secondary partners	Coordinate with RSCC and Industry Partners in Anderson - Select & Coordinate with Counselors for MS Camps	Develop plan to implement recommendations from individual meetings with collaborative partners	Continue WBL activities for Anderson, Campbell, & Claiborne
Quarter 3	Steering Committee Meeting Develop Middle School Camp Curriculum for Technology Camp - Coordinate with RSCC and Industry Partners - Select & Coordinate with Counselors for MS Camps	Steering Committee Meeting Implement WBL activities for Campbell and Claiborne County secondary students	Steering Committee Meeting Implement WBL activities for Anderson, Campbell, & Claiborne - Implement Career Awareness/Work Ethics Curriculum in Anderson County elementary schools	Steering Committee Meeting Continue WBL activities. Career Awareness/Work Ethics curriculum for Anderson, Campbell, & Claiborne
	Develop Inservice Presentation for Secondary Education Partners	Coordinate MS Camps in Campbell, Claiborne, and Anderson	Coordinate MS Camps in Campbell, Claiborne, and Anderson	Enlist PATH participants for steering committee, in-service, elementary curriculum, camps
Quarter 4	Steering Committee Meeting Middle School Camps for Campbell and Claiborne Counties	Steering Committee Meeting Middle School Camps for Campbell, Claiborne, & Anderson Counties	Steering Committee Meeting Middle School Camps for Campbell, Claiborne, & Anderson Counties - Develop sustainability plan	Steering Committee Meeting Middle School Camps for Campbell, Claiborne, & Anderson Counties
	Inservice/Work Ethic Curriculum delivered to Campbell and Claiborne Counties - Recruitment for RSCC Articulation	Inservice/Curriculum delivered to Anderson, Campbell, & Claiborne Counties - Student interest will be identified for RSCC, LMU, and ETSU articulation opportunities	Inservice/Curriculum delivered to Anderson, Campbell, & Claiborne Counties - Student interest will be identified for RSCC, LMU, and ETSU articulation opportunities	Inservice & WBL activities for Campbell, Claiborne & Anderson Counties - Present final Sustainability Plan



276 Patton Lane Harriman, TN 37748-5011
(865) 354-3000 Fax (865) 882-4562

www.roanestate.edu

Office of the President

April 17, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

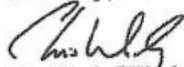
Dear Dr. Petree,

The administration of Roane State Community College is pleased to partner with the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). Our college will provide cooperation at all levels for this program. We have a long history of dual enrollment with Campbell and Anderson County school systems. Our college has provided capstone experiences of career preparation, training and industry certification in healthcare fields for these high school populations. We have enabled numerous students to compete for high demand, high skill, and high wage jobs in Campbell and Anderson Counties and stand ready to enrich these offerings in partnership with TCAT Jacksboro.

Roane State Community College understands the requisite for life-long learning in the economy of the future. We are excited to join with our higher education partners and local business and industry to provide training in health careers. As you are aware, RSCC and TCAT Jacksboro have focused on the underserved populations of Campbell and Anderson Counties. In particular, Roane State has been the post-secondary education leader in Anderson County. We have combined with the Tennessee College of Applied Technology at Jacksboro to represent the top two post-secondary destinations for Campbell Countians as well.

In summary, our college fully supports the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for increased student success in the Campbell County and Anderson County regions. If you have questions, please feel free to contact me.

Sincerely,



Dr. Chris Whaley
President

Serving the counties of
Roane ♦ Anderson ♦ Campbell ♦ Cumberland ♦ Fentress ♦ Loudon ♦ Morgan ♦ Scott
(Knox and Blount for Health Sciences)

April 16, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

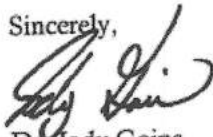
Dear Dr. Petree,

The administration of Lincoln Memorial University is proud to partner with the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). Our university will work toward articulation opportunities to provide continuing education for students in Campbell, Claiborne, and Anderson counties. Lincoln Memorial University understands the requisite for life-long learning in the economy of the future. We are excited to join with our higher education partners and local business and industry to provide training in health careers. The COVID-19 pandemic strained healthcare resources making health career concentrators increasingly difficult to find. PATH offers a process that promises to provide for current needs and ensure a highly trained workforce for the future.

Our university has provided capstone experiences of career preparation, training and industry certification in healthcare fields. We have enabled numerous students to complete for high demand, high skill, and high wage jobs in Campbell, Claiborne and Anderson Counties and stand ready to enrich these offerings in partnership with TCAT Jacksboro and Roane State Community College.

In summary, our university fully supports the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for increased student success in the East Tennessee area. If you have questions, please feel free to contact me.

Sincerely,



Dr. Jody Goins
Executive Vice President for Administration, Lincoln Memorial University



April 24, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

Dear Dr. Petree,

The East Tennessee Human Resource Agency fully endorses the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application - Providing Appalachian Training in Healthcare (PATH). Our region has many high demand, high skill, and high wage jobs for trained healthcare providers. Campbell, Claiborne, and Anderson counties desperately need health workers with significant staff losses in our clinics and hospitals since the COVID-19 pandemic.

We are excited to partner with secondary schools, our higher education partners and local business and industry to support training in health careers. This grant provides resources for these counties and our region to build improved health outcomes and economic opportunities. Campbell and Claiborne counties are "at-risk" status according to the Appalachian Regional Commission. While Anderson County is defined as transitional, there are five (5) zip codes determined by the US Census Bureau to exhibit "persistent" poverty. These zip codes are along or near to the Campbell County line. Eighteen (18) total zip codes under this grant meet US Census "persistent" poverty criteria.

The Tennessee College of Applied Technology at Jacksboro and Roane State Community College have always been key to providing career readiness for residents in these areas. The PATH grant will provide highly skilled members of the healthcare workforce of tomorrow for this region. Many TCAT-Jacksboro students qualify for a variety of support services offered through our American Job Center network, which our ETHRA Team administers.

In summary, our office fully supports the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for employers in these counties and our region. If you have questions, please feel free to contact me.

Sincerely,

E. L. Morton
Director Workforce Services
East Tennessee Human Resource Agency

9111 CROSS PARK DRIVE, STE D-100 • KNOXVILLE, TN 37923 Info@ethra.org 865 691-2551 ethra.org



Office of the Director of Schools
101 South Main Street, Suite 501
Clinton, Tennessee 37716
Office: (865) 463-2800
Fax: (865) 457-9157

Dr. Tim Parrott, Director

April 17, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

Dear Dr. Petree

The administration of Anderson County Schools offers its full endorsement of the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). This grant opportunity will provide Anderson County Schools the opportunity to take action that fulfills our vision to develop, challenge, and support – "Every student, every day." PATH will provide opportunities to serve Kindergarten to Graduation with exploration to immersion in Career Readiness. Our school system stands ready to provide cooperation at all levels for this program.

In short, we are excited to expand our already robust partnerships with higher education partners and local business and industry to provide training in health careers. We are excited to begin with implementation of industry and career awareness in elementary grades. The implementation of middle school camp opportunities in Anderson County will be transformational and our staff stands ready to assist. The provision of capstone experiences of career preparation, training and industry certification in healthcare fields for our high school populations will enable our students to complete for high demand, high skill, and high wage jobs in our area.

In closing, our system fully supports the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application: Providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for increased college and/or career readiness for students in the Anderson County School System. If you have questions, please feel free to contact me.

Sincerely,

Dr. Tim Parrott
Anderson County Director of Schools

Claiborne County Department of Education

Mrs. Meredith Medley Arnold, Ed.S.
Director of Schools

PO Box 179
1403 Tazewell Road
Tazewell, TN 37879
Phone 423-628-3543
FAX 423-628-6945

April 16, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

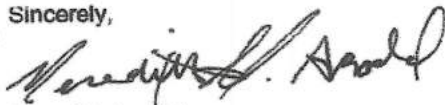
Dear Dr. Petree,

The administration of Claiborne County Schools would like to fully endorse the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). This grant opportunity will provide Claiborne County Schools assistance in fulfilling our vision statement – "Academic, social, and emotional growth for every student to be college and/or career ready." PATH will provide an opportunity to serve Kindergarten to Graduation with exploration to immersion in Career Readiness. Our school system stands ready to provide cooperation at all levels for this program. The provision of capstone experiences of career preparation, training, and industry certification in healthcare fields for our Cumberland Gap High School population will enable our students to compete for high demand, high skill, and high wage jobs in our area.

In short, we are excited to partner with higher education partners and local business and industry to provide training in health careers. We are excited to begin with implementation of industry and career awareness in elementary grades. The start of middle school camp opportunities in Claiborne County will be transformational and our staff stands ready to assist.

In closing, our system fully supports the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for increased college and/or career readiness for students in the Claiborne County School System. If you have questions, please feel free to contact me.

Sincerely,



Meredith Arnold
Claiborne County Director of Schools

Board Members: Chair – Wade Breeding, Vice Chair – Linda Fultz, Shane Bunch, Juanita Honeycutt, Neta Munsey, Dan Peerman, Mark Reece

Claiborne County Schools do not discriminate on the basis of race, sex, color, religion, age, veteran status or disability in provision of education programs and services or employment opportunities and benefits in pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and other state and federal laws.



LaFollette Medical Center
923 East Central Avenue, LaFollette, TN 37766

April 16, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

Dear Dr. Petree,

Tennova Healthcare's LaFollette Medical Center is pleased to offer support of the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application - Providing Appalachian Training in Healthcare (PATH). As you know, we offer many high demand, high skill, and high wage jobs in our county for trained healthcare providers. We are one of the top three employers in Campbell County and are consistently seeking to add members to our team. The COVID-19 pandemic strained our resources, and we continue to seek healthcare workers that are increasingly hard to find. PATH offers a process that promises to provide our current needs and ensure a highly trained workforce for the future.

We are excited to partner with Campbell County Schools, our higher education providers and local workforce partners to support training in health careers. We have a long history of partnership with The Tennessee College of Applied Technology at Jacksboro and Roane State Community College. Each has always been key to providing career readiness for many Campbell County residents in these areas and the PATH grant will provide highly skilled members of the Campbell County workforce of tomorrow.

Our facility stands ready to fully support the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for Campbell County. Together we will see opportunities for improving quality of life for all Campbell County residents. If you have questions, please feel free to contact me.

Sincerely,

A handwritten signature in blue ink, appearing to read "Mark Cain", is written over a light blue horizontal line.

Mark Cain
LaFollette Medical Center



April 22, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

Dear Dr. Petree,

Cumberland Village is pleased to partner in support of the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application - Providing Appalachian Training in Healthcare (PATH). We are excited to partner with Campbell County Schools, our higher education providers and local workforce partners to support training in health careers. We have a long history of partnership with The Tennessee College of Applied Technology at Jacksboro. This partnership has always been key to providing career readiness for many Campbell County residents and the PATH grant will provide highly skilled members of the Campbell County workforce of tomorrow.

We offer many high demand, high skill, and high wage jobs in Campbell County for trained healthcare providers. We are consistently seeking to add members to our team. The COVID-19 pandemic strained our resources, and we continue to seek healthcare workers that are increasingly hard to find. PATH offers a process that promises to provide our current needs and ensure a highly trained workforce for the future.

Our facility offers our full endorsement and support for the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for Campbell County. Together we will see opportunities for improving quality of life for all Campbell County residents. If you have questions, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Cindy Hill".

Cindy Hill
Education Director



CAMPBELL COUNTY MAYOR

Jack Lynch

OFFICE: 423-562-2526

FAX: 423-562-2075

Email: mayorlynch@campbellcountygov.com

570 Main Street, P.O. Box 435

JACKSBORO, TN 37757

April 16, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

Dear Dr. Petree,

The office of the mayor of Campbell County is excited to offer support of the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application - Providing Appalachian Training in Healthcare (PATH). As you know, we have many high demand, high skill, and high wage jobs in our county for trained healthcare providers. Two of our top 10 employers are Tennova's LaFollette Medical Center and Grace Rehabilitation. Several other healthcare jobs are readily available and constitute the 3rd highest number of jobs in Campbell County.

We are excited to partner with Campbell County Schools, our higher education partners and local business and industry to support training in health careers. This grant opportunity will provide Campbell County with desperately needed workers in a vocation that has seen a steep drop in the workforce since the COVID-19 pandemic. Further, PATH provides an opportunity for our county to provide improved economic opportunities to our at-risk population. The TNECD determination of our at-risk status includes six (6) zip codes that have been identified as exhibiting "persistent" poverty. The Tennessee College of Applied Technology at Jacksboro has always been key to providing career readiness for many Campbell County residents in these areas and the PATH grant will provide highly skilled members of the Campbell County workforce of tomorrow.

In closing, our office fully supports the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for employers in Campbell County, along with opportunities for improving quality of life for all Campbell County residents. If you have questions, please feel free to contact me.

Sincerely,

Jack Lynch



P.O. Box 813 | 6020 Arbury Way | Ooltewah, TN 37363
423-238-5330 | morningpointefoundation.com

April 16, 2024

Dr. Debbie Petree
President
Tennessee College of Applied Technology at Jacksboro
P.O. Box 419
265 Elkins Road
Jacksboro, TN 37757

Dear Dr. Petree,

Morning Pointe Foundation would like to offer our support of the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application - Providing Appalachian Training in Healthcare (PATH). We appreciate the opportunity to partner with local secondary partners, our higher education providers, and local workforce partners to support training in health careers. We have a long history of partnership with The Tennessee College of Applied Technology at Jacksboro. This relationship has always been key to providing career readiness for residents in our service area and the PATH grant will provide highly skilled members of the workforce of tomorrow for Morning Pointe Senior Living.

Morning Pointe Senior Living offers many high demand, high skill, and high wage jobs in East Tennessee for trained healthcare providers. We are consistently seeking to add members to our team. The COVID-19 pandemic strained our resources, and we continue to seek healthcare workers that are increasingly hard to find. PATH offers a process that promises to provide our current needs and ensure a highly trained workforce for the future.

Morning Pointe Foundation offers our complete endorsement and support for the Tennessee College of Applied Technology at Jacksboro's GIVE 3.0 grant application Providing Appalachian Training in Healthcare (PATH). The PATH program would provide exactly what is needed for our region. Together we will see opportunities for improving quality of life for our service area. If you have questions, please feel free to contact me.

Sincerely,

Miranda Perez

Miranda Perez
Executive Director
Morning Pointe Foundation
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