

# East Tennessee Human Resource Agency, Inc. (ETHRA LWDA 4)

## 2016 Labor Education Alignment Program (LEAP 2.0)

Advanced Manufacturing in Rural East Tennessee Counties

ETHRA LWDA 4

IN PARTNERSHIP WITH

1. Higher Education Institutions:

Tennessee College of Applied Technology – Crossville; Tennessee College of Applied Technology – Harriman; Tennessee College of Applied Technology – Jacksboro; Tennessee College of Applied Technology – Oneida/Huntsville

2. LEA/School Districts:

Campbell County Schools; Claiborne County Schools; Cumberland County Schools; Fentress County Schools; Lenoir City Schools; Loudon County Schools; Morgan County Schools; Oneida Special School District; Roane County Schools; Scott County Schools; Union County Schools; York Institute

3. Employer Partners:

AlbaHealth, Rockwood, TN; Armstrong Flooring, Oneida, TN; Del Conca USA, Loudon, TN; Family Brands, Lenoir City, TN; JDS Technologies, Inc., Oneida, TN; Matix Corp., Pioneer, TN; Morgan Olson, LLC, Loudon, TN; NetShape Technologies, Inc., Rockwood, TN; Proton Power, Lenoir, TN; StonePeak Ceramics, Crossville, TN; Takahata Precision Tennessee, Inc., Helenwood, TN; Tennier Industries, Inc., Huntsville, TN; Vanhooseco, LLC, Loudon, TN

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Funding Requested:

\$1,000,000

  
Project Co-Director/Director of Higher  
Education Institution

  
Project Co-Director/Director of Higher  
Education Institution



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## Abstract/Project Summary

This project will involve partners in nine counties: Campbell, Claiborne, Cumberland, Fentress, Loudon, Morgan, Roane, Scott, and Union. Twelve school systems will participate: Campbell, Claiborne, Cumberland, Fentress, Lenoir City, Loudon, Morgan, Oneida Special School District, Roane, Scott, Union, and York Institute. Fourteen business/industry partners have agreed to partner in the project: AlbaHealth, Rockwood, TN; Armstrong Flooring, Oneida, TN; Del Conca USA, Loudon, TN; Family Brands, Lenoir City, TN; JDS Technologies, Inc., Oneida, TN; Matix Corp., Pioneer, TN; Morgan Olson, LLC, Loudon, TN; NetShape Technologies, Inc., Rockwood, TN; Proton Power, Lenoir, TN; StonePeak Ceramics, Crossville, TN; Takahata Precision Tennessee, Inc., Helenwood, TN; Tennier Industries, Inc., Huntsville, TN; Vanhooseco, LLC, Loudon, TN

The project will address basic skill requirements local manufacturing employers need while providing credit into multiple post-secondary programs that lead to advanced manufacturing careers. Training will be provided to high school students, post-secondary students, and incumbent workers in entry-level to mid-level manufacturing skills. Exposure to advanced manufacturing in each of the secondary school systems will help students develop interest in the many career opportunities available and provide a pathway to higher education programs. Post-secondary students will benefit from the certifications obtained training on industry certified equipment applicable to manufacturing jobs. Incumbent workers will benefit from the portability of the training and receiving the same quality of training delivered on campuses. Some of the credentials that a student may earn include: OSHA 10, fork lift training, Snap-On certifications, and CPT. The business partners will be instrumental in the delivery of the work-based learning component and provide real world experience related to the importance of work ethics and industrial environments. In addition, a work ethics diploma will be developed based on the industry partners' input. "Soft skills" will be a component of the training utilizing several curriculums including the ACT National Career Readiness Certificate (NCRC®).

The majority of the funding will be used to purchase equipment that will be available in each of the counties represented in the proposal allowing the training to be sustained beyond the grant period. The industry partners will provide paid internships and cooperative education opportunities for students completing the advanced manufacturing training. The strength of our proposal is the breadth of our partnership involvement. All of these factors together will help our region meet the goals set in Tennessee's Drive to 55.

## Program Proposal

### Section 1. Demonstrated Need

Localized data demonstrating the need for action. This proposal addresses basic skill requirements local and regional manufacturing employers need while providing credit into multiple post-secondary programs that lead to advanced manufacturing careers. Training will be provided to high school students, post-secondary students, and incumbent workers in entry-level manufacturing skills. The 2014-2022 long-term employment projection in manufacturing for Tennessee shows 2.1% growth. This LEAP 2.0 proposal serves nine rural East Tennessee counties, 12 school systems, four TCATs, and 12 industry partners. Two local workforce investment areas, LWDA 2 and 4, are represented with the majority of the counties being in LWDA 4. Governor Haslam's Jobs4TN Sector Strategy includes Automotive, Advanced Manufacturing, Chemicals and Plastics, Transportation, Logistics, and Distribution Services, Business Services, Healthcare, Entertainment, Food, and Accommodations, Energy Technologies, Retail Trade, and Construction. LWDAs 2 and 4 are among the areas projected as having the highest long-term employment with LWDA 2 having 25,940 and LWDA 4 having 31,030.<sup>1</sup> Many of the counties represented in this proposal border Knox County (LWDA 3). All three workforce areas identified advanced manufacturing as a customer focus in their Local Plan submissions for 2014:

- LDWA 2 – “Manufacturing, which is projected to have a decline of 1,264 jobs, is the largest employer with 26,060. Although technology will likely affect manufacturing employment, it is still an important sector now and in the future, p. 15.”<sup>2</sup>
- LDWA 3 – “Employer needs for greener and more advanced techniques in industrial maintenance (the emergence of “mechatronics”) offer opportunities for good jobs within the manufacturing sector, p. 6.”<sup>3</sup>

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<sup>1</sup> Jobs4tn.gov/vosnet/lmi/industry

<sup>2</sup> Smoky Mountains Workforce Area, 2014 Plan Modifications

<sup>3</sup> Workforce Connections and the WIB for LWIA 3 Planning Baldrige Narrative 2014-2019

- LWDA 4 – “Over the past two years many industrial firms especially related to advanced manufacturing in the fields of resins, plastics, automotive, and research and development have begun to expand in the region, pps. 9-10.”<sup>4</sup>

Table 1 shows some of the key demographics for the counties served by this proposal. A key attribute for our counties is that the high school graduation rate in all nine counties is near or above the state rate. With Tennessee Promise and the Drive to 55 initiatives, the college going rate in our counties is increasing. However, our counties face several challenges. All counties but one are above the state unemployment rate with four counties above 5%. Additionally, only one county has average weekly wages above the state average. The partners in this proposal see opportunities to make significant progress in decreasing the unemployment rates, increasing college going rates, and increasing average weekly wages in all of our counties. Along with educating high school students about advanced manufacturing opportunities, the 25-64 age group will be a key factor in addressing the skills gap in advanced manufacturing in the nine counties.

**Table 1: Key Demographics of Partner Counties**

Area	Population <sup>5</sup>	Labor Force May 2016 <sup>6</sup>	Unemployment Rate May 2016 <sup>5</sup>	Average Weekly Wage Fourth Quarter <sup>1</sup> 2015 <sup>5</sup>	High School Graduation Rate 2015-2016 <sup>c7</sup>	College Going Rate <sup>7</sup>	Certificate or Credential Holders between ages 25-64 in 2015 <sup>8</sup>
Tennessee	6,547,779	3,012,400	3.8%	\$979	87.2%	54.4%	38.7%
Campbell	39,918	15,070	5.4%	\$691	87.6%	49.7%	21.1%
Claiborne	31,592	12,990	4.9%	\$709	87.2%	63.7%	24.4%

<sup>4</sup> Local Workforce Investment Area 4 Local Plan 2014-2019

<sup>5</sup> Jobs4tn.gov

<sup>6</sup> [www.state.tn.us/labor-wfd/affirmact/affirmative.pdf](http://www.state.tn.us/labor-wfd/affirmact/affirmative.pdf)

<sup>7</sup> [www.driveto55.org](http://www.driveto55.org)

<sup>8</sup> Part II: Economic Benefits of Postsecondary Credentials in Tennessee’s Counties Incremental Earnings and Revenues Upon Drive to 55 Achievement. found at [www.TNECD.com](http://www.TNECD.com)

Cumberland	57,985	23,460	4.5%	\$706	93.0%	42.2%	28.9%
Fentress	17,855	7,190	5.1%	\$593	93.8%	58.6%	20.9%
Loudon	43,923	22,480	3.7%	819	88.9%	56.4%	37.0%
Morgan	20,959	7,570	5.2%	\$689	97.9%	46.4%	19.0%
Roane	53,175	22,250	4.4%	\$1,207	92.8%	60.6%	32.3%
Scott	21,865	8,040	5.9%	\$645	92.1%	61.8%	22.8%
Union	18,734	7,430	4.6%	\$650	87.1%	48.4%	19.1%

Clear Linkages between grant activities and local needs. In order to meet the manufacturing needs of our current and future industry partners, we must seek innovative methods to train our workforce. This project focuses on recommendations from the National Association of Manufacturing (NAM) and the Manufacturing Institute (MI) to increase the number of skilled workers in the pipeline. The NAM Task Force set three goals to assist in solving the manufacturing skills gap: (1) organize manufacturers to speak with one voice regarding needs and sustainability of workforce, (2) engage and align key stakeholders, and (3) build a system that delivers a sustainable pipeline of strong mid-skilled manufacturing talent.<sup>9</sup> MI has worked with manufacturing certification organizations to establish a collaborative approach to “stackable credentials.” Foundation skills are grounded in the ACT National Career Readiness Certificate (NCRC). The ACT NCRC® is a portable, industry recognized credential that skill levels in reading for information, applied math, and locating information which are essential skills for any job. Technical skills endorsed include MSSC, MSI, NIMS, and AWS.<sup>10</sup> Some of the credentials that a student may earn include: OSHA 10, fork lift training, Snap-On certifications, and CPT.

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<sup>9</sup>Overcoming the Manufacturing Skills Gap. National Association of Manufacturers. retrieved July 12, 2016 at [http://www.nam.org/uploadedFiles/NAM/Site\\_Content/Issues/Workforce/Workforce\\_Task\\_Force\\_Toolkit/MFGWorkforce.pdf](http://www.nam.org/uploadedFiles/NAM/Site_Content/Issues/Workforce/Workforce_Task_Force_Toolkit/MFGWorkforce.pdf)

<sup>10</sup>Manufacturing Institute. Workforce: Skills Certifications. Retrieved July 12, 2016 at <http://www.themanufacturinginstitute.org/Skills-Certification/Skills-Certification.aspx>

Integrating career awareness into the K-12 system will be an integral component of the grant. All partners will be involved in the development a work ethics component where soft skills will be integrated to address the worker characteristics needed by manufacturing employers. The Project Coordinator will work with business and industry to arrange for students to participate in industry tours.

Alignment with Tennessee’s Drive to 55 goals. This project was designed to meet local needs along with the “Drive to 55” goals. In 2013, Governor Bill Haslam announced the “Drive to 55” initiative to help Tennesseans get jobs. His goal is that by 2025, 55% of all Tennesseans would have a post-secondary credential. Governor Haslam intends for Tennessee to be the number one state in the Southeast for high quality jobs. Tennessee has aligned resources to meet the “Drive to 55” goal. Training activities and education practices include Read to the Ready, Tennessee Promise, Tennessee LEAP, and Tennessee Reconnect. Manufacturing is projected to grow by 2.1% between 2014 and 2022. Transportation Equipment Manufacturing ranks 7 in industry growth and new job creation while machinery manufacturing ranks 18 in the State.<sup>11</sup> *Business Facilities* ranked Tennessee the top state in automotive manufacturing strength in five of the last six years. Automotive manufacturing in Tennessee includes three major assembly plants and automotive operations in 88 of 95 counties with 38,064 new jobs being created between January 2011 and April 2016.<sup>12</sup>

Our workforce, especially those entering the workforce for the first time, do not understand that the advanced manufacturing environment of today is not the sweatshop of yesterday. The Campbell County School system conducted a survey of junior and senior students about their impressions of manufacturing opportunities. Survey results showed that the students did not understand what opportunities are available in manufacturing. If the survey was conducted with the other school systems participating in this proposal, the results would be comparable. A similar survey

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<sup>11</sup> TN Workforce Innovation and Opportunity Act, Combined State Plan July 1, 2016 – June 30, 2020. [www.tn.gov/assets/entities/labor/attachments/TN\\_WIOA\\_Combined\\_State\\_Plan.pdf](http://www.tn.gov/assets/entities/labor/attachments/TN_WIOA_Combined_State_Plan.pdf)

<sup>12</sup> <http://www.tnecd.com/industries/automotive/>

will be developed and administered to CTE students to obtain quantifiable data. Over 6,000 students are served in CTE programs annually in the partnering K-12 school systems.

Bringing K-12 school systems, institutions of higher education, industry partners, and workforce development professionals together ensures that we produce skilled employees for now and tomorrow. Just as we need to do a better job of educating students about the career opportunities in advanced manufacturing, we need to do a better job of bringing partners to the table to collaborate on identifying needs, addressing those needs through education and training, and supplying a skilled workforce. Having all the project partners working together ensures that we address the local and regional needs of the advanced manufacturing industry. The Advanced Manufacturing in Rural East Tennessee Counties proposal sets forth five goals:

- (1) getting students ready—career exploration and ACT foundational skills integrated into K-12 classes
- (2) getting them in school—teaching advanced manufacturing skills in high school with work based learning opportunities thus allowing students to exit high school job-ready
- (3) getting them out of school—incorporating work based learning through cooperative education, internships, and on-the-job training opportunities with students entering workforce in a shorter timeframe
- (4) finishing with adult students—providing advanced manufacturing skills to post-secondary adult students and incumbent workers identified by industries as needing skill upgrades
- (5) tying education and training to a workforce need—industry partners are true stakeholders in our development and deployment; where content is designed to meet their needs

## **Section 2. Program Plan**

Detailed project timeline and overview. A timeline has been established for the 30-month grant period with sustainability plans addressed in Section 5 of this proposal. A Project Coordinator will be

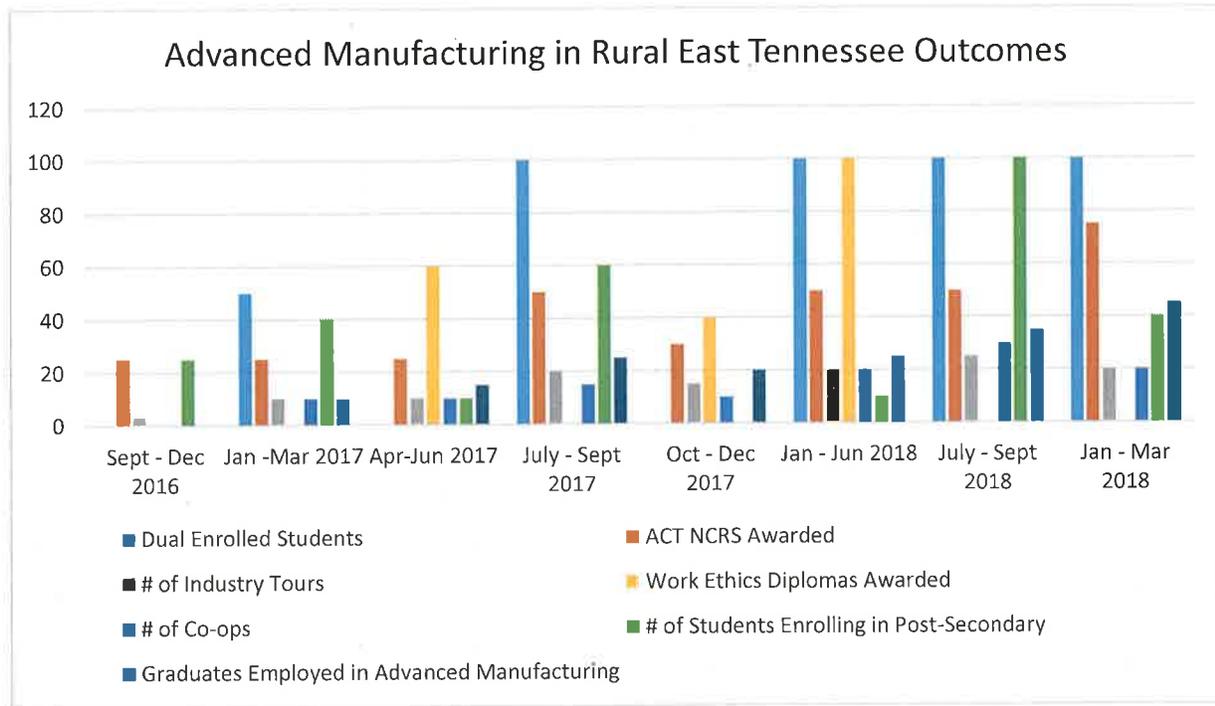
hired to ensure that all deliverables are met along with coordinating grant activities. Ongoing communication with all partners will ensure that grant activities are meeting the local and regional needs of manufacturing employers.

August, 2016	Sept - Dec 2016	Jan - Mar 2017	Apr - June 2017	July - Sept 2017	Oct - Dec 2017	Jan - June 2018	July - Dec 2018	Jan - Mar 2019
<ul style="list-style-type: none"> <li>• Grant Awarded</li> <li>• Advertise for Project Coordinator</li> <li>• Project Co-Directors coordinate initial grant activities</li> </ul>	<ul style="list-style-type: none"> <li>• Initial Steering Committee Meeting</li> <li>• Hire Project Coordinator</li> <li>• Initiate equipment purchases</li> <li>• Develop work ethics component</li> <li>• Market advanced manufacturing grant activities</li> <li>• Enroll dual enrolled students</li> </ul>	<ul style="list-style-type: none"> <li>• Launch work ethics component</li> <li>• Deploy equipment in nine counties</li> <li>• Quarterly Steering Committee Meetings</li> <li>• Provide necessary training for faculty</li> <li>• Develop tracking system</li> <li>• Enroll dual enrolled students</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Steering Committee Meetings</li> <li>• Compile report for completion, WBLs, etc.</li> <li>• Industry tours</li> <li>• Enroll dual enrolled students</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Steering Committee Meetings</li> <li>• Compile report for completion, WBLs, etc.</li> <li>• Industry tours</li> <li>• Enroll dual enrolled students</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Steering Committee Meetings</li> <li>• Compile report for completion, WBLs, etc.</li> <li>• Industry tours</li> <li>• Enroll dual enrolled students</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Steering Committee Meetings</li> <li>• Industry tours</li> <li>• Compile report for completion, WBLs, etc.</li> <li>• Enroll dual enrolled students</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Steering Committee Meetings</li> <li>• Compile report for completion, WBLs, etc.</li> <li>• Industry tours</li> <li>• Enroll dual enrolled students</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Steering Committee Meetings</li> <li>• Compile report for completion, WBLs, etc.</li> <li>• Industry tours</li> <li>• Grant Closeout</li> </ul>

Clear alignment of workforce data and Drive to 55 goals. The activities proposed in this application will ensure that high school and adult students will attain both stackable credentials and the necessary skills to meet the needs of industry partners in the nine counties. High school graduates will graduate with the skills necessary to enter the workforce in entry-level to mid-level advanced manufacturing positions. A pathway from K-12 to the TCATs will enable high school students to obtain dual enrollment credit and seamlessly move to the TCATs in industrial maintenance or industrial electricity programs where they can complete a diploma. The grant will also support training for incumbent workers if employers have needed training for employees. By serving high school students, adult students, and incumbent workers, the grant activities will support adding more employees to the pipeline with industry needed credentials in advanced manufacturing.

Measurable objectives for each phase of the project. Initial benchmark projections have been established in the following areas: (1) number of dual enrolled students - 450, (2) number of ACT NCRC®

awarded - 330, (3) number of industry tours conducted - 123, (4) number of work ethics diplomas awarded - 200, (5) number of cooperative education (work-based learning) - 115, (6) number of



students enrolled in post-secondary education via project – 285, and (7) number of graduates entering advanced manufacturing employment - 175. These numbers may be higher as the project is implemented and marketed.

Project governance and accountability plan. Each of the TCATs has strong General Advisory and Program Advisory Committees. Due to the large number of partners participating in this project, each TCAT will lead a Steering Committee which will include K-12, industry, workforce, and other partners. The Steering Committees will be aligned with the counties being served by each TCAT. The TCAT Directors will work with the Project Coordinator to ensure that communication, processes, and reporting are coordinated among the four steering committees. The Project Coordinator and the TCAT Directors will oversee the governance of the project while ensuring that we are accountable for each phase of the project.

Role of proposed equipment purchased. Based on the equipment currently being used by our industry partners, all equipment purchased with LEAP 2.0 funds will allow students to learn on the equipment that is currently used by our industry partners. Purchased equipment will allow students to gain stackable credentials including: OSHA 10, fork lift training, Snap-On certifications, and CPT. Some of the equipment to be purchased includes: Snap-On torque certification kit, Snap-On precision measuring certification kit, Snap-On meter certification kit, portable electric motor control learning system, portable pneumatic learning system, portable electric relay control learning system, and portable AC/DC electrical learning system. Equipment will be stationed at strategic locations allowing the partners to expand capacity and offer more advanced manufacturing training. School systems will work directly with TCATs in determining the best location to place equipment where use can be maximized.

Structure of Work-Based Learning (WBL) program. LWDA 4 has committed to provide on-the-job training (OJT) opportunities for eligible customers. We will work directly with workforce personnel to identify OJT opportunities. TCATs have ongoing partnerships with many industry partners which includes the ability of students to participate in paid cooperative education activities. Industry partners will provide opportunities for students to get work-based learning experiences. Students will gain invaluable experience in the manufacturing environment while earning wages. The industry partners will be able to assist in developing students' employable and technical skill sets. The ultimate goal is that each student will be a good match for the industry partner and obtain permanent employment making it a win-win situation. The WBL component in our proposal is truly sustainable because industries will be providing employment opportunities that may well become permanent placements.

### **Section 3. Strength of Partnership**

Detailed description of each mandatory partner's role in implementation of the identified program. Each participant in this proposal will be actively be involved in developing, implementing, and ensuring the success of the program. A long history exists within each of the counties involving K-12, TCATs, workforce development (American Job Centers) and industry. This proposal is strengthened by the partnership and puts education and training decisions at the local levels ensuring that industry partners have a pipeline of qualified employees.

Each TCAT program has an advisory committee. These committees are made up of business/industry partners in that field. School system Career Technical Education programs also have advisory committees for each program. These partnerships add strength to our proposal because industry leaders are already advising and guiding curriculum development and employer' needs. Industry partners are the manufacturing "experts." For a pipeline of qualified employees now and in the future, we must have industry partners involved in the design of our curriculum.

Local government officials, Chambers of Commerce, and Workforce organizations have committed their support to this proposal. Workforce development professionals in the LWDA's can ensure that eligible students are considered for on-the-job training contracts when appropriate. The American Job Centers are the conduit for job seekers and employers in Tennessee. Having them as a partner in this proposal brings expertise, potential on-the-job training for students, and referrals to employers. However, industry partners are the most important component of this partnership. Industry partners will be providing jobs for the students who complete the advanced manufacturing credentials offered by equipment and training funded with LEAP 2.0.

Capabilities of each mandatory partner in ensuring project success. The TCATs have been providing technical education in the region over 50 years. During that time, we have adapted to the changing needs of our workforce. K-12 school systems are strongly committed to providing opportunities to CTE students thus increasing the number of job-ready employees upon high school

graduation. Each Chamber of Commerce, LWDA, and other partners have a strong commitment to meeting the needs of our manufacturing employers. Manufacturing employers are the strength of this proposal because they understand the manufacturing needs and can provide jobs for students in the project. Bringing these partners together will align the development and implementation of the soft skills curriculum, work ethics diploma requirements, and technical skills necessary to meet local and regional manufacturing needs.

Letters of support and/or commitment from local and area employers. Industry partners are active partners in this project. Not only will the employers assist in developing the work ethics diploma component but they will be providing industry tours and work-based learning activities. Letters of this support and commitment are included in Attachment 1 – Letters of Commitment.

Letter(s) of support from higher education institution. TCATs Crossville, Harriman, Jacksboro, and Oneida/Huntsville work collaboratively on many projects. Co-Directors for the project will be Danice Turpin, TCAT Harriman Director and Debbie Petree, TCAT Jacksboro Interim Director. Letters of support and collaboration are included in Attachment 1 – Letters of Commitment. Other partners include Workforce Development Areas 2 and 4 along with local Chambers of Commerce. Those letters of commitment are also included in Attachment 1 – Letters of Commitment.

#### **Section 4. Budget Plan**

Clear alignment between funding request and grant activities. The TCATs and K-12 school systems commit to bringing technical and educational expertise to this proposal along with serving on Steering Committees. The only salary being requested is for a Project Coordinator who will assure that all grant activities are coordinated and outcomes are being met. The bulk of this proposal is a request for the purchase of equipment that will be housed in locations that expand the capacity to deliver advanced manufacturing skills in each of the counties. A detailed accounting is contained in the Grant Budget.

Entities initiating WBL programs should outline the funding structures for student payment, record keeping, and reimbursement procedures. The Project Coordinator will work with LWDAs 2 and 4 to determine if any student may be eligible for on-the-job training opportunities. Most of the WBLs will consist on internships or cooperative education contracts with manufacturing employers. The Project Coordinator will document all WBL activities for the purposes of grant reporting.

## **Section 5. Sustainability**

Detailed plan for sustaining the program beyond the 30-month funding period. An infrastructure is already in place to ensure sustainability. Each TCAT participating in this project has strong General Advisory Committees and Program Advisory Committees. The industry partners on these committees will be instrumental in ensuring sustainability. TCATs will assume the maintenance of equipment funded under this grant once the grant period expires. Industry partners are committing to providing funds for the work-based learning component and based on positive outcomes, industries involved in the project will continue to hire students with our advanced manufacturing credentials and that other industry partners will want to join. The LEAP 2.0 grant addresses a skills-gap identified by our industry partners along with soft skills that is needed by all employers in our region. The increased enrollment in TCAT programs will provide sustainability of the infrastructure.

Detailed plan for maintaining communication and sharing resources among all program partners beyond the 30-month funding period. The LEAP 2.0 grant presents an opportunity for the stakeholders to develop and implement a project that will address the needs of manufacturing employers in our local and regional community. The grant period allows partners to purchase needed equipment and develop and implement training. The Project Coordinator will be instrumental in assuring that soft skills curriculum, work ethics diploma, and other project activities meet the needs of the Advanced Manufacturing in Rural East Tennessee Counties partners. Ongoing participation and collaboration will be evident as grant activities produce a skilled, better job-ready workforce.

## Grant Budget

### LEAP Program Competitive Grant

The grant budget line-item amounts below shall be applicable only to expenses incurred during the following

Applicable Period:      **BEGIN: September 14, 2016**                      **END: March 13, 2019**

POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	\$171,000.00		\$171,000.00
4, 15	Professional Fee, Grant & Award			
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	6,000.00		6,000.00
11, 12	Travel, Conferences & Meetings	15,000.00		15,000.00
18	Other Non-Personnel <sup>2</sup>	8,000.00		8,000.00
20	Capital Purchase <sup>2</sup>	800,000.00		800,000.00
22	Indirect Cost			
24	In-Kind Expense		50,000.00	50,000.00
25	<b>GRAND TOTAL</b>	<b>\$1,000,000.00</b>	<b>\$50,000.00</b>	<b>\$1,050,000.00</b>

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

<sup>2</sup>Applicable detail follows this page if line-item is funded.

Attachment 1 – Letters of Commitment

TCAT Partners:

TCAT Crossville  
TCAT Harriman  
TCAT Jacksboro  
TCAT Oneida/Huntsville

K-12 School System Partners:

Campbell County Board of Education  
Claiborne County Department of Education  
Cumberland County Schools  
Fentress County Board of Education  
Lenoir City Schools  
Morgan County Career & Technical Center  
Oneida Special School District  
Roane County Schools  
Scott County Board of Education  
Union County Board of Education  
Alvin C. York Institute

Workforce/Chambers of Commerce/Local Government:

East Tennessee Human Resource Agency, Inc. - LWDA 4  
Walters State Community College - LWDA 2  
Clinch-Powell Educational Cooperative  
Campbell County Chamber of Commerce  
Crossville Cumberland County Chamber  
Mayor E. L. Morton - Campbell County Mayor  
Mayor Kenneth Carey, Jr. - Cumberland County Mayor

Employer Partners:

AlbaHealth, Rockwood, TN  
Armstrong Flooring, Oneida, TN  
Del Conca USA, Loudon, TN  
Family Brands, Lenoir City, TN  
JDS Technologies, Inc., Oneida, TN  
Matix Corp., Pioneer, TN  
Morgan Olson, LLC, Loudon, TN  
NetShape Technologies, Inc., Rockwood, TN  
Proton Power, Lenoir, TN  
StonePeak Ceramics, Crossville, TN  
Takahata Precision Tennessee, Inc., Helenwood, TN  
Tennier Industries, Inc., Huntsville, TN  
Vanhooseco, LLC, Loudon, TN



**TENNESSEE COLLEGE  
OF APPLIED TECHNOLOGY**  
CROSSVILLE

July 13, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243 – 0830

Attention: Curt Johnson

To Whom It May Concern:

The Tennessee College of Applied Technology Crossville welcomes the opportunity to partner with ETHRA, Tennessee College of Applied Technology Harriman, Tennessee College of Applied Technology Oneida/Huntsville, Tennessee College of Applied Technology Jacksboro, the Cumberland County school system and the many employer partners in the Cumberland County service area.

TCAT Crossville is willing to use the purchased equipment to offer OSHA 10, fork lift training, Snap-On certifications, and CPT to secondary students, post-secondary students and local industry employees. These certifications will enhance the learners skill set and can be used directly for employment or articulated into eleven of the colleges existing post-secondary programs. With the equipment in place the training opportunities will continue for many years beyond the initial grant period.

TCAT Crossville has an excellent relationship with the Cumberland County School System and this grant will increase the number of certifications and training programs offered to secondary students. Through dual enrollment opportunities secondary students will be able to use the certifications for employment upon graduation or become a TCAT Crossville post-secondary student and receive full credit for the classes and certification completed. This opportunity for secondary students will allow them to move from high school into college and then the workforce much quicker.

TCAT Crossville will use the equipment to offer industry partners the certifications available to secondary and post-secondary students to their current employees. These certifications will improve the skill set of the current workforce enabling employees to advance and creating a larger skilled workforce in the area. A well trained workforce will assist local industries productivity and creating a larger certified workforce should drive future economic development.

TCAT Crossville will work with our business and industry partners to provide real world experience through apprenticeships and cooperative work agreements to enhance students understanding of a modern industrial work environment. These training opportunities will also demonstrate the importance of work ethics and could lead to a documented work ethics diploma. TCAT Crossville will use the equipment and training components well beyond the length of the grant period. Additionally, we look forward to working with ETHRA to provide On-the-Job training opportunities to qualified graduates.



**TENNESSEE COLLEGE  
OF APPLIED TECHNOLOGY**  
CROSSVILLE

The state's support of this grant application and investment of funding into the region will be valuable to the future of the region. All items purchased will allow the training opportunities to extend well beyond the period of the grant. It will result in a larger certified workforce, support the DRIVE to 55 initiative through industry recognized certifications and diplomas, provide career pathway opportunities for high school students and drive economic development for the future.

Sincerely,

Jerry S Young  
Director  
TCAT Crossville  
910 Miller Avenue  
Crossville, TN 38555  
931-484-7502 x123



# TENNESSEE COLLEGE OF APPLIED TECHNOLOGY

---

## HARRIMAN

1745 Harriman Highway  
Harriman, TN 37748  
865-882-6703

July 20, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

TCAT-Harriman looks forward to partnering with three other TCAT's, many school systems, and surrounding industries on this LEAP 2.0 project.

As to be presented in the grant proposal, the delivery of dual enrollment courses with appropriate equipment and trainers to high school students will introduce students to careers associated with the technical side of the manufacturing industry. Students will be able to prepare for work in the advanced manufacturing industry with certification opportunities in Certified Production Technician Training, OSHA 10, Forklift and Snap-On. Students will be prepared to go to work and they will have pathways to continue their education upon high school graduation at our TCATs in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community Colleges Mechatronics program.

We agree to have representation on the LEAP advisory team to optimize scheduling of the equipment, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant. Additionally, we look forward to working with ETHRA to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce; clear support of the DRIVE to 55 initiative, and provide career pathway opportunities for high school students.

Sincerely,

Danice E. Turpin  
Director



# TENNESSEE COLLEGE OF APPLIED TECHNOLOGY

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## JACKSBORO

265 Elkins Road, PO Box 419, Jacksboro, TN 37757 \* (423) 566-9629 \* (865) 525-3219 \* Fax: (423) 566-9713 \* tcatjacksboro.edu

July 22, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

Dear Sirs:

TCAT Jacksboro is enthusiastic about the partnership developed with TCATs Crossville, Harriman, and Oneida/Huntsville along with the multiple K-12 school systems, workforce professionals, and employers in preparing the Advanced Manufacturing in Rural East Tennessee Counties LEAP 2.0 proposal. The collaborative efforts of this group will greatly enhance our ability to better serve the region and meet the Drive to 55 initiative.

Being able to expand the dual enrollment opportunities in advanced manufacturing will increase the awareness of careers in manufacturing while adding to the number of potential employees for our industry partners. The technical skills coupled with the soft skills curriculum will make our students and graduates job-ready employees.

We are committed to working to develop, implement and maintain the components of this grant. The work-based learning activities will be a valuable component for our students. This partnership will also enhance our region's ability to attract new industry.

In closing, it is an exciting prospect to be a part of this initiative. We look forward to working with the multiple partners to make our region stronger and seen as a good place to do business.

Sincerely,

Debbie J. Petree  
Interim Director



**TENNESSEE COLLEGE  
OF APPLIED TECHNOLOGY**  
— ONEIDA/HUNTSVILLE —

July 21, 2016

Curt Johnson  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Dear Mr. Johnson:

The Tennessee College of Applied Technology-Oneida/Huntsville (TCAT-O/H) is excited to be a partner in the LEAP 2.0 Grant being submitted in conjunction by TCAT Harriman, TCAT Jacksboro, and TCAT Crossville. The Tennessee College of Applied Technology-Oneida/Huntsville looks forward to working with our local high schools, industrial partners and economic developers to expand training in the fields of mechatronics and advanced manufacturing. TCAT-O/H had 185 dual enrolled high school students this past year and the funding of the LEAP 2.0 Grant will allow more to dual enroll.

The addition of nationally recognized certification for dual enrollment graduates excites us because it will give our college the opportunity to introduce and teach manufacturing skills that will lead our graduates to compete for the high demand jobs throughout our region. The dual enrollment opportunity will also give high school graduates credit in our post-secondary Industrial Maintenance/Mechatronics program.

Although Scott County has had the highest unemployment of any Tennessee county for the past eight years, our local industries such as JDS and Takahata Precision are still having difficulty in hiring employees with advanced manufacturing skills. The advanced manufacturing trainers funded by this grant will assist our existing industries in hiring a skilled labor force, but can also act as a recruitment tool for industries wanting to locate in this region.

In closing, the Tennessee College of Applied Technology-Oneida/Huntsville is excited about the partnerships that will be created by the LEAP 2.0 Grants with TCAT Crossville, Jacksboro, and Harriman, several industries and our area high schools.  
If you have questions, please feel free to contact me.

Sincerely,



Dwight Murphy  
Director

MIKE ORICK, CHAIRMAN  
P.O. Box 106  
Caryville, TN 37714

CLINT BANE CO-CHAIR  
263 Preston Circle  
Jacksboro, TN 37757

WALLACE GOINS  
192 Bethel Lane  
LaFollette, TN 37766

DANNY WILSON  
938 Glade Springs Road  
LaFollette, TN 37766

SHARON RIDENOUR  
386 Middlesboro Road  
LaFollette, TN 37766

## CAMPBELL COUNTY

# Board of Education

172 Valley Street  
Jacksboro, Tennessee 37757  
Phone: 423-562-8377 • Fax: 423-566-7562

**Larry Nidiffer**  
Director of Schools

HOMER RUTHERFORD  
132 Wood Haven Lane  
LaFollette, TN 37766

JOHNNY BYRGE  
1005 Rose Hill Drive  
LaFollette, TN 37766

FAYE HEATHERLY  
148 Colonial Heights  
LaFollette, TN 37766

CRYSTAL CREEKMORE  
112 Old Standard Hollow Road  
Newcomb, TN 37819

J.L. "Sarge" COLLINS  
201 Old Wooldridge Pike  
Jellico, TN 37762

July 22, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson:

Dear Sirs:

Campbell County School System commits to being a partner with the Advanced Manufacturing in Rural East Tennessee collaborative. We're excited to be able to offer our CTE students more opportunities to earn the skills needed by our manufacturing community. Students will leave high school with several credentials that will enable them to be job-ready or continue their post-secondary education at one of the Tennessee Colleges of Applied Technology.

Campbell County School System has two high schools, Campbell County High with approximately 1000 CTE students and Jellico High School with approximately 225 CTE students. CTE students from both schools will be encouraged to participate in this dual enrollment opportunity. The Advanced Manufacturing Welding and STEM programs of study will greatly benefit from the equipment purchased with grant funds.

We look forward to working with local partners in developing a work ethics diploma and implementing the work-based learning component to high school students. If awarded, this grant will allow our communities meet the demands of the manufacturing community, provide students with an opportunity to enter a dynamic career, and make positive contributions to our workforce.

Sincerely,



Robbie Heatherly  
Secondary Supervisor/CTE director  
Campbell County Schools

Board Members: Chairman - Brian Pendleton, Vice Chairman - Shannon England, Sam Owens, Michael Jo Gray, Dot Patterson, Neta Munsey, Linda Fultz



**Connie B. Holdway**  
**Director of Schools**

PO Box 179  
1403 Tazewell Rd.  
Tazewell, TN 37879  
Phone: 423-626-3543  
Fax: 423-626-5945

July 18, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

Dear Sirs:

The Claiborne County School System commits to being a partner with the Advanced Manufacturing in Rural East Tennessee collaborative. We're excited to be able to offer our CTE students more opportunities to earn the skills needed by our manufacturing community. Students will leave high school with several credentials that will enable them to be job-ready or continue their post-secondary education at one of the Tennessee Colleges of Applied Technology.

The Claiborne County School System serves approximately 4,500 students in the rural East Tennessee. We have two high schools, Claiborne and Cumberland Gap, with a combined total of approximately 1,250 students in grades 9-12. Within these high schools, we offer 9 CTE Programs of Study. Beginning the 2016-2017 School Year, students will also have dual enrollment opportunities to attain Certified Production Technician certifications in partnership with the Tennessee College of Applied Technology.

We look forward to working with local partners in developing a work ethics diploma and implementing the work-based learning component to high school students. If awarded, this grant will allow our communities to meet the demands of the manufacturing community, provide students with an opportunity to enter a dynamic career, and make positive contributions to our workforce.

Sincerely,

A handwritten signature in black ink that reads "Connie B. Holdway". The signature is fluid and cursive.

Connie B. Holdway  
Claiborne County Director of Schools

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.

# *Cumberland County Schools*

## **CAREER AND TECHNICAL EDUCATION**

368 Fourth Street  
Crossville, Tennessee 38555-4790  
931-484-4769

**Chris A. King**  
**Director of Career and Technical Education**

**Janet C. Graham**  
**Director of Schools**

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243 – 0830

July 18, 2016

Attention: Curt Johnson

To Whom It May Concern:

The Cumberland County School System welcomes the opportunity to partner with ETHRA, Tennessee College of Applied Technology Crossville, and local industry. The CTE programs in Cumberland County have an excellent history with TCAT Crossville dually enrolling students into multiple programs dating back over twenty-five years and enjoys great support from local industry.

The Cumberland County School System has 3 high schools serving approximately 2,200 students. There are 1,500 or more high school students annually in the Career and Technical Education (CTE) classes. The Cumberland County School System CTE Department offers concentrations in all 16 of the career clusters. One area that has a demand for growth and expansion is in the Advance Manufacturing area of Mechatronics. This equipment will allow program offerings for Cumberland County secondary students that lead to five certifications. These certifications articulate into all TCAT Crossville industrial training programs. They are recognized by industry and can lead directly to employment after graduation.

The Cumberland County School System has agreed to work with the local partners and employers to facilitate Work-Based Learning Opportunities to high school students over the life of the grant including learning experiences that further the skills, knowledge and employability for students completing the program.

The state's support of this grant application and investment of funding into the region will be worthwhile. It will result in a better trained workforce, support the DRIVE to 55 initiative, provide career pathway opportunities for high school students and others and, ultimately, drive the economy to new heights.

Sincerely,



Chris King  
CTE Director / 9-12 Supervisor of Instruction  
Cumberland County Schools  
368 Fourth Street  
Crossville, TN 38555



# FENTRESS COUNTY BOARD OF EDUCATION

MIKE JONES, DIRECTOR OF SCHOOLS

1011 South Old Hwy. 127

Jamestown, TN 38556

Telephone (931) 879-9218 or (931) 879-7746

Fax (931) 879-4050

July 21, 2016

Tennessee Higher Education Commission  
404 James Roberson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson:

Dir Sirs:

Fentress County School System commits to being a partner with the Advanced Manufacturing in Rural East Tennessee collaborative. We're excited to be able to offer our CTE students more opportunities to earn the skills needed by our manufacturing community. Students will leave high school with several credentials that will enable them to be job-ready or continue their post-secondary education at one of the Tennessee Colleges of Applied Technology.

Fentress County Schools are very supportive of expanding CTE opportunities in Advanced Manufacturing for our students. Last year we began offering Certified Production Technician Certificates and Certified Nursing Assistant nationally recognized certifications for our students. The LEAP 2.0 grant being submitted will allow us to expand our CTE offerings by purchasing the trainers necessary to have a true advanced manufacturing class on our campus.

We look forward to working with local Partners in developing a work ethics diploma and implementing the work-based learning component to high school students. If awarded, this grant will allow our schools to meet the demands of the manufacturing community, provide students with opportunity to enter a dynamic career, and make positive contributions to our workforce and prepare our graduates with the skills to go into the high paying jobs available in advanced manufacturing.

Sincerely,

Mike Jones,  
Fentress County Director of Schools



# LENOIR CITY SCHOOLS

200 East Broadway  
Lenoir City, Tennessee 37771

---

Phone (865) 986-8058

Fax (865) 988-6732

July 19, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

Lenoir City Schools looks forward to partnering with TCAT-Harriman and three other TCAT's on this LEAP 2.0 project.

As to be presented in the grant proposal, the delivery of TCAT-Harriman's dual enrollment, will offer courses with appropriate equipment and trainers to high school students will to introduce students to careers associated with the manufacturing industry. Students will prepare for work in the advanced manufacturing industry. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at our TCAT-Harriman in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community College's Mechatronics program.

We agree to have representation on the LEAP advisory team to optimize scheduling of the equipment, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT--Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant. Additionally, we look forward to working with ETHRA to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 initiative, and provide career pathway opportunities for high school students.

Sincerely,

  
Jeanne K. Barker, Ed.D.  
Director of Schools  
Lenoir City Schools



Morgan County Career & Technical Center  
132 Flat Fork Rd.  
Wartburg, TN 37887  
423-346-6285



Dr. Joseph A. Miller  
CTE Director

July 20, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

Morgan County Career and Technical Center looks forward to partnering with TCAT-Harriman and three other TCAT's on this LEAP 2.0 project.

As to be presented in the grant proposal, the delivery of TCAT-Harriman's dual enrollment, will offer courses with appropriate equipment and trainers to high school students will to introduce students to careers associated with the manufacturing industry. Students will prepare for work in the advanced manufacturing industry with certification opportunities in Certified Production Technician Training, OSHA 10, and Snap-On. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at our TCAT-Harriman's in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community Colleges Mechatronics program.

We agree to have representation on the LEAP advisory team to optimize scheduling of the equipment, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant. Additionally, we look forward to working with ETHRA to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 Initiative, and provide career pathway opportunities for high school students.

Sincerely,  
  
Dr. Joseph A. Miller  
CTE Director / Principal  
Morgan County Career and Technical Center

*Mission: Preparing today's students for tomorrow's opportunities*



## ONEIDA SPECIAL SCHOOL DISTRICT

### Board of Education

**Dr. Nancy Williamson**  
Chairman

**Dr. Danny Cross**  
Vice Chairman

**Mrs. Dorothy Watson**  
Secretary Treasurer

**Mr. Mark Matthews**  
Board Member

**Mr. Brom Shoemaker**  
Board Member

**195 NORTH BANK STREET  
P.O. BOX 4819  
ONEIDA, TENNESSEE 37841**

**(423) 569-8912  
FAX (423) 569-2201  
WWW.ONEIDASCHOOLS.ORG**

**Dr. Jeanny Hatfield PhD**  
Director of Schools

**Mr. Zaech Brown EdS.**  
Supervisor of Instruction

**Ms. Kim Burress**  
Special Education Supervisor

**Ms. Lori Marcum**  
Technology Coordinator

**Ms. Melinda McCartt EdS.**  
Coordinated School Health

July 21, 2016

Tennessee Higher Education Commission  
404 James Roberson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson:

Dir Sirs:

Oneida School System is happy to commit with Tennessee College of Applied Technology Oneida/Huntsville in a partnership with the Advanced Manufacturing in Rural East Tennessee collaborative. We're excited to be able to offer our CTE students more opportunities to earn the skills needed by our manufacturing community. Students will leave high school with several credentials that will enable them to be job-ready or continue their post-secondary education at one of the Tennessee Colleges of Applied Technology.

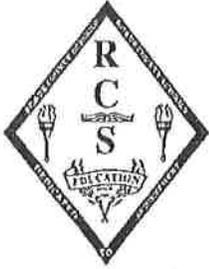
Oneida School System has had dual enrolled students with the Tennessee College of Applied Technology Oneida/Huntsville campus for the past fifty years. We have dual enrolled students in most all of the TCAT programs. We are excited to have the opportunity to dual enroll our CTE students in a new Advanced Manufacturing class if the LEAP 2.0 grant is funded. We also fully support the nationally recognized certifications that will be available to our students. Presently we have 56 Oneida juniors and seniors dual enrolled with TCAT Oneida Huntsville. If they are successful at securing the LEAP 2.0 grant, we believe that we could add an additional 20 students.

We look forward to working with local Partners in developing a work ethics diploma and implementing the work-based learning component for high school students. If awarded, this grant will allow our schools to meet the demands of the manufacturing community, provide students with opportunity to enter a dynamic career, and make positive contributions to our workforce and prepare our graduates with the skills to go into the high paying jobs available in advanced manufacturing

Sincerely,

A handwritten signature in cursive script that reads "Dr. Jeanny Butler Hatfield". The signature is written in black ink and is positioned above the printed name.

Dr. Jeanny Butler Hatfield, Director of Schools  
Oneida Special School District



# Roane County Schools

Dr. Leah Rice Watkins, Director of Schools

105 Bluff Road  
Kingston, TN 37763-9781

Phone: (865) 376-5592  
Fax: (865) 376-1284  
www.roaneschools.com

July 19, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

Roane County Schools looks forward to partnering with TCAT-Harriman and three other TCAT's on this LEAP 2.0 project.

As to be presented in the grant proposal, the delivery of TCAT-Harriman's dual enrollment, will offer courses with appropriate equipment and trainers to high school students that will introduce students to careers associated with the manufacturing industry through the CPT (Certified Production Technician) program. Students will prepare for work in the advanced manufacturing industry. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at TCAT-Harriman in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community Colleges Mechatronics program.

We agree to have representation on the LEAP advisory team to optimize scheduling of the equipment, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant. Additionally, we look forward to working with ETHRA to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 initiative, and provide career pathway opportunities for high school students.

Sincerely,

Russell Jenkins  
Secondary Supervisor  
Roane County Schools

# *Scott County Board of Education*

P.O. Box 37  
208 Court Street  
Huntsville, TN 37756

**Bill M. Hall**  
Director of Schools

Phone: (423) 663-2159  
Fax: (423) 663-9682

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July 21, 2016

Tennessee Higher Education Commission  
404 James Roberson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson:

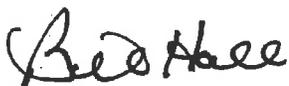
Dear Sirs:

Scott County School System has a long term relationship with Tennessee College of Applied Technology Oneida/Huntsville. Our school system is happy to commit to being a partner with the Advanced Manufacturing in Rural East Tennessee collaborative. We're excited to be able to offer our CTE students more opportunities to earn the skills needed by our manufacturing community. Students will leave high school with several credentials that will enable them to be job-ready or continue their post-secondary education at one of the Tennessee Colleges of Applied Technology.

Scott County Schools are especially excited about the LEAP 2.0 grant would allow us to dual enroll our students in Advanced Manufacturing that would articulate hours in to the TCAT Industrial Maintenance/Mechatronics program. The nationally recognized certifications such as OSHA-10 and CPT will assure that students have a better chance in securing the high paying jobs that are available in our region. Presently we have 64 Scott High juniors and seniors dual enrolled with TCAT Oneida Huntsville. If they are successful at securing the LEAP 2.0 grant, we believe that we could add an additional 20 students.

We look forward to working with local Partners in developing a work ethics diploma and implementing the work-based learning component to high school students. If awarded, this grant will allow our schools to meet the demands of the manufacturing community, provide students with opportunity to enter a dynamic career, and make positive contributions to our workforce and prepare our graduates with the skills to go into the high paying jobs available in advanced manufacturing. Our staff also commits to work with TCAT Oneida/Huntsville to assist students with the articulation of hours and work based learning internships. If you have any questions, please feel free to contact me.

Sincerely,



Bill Hall,  
Scott County Director of Schools

**United**  
**Commitment to**  
**Pupil**  
**Success**



**Dr. James E. Carter**  
**Director of Schools**  
Phone: (865) 992-5466  
Fax: (865) 992-0126  
carterj@ucps.org

## **Union County Board of Education**

P.O. Box 10  
Maynardville, Tennessee 37807  
[www.ucps.org](http://www.ucps.org)

Support Letter  
Union County Public Schools  
July 15, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson:

Dear Sirs:

Union County School System commits to being a partner with the Advanced Manufacturing in Rural East Tennessee collaborative. We're excited to be able to offer our CTE students more opportunities to earn the skills needed by our manufacturing community. Students will leave high school with several credentials that will enable them to be job-ready or continue their post-secondary education at one of the Tennessee Colleges of Applied Technology.

Union County Schools has an award winning CTE department in several areas. One area in which we have struggled to fund is Advanced Manufacturing. This grant opportunity would allow us to fund as well as network with other systems in implementing programs around Advanced Manufacturing.

We look forward to working with local partners in developing a work ethics diploma and implementing the work-based learning component to high school students. If awarded, this grant will allow our communities meet the demands of the manufacturing community, provide students with an opportunity to enter a dynamic career, and make positive contributions to our workforce.

Sincerely,

James E Carter  
Director, Union County Public Schools

*Union County Board of Education*  
Chairman: David Coppock • Vice-Chairman: Brad Griffey  
Danny Collins • Marty Gibbs • Brian Oaks • Johnny Collins • Gerald Smith



## Alvin C. York Institute

P O Box 70  
Jamestown, TN 38556  
(931) 879-8101  
Fax (931) 879-2147

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July 21, 2016

Tennessee Higher Education Commission  
404 James Roberson Parkway, Suite 1900  
Nashville, TN 37243-0830  
Attention: Curt Johnson:

Dir Sirs:

Alvin C York Institute is happy to join in the partnership with Advanced Manufacturing in Rural East Tennessee collaborative. We're excited to be able to offer our CTE students more opportunities to earn the skills needed by our manufacturing community. Students will leave high school with several credentials that will enable them to be jobready or continue their post-secondary education at one of the Tennessee Colleges of Applied Technology.

Alvin C York Institute has engaged a partnership with Tennessee College of Applied Technology Oneida/Huntsville for the past nine years. We have dual enrollments in Automotive, Welding and Health Science. The LEAP 2.0 will allow our students to enroll in Advanced Manufacturing Class and receive credit at the High School as well as thru TCAT's that serve our area. The trainers purchased with the LEAO 2.0 Grant will allow our students to get hands on training with equipment that is comparable with our regional industries.

Again, we enthusiastically support the LEAP 2.0 grant being submitted. We look forward to working with local Partners in developing a work ethics diploma and implementing the work-based learning component to high school students. If awarded, this grant will allow our schools to meet the demands of the manufacturing community, provide students with opportunity to enter a dynamic career, and make positive contributions to our workforce.

Sincerely,

Phillip Brannon, Superintendent  
Alvin C York Institute



**East Tennessee Human Resource Agency,  
Inc.**

Administrative Office  
9111 Cross Park Drive, Suite D-100  
Knoxville, Tennessee 37923  
Voice (865) 691-2551  
Fax (865) 531-7216  
TDD (866) 868-3830

[www.ethra.org](http://www.ethra.org)

July 22, 2016

**Workforce Development**  
728-E Emory Valley Road  
Oak Ridge, Tennessee 37830  
Voice (865) 590-1052  
Fax (865) 590-1081

Dr. Debbie Petree.  
Interim Director  
Tennessee College of Applied Technology Jacksboro  
P.O. Box 419, 265 Elkin Road  
Jacksboro, TN 37727

Dear Dr. Petree:

LWDA 4 supports and appreciates the opportunity to partner on the LEAP 2.0 Grant application being submitted by the Tennessee College of Applied Technology Jacksboro and the many partners who have decided to work with you to bring advanced manufacturing skills to our youth and adult workers. We would commit to participating, as funds allow, for up to 16 OJT opportunities to be awarded as needed in the seven counties of LWDA 4 participating in the proposal.

As the provider of Workforce Investment and Opportunity Act services, we will assist with recruiting, training, placement and other services to insure opportunities for employment. As you know, many new industries have located in our area and many of our current industries have announced expansions. As a result of this and the number of retirees we expect in our area over the next five years, we need to prepare our youth and adult workers to fill these for middle skills jobs. This proposal will assist in ensuring we reach this goal.

LWDA 4 looks forward to working with you in implementing this grant in order to meet the goals in our area for trained workers as well as reach the goals of the DRIVE to 55 initiative.

Sincerely,

Chris Tiller  
ETHRA Workforce Development  
LWDA Director



Center for Workforce Development • Walters State Community College  
500 Davy Crockett Parkway • Morristown, TN 37913-6899  
423-587-7034 • FAX 423-585-6769

Claiborne  
Cocke  
Grainger  
Greene  
Hamblen  
Hancock  
Hawkins  
Jefferson  
Sevier  
Union

July 16, 2016

Dr. Debbie J. Petree  
Interim Director  
Tennessee College of Applied Technology - Jacksboro  
P. O. Box 419  
Jacksboro, TN 37757

Dear Dr. Petree:

Please accept this letter in support of your LEAP 2.0 grant that will include two of our counties, Claiborne and Union. I understand that this project will address basic skill requirements that local manufacturing employers need while providing credit in multiple post-secondary programs that lead to advanced manufacturing careers for high school students, students in post-secondary education and incumbent workers. We believe that exposure to advanced manufacturing in secondary education will help students develop interest in those career opportunities and provide a pathway in advanced manufacturing. Your plan to put advanced manufacturing equipment into both these school districts to assist in supplementing CTE budgets is a valuable addition and can only strengthen this component of the students' educational experience. I am especially excited about the industry partners' willingness to provide paid internships and cooperative education opportunities to students completing the advanced manufacturing training.

We look forward to seeing your proposal funded and working with you to ensure the maximum return on investment in Claiborne and Union Counties.

Sincerely yours,

Nancy B. Brown  
Dean, Center for Workforce Development



A Tennessee Board of Regents College

# **CLINCH-POWELL EDUCATIONAL COOPERATIVE**

*High Quality Comprehensive Services to Enhance the Lives of Children and Families*

---

**Debbie S. Thomas, Executive Director**

**P. O. Box 279  
106 Ingle Drive  
Tazewell, TN 37879**

**Head Start/Early Head Start  
(423) 626-9270 or (423) 626-7656  
Talent Search  
(423) 626-4677  
Fax (423) 626-8246**

July 19, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

Dear Sirs:

Clinch-Powell Educational Cooperative commits to being a partner with the Advanced Manufacturing in Rural East Tennessee collaborative. We're excited to support the four school systems who are members of our Educational Cooperative, which include Campbell, Claiborne, Scott, and Union counties, to offer CTE students more opportunities to earn the skills needed by our manufacturing community. As a regional education service agency dedicated to access to quality education, it is our mission for students to leave high school with credentials that will enable them to be job-ready or continue their post-secondary education at one of the Tennessee Colleges of Applied Technology.

Clinch-Powell Educational Cooperative has established a collaborative partnership with the four systems mentioned above to support their efforts in offering advanced manufacturing opportunities for students. The Cooperative currently serves as a liaison to link manufacturing representatives with the local education agencies to advocate for student success and provide exposure to advanced manufacturing careers.

We look forward to our continued partnership with local agencies in developing a work ethics diploma and supporting the implementation of work-based learning components for high school students. If awarded, this grant will prove beneficial to the local communities in meeting the demands in manufacturing, while providing students the opportunity to enter a dynamic career that will make a positive contribution to the local workforce. It is our hope that all students enter the workforce well-prepared for nothing less than a successful future.

Sincerely,



Debbie S. Thomas  
Executive Director



1016 Main Street | P.O. Box 305 | Jacksboro, TN 37757  
Tel 423.566.0329 | Fax 423.566.3306  
www.campbellcountychamber.com

**July 15, 2016**

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830  
Attention: Mr. Curt Johnson

Dear Mr. Johnson:

The Campbell County Chamber of Commerce has a long working relationship with ETHRA Workforce Development, TCAT Jacksboro, Campbell County Schools, and our local manufacturing employers. The "Advanced Manufacturing in Rural East Tennessee Counties" project will be of great benefit to all partners, our community and manufacturing companies that look to expand or establish business operations in Campbell County.

Campbell County is headed into an exciting period of growth and expansion with the partnerships developed between Campbell County Schools and TCAT Jacksboro. Dual enrollment opportunities are being expanded in advanced manufacturing both on the TCAT campus and at the high schools. If funded, the LEAP 2.0 funds will allow for more high school students to benefit from dual enrollment opportunities allowing them to be job-ready at the time they graduate.

Incorporating soft skills, work ethics, and the work-based learning component ensures that students will be better prepared to meet the needs of our manufacturing employers.





1016 Main Street | P.O. Box 305 | Jacksboro, TN 37757  
Tel 423.566.0329 | Fax 423.566.3306  
www.campbellcountychamber.com

There are currently students that are ready and willing in our high schools to expand their technical skills and knowledge, and receiving a grant of this caliber would give a tremendous boost in equipment and education necessary to further future industry in our county.

Sincerely,

A handwritten signature in blue ink, appearing to read "Christie Elkins".

Christie Elkins

Executive Director, Campbell County Chamber of Commerce





## CAMPBELL COUNTY MAYOR

**E.L. Morton**

OFFICE: 423-562-2526

570 Main Street, P.O. Box 435

FAX: 423-562-2075

JACKSBORO, TN 37757

Email: [countymayor@campbellcountygov.com](mailto:countymayor@campbellcountygov.com)

July 21, 2016

RE: Letter of Commitment for the LEAP Grant Application  
Campbell County, Tennessee  
590 Main St  
Jacksboro, TN 37757

As Mayor of Campbell County, TN I am excited to support this exciting opportunity for our nine-county collaborative. We support your efforts to help grow our local force through this grant application to bring new training opportunities to this region, and your commitment to work with industry to understand the needs and requirements we have. We commit to assist/support this collaborative effort with leadership and direction. We are believers in local hiring and welcome this opportunity to help improve our local workforce.

E.L. Morton  
Mayor, Campbell County TN

# *Mayor Kenneth Carey, Jr.*

2 North Main Street  
Crossville, TN 38555  
Phone (931) 484-6165  
Fax (931) 484-5374  
mayorcarey@cumberlandcountyttn.gov

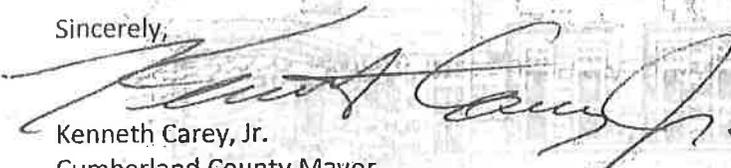
July 19, 2016

To Whom It May Concern,

As Mayor of Cumberland County I would like to express my full support for the Tennessee College of Applied Technology Center located in Crossville, TN. They along with three other TCAT locations are applying for a grant that will provide industry certified training to high school students, adults and incumbent workers. This training could take place at our local TCAT or other locations.

The project will address basic skill requirements local manufacturing employers need while providing credit into multiple post-secondary programs that lead to advanced manufacturing careers. Training will be provided to high school students, post-secondary students, and incumbent workers in entry-level manufacturing skills. Exposure to advanced manufacturing in each of the secondary school systems will help students develop interest in the many career opportunities available and provide a pathway to higher education programs. Post-secondary workers will benefit from the certifications obtained training on industry certified equipment applicable to manufacturing jobs. Incumbent workers will benefit from the portability of the training and receiving the same quality of training delivered on campuses. The business partners will be instrumental in the delivery of the work-based learning component and provide real world experience related the importance of work ethics and industrial environments. The majority of the funding will be used to purchase equipment that will be available in each of the counties represented in the proposal allowing the training to be sustained beyond the grant period. All of these factors together will help the rural Tennessee area meet the goal in Tennessee's Drive to 55.

Sincerely,



Kenneth Carey, Jr.  
Cumberland County Mayor



**CROSSVILLE**  
CUMBERLAND COUNTY CHAMBER

July 21, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

The Crossville-Cumberland County Chamber of Commerce would like to add our voice in support to a project our TCAT-Crossville is currently working on to provide industry certified training to high school students, adults and incumbent workers.

Over the course of the last year and a half, our community has embarked on an effort to bring collaboration to local governments, the Chamber and the educational institutions applying for this grant. While final approval is pending from all parties, a formal "Cooperative Agreement" is being circulated to invite participation from the following entities: Roane State Community College, TCAT, the Cumberland County School system, Cumberland County government, City of Crossville, the Town of Pleasant Hill, the City of Crab Orchard, the Joint Economic Community Development Board, the IDB and Chamber. This agreement states all parties desire to work together to create an improved system for growing the local economy by addressing the needs of tomorrow's workforce-this application fits quite nicely within the spirit of cooperation envisioned by the parties.

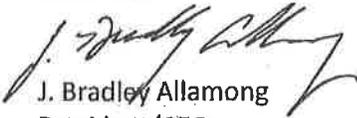
This past year, our Workforce Development Council (14 human resource directors) has worked to design a curriculum for local companies that would provide training in supervisor training. I share this with you not because the purpose of this grant is aimed at that particular need; but, that we are prepared to partner with TCAT-Crossville to bring value to the program they are proposing through the Workforce Development Council which is already in place. Discussions have taken place within the Council regarding how to take advantage of the Governor's Drive to 55 strategies (Promise and Reconnect) and connect students with real job opportunities earlier in their developmental path. The Chamber is a major player in helping to arrange mentors for the Tennessee Promise Program, so, we already are developing a mechanism to help communicate this opportunity if you can find merit in providing the support for TCAT-Crossville's request.

34 South Main Street  
Crossville, TN 38555  
1-877-GOLF-TN-1 (465-3861)  
Local: 931-484-8444  
Fax: 931-484-7511



We do hope you will give us a shot at doing this program as we are well positioned to make it work.

Sincerely,



J. Bradley Allamong  
President/CEO  
Crossville-Cumberland County Chamber of Commerce



Albahealth, LLC  
425 N. Gateway Avenue  
Rockwood, TN 37854

800 262 2404 phone  
865 354 2189 fax  
www.encompassgroup.net

July 22, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attn: Mr. Curt Johnson

Dear Mr. Johnson:

The Tennessee College of Applied Technology-Harriman and three other East Tennessee TCATs are applying for a LEAP grant to launch a new manufacturing training course, the Certified Production Technician course. The description of this program appears to be very applicable to students coming out of high school and headed into the workforce, or headed to further post-secondary education.

As a Roane County manufacturer and employer of East Tennessee citizens, I can tell you that we fully support any efforts of our area high schools and technology schools to better prepare young people for life in the work world. I have found personally that our graduates of TCAT programs are better prepared than the average high school graduate to face the rigors of the workplace.

We will work with TCAT-Harriman to support them in their efforts to produce the best quality graduates for the local work force. We here at Albahealth hope you will give this grant application all due consideration, knowing it has the full support of the local industry.

Thank you very much for your consideration.

Sincerely,

*Jonathan L. Shugart*  
Jonathan L. Shugart  
Director of Operations  
Albahealth, LLC.



ARMSTRONG FLOORING  
P O BOX 4009, ONEIDA, TN 37841  
423 569-8526  
www.armstrong.com

July 17, 2016

Dear Director Murphy,

Armstrong Flooring Inc. is supportive of the LEAP 2.0 Grant being submitted by the TCAT Colleges and commits to assist in the Advanced Manufacturing in Rural East Tennessee Collaborative partnership. The addition of Advanced Manufacturing at both Oneida High School and Scott High School as dual enrollment classes will better prepare students with the skills needed to go to work for companies such as ours in this region. Like most companies we are finding it difficult to find skilled employees.

The worker ethics training provided by this grant is a much needed component in today's labor market. We also support the CPT, fork lift certification and OSHA-10 training that will be offered as a result of the grant. This makes potential employees much more attractive to industries such as Armstrong.

In closing, Armstrong will explore the use of work based learning intern and co-op opportunities for your students. If you have questions please feel free to contact me.

Sincerely,

A handwritten signature in blue ink that reads "Mike Slaven". The signature is written in a cursive style with a long horizontal stroke at the end.

Mike Slaven  
Production Manager



July 22, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

Del Conca USA, Inc. looks forward to partnering with TCAT-Harriman and three other TCAT's on this LEAP 2.0 project.

As to be presented in the grant proposal, TCAT-Harriman's Loudon County Instructional Service Center will deliver dual enrollment courses for area high school students for an introduction to careers associated with the manufacturing industry. Students will prepare for work in the advanced manufacturing industry. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at TCAT-Harriman in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community College's Mechatronics program.

We agree to have representation on the LEAP advisory team to be aware of equipment utilization, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant including internships and co-ops where appropriate. We understand ETHRA will help to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 initiative, and provide career pathway opportunities for high school students.

Sincerely,

A handwritten signature in blue ink that reads "Paul Boyles" with a stylized flourish at the end.

Paul Boyles, SPHR, Human Resources Manager

---

DEL CONCA USA, Inc.  
155 Del Conca Way • Loudon, TN 37774 • Phone 865.657.3550



Elm Hill – Frosty Morn – Cades Cove – Houser – Dinner Delight – Charlie’s - Jubilee - Mayo

P.O. Box 429 – 1001 Elm Hill Road – Lenoir City, TN 37771 – 865-986-8005 – 800-356-4455 – fax 865-986-7171 – www.fbico.com

*The Best in Southern Foods*

July 22, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

Family Brands looks forward to partnering with TCAT-Harriman and three other TCAT's on this LEAP 2.0 project.

As to be presented in the grant proposal, TCAT-Harriman's Loudon County Instructional Service Center will deliver dual enrollment courses for area high school students for an introduction to careers associated with the manufacturing industry. Students will prepare for work in the advanced manufacturing industry. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at TCAT-Harriman in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community College's Mechatronics program.

We agree to have representation on the LEAP advisory team to be aware of equipment utilization, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant including internships and co-ops were appropriate. We understand ETHRA will help to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 initiative, and provide career pathway opportunities for high school students.

Sincerely,

John Edd Wampler  
President

1299 Airport Road  
Oneida, TN 37841  
Phone: 423-286-6190  
Fax: 423-286-6192



JDS Oilfield Products  
806C S. Frontage Road  
Scott, LA 70583  
337-237-6856

---

July 21, 2016

Dwight Murphy, Director  
TCAT Oneida/Huntsville  
355 Scott High Drive  
Huntsville, TN 37756

OBJECT: LEAP 2.0 GRANT

Dear Director Murphy,

Our company is growing at a rapid pace. We regularly have openings and have a difficult time finding people with manufacturing aptitudes. We are currently expanding and looking for a trained workforce.

We support the LEAP 2.0 Grant being submitted by the collaborative of 4 colleges because we believe it will allow high school students to be introduced to advanced manufacturing; thereby, encouraging more high school graduates to continue their education in this field by attending advanced training at the Tennessee College of Applied Technology. If people are introduced to advance manufacturing at an earlier age, it is our belief that more will be interested in pursuing the local advanced manufacturing jobs that are available with Scott County.

JDS Technologies is very interested in the work based learning component of the grant. We would work with TCAT Oneida/Huntsville to develop interns and co-op opportunities for your students. We are very supportive of the worker ethics training certificate, OSHA-10, and the other national certifications that will result if the LEAP 2.0 Grant is funded.

If JDS can do anything to assist with this grant application, please do not hesitate to contact us. We look forward to working with your college in work based learning opportunities for intern and co-op students. If you have questions please do not hesitate to contact me.

Sincerely,

*Jerry Slaven*

Jerry Slaven  
President

Employer Support Letter



Corporation

153 Sonny Boshears Lane

Pioneer, TN 37847

July 26, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

Dear Sirs:

We are looking forward to being a partner in the Advanced Manufacturing in Rural East Tennessee Counties LEAP 2.0 project. We are a vital member of our local and regional community in providing quality manufacturing jobs.

Currently we are experiencing significant gaps in the skill levels that we are seeking from our prospective employees looking to enter the manufacturing environment. Matix is anxious to see our local school systems boost educational levels and heighten awareness in the areas such as math and technological skills, as well as such soft skills as personal accountability, time management, and professionalism in the work place. We consider the preparation that young adults receive within the local secondary educational system as critical in the success of our work force and our future.

The Commission's consideration of this grant will ensure that the pipeline of manufacturing employees meets the needs of our industry currently and in the future.

Sincerely,

*Jerri Starnett*

Production Control

Training Facilitator



9600 Corporate Park Drive, Loudon, TN 37774 ♦ 865-456-4600 ♦ 865-458-2826 fax

July 25, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830  
Attention: Curt Johnson

To Whom It May Concern:

Morgan Olson looks forward to partnering with TCAT-Harriman and three other TCAT's on the LEAP 2.0 project.

As to be presented in the grant proposal, TCAT-Harriman's Loudon County Instructional Service Center will deliver dual enrollment courses for area high school students for an introduction to careers associated with the manufacturing industry. Students will prepare for work in the manufacturing industry. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at TCAT-Harriman in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community College's Mechatronics program.

We agree to have representation on the LEAP advisory team to be aware of equipment utilization, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant including internships and co-ops where appropriate. We understand ETHRA will help to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 initiatives, and provide career pathway opportunities for high school students.

Sincerely,

**Adina Chumley**

Human Resources Manager

Morgan Olson, LLC

865-657-4583



315 Cardiff Valley Rd.  
Rockwood, TN 37854

July 22, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

Netshape Technologies Inc. looks forward to partnering with TCAT-Harriman and three other TCAT's on this LEAP 2.0 project.

As to be presented in the grant proposal, TCAT-Harriman's Loudon County Instructional Service Center will deliver dual enrollment courses for area high school students for an introduction to careers associated with the manufacturing industry. Students will prepare for work in the advanced manufacturing industry. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at TCAT-Harriman in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community College's Mechatronics program.

We agree to have representation on the LEAP advisory team to be aware of equipment utilization, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant including internships and co-ops were appropriate. We understand ETHRA will help to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 initiative, and provide career pathway opportunities for high school students.

Sincerely,

Donnie Lawson

A handwritten signature in black ink, appearing to read "Donnie Lawson", written over a horizontal line.



Proton Power, Inc. | 487 Sam Rayburn Parkway | Lenoir, TN 37771  
Ph: 865-376-9002 | Fax: 865-376-1802

July 25, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

Proton Power, Inc. looks forward to partnering with TCAT-Harriman and three other TCAT's on this LEAP 2.0 project.

As to be presented in the grant proposal, TCAT-Harriman's Loudon County Instructional Service Center will deliver dual enrollment courses for area high school students for an introduction to careers associated with the manufacturing industry. Students will prepare for work in the advanced manufacturing industry. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at TCAT-Harriman in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community College's Mechatronics program.

We agree to have representation on the LEAP advisory team to be aware of equipment utilization, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant including internships and co-ops were appropriate. We understand ETHRA will help to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 initiative, and provide career pathway opportunities for high school students.

Sincerely,

Sean D. Hensley  
Purchasing & HR Manager

July 20, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243 – 0830

Attention: Curt Johnson

To Whom It May Concern:

StonePeak is excited about partnering with ETHRA, the Tennessee College of Applied Technology Crossville and Cumberland County secondary career technical education programs.

StonePeak has been providing jobs to the Cumberland County area for 11 years. The company has been in constant growth since its inception. Jobs have multiplied threefold, and the plant is now over 1,000,000 sq. ft. We excel in manufacturing ceramic tile, and we offer a wide range of brands to the individual customer and big corporations as well. Some of our high profile customers include Starbucks, Walmart, and Lowe's. For us, it's all about achieving the perfect balance: a harmony between a hard-working team devoted to satisfying our customers, and a company committed to making quality tile.

To keep our machines running to full capacity and efficiently we are always searching for the most qualified and suitable mechanics/electricians to join the StonePeak family. The skills we look for in our mechanics is the ability to comply with safety regulations, maintain clean and orderly work areas, read and interpret equipment manuals, diagnose problems, replace or repair parts, test and make adjustments, perform highly diversified duties to install and maintain production machines and the plant facility's equipment, and perform regular preventive maintenance on machines, equipment and plant facilities. Our mechanics also need the ability to work from mechanical plans, blueprints, schematics, sketches, and read hydraulic/pneumatic diagrams, perform mechanic skills including, but not limited to, mechanical, pneumatic, hydraulic, troubleshooting, and repair of production machines, fabricate repair parts by using machine shop instrumentation and equipment, and use a variety of hand and power tools, material handling equipment in performing duties. Our electricians must be able to do the following: understand electrical and control systems; analyze, troubleshoot, and perform repairs; install and repair electrical systems of industrial equipment following the electrical code, mechanical blueprints, manuals, schematics and diagrams using hand tools, power tools and electrical/electronic test equipment; connect power supply wires to machines and equipment, and connect cables and wires between machines and equipment; work with 480V 3phase and lower voltage to include industrial control systems; replace faulty electrical components of machine such as relays, switches, and motors, drives, photocells, circuit breakers, PLC cards, displays, positions sensing devices, etc.; diagnose and replace faulty mechanical, hydraulic, and pneumatic components of machines and equipment.

StonePeak is very interested in providing on-the-job training experiences for new adult and/or dislocated worker employees eligible through the local Workforce Investment Opportunity Act and Tennessee Career Center's. We estimate we could make approximately 5-10 opportunities available over the life of the grant.

The state's support of this grant application and investment of funding into the region will be worthwhile. It will result in a larger and better trained workforce, support the DRIVE to 55 initiative, provide career pathway opportunities for high school students and others and, ultimately, drive the economy.

Regards,

Blake Pendergrass  
HR Coordinator  
StonePeak Ceramics

July 22, 2016

Director Murphy  
Tennessee College of Applied Technology  
Huntsville, TN 37756

Re: LEAP 2.0 Grant

Dear Director Murphy,

Takahata Precision Tennessee, Inc. would like to offer our enthusiastic support for the LEAP 2.0 Grant being submitted by the Tennessee College of Applied Technology at Oneida/Huntsville. Our company is growing very rapidly and is always in need of people with advanced manufacturing training. The equipment purchased with this grant will introduce high school juniors and seniors to advanced manufacturing concepts and will better prepare the graduates to come to work for our company or go on to post-secondary training at the local Tennessee College of Applied Technology.

It is difficult to find an adequate amount of employees with the skill sets needed to work in our highly automated manufacturing facility. The funding of the LEAP 2.0 Grant would be a big help with the employment shortage we are experiencing and provide a pipeline of trained employees for our future needs. We commit to working with TCAT Oneida/Huntsville to develop interns and co-op opportunities for TCAT students.

In closing, again we offer our full support for the LEAP 2.0 Grant application and look forward to hiring employees that have trained in advanced manufacturing with a worker characteristics and OSHA-10 certification.

If I can be of further assistance please do not hesitate to contact me.

Sincerely,



Debra Thompson  
President



## TENNIER INDUSTRIES, INC.

---

July 21, 2016

Dear Director Murphy,

Tennier Industries wishes to offer our companies support and partnership commitment for the LEAP 2.0 Grant being submitted by the TCAT Colleges. We believe offering Advanced Manufacturing classes at the two local high schools will better prepare graduates to work in industries in our region. Industries such as ours are supportive of worker ethics certificates and the OSHA-10 training the program will provide. We will commit to explore the work based learning opportunities at our company for your students for internship and co-op training.

In closing, finding skilled laborers is very difficult. The LEAP 2.0 Grant will assist this region in filling the ever growing skills gap by offering advanced manufacturing training at the high school level. If our company can offer further assistance please do not hesitate to contact me and we look forward to working with your college when the LEAP 2.0 is funded.

Sincerely,

Lane Duncan  
Director of Administration



July 25, 2016

Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Attention: Curt Johnson

To Whom It May Concern:

VANHOOSECO Mechanical and Millwright looks forward to partnering with TCAT-Harriman and three other TCAT's on this LEAP 2.0 project.

As to be presented in the grant proposal, TCAT-Harriman's Loudon County Instructional Service Center will deliver dual enrollment courses for area high school students for an introduction to careers associated with the manufacturing industry. Students will prepare for work in the advanced manufacturing industry. While these students will be prepared to go to work in entry-level positions, they will have pathways to continue their education upon high school graduation at TCAT-Harriman in Industrial Maintenance Technology, Welding Technology, Machine Tool Technology or Residential, Commercial, Industrial Electricity program or at Roane State Community College's Mechatronics program.

We agree to have representation on the LEAP advisory team to be aware of equipment utilization, ensure appropriate use of Work-Based Learning opportunities, and facilitate sharing of information for education opportunities and more.

TCAT-Harriman agrees to continue to work with the local partners and employers to facilitate Work-Based Learning Opportunities for TCAT students over the life of the grant including internships and co-ops were appropriate. We understand ETHRA will help to provide On-the-Job training opportunities to selected graduates.

The result of the grant will be a better skilled workforce, clear support of the DRIVE to 55 initiative, and provide career pathway opportunities for high school students.

Sincerely,

A handwritten signature in black ink that reads 'Tom Steelman'. The signature is fluid and cursive, written in a professional style.

Tom Steelman  
Senior Project Manager  
[tsteelman@vanhooseco.com](mailto:tsteelman@vanhooseco.com)  
865-257-2035