

NAME OF LEAD ENTITY

SOUTH CENTRAL TENNESSEE DEVELOPMENT DISTRICT

2016 Labor Education Alignment Program (LEAP 2.0)

South Central Tennessee LEAP Forward for
Industrial Technology Training

South Central Tennessee Development District

IN PARTNERSHIP WITH

1. Tennessee College of Applied Technology - Hohenwald, TN
2. Lawrence County Schools, Lewis County Schools, Maury County Schools, Perry County Schools, Wayne County Schools
3. Area Manufacturing Companies in Lawrence, Lewis, Maury, Perry and Wayne Counties

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Funding requested:

\$ 1,000,000





President/Director of Higher Education
Institution



Project Director

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ABSTRACT

The South Central Tennessee area local industries have an urgent need for skilled industrial maintenance and manufacturing workers. The need was documented through visits with area business and industry, local elected officials and secondary career and technical directors and as evidenced by industry through completion of a workforce training needs survey. Though there are a few programs available to educate and develop workers, skilled job training is not necessarily aligned with industry's hiring needs. There is a distinct gap between what students have in skills and what is needed for entry-level positions. Likewise, the gap extends to the skills of existing worker population employed in the industry. However, there is a program which is filling the gap: The Industrial Maintenance Program at the Tennessee College of Applied Technology-Hohenwald. This program is currently offered, but is backlogged with applicants due to enrollment capacity and a limited amount of classrooms and lab space. This program provides instruction to develop the technical skills needed to be successful in the troubleshooting, repair and maintenance of machinery and equipment within the ever-changing industrial environment. Traditionally, the graduating students of this program have a job waiting on them once they complete their program of study due to their skill set attainment and knowledge base of the industrial environment. Additionally, the program provides instruction in twelve worker ethics, which exposes students to desired worker characteristics, such as attendance, respect and teamwork, as expected employee attributes associated with successful employment. Also, many students while enrolled participate in co-operative work experience with area industries which increases students' work-based learning experience, while also providing the participating employer an expectation of potential employee performance prior to advocating a permanent hire. This LEAP Proposal seeks to provide the equipment and materials to expand the class offerings and equip new additional classrooms for the TCAT Program, specifically in Lawrence County, Wayne County, Perry County and Maury County (Mt. Pleasant area). The proposed program is very versatile in the nature of training and is utilized by area employers in successfully filling related critical job openings. The service area for this project includes a wide range of manufacturing companies, including suppliers involved with the resurgence of automotive manufacturing within the South Central Tennessee Corridor.

Tennessee LEAP 2.0 Grant Proposal

Section 1. Program Need

After meeting with numerous industries, South Central Tennessee Development District (SCTDD) and the Tennessee College of Applied Technology-Hohenwald (TCAT-H) propose an expansion of the Industrial Maintenance (IM) Program to ensure a strong future workforce in Middle Tennessee. The proposal calls for establishing an Industrial Maintenance program at facilities in Lawrence, Maury, Perry and Wayne counties. This is an expansion of the programs at the TCAT-H in Lewis County. These counties have a desperate need for maintenance technicians with fundamental competencies in basic electricity, motors, mechanical drives, hydraulics and pneumatics, programmable logic controllers (PLCs), programmable action controllers (PACs) and robotics. Graduates from the Industrial Maintenance Program will be used to fill entry level maintenance technician and related worker positions at IB Tech, Sonoco, UST Tile and many other local industries within the south central region. The grant will be utilized to purchase up to date state of the art training equipment and to establish classrooms/lab areas at all four new included county locations which will address the current skill gap in this region.

According to the Tennessee Department of Economic and Community Development, training the work force of today and educating the work force of tomorrow is one of the state's top priorities. Tennessee has placed a special emphasis on science, technology, engineering and mathematics (STEM) disciplines to ensure companies with advanced manufacturing and energy technology have a steady pipeline of well-prepared applicants.

The curriculum for the Industrial Maintenance program at TCAT-H includes advanced manufacturing and related maintenance skills required to be successful in the changing industrial environment. Enrollment in this program is in great demand; graduates are highly skilled and earn top wages. Since the mid-eighties, TCAT-H has offered a full-time day and a part-time evening

program at the Hohenwald campus, and a full-time day program in the Maury County area since 2007. Presently, an Industrial Maintenance Program is located at the Spring Hill (Northfield location) Instructional Service Center campus. Despite the current combined enrollment for Spring 2016 of sixty plus students, there remains a waiting list of thirty-three applicants for the Industrial Maintenance Program, and a list of thirty-two for Welding from our service area that desire to enroll in the program. The list includes approximately twenty-five 2016 graduating seniors who have enrolled for the Tennessee Promise. Additionally, there is an interest list with numerous more names of individuals who lack proof of immunization to be placed on the waiting list. With the new TN Promise initiative, the number on the interest list is expected to double and increase enrollment for the Fall 2016 trimester. The TCAT would like to accommodate enrollment of all interested applicants.

The 2016 LEAP Report by the Tennessee Department of Economic and Community Development reports to meet the needs of this more sophisticated work environment, employees must demonstrate increasingly advanced critical thinking and skill-based competencies through industry-recognized certifications and postsecondary credentials. Furthermore, economic development models have predicted that nearly two-thirds of all jobs in the coming decade will require a postsecondary credential to signal mastery of relevant competencies. The proposed educational program within the grant includes targeted occupational skills training, coupled with basic skills/workforce readiness training as well as career preparation and guidance resulting in the earning of an industry credential. The Industrial Maintenance Program provides each of those components with high skills training to achieve these competencies; an integrated math and worker ethics concentration is embedded in the curriculum, and career guidance is provided through Student Services.

The 2016 LEAP Report also lists high-skill, technology-intensive sectors, such as advanced manufacturing as experiencing tremendous growth in recent years with relation to both short term

and long term in demand in-demand occupations throughout Tennessee. Included within this sector are related occupations of Industrial Machinery Mechanics and Industrial Electrical Repairers as hard to fill occupations for Tennessee employers in the automotive industry. With the addition of US Tile and expansions of other manufacturers, as well as the continued location of new industries in the region, the lack of skilled workers to fill these positions requires an expansion of the Industrial Maintenance program into these counties. The Industrial Maintenance program is directly within the Advanced Manufacturing ECD focus areas and is involved in local/regional ECD recruitment activities. The IM program is routinely featured as providing skilled workers in the recruitment of prospective industries in the region. The Tennessee Department of Economic Development Website, tnecd.com, shows Manufacturing as the number one employing industry in the Southern Middle Tennessee Area in 2015 with over 32,000 jobs with 518 employers with an average annual wage of \$47,248.

According to the Tennessee Statewide Supply and Demand Analysis, the Jobs4tn.gov website and the Tennessee Department of Labor's Occupational Trends in Tennessee Employment Report (OTTER), a shortage of maintenance technicians exists in both LWIA6 and LWIA10. The long term (2008-2018) projected annual average growth for the occupational title of Industrial Machinery Mechanics is 0.7% in LWIA6 and 2.4% in LWIA 10. The total annual change is 5.3% in LWIA6 and 20.9% in LWIA10. Under the occupational title of Maintenance Worker Machinists, the projected annual change is 3.9% in LWIA6 and 10.7% in LWIA10. OTTER data indicates a statewide average annual growth of 1.0%. Industrial machinery mechanics are listed as one of the thirty middle-skill jobs by the Southern Governor's Association and also includes technology intensive or specialized technology skills in PLCs', PACs' and robotics. *Tennessee's Business*, a publication by the Business & Economic Research Center at Middle Tennessee State University, states "there are literally thousands of jobs available in the manufacturing and industrial sectors in Tennessee," and a "particular demand for skilled maintenance workers." According to Jobs4tn.gov,

in the southern middle Tennessee region graduates of the Industrial Maintenance program earn \$30,563 in entry level jobs. The median average salary was \$47,534 and the experienced maintenance technician average salary was \$53,419.

The Academic Program Supply and Occupational Demand Projections: 2008-2018 by THEC/UT notes “industries are characterized by employment growth through new business starts and firm expansion as well as employment decline through firm contraction and business closure.” It also states “employer demand and annual position openings will also be affected by workplace dynamics like worker promotions and various forms of separation . . .” While study data is vital, the current demand by local industry is critical.

In further validating the actual workforce need and demand of area employers, many of the south central area counties business and industries were surveyed with an Industry Training Needs Survey as developed by the TCAT Hohenwald. The survey resulted in an overwhelming response of manufacturing industries evidencing extensive training needs related to manufacturing and maintenance, with all areas of possible technical skills training areas indicated as areas of interest. The majority of the companies indicated support of employee training with possible alternate work schedules and an interest in accepting students for a cooperative work program as a participating employer within the LEAP effort.

The IM program at the TCAT-Hohenwald currently has partnerships with Nissan, IB Tech, US Tile, NYX, and Pneumatics Actuator to provide relevant training of the workforce as well as training for an on-going supply of workers. Over forty companies have benefited from trained completers of the Industrial Maintenance Program

The proposal aligns perfectly with the state’s *Drive to 55* goals. Upon the completion of the twenty month program of study, graduates receive the industry recognized Industrial Maintenance Technician Diploma and certifications for training in PLCs. Both credentials are sought after by industries in the region. Enrolling and graduating an additional 80 students will support the *Drive to*

55 goals by increasing the overall higher education attainment in the region and will meet the needs of employers. Continuing the established programs on a long term basis will also increase higher educational attainment to achieve the *Drive to 55* goals.

The completion and placement rate for the Industrial Maintenance program in Hohenwald over the last five years document the success of the program. The average completion rate for 2008-2013 is 85% and the average placement rate for the same years is 90%. The Institution graduated an average of 39 Industrial Maintenance Technicians over the same period of years.

Section 2. Program Plan

The project timeline will follow the schedule below after the award announced in August 2016 with the goal of opening the programs for full enrollment in September 2017.

January 2017:

1. Begin renovation and preparation of classrooms and labs at the off-campus locations.
2. Preparation of equipment specifications for bids to vendors.
3. Establish memo of understanding at the off campus locations with local officials.

February 2017:

1. Submit applications to the TCAT-H accreditation agency, Council of Occupational Education (COE), for approval of off-campus sites.
2. Form Craft Advisory Committees for each county by inviting industry and community leaders to serve.
3. Submit equipment proposals for bid.

March 2017:

1. Prepare letters to prospective students from existing contact list to determine interest in each program.
2. Visit local high schools to recruit graduating seniors into the IM program in each county.
3. All Craft Advisory committees will meet to review Industrial Maintenance curriculum.
4. Solicit additional donated equipment from various industries to support the new programs.

April 2017:

1. Open bids for all equipment and award to lowest bidder.
2. Place order for all training equipment and classroom

June 2017:

1. Send letters to prospective students inviting to orientation for Fall Trimester.

2. Receive equipment and begin to set up classroom and lab areas.
3. Advertise for Industrial Maintenance instructors for each location.

July 2017:

1. Conduct orientation for 80 new students in the Industrial Maintenance program.
2. Hire and begin training 4 new Industrial Maintenance instructors.

August 2017:

1. Continue training of 4 New Industrial Maintenance instructors.

September 2017:

1. Begin training at all four new locations.

September 2017-April 2019:

1. Train on a continuing basis 20 Industrial Maintenance students at each of the four off-campus sites.
2. Graduate and award an Industrial Maintenance Diploma to the first 80 students in April 2019.

Beyond the documentation each monthly progress in establishing the four Industrial Maintenance training locations, ordering and receiving equipment, and quarterly meetings minutes of the steering committee, the measurable objectives will be the following:

1. Enrollment at each training location each trimester with a goal to enroll and retain 20 students in each program.
2. Retention rates at each training location at the end of each trimester.
3. The number of certificates awarded to students at each training location at the end of each trimester for completion of a portion of the curriculum.
4. The number of diplomas awarded at the end of the 20 month training program.
5. The number of prospective students on the interest list for each program at each location.

The Collaborative will ensure that the mentorship program is a key component of the project. The Tennessee Promise program has established a mentor program for all graduating high school seniors who are enrolled in a higher education program. Mentor roles will provide guidance and assist the students to ensure that students meet deadlines and stay on track to successfully complete the Industrial Maintenance program. The Leap Grant will provide opportunities for approximately 80 additional students to achieve their goals.

The Collaborative will work with industry partners to establish Work-Based Learning (WBL) opportunities to provide meaningful and sustainable work experiences to students and to increase

workforce engagement with local education partners. Work-Based Learning experiences will create and provide, or expand industrial partnership programs in the form of **co-op** or **internship** programs that:

- 1) Are paid;
- 2) Award academic credit from a LEAP program partner;
- 3) Develop a student's employable and technical skills sets; and
- 4) Place students with companies facing a demonstrable shortage of skilled workers.

For the purposes of the LEAP 2.0 WBL component, the collaborative acknowledges **cooperative education** (or co-op) as a partnership between secondary and postsecondary students, institutions of higher education, and employers that formally integrates academic study with practical experience in a workplace setting and:

- 1) Alternates or combines periods of academic study and work experience in appropriate fields as an integral part of student education;
- 2) Provides students with compensation from the employer in the form of wages or salaries for work performed;
- 3) Evaluates each participating student's performance in the cooperative position, both from the perspective of the student's institution of higher education and the student's cooperative employer;
- 4) Provides participating students with academic credit from the institution of higher education upon successful completion of their cooperative education; and
- 5) Is part of an overall degree or certificate program compliant with policies for academic credit established by the Tennessee Board of Regents.

The collaborative will utilize a portion of LEAP 2.0 funding to provide reimbursements to private industry partners for up to *50 percent of wages (not to exceed \$2,000 per student in a single academic period)* paid as compensation to hired students within the 30-month period. The reimbursements will only be distributed to industry partners upon a student's satisfactory completion of the internship or co-op program established by both the higher education institution and the employer. Reimbursement to the industry partner will be incumbent upon the satisfactory completion of any and all academic requirements set forth by the educational partner relevant to the WBL experience. The collaborative will establish the administrative and funding structures necessary to support LEAP 2.0 WBL programs.

The project governance and accountability will be a joint responsibility of the South Central Tennessee Development District (SCTDD) and the Tennessee College of Applied Technology-Hohenwald (TCAT-H). The project director will be Jerry Mansfield, the Executive Director of SCTDD in partnership and collaboration with the Director of the TCAT-H, Kelli Kea-Carroll. The project steering committee responsible for maintaining oversight will consist of individuals from industries of the participating counties made up of no less than 12 but no more than 16 members and will meet quarterly for twenty-four months. The TCAT-H will present to the committee a quarterly budget report, enrollment data, completion rate, number of hours of training, and graduation and placement of students enrolled in the program.

A key component to the success of *Filling Gaps* between industry and employees with the manufacturing technology project will be purchasing high-tech training equipment to address local labor market needs. The training equipment will be used to instruct and train through hands-on project based activities. The specific skills and competencies will include electric motors, mechanical systems, hydraulics and pneumatics, programmable logic controllers and robotics. The equipment purchased will be specific for the training needs at each county location to expand, enhance and improve the equipment in the IM program available at the TCAT-H. Each location will create both a classroom and a lab. A portion of the equipment budget is allocated to purchase laptops for the classrooms which will network to the training equipment and we will also seek donated equipment from local industry.

Section 3. Strength of Partnership

A strong partnership has been established for the LEAP Proposal *South Central Tennessee LEAP Forward for Industrial Technology Training*. This project seeks to enable the Tennessee College of Applied Technology in Hohenwald (TCAT-H) students to participate in technical training developed with input from area employers, school systems, and the local industries.

The Local Collaborative Partnership includes four Tennessee Counties. Each County Mayor is a participant including Perry County Mayor Dean Heady, Wayne County Executive Coy Anderson, Lewis County Mayor Bill Webb, Lawrence County Executive T.R. Williams and Maury County Mayor Charlie Norman. All five mayors have many years of experience in the administration of county government.

The local school systems participating in the collaborative include Lewis County, Lawrence County, Perry County, Maury County, and Wayne County. The superintendent of each school system, along with Career and Technical Education Directors will participate in the project. The Local Collaborative Partnership includes the Career and Technical Education (CTE) Directors of each of the participating counties secondary school systems. Each Career and Technical Education Director is an active participant: Dr. Lori Brown of Maury County Schools, Mrs. Shannon Watson of Lawrence County Schools, Ginger Cagle of Perry County Schools and Beverly Hall of Wayne County Schools. TCAT Hohenwald maintains an active partnership with each of the area secondary systems and offers dual enrollment opportunities to both juniors and seniors. Students who take advantage of dual enrollment, particularly in regard to graduating seniors, enter post-secondary training at the TCAT with prior award of credit from dual enrollment as established between the secondary and post-secondary systems. Dual enrollment allows students to apply earned clock hour credit toward completion of post-secondary awards of certificates and/or diplomas. The CTE Directors fully support the implementation of the Collaborative and agree to provide secondary student enrollment to support LEAP 2.0 efforts.

The lead entity for the grant is the South Central Tennessee Development District, a regional development authority established in 1972, serving thirteen counties, with extensive involvement in grant administration and economic development. The Development District's staff will participate as an active leader in the grant and has several decades of successful practice in community &

economic development, public administration, workforce development, business/industry retention, and grants management.

The higher education institution for the project is the Tennessee College of Applied Technology in Hohenwald. TCAT Hohenwald has a fifty-year history in successfully meeting the education and training needs of area companies. Currently the college has an outstanding Industrial Maintenance Program developed with the support of local manufacturing industries. The LEAP Grant will assist in continuing to provide individuals with the opportunity to learn key occupational skills. In addition, the two expanded classrooms proposed in each county will provide industry with skilled individuals ready for employment. Finally, the program can also be used by industry to upgrade the skills of current employees. TCAT-H has an excellent record of successful fiscal management of education grant programs, and will apply this experience to the LEAP Grant. The SCTDD is currently successful in administering a 2014 LEAP Grant.

Industry partners include: General Motors, Graphics Packaging, Tennessee Aluminum Processors, IB Tech, Sonoco, DRM, Nissan, Modine, Pneumatics Actuator, Oliver Technologies, Magna, Dura Automotive, Real Milk Paint Company, Elephant Sanctuary, NYX, Bates Rubber and Fabricating and several others. All of the companies have immediate openings for entry-level workers, as well as industrial maintenance technicians with significant future needs in this area due to replacement and retirement of existing workers. Many have used TCAT-H in hiring employees and were pleased with the results and are willing to train or retrain employees in an incumbent worker capacity. Representatives of most of the companies currently serve on TCAT-H Institutional General Advisory Committee with several serving on numerous Program Occupational Committees where the members are afforded advising opportunities on the betterment of programs and or modification of curricula as a means of programs remaining current with industry need and workforce demand.

For the purposes of this LEAP Grant Proposal, the participating counties, the local school systems, TCAT-H, local industries, and the SCTDD have a strong partnership. This Collaborative continues the successful history of the region in meeting student and employer needs in the area of advanced manufacturing and industrial related training. Visits were conducted with industry in an attempt to ascertain the true workforce need. Needs were documented through the use of Business and Industry Training Surveys with advanced manufacturing and industrial maintenance related positions topping the list of industry need.

Section 4. Budget Plan

The largest portion of the funding request is for training equipment the four new locations. Each site will receive a similar allocation of equipment, which will be calculated to meet industry need with regard to state of the art technologies. The equipment will be used to teach competencies and skills required to earn a Maintenance Technician diploma which are the goals and anticipated outcomes of the grant. Laptops are included in the equipment costs for instructional purposes and are necessary for the instructional software networked to the training equipment. Each classroom will need tables, chairs, and LCD projectors for classroom instruction. Other equipment needs are specific to the Industrial Maintenance curriculum. The TCAT will procure equipment according to state regulation and policies governing purchasing procedures with state contracts being given consideration.

Salaries are requested for the four new IM instructors. Student tuition will be utilized to pay salaries to help sustain the program. The project also requests administrative costs to cover the work of the project director. Expenses covered include occupancy costs, phone, internet service, copies, correspondence mailings, and travel and meeting expenses for the steering committees at the four counties. Administrative costs for the TCAT-H will be utilized for training for the instructors.

There were pledges of local match monies, some of which will be earmarked for use with the work-based learning component of co-operative agreements with the donating companies. Other funding, such as the Wayne County Three Star Grant Monies which were pledged, will be utilized to fund grant activities within Wayne County.

Section 5: Sustainability

The Tennessee College of Applied Technology-Hohenwald will sustain the program beyond the 24 months funding period by continuing the Industrial Maintenance program at each of the four county locations. The operation of the programs will become self-sustaining in operational costs through tuition and state appropriations received by the institution. As students graduate from the program or withdraw from training, new students will be enrolled to maintain a full class. The institution will continue to partner with the high schools in each county and open dual enrollment opportunities for seniors. As technology changes and needed employee skills develop, the College will coordinate and establish customized training to meet the needs of the workforce.

The Tennessee College of Applied Technology will continue to partner with the South Central Tennessee Development District to address future training needs in the region, seek additional funding sources to supplement equipment and apply for grants, and coordinate other technical programs that local industry demands. The steering committee in each county, consisting of industry partners and community leaders, will continue to meet to address curriculum and equipment modifications. The TCAT-H has successfully operated an Industrial Maintenance program for 30 years. The Industrial Maintenance programs at the four locations will be supported by the institution's budget and resources, specifically for the upkeep and maintenance of the equipment. Additionally, the College will collaborate with local industrial boards, chambers of commerce, the area's LWIA Program, and city/county officials to prepare the local workforce for prospective industries.

LEAP 2.0 DATA LISTING

Industry/Business Training Needs and example of the Industry Survey

Industry Example Ad for Maintenance Technicians

Project Area and Related Data-LEAP Report 2016- Sources:

- Tennessee Statewide Supply and Demand Analysis: Jobs4tn.gov Website
- Tennessee Department of Labor's Occupational Trends in Tennessee Employment Report (OTTER)
- *Tennessee's Business*, Business & Economic Research Center at Middle Tennessee State University
- THEC/UT Academic Program Supply and Occupational Demand Projections: 2008-2018

Tennessee College of Applied Technology (TCAT) - Hohenwald Cooperative Work Program



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
HOHENWALD

INDUSTRY/BUSINESSES TRAINING NEEDS

	Number of Employees	Training Needs Required
Lawrence County	500 +	Electricity, Machining, Manufacturing, Drafting and Design, Blueprint Reading, Industrial Maintenance, Safety, Soft Skills, HVAC and Worker Ethics
Lewis County	150 +	Machining, Safety, Worker Ethics, Quality Processes, Electricity, Manufacturing, Accounting, Industrial Maintenance, Tool Makers, HVAC, Computer Skills, Soft Skills and Customer Service
Maury County	2,100 +	Hydraulics, Machining, Manufacturing, Robotics, Welding, PLCs, Pneumatics, Quality Assurance, Soft Skills, Accounting, Quality Process, Safety, Blueprint Reading, Computer Skills, Mechanical Auto, Electricity, Industrial Maintenance, Worker Ethics, Management/Supervision, Quality Processes, HVAC, Drafting & Design, Presentation Skills, Customer Service, Business Planning, and Tool Makers



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
HOHENWALD

INDUSTRY/BUSINESSES TRAINING NEEDS

	Number of Employees	Training Needs Required
Perry County	150 +	Mechanics, Safety, Buleprint Reading, Computer Skills, Industrial Maintenance, Soft Skills, Management/Supervision, Quality Process, Worker Ethics, Quality Assurance, Electricity, HVAC and Customer Service
Wayne County	160 +	Welders, Mechanics, Operator Technicians, Safety, Blueprint Reading, Computer Skills, Industrial Maintenance, Soft Skills, Management/Supervision, Quality Process, Worker Ethics, Drafting & Design, Quality Assurance, Electricity, and Guards



Industry Training Needs Survey

To serve our business, industry and government customers better, we need to know your training needs. Please complete the following survey on the need for training within your organization. We'll contact you to discuss more specifics.

Name of Employer: _____

Address (Street, City, State, Zip): _____

Point of Contact (Name/Title): _____

Phone: () _____ - _____ Ext _____ Email: _____

Type of Organization:

Number of Employees (Circle):

- Agriculture
- Construction
- Manufacturing
- Automotive/Transportation
- Communications
- Utilities
- Trade
- Retail
- Commercial Services
- Other Services
- Government

- 0-10
- 10-20
- 20-50
- 50-100
- 100-200
- 200 or more
- Other: _____

What are your Training Needs?

Do you have difficulty in filling positions in the industrial technology/manufacturing/maintenance field?

Comments:

Would an Industrial Maintenance Program conducted by TCAT Hohenwald provide an appropriate introduction to close initial skills gaps in those types of jobs?

Comments:

Would your organization be willing to write a letter of support, create or expand to offer a co-op or internship to employees or students (supported by partial grant funding) or make a cash donation?

Comments:

Possible Technical Skills Training (please check areas of maintenance related interest)

- Electricity
- Hydraulics
- Machining
- Manufacturing
- Drafting and Design
- Robotics
- Blueprint Reading
- Welding
- PLCs
- Pneumatics
- HVAC
- Industrial Maintenance
- Other Technical Skills: _____

Is there specific training equipment preferred? If so, please indicate type and specific equipment utilized, as applicable:



General Skills Training

- Soft Skills
- Worker Ethics
- Accounting
- Management/Supervision
- Presentation Skills
- Customer Service
- Quality Processes
- Business Planning
- Computer Skills
- Safety (OSHA)
- Other General Skills: _____

Training Needs Not Listed above: _____

Approximate number of people to be trained

- 0-10
- 10-20
- 20-50
- 50-100
- More than 100

Where would you like the training to be conducted?

- New LEAP Location Campus in Local County (with LEAP Grant 2.0 Approval)
- At your place of business
- TCAT Hohenwald Main Campus
- TCAT Hohenwald Northfield Campus

Day(s) of the Week

- Monday
- Tuesday
- Wednesday
- Thursday
- Friday
- Saturday

Preferred Time of Day (Circle, if one or more preferred)

- Morning
- Afternoon
- Evening

Alternate Work Schedule Available for Employee Training

- YES NO

As an employer, would you be willing to accept students into your company for internships or special projects? The LEAP Grant will work to fund partial pay for internships for participating employers.

- Yes - Paid Internships/Special Projects
- Yes - Unpaid Internships/Special Projects
- No - Not at this time
- Questions:

Of the following benefits, which do you think that the implementation of educational incentive programs would help to increase?

- Workplace productivity
- Quality of work
- Enhanced company image
- Reduction of turnover
- Other (please specify)
- None of the Above

Comments:

INFORMATION IN THIS SURVEY IS CONFIDENTIAL

For questions or concerns regarding survey information, please contact Kelli Kea-Carroll, Director, TCAT Hohenwald at (931)796-5351 or email: kelli.keacarroll@tcathohenwald.edu or Nathan Ward, Director of Economic Development South Central Development District at (931)379-2903 or email: nward@sctdd.org. We appreciate your time in completing the survey information.



BROWN-FORMAN
COOPERAGES

DYNAMIC OPPORTUNITY

Maintenance Technician A & B

Starting rate of pay \$20 & \$17 per hour respectively

SECOND SHIFT POSITIONS

Brown-Forman Mill is a drug free workplace. Background check, pre-employment physical and drug testing required. We offer an excellent compensation and benefits package including competitive wages, medical and dental insurance, 401(k) plan, paid vacation and paid holidays.

We are seeking for Maintenance Technicians to support in general maintenance and repair of all production equipment, systems and facilities. These positions are involved in equipment and machinery installations, equipment and facilities upgrades and redesigns. Technical Trainer to Operator Technicians in the safe operation and minor maintenance of machinery. May function as Maintenance Planner as required.

Must Requirements: High School diploma or GED, ability to read, write and understand English well. Effectively communicate with company employees at all levels. 2 – 5 years previous experience in maintenance in an industrial or manufacturing environment. Basic math skills. Flexibility to work weekends and daily overtime as needed. General knowledge of PC operations. Performs Maintenance Planning role. Creates, plans, schedules, implements and follows up on PM's, corrective work and emergency work orders.

Duties: General mechanical aptitude and knowledge of the installation, maintenance and repair of manufacturing equipment i.e. motors, pumps, conveying systems, hydraulics and pneumatics. Troubleshoot and repair mechanical, electrical, pneumatic, and hydraulic equipment. Excellent welding skills. Intermediate to advanced electrical abilities and knowledge of both single and three-phase electrical systems and the ability to diagnose basic electrical problems and replace motors and equipment. Knowledge of facilities systems i.e. lighting, water and plumbing and the ability to maintain and repair these systems. Identification of required spare parts for plant equipment. Data entry of this information into the Stores Inventory System

For full job details visit Brown-Forman.com/careers and apply under requisition 3288BR.

Brown-Forman is an equal opportunity employer

Manufacturing-

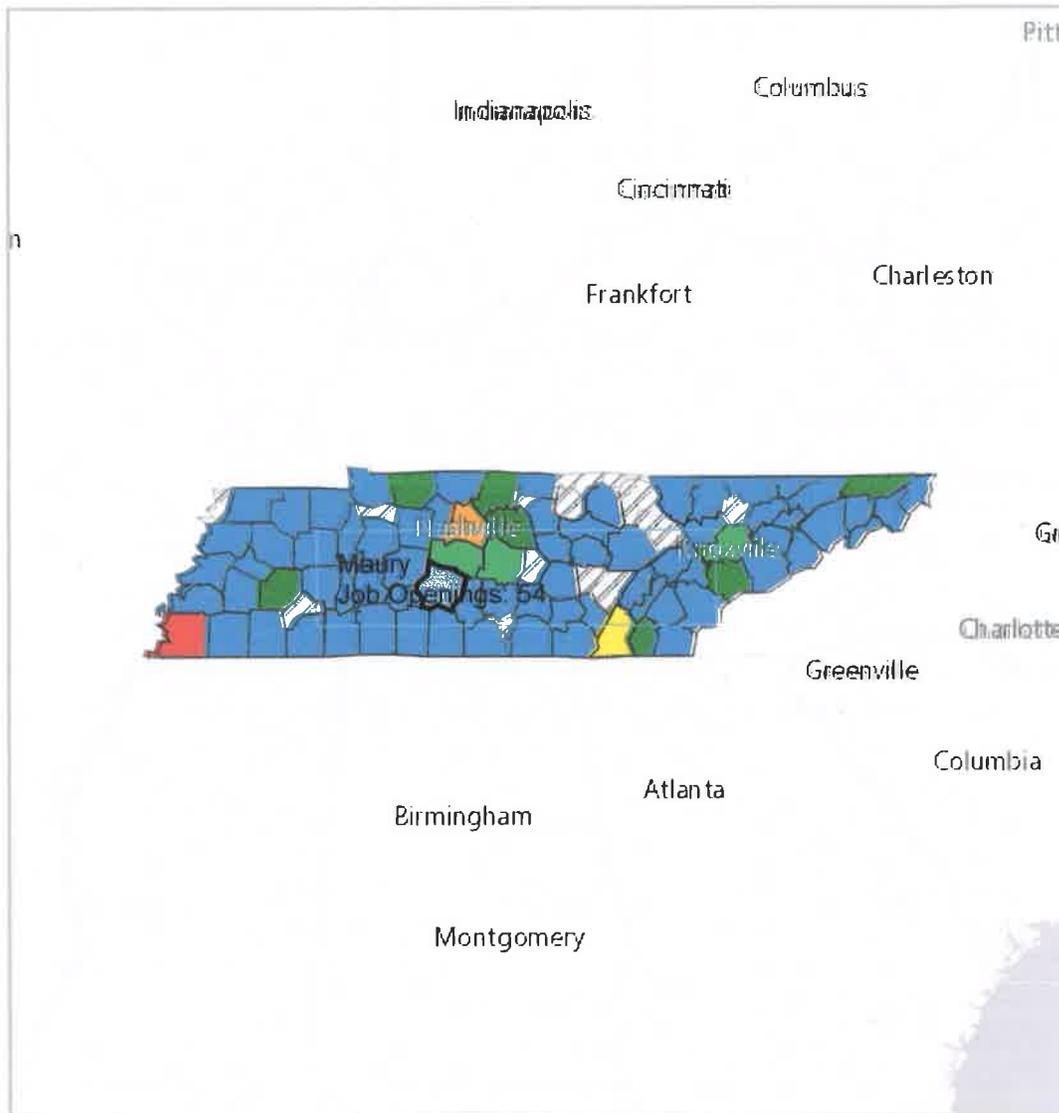
Growing with 105 openings-

High Demand- 4,435 Job Openings

Establishments- 6,502

Average Weekly Wage \$499

The map below shows the counties with the highest number of job openings advertised online for Sector (2 digit, Manufacturing in Tennessee on July 20, 2016. (Jobs De-duplication Level 2)



Job Openings

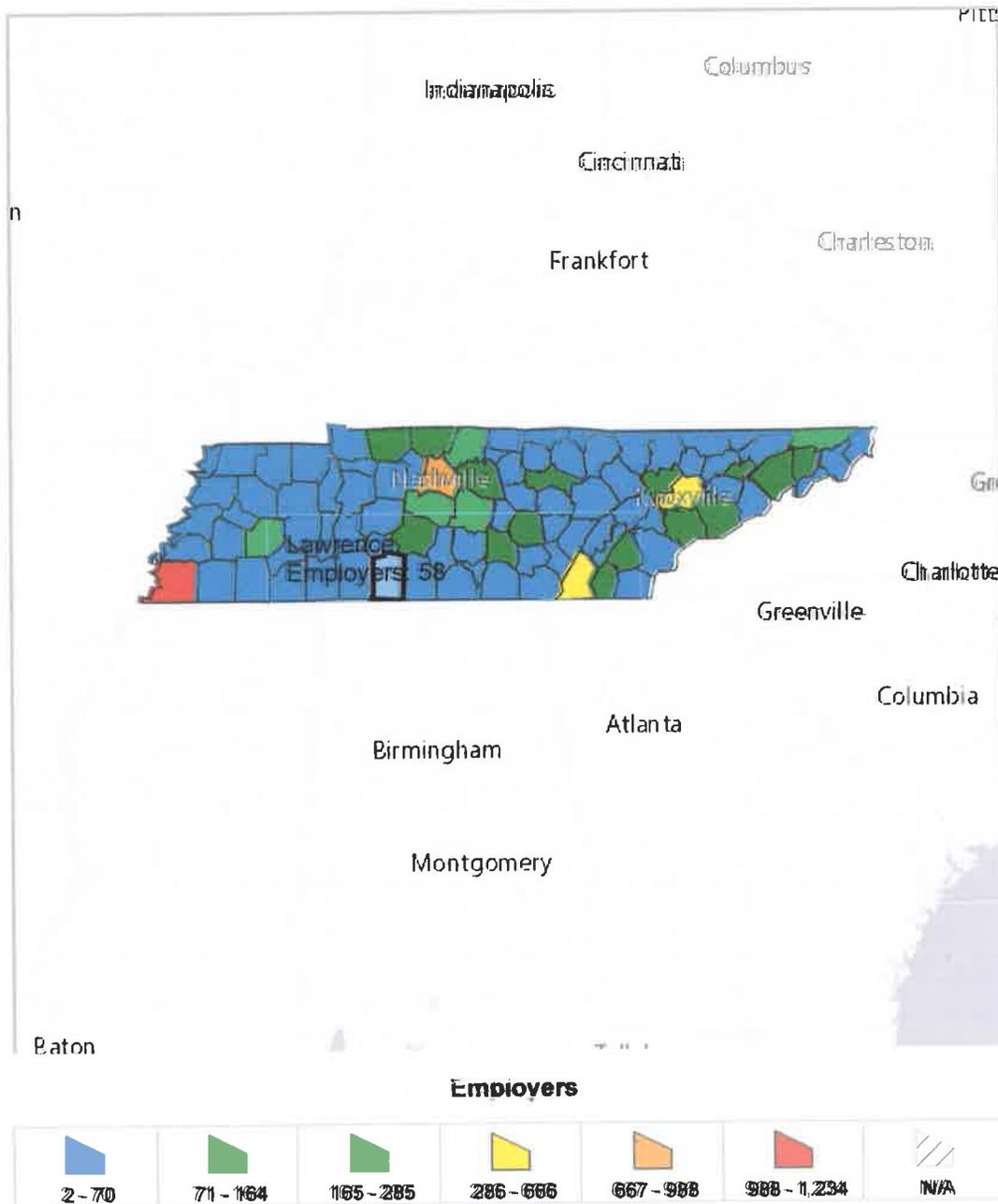


Job Source: Online advertised jobs data

of Openings

- Hickman – 4
- Lawrence – 8
- Lewis – 3
- Maury – 54
- Perry – 2
- Wayne – 2
- Davidson – 705
- Rutherford – 219
- Williamson – 233

The map below shows the counties with the highest number of employers locations listed for Sector (2 digit, Manufacturing in Tennessee.



Source: Employer information is provided by Infogroup, Omaha, NE, 800/555-5211.
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of Employers by County

- Hickman – 27
- Lawrence – 58
- Lewis – 24
- Maury – 113
- Perry – 11
- Wayne – 14
- Davidson – 988
- Williamson – 224

Long Term Industry Projections

Below are the long term industry projections for Sector (2 digit) Manufacturing in Tennessee.

Industry Title	2014 Estimated Employment	2024 Projected Employment	Total 2014 - 2024 Emp Change	Total Annual Avg Emp Change	Total 2014 - 2024 Percent Change	Total Annual Percent Change
Manufacturing	324,860	335,910	11,050	1,105	3.4%	0.3%

TN Dept of Labor & Workforce Dev, Div Emp Sec, R&S

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Jobs Available

The table below shows the current jobs available for Subsector (3 digit) Repair and Maintenance in Tennessee on July 20, 2016. (Jobs De-duplication Level 2)

Industry Title	Job Openings
Repair and Maintenance	280

Job Source: Online advertised Jobs data

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Monthly Job Count

The table below shows the number of job openings advertised online for Subsector (3 digit) Repair and Maintenance in Tennessee in June, 2016. (Jobs De-duplication Level 2)

Industry Title	Job Openings
Repair and Maintenance	456

Job Source: Online advertised jobs data

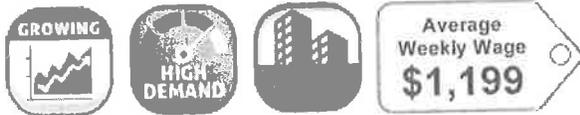
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TEMPORARY/SEASONAL LAYOFFS: All individuals are now required to file for Unemployment Insurance.

Summary industry profile for Manufacturing in Tennessee.

Quick Reference

The information below outlines key characteristics of the current labor market for Manufacturing in Tennessee.



Industry Description

Industry Summary Narrative

The Manufacturing sector comprises establishments engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products. The assembling of component parts of manufactured products is considered manufacturing, except in cases where the activity is appropriately classified in Sector 23, Construction. Establishments in the Manufacturing sector are often described as plants, factories, or mills and characteristically use power-driven machines and materials-handling equipment. However, establishments that transform materials or substances into new products by hand or in the worker's home and those engaged in selling to the general public products made on the same premises from which they are sold, such as bakeries, candy stores, and custom tailors, may also be included in this sector. Manufacturing establishments may process materials or may contract with other establishments to process their materials for them. Both types of establishments are included in manufacturing. The materials, substances, or components transformed by manufacturing establishments are raw materials that are products of agriculture, forestry, fishing, mining, or quarrying as well as products of other manufacturing establishments. The materials used may be purchased directly from producers, obtained through customary trade channels, or secured without recourse to the market by transferring the product from one establishment to another, under the same ownership. The new product of a manufacturing establishment may be finished in the sense that it is ready for utilization or consumption, or it may be semifinished to become an input for an establishment engaged in further manufacturing. For example, the product of the alumina refinery is the input used in the primary production of aluminum; primary aluminum is the input to an aluminum wire drawing plant; and aluminum wire is the input for a fabricated wire product manufacturing establishment. The subsectors in the Manufacturing sector generally reflect distinct production processes related to material inputs, production equipment, and employee skills. In the machinery area, where assembling is a key activity, parts and accessories for manufactured products are classified in the industry of the finished manufactured item when they are made for separate sale. For example, a replacement refrigerator door would be classified with refrigerators and an attachment for a piece of metal working machinery would be classified with metal working machinery. However, components, input from other manufacturing establishments, are classified based on the production function of the component manufacturer. For example, electronic components are classified in Subsector 334, Computer and Electronic Product Manufacturing and stampings are classified in

Monthly Job Count

The table below shows the number of job openings advertised online for Industry Group (4 digit) Industrial Machinery Manufacturing in Tennessee in June, 2016. (Jobs De-duplication Level 2)

Industry Title	Job Openings
Industrial Machinery Manufacturing	122

Job Source: Online advertised jobs data

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Jobs Available

The table below shows the current jobs available for Industry Group (4 digit) Industrial Machinery Manufacturing in Tennessee on July 20, 2016. (Jobs De-duplication Level 2)

Industry Title	Job Openings
Industrial Machinery Manufacturing	31

Job Source: Online advertised jobs data

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TEMPORARY/SEASONAL LAYOFFS: All individuals are now required to file for Unemployment Insurance.

Summary industry profile for Repair and Maintenance in Tennessee.

Quick Reference

The information below outlines key characteristics of the current labor market for Repair and Maintenance in Tennessee.



Industry Description

Industry Summary Narrative

Industries in the Repair and Maintenance subsector restore machinery, equipment, and other products to working order. These establishments also typically provide general or routine maintenance (i.e., servicing) on such products to ensure they work efficiently and to prevent breakdown and unnecessary repairs. The NAICS structure for this subsector brings together most types of repair and maintenance establishments and categorizes them based on production processes (i.e., on the type of repair and maintenance activity performed, and the necessary skills, expertise, and processes that are found in different repair and maintenance establishments). This NAICS classification does not delineate between repair services provided to businesses versus those that serve households. Although some industries primarily serve either businesses or households, separation by class of customer is limited by the fact that many establishments serve both. Establishments repairing computers and consumer electronics products are two examples of such overlap. The Repair and Maintenance subsector does not include all establishments that do repair and maintenance. For example, a substantial amount of repair is done by establishments that also manufacture machinery, equipment, and other goods. These establishments are included in the Manufacturing sector in NAICS. In addition, repair of transportation equipment is often provided by or based at transportation facilities, such as airports, seaports, and these activities are included in the Transportation and Warehousing sector. A particularly unique situation exists with repair of buildings. Plumbing, electrical installation and repair, painting and decorating, and other construction-related establishments are often involved in performing installation or other work on new construction as well as providing repair services on existing structures. While some specialize in repair, it is difficult to distinguish between the two types and all have been included in the Construction sector. Excluded from this subsector are establishments primarily engaged in rebuilding or remanufacturing machinery and equipment. These are classified in Sector 31-33, Manufacturing. Also excluded are retail establishments that provide after-sale services and repair. These are classified in Sector 44-45, Retail Trade.

Source: North American Industry Classification System (NAICS)

Jobs Data

Jobs Available

The table below shows the current jobs available for Subsector (3 digit) Repair and Maintenance in Tennessee on July 20, 2016. (Jobs De-duplication Level 2)

Industry Title	Job Openings
Repair and Maintenance	<u>280</u>

Job Source: Online advertised jobs data

[Click here to search for jobs](#)

Monthly Job Count

The table below shows the number of job openings advertised online for Subsector (3 digit) Repair and Maintenance in Tennessee in June, 2016. (Jobs De-duplication Level 2)

Industry Title	Job Openings
Repair and Maintenance	456

Job Source: Online advertised jobs data

Job Area Distribution

The table below shows the counties with the highest number of job openings advertised online for Subsector (3 digit) Repair and Maintenance in Tennessee on July 20, 2016. (Jobs De-duplication Level 2)

Click a column title to sort.

Rank	Area Name	Job Openings
1	Davidson County, Tennessee	<u>93</u>
2	Shelby County, Tennessee	<u>49</u>
3	Hamilton County, Tennessee	<u>28</u>
4	Knox County, Tennessee	<u>23</u>
5	Rutherford County, Tennessee	<u>16</u>
6	Williamson County, Tennessee	<u>13</u>
7	Wilson County, Tennessee	<u>10</u>
8	Sumner County, Tennessee	<u>8</u>
9	Montgomery County, Tennessee	<u>8</u>
10	Robertson County, Tennessee	<u>6</u>

Job Source: Online advertised jobs data

COOPERATIVE WORK

PROGRAM HANDBOOK

FOR

TCAT DIRECTORS

AND

INSTRUCTORS

**PURPOSE AND PHILOSOPHY OF COOPERATIVE EDUCATION
AT THE
TENNESSEE COLLEGES OF APPLIED TECHNOLOGY**

The twenty-seven Tennessee Colleges of Applied Technology (TCATs), which were originally established by the 1963 General Assembly as the State Area Vocational-Technical Schools, operate under the Tennessee Board of Regents. The purpose of TCATs has remained unchanged since their inception, "To meet more adequately the occupational and technical training needs of citizens and residents...including employees of existing and prospective industries and businesses of the state." This mission and purpose is met through a combination of ways, i.e., skilled technology classroom laboratories, "live work projects", and cooperative (Co-op) work programs with business and industry.

The Tennessee Colleges of Applied Technology continue to serve as the premier providers for workforce development throughout the State of Tennessee.

The centers fulfill the mission by:

- Providing competency-based training through traditional and distance learning instructional delivery systems of the highest quality that will qualify individuals for employment and/or advancement in jobs.
- Providing high quality training and retraining of employed workers.
- Providing high quality training that is economical and accessible to all residents of Tennessee, thereby contributing to the economic and community development of the communities we serve.

The Tennessee College of Applied Technology at Hohenwald remains committed to the education of a non-racially identifiable student body and promotes diversity and access without regard to race, gender, religion, national origin, age, disability, or veteran status.

The technology of today's work place is changing so rapidly that it is difficult for public post-secondary education to attain a funding level that will allow the TCATs to stay abreast of those changes, especially in the areas of manufacturing and support services. Because this is true, a well-designed Co-op program can effectively bridge the gap between education and the marketplace. Students who are eligible may spend a portion of their training time at an approved cooperative site. This experience can strengthen and broaden training by providing a natural work-related environment.

The purpose of this handbook is to establish a system-wide comprehensive guide for TCAT directors and instructors. It contains the Cooperative Work Program Policy, the Cooperative Work Program Agreement, and the support documents necessary to conduct a well-administered Co-op program.

INTRODUCTION

The Cooperative Work Program (Co-op) is an integral part of the learning experience provided for students at the Tennessee Colleges of Applied Technology (TCATs) and is defined as **work-related training received at an approved business or industry under the terms of a signed Cooperative Work Program Agreement**. Students who are enrolled in Co-op should be paid a salary commensurate with entry-level employees completing the same task. The program provides a method of instruction whereby the TCATs and business/industry are partners in developing the workforce for tomorrow's technology. For this reason, the student and the prospective Co-op program company must meet policy eligibility requirements and sign the Co-op Agreement. This comprehensive Cooperative Work Program Handbook contains three sections:

SECTION A – COOPERATIVE WORK POLICY – the general policy statements for all parties – students, company's and the centers.

SECTION B – COOPERATIVE WORK PROGRAM AGREEMENT – the contract which states the provisions that each party must fulfill.

SECTION C – SUPPORT DOCUMENTS – forms for the Co-op program.

All aspects of the Co-op requirements and agreements should be read and clearly understood before the Co-op training begins.

SECTION A

THE COOPERATIVE WORK PROGRAM

POLICY

COOPERATIVE WORK PROGRAM POLICY

General Policies

1. It is the responsibility of Kelli Kea-Carroll(Director), to designate _____ as a center representative to serve as the project coordinator and the liaison for the Tennessee College of Applied Technology - Hohenwald, the student and Co-op Site company of _____. The representative may be initiated by the program instructor or any other designee selected by the director.
2. A request for a Cooperative Work Program placement may be initiated by the instructor, by the company, or by the student.
3. Upon initiation, the Cooperative Work Program Request (Form A) is completed by the TCAT instructor and submitted to the director for approval. If the company is a new Co-op site, an on-site pre-approval evaluation should be conducted by the program instructor.
4. After the director has approved the Co-op request, the Cooperative Work Program Agreement (Section B) is prepared and signed by the student, the company, the instructor, and the director.
5. All fees for the up-coming trimester must be paid before the first day of class.
6. Each time the program instructor makes contact with the student or the company, it should be recorded on the Contact Record Form (Form B). A minimum of two on-site visits per trimester should be made by the program instructor.
7. It is the responsibility of the company to perform an evaluation of the student's performance each month and complete the Monthly Evaluation Form (Agreement 1). If an immediate problem arises, the company should contact the program instructor without delay.
8. At the end of the trimester, the Co-op Questionnaire (Form C-1) is completed by the student and submitted to the program instructor. If the Co-op period is extended, provisions should be made for the student to pay fees before the first day of class (optional Form C-2).
9. If it becomes necessary for the student's Co-op to be extended beyond the stated day on the agreement, the Cooperative Agreement Modification (Form D) is prepared and signed by all parties.
10. The TCAT reserves the right to make any exceptions to the Co-op policy that would be mutually beneficial to all parties.
11. After the on-site approval evaluation, the instructor reserves the right to make exceptions to the Student Eligibility Policy concerning the Co-op program.

12. All parties – the student, the instructor, the director, and the company – must sign the Cooperative Work Program Agreement prior to the beginning of the Co-op work phase.
13. The agreement may be terminated by any party at any time by notifying the other parties in writing.

STUDENT ELIGIBILITY POLICIES

A student who elects to participate in the Co-op program must meet the following eligibility requirements:

1. Be a full-time student.
2. Be at least 18 years of age or a high school student who is officially enrolled in a TCAT-Board of Education approved program.
3. Have completed a minimum of 50 percent of the hours in the program and/or possess the skills equivalent to a minimum of 50 percent of the entry level requirements based on the Instructor's evaluation. **The standard of classroom hours completed and/or skill equivalents may be modified at the discretion of the director but under no circumstances should the student be allowed to begin a Co-op until at least 25 percent of the skill equivalents have been met or demonstrated.**
4. Has demonstrated good attendance, good work habits, and a good attitude.
5. Possess the ability to perform the work as required by the company.
6. Be recommended by the Instructor.
7. Be approved by the Director.
8. Be enrolled in a program-related Co-op that will provide the opportunity to obtain needed competencies.
9. Pay all maintenance fees on or before the first day of each trimester in which the Co-op will be performed.
10. Agree to conform to all policies and regulations of the company and the College.
11. Agree to maintain a good work ethic in all areas pertaining to the job.
12. Agree to supply the College with required documents for evaluation as stated and prescribed in the Co-op Agreement (Agreement Forms 1 and 2).
13. Agree to all the terms and conditions as stated in the Co-op Agreement and policies.

COMPANY REQUIREMENTS POLICIES

In order for a business or industry to be an approved Co-op site, the participating company must meet these requirements:

1. Be recommended by the TCAT instructor and allow an on-site pre-approval evaluation.
2. Agree to provide work projects that will relate to the student's program area and will contribute to the student's learning experience.
3. Comply with state and federal employment laws.
4. Allow periodic visitations by the program instructor to observe the student's work and verify progress.
5. Supervise and evaluate the student's performance.
6. Verify and sign all necessary evaluations and forms as prescribed by the Cooperation Work Program Agreement.
7. Provide on-the-job instruction as needed by the student.
8. Notwithstanding anything in the agreement to the contrary, provides Workman's Compensation coverage for the student.
9. Agree to all the terms and conditions of the Co-op Policies and Agreements.

TCAT REQUIREMENT POLICIES

The College must be willing to fulfill these requirements:

1. Complete an on-site pre-approval evaluation of the prospective company to determine relevance of Co-op experience.
2. Give the student credit for the Co-op program, according to the official center calendar, not to exceed the maximum hours available for a regular full-time student.
3. Visit the student on the job at periodic intervals (not less than two visits per calendar trimester). Visitation will be made by the Instructor.
4. Keep the student informed of changes in the Co-op program, such as alternating training times between the College and the Co-op site.
5. Maintain each participating student on the program roll until such time as the student withdraws or is separated from the College.

6. Maintain all pertinent records relating to the Co-op Agreement in the student's permanent record.
7. Agree to all the terms and conditions of the Co-op policies and agreements.

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY - HOHENWALD
813 WEST MAIN STREET
HOHENWALD, TN 38462

COOPERATIVE WORK PROGRAM REQUEST

STUDENT INFORMATION

STUDENT: _____ SOCIAL SECURITY #: _____
ADDRESS: _____ TELEPHONE: _____
PROGRAM CUMULATIVE HOURS: _____ TECHNICAL PROGRAM: _____
JOB TITLE: _____ JOB DUTIES: _____
IS STUDENT RECEIVING: VA BENEFITS: YES ___ NO ___ JTPA: YES ___ NO ___
HAS STUDENT BEEN ON CO-OP PREVIOUSLY? YES ___ NO ___

COMPANY INFORMATION

COMPANY: _____
ADDRESS: _____
TELEPHONE: _____ FAX: _____
CONTACT PERSON: _____ JOB TITLE: _____

TERMS OF CO-OP

BEGINNING DATE: _____ ENDING DATE: _____
CHECK ONE: FULL-TIME: _____ PART-TIME _____

IF NOT FULL-TIME CO-OP, PLEASE INDICATE WORK SCHEDULE ON THE REVERSE SIDE OF THIS SHEET.

APPROVAL

DIRECTOR: _____
SIGNATURE

DATE: _____

SECTION B

**COOPERATIVE WORK PROGRAM
AGREEMENT**

COOPERATIVE WORK PROGRAM AGREEMENT
BETWEEN TENNESSEE COLLEGE OF APPLIED TECHNOLOGY - HOHEWALD
AND _____

This Cooperative (Co-op) Work Program Agreement is made this _____ day of _____, _____, by and between _____, hereinafter referred to as the "Company", the Tennessee College of Applied Technology - Hohenwald, hereinafter referred to as the "Student".

WITNESSETH

Whereas, it is to the mutual benefit of all parties to provide Co-op work experience for Students enrolled in certain programs of the College, the parties have agreed to the terms and provisions set forth below:

- I. Purpose – The purpose of this agreement shall be provide practical work experience through a Co-op assignment to the student enrolled in the _____ at the College.
 - A. Consideration for this agreement shall consist of the mutual promises contained herein, the Parties agreeing that monetary compensation shall be paid to the student at a rate commensurate with entry-level employees completing the same task.
 - B. The Co-op experience shall be provided at the company's facility located at _____ hereinafter referred to as the "Facility".

- II. Term and conditions – Pursuant to the above-stated purpose, the parties agree as follows:
 - A. Term – The term of this agreement shall be one (1) trimester commencing _____.

Either party may terminate this agreement upon giving _____ days written notice to the other party. This agreement may be renewed with the approval of all parties.
 - B. Discipline – While participating in the Co-op at the facility, the student will be subject to applicable policies of the college and the company. Each party will be responsible for enforcing all applicable policies, including that of the other party.

The student shall be dismissed from Co-op participation only after appropriate disciplinary policies and procedures of the college have been followed; however, if the student's presence poses an immediate threat or danger to the company, the company may remove the student from the premises without delay.
 - C. Specific responsibilities – The following duties shall be the specific responsibility of the designated party:

1. **THE STUDENT SHALL:**

- a. Complete and submit all reports (Agreement Form 1) and work schedules (Agreement Form 2) to the center. These reports must be signed by the company and the student and be in the center's possession no later than 3 days after the end of each calendar month.
- b. Furnish monthly, on the forms provided, hours worked, types of jobs, and such other information as the center may need in order to grant student credit (Agreement Forms 1 and 2).
- c. Notify the company and the Instructor of any planned vacation or absence from work.
- d. Inform the Instructor of any problem that occurs while on the Co-op.
- e. Pay all tuition fees on or before the day of registration for each trimester.
- f. Conform to the policies and regulations of the company and the center.
- g. Notify the Instructor immediately if terminated from the Co-op by the company.
- h. Submit any changes in the work schedule to the Instructor.
- i. Purchase any supplies, tools, etc., as required by the company.

2. **THE COMPANY SHALL:**

- a. Provide work projects that will contribute to the student's learning experience and will relate to the student's technical area.
- b. Notify the Instructor of any weaknesses or potential employment problems that the student may have.
- c. Comply with state and federal employment laws.
- d. Notwithstanding anything is the agreement to the contrary, provide Workman's Compensation coverage for the student.
- e. Allow periodic visitation by the Instructor to verify student progress and to observe the student on the job.
- f. Evaluate the student's job performance.

- g. Provide supervision for the student and provide on-the-job instruction as needed, including necessary safety instructions.
- h. Notify the center of any serious problem, illness or accident involving the Student.
- i. Sign and verify the student's monthly evaluation and work record.

3. **THE COLLEGE SHALL:**

- a. Evaluate and assign credit for Co-op work according to the official college calendar, not to exceed the maximum hours available for a regular full-time student.
- b. Assist the company in identifying student deficiencies or employment problems.
- c. Provide instructional support to correct any work deficiencies.
- d. Keep the student informed about changes in the Co-op Program Plan, such as alternating training times between the center and the work place.
- e. Visit the student on the job at periodic intervals (no less than twice per trimester). Visitation will be made by the Instructor.
- f. Maintain each participating student on the program roll until such time the Student withdraws or is separated from the college.
- g. The center reserves the right to make exceptions to the Co-op policy that could be fully beneficial to all parties.
- h. The instructor reserves the right to make exceptions to the student's Eligibility Policy concerning the Co-op program.
- i. Endeavor to establish and maintain a good working relationship with the Company.

D. Mutual Responsibilities – The parties shall cooperate to fulfill the mutual responsibilities:

- 1. Each party shall comply with all federal, state, and municipal laws, advice, rules and regulations which are applicable to the performance of this agreement.
- 2. The student shall be treated as a trainee who has no expectation of receiving future employment from the company or the college.
- 3. The parties agree to comply with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973, Executive Order 11,246 and the related regulations to

each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or students because of race, religion, creed, color, sex, age, handicap, veterans status or national origin.

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

1. Neither party shall be responsible for personal injury or property damage or loss except that resulting from its own negligence of its employees or from others from whom the party is legally responsible.
2. The delay or failure of performance by either party shall not constitute default under the terms of this agreement, nor shall it give rise to any claims against either party for damages. The sole remedy for breach of this Agreement shall be immediate termination.

Student _____ Date _____
Signature

TCAT Instructor _____ Date _____
Signature

Company _____ Date _____
Signature

TCAT Director _____ Date _____
Signature

SECTION C

**SUPPORT DOCUMENTS AND
INFORMATION**

STUDENT FEE SUBMISSION FORM
(Please Print)

Attached is my (choose one) money order # _____ /check # _____ in the
amount of \$ _____ for the trimester beginning _____.

Social Security Number _____

Name _____

Address _____

Phone Number (home) _____ (work) _____

Program _____

Signature

Date

END OF TRIMESTER CO-OP QUESTIONNAIRE

NAME _____ PROGRAM _____

ENDING DATE _____

ARE YOU GRADUATING THIS TRIMESTER?

_____ If Yes, complete Item 1

_____ If No, complete Item 2

1. IF YOU ARE GRADUATING, YOU SHOULD:

A. Take the SOCAT test, if applicable. Contact the College Representative for an appointment.

B. Complete the Exit Interview Form.

C. Last official day of school: _____

D. Give this form to the Center Representative

2. IF YOU ARE NOT GRADUATING, DO YOU PLAN TO RETURN TO SCHOOL?

_____ If Yes, complete Item 2A

_____ If No, complete Item 2B

2A. DO YOU PLAN TO TAKE CLASSES IN THE DAY OR EVENING?

_____ Day _____ Night

A. Contact the College Representative for the beginning date and fee amounts.

B. Complete the Application, if necessary.

C. Give this form to the College Representative

2B. IF YOU DO NOT PLAN TO TAKE CLASSES NEXT TRIMESTER, CONTACT THE COLLEGE REPRESENTATIVE TO:

A. Complete the Exit Interview Form.

B. Complete an Application for a future class, if applicable.

C. Give this form to the College Representative

IF YOU ARE REMAINING ON CO-OP FOR THE NEXT TRIMESTER, CONTACT THE COLLEGE REPRESENTATIVE FOR THE BEGINNING DATE AND FEE AMOUNTS. FEES WILL BE DUE ON THE DAY OF REGISTRATION.

NOTE: *You cannot be counted as a student until all tuition is paid.* Fees may be paid in person by bringing it to the college business office or my mail using **Optional FORM C-2**. If fees are mailed, it must be postmarked at least two working days before the first day of class. Your receipt will be mailed to you.

MONTHLY EVALUATION
TECHNICAL AREA _____

Student's Name _____ Job Title _____

Company _____ Month _____ Year _____

Quantity of Work: Use of time, tools, equipment and materials to **"GET THE JOB DONE."**

- Well above entry level
- Above entry level
- Average for entry level
- Needs minor improvement
- Need major improvement

Comments: _____

Quality of Work: Works safely with concern for meeting job specifications.

- Well above entry level
- Above entry level
- Average for entry level
- Needs minor improvement
- Need major improvement

Comments: _____

Professionalism: Personal appearance, attendance, attitude toward job, co-workers, and customers.

- Well above entry level
- Above entry level
- Average for entry level
- Needs minor improvement
- Need major improvement

Comments: _____

Student Signature

Company Representative Signature

APPENDIX B - Budget

Leap Program Competitive Grant - TCAT Hohenwald 2016				
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 31,2019				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹ (detail schedule(s) attached as applicable)	GRANT CONTRACT	GRANTEE MATCH	TOTAL PROJECT
1, 2	Salaries Benefits & Taxes	\$252,800.00	\$0.00	\$252,800.00
4, 15	Professional Fee/ Grant & Award ²	\$110,000.00	\$0.00	\$110,000.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance Printing & Publications	\$79,700.00	\$32,000.00	\$111,700.00
11, 12	Travel/ Conferences & Meetings	\$6,000.00	\$0.00	\$6,000.00
18	Other Non-Personnel ²	\$1,500.00	\$0.00	\$1,500.00
20	Capital Purchase ²	\$550,000.00	\$0.00	\$550,000.00
22	Indirect Cost	\$0.00	\$0.00	\$0.00
24	In-kind Expense	\$0.00	\$88,000.00	\$88,000.00
45	GRAND TOTAL	\$1,000,000.00	\$120,000.00	\$1,120,000.00

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

² Applicable detail attached if line-item is funded.

Grant Budget Line- Item Details

Policy 03 Line (1, 2) Salary Benefits & Taxes

Total \$ 252,800

Line item budgeted to provide funds for expenditures associated with salary and benefits for classroom instructors and support staff to oversee program.

Policy 03 Line (4,15) Professional Fee / Grant Award

Total \$ 110,000

Associated professional fees will be used for outside professional consultants and training service contractor's fees. A total of \$25,000 will be allocated to South Central Tennessee Development District to assist SCTDD in LEAP Project administration. Training Services for staff development and new equipment install and operations training are estimated at \$4,000.00. Remaining funds will be allocated as flex funds for "as needed" transit services for students and work-based learning projects in the form of internships or co-op partnerships with industrial partners.

Policy 03 Line (5,6,7,8,9,10) Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications

Total \$ 111,700

This category includes multiple cost line items. Expenditures for individual site locations will be directly associated with classroom functionality and student health and welfare costs related to the LEAP program. Expenditures include purchases of furniture and equipment necessary for staff and students. Additional costs include but are not limited to phone and internet services for collaborators and staff to stay connected, office supplies, postage, repair/maintenance, janitorial supplies, liability/property insurance, pest control and lawn care. Expenditures consist of an apportionment for unforeseen rehab and repairs essential for classroom functionality identified as the project evolves.

Policy 03 Line (11,12) Travel, Conferences & Meetings

Total \$ 6,000

This category includes travel allocation for staff, outside professionals and consultants to visit sites, to attend meetings with county partners and industrial partners and to attend trainings and conferences.

Policy 03 Line (18) Other Non-Personnel

Total \$ 1,500

This category is a contingency provision of other non-personnel cost that will be incurred such as fees, licenses, permits, advertising, recruiting, and other supplementary allowable expenses not reportable under any other line item.

Policy 03 Line (20) Capital Purchase

Total \$ 550,000

Industrial Maintenance Classroom and Training Equipment

Policy 03 Line (24) In-Kind Expense

Total \$ 88,000

The proposal calls for establishing an Industrial Maintenance program at facilities in Lawrence, Maury, Perry and Wayne counties. These counties have pledged support of building space and utilities by way of local business and city and county governments. Annual building space and occupancy costs are estimated at \$22,000 for a total cost of \$88,000 in-kind expense for the four proposed sites.

LETTERS OF SUPPORT

- 4 - Tennessee Legislators
- 13 - City/County
- 7 - Local Educational Partners
- 6 - Chamber of Commerce and Economic Development Agencies
- 19 - Business and Industry Partners

HIGHLIGHTS

Under Chamber of Commerce and Economic Development Agencies please see the Letter from SCTDD Executive Director Jerry Mansfield committing \$20,000 to this project.

Under Business and Industry Partners please note that TEN companies have agreed to provide a Co-Op which include: DRM, Hassell & Hughes Lumber, Ib-Tech, Lincoln Brass Works, Smelter Service, Sonoco, NYX, UST, Bates. Also IB-Tech, IDC-Industrial Door Contractors, and TAP- Tennessee Aluminum Processors have all committed to donated funds to the project.

LETTERS OF SUPPORT

LEAD ENTITY/HIGHER EDUCATION INSTITUTION

South Central Tennessee Development District
Tennessee College of Applied Technology (TCAT)

TENNESSEE LEGISLATORS

State Senator of 28th District
State Representative of 64th District
State Representative of 70th District
State Representative of 71st District

COUNTY/CITY MAYORS

Lawrence County Executive
City of Lawrenceburg, Mayor
Lewis County Mayor
City of Hohenwald, Mayor
Maury County Mayor
City of Columbia, Mayor
City of Mt. Pleasant, Mayor
City of Mt. Pleasant, City Manager
Perry County Mayor
Town of Linden, Mayor
Town of Linden, City Manager
City of Lobelville, Mayor
Wayne County Executive

LOCAL EDUCATIONAL PARTNERS

Lawrence County School System
Lewis County School System
Maury County Public Schools
Maury County Public Schools
Mt. Pleasant High School
Perry County Schools
Wayne County Board of Education

CHAMBER AND ECONOMIC

Maury County Chamber and Economic Alliance
Select Lawrence Chamber of Commerce
Perry County Chamber of Commerce & Tourism
Wayne County Chamber of Commerce
Wayne County JECDB

BUSINESS

AHI - American Hardwood Industries
Applied Technologies
Assembly Components Group
Columbia Machine Works
DRM, LLC
Hassell & Hughes Lumber Co., Inc.
IB-TECH, Tennessee Plant
IDC - Industrial Door Contractors, Inc.
Lincoln Brass Works, Inc.
Lifespan Health
Modine Manufacturing Co.
MPPS - Mt. Pleasant Power System
NYX Linden
Smelter Service Corporation
Sonoco
TAP - Tennessee Aluminum Processors, Inc.
Tennessee Valley Electric Cooperative
The Bank of Waynesboro
United States Tile (UST)

CONTACT PERSON

Jerry Mansfield
Kelli Kea-Carroll

CONTACT PERSON

Joey Hensley, MD
Shelia Butt
Barry Doss
David Byrd

CONTACT PERSON

T. R. Williams
Keith Durham
Bill Webb
Danny McKnight
Charlie Norman
Dean Dickey
Robert R. Shackelford
Kate Collier
Terry Richardson
Dean Heady
Wess Ward
Robby Moore
James Coy Anderson

CONTACT PERSON

Shannon Watson
Trina Weaks
Dr. Chris Marczak
Lori L. Brown
Ryan B. Jackson
Ginger Cagle
Marlon Davis

CONTACT PERSON

Wil Evans
Ethan Hadley
Will M. Nunley
Matthew Lineberry
Rena Purdy

CONTACT PERSON

Keith Snider
Jim Rone
Brent Goodman
John K. Langsdon, III
Benjamin W. Marstos
Jerry Hollis
Wendy Bruer
James W. Dillard, Jr.
Troy Akridge
Janie McGinley
Mark Jent
James T. Bates
Todd McCaig
Sara Williams
Jason Helton
Jared Sweeney
Steven Turnbow
William Bryant
Julie Love

ADDRESS

101 Sam Watkins Blvd., Mt. Pleasant, TN 38474
813 West Main Street, Hohenwald, TN 38462

ADDRESS

309 War Memorial Building, Nashville, TN 37243
106 War Memorial Bldg, Nashville, TN 37243
War Memorial Bldg, Nashville, TN 37243
110 War Memorial Building, Nashville, TN 37423

ADDRESS

200 West Gaines, Ste 201, Lawrenceburg, TN 38464
25 Public Square, Lawrenceburg, TN 38464
110 North Park, Room 108, Hohenwald, TN 38462
118 West Linden Ave., Hohenwald, TN 38462
Maury County Courthouse, Room 101, Columbia, TN 38401
700 North Garden St., Columbia, TN 38401
P. O. Box 426, Mt. Pleasant, TN 38474
P. O. Box 426, Mt. Pleasant, TN 38474
P. O. Box 16, Linden, TN 37096
P. O. Box 46, Linden, TN 37096
P. O. Box 46, Linden, TN 37096
P. O. Box 369, Lobelville, TN 37097
P.O. Box 848, Waynesboro, TN 38485

ADDRESS

700 Mahr Avenue, Lawrenceburg, TN 38464
206 Sourth Court St., Hohenwald, TN 38462
501 West 8th St., Columbia, TN 38401
501 West 8th St., Columbia, TN 38401
600 North Greenwood St., Mt. Pleasant, TN 38474
1056 Squirrel Hollow Drive, Linden, TN 37096
P.O. Box 658, Waynesboro, TN 38485

ADDRESS

P. O. Box 1076, Columbia, TN 38402
25 B Public Square, Lawrenceburg, TN 38464
P. O. Box 177, Linden, TN 37094
P. O. Box 574, Waynesboro, TN 38485
P. O. Box 848, Waynesboro, TN 38485

ADDRESS

1958 Highway 412 West, Linden, TN 37096
350 Magnolia Dr., Mt. Pleasant, TN 38474
P. O. Box 249, Lobelville, TN 37097
1940 Oakland Parkway, Columbia, TN 38401
520 Crews St., Lawrenceburg, TN 38464
P. O. Box 68, Collinwood, TN 38450
1319 N. Main St., Mt. Pleasant, TN 38474
P. O. Box 158, Columbia, TN 38402
P.O. Box 748, Waynesboro, TN 38485
P.O. Box 655, Savannah, TN 38372
2009 Remke Avenue, Lawrenceburg, TN 38464
P. O. Box 186, Mt. Pleasant, TN 38474
2691 Squirrel Hollow Drive, Linden, TN 37096
P. O. Box 0432, Mt. Pleasant, TN 38474
1323 N Main Street, Mt. Pleasant, TN 38474
P. O. Box 1058, Columbia, TN 38402
P.O. Box 400, Savannah, TN 38372
201 S. Main St., Waynesboro, TN 38485
1433 N Main Street, Mt. Pleasant, TN 38474



SCTDD
101 Sam Watkins Boulevard
Mount Pleasant, TN 38474
Main Phone: 931-379-2929
Main Fax: 931-379-2640
Web: www.sctdd.org

July 25, 2016

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

Dear Governor Haslam and the Tennessee Higher Education Commission,

I am writing to confirm support and submission of the LEAP 2.0 Proposal by the South Central Tennessee Development District. We are partnered with the Tennessee College of Applied Technology in Hohenwald to expand industrial technology training, which is a critical need in insuring a strong future workforce in the mid-state. The proposal calls for establishing an Industrial Maintenance Program at facilities in Lawrence, Maury, Perry and Wayne counties. These counties have a desperate need for maintenance technicians with fundamental competencies in basic electricity, motors, mechanical drives, hydraulics and pneumatics, programmable logic controllers (PLCs), programmable action controllers (PACs) and robotics. Graduates from the Industrial Maintenance Program will be used to fill entry level maintenance technician positions at local industries. The grant will be utilized to purchase training equipment, update classrooms/labs and hire instructors at all four new locations which will address the current skill gap in this region. This initiative is based upon the current verified needs of local companies. Sustainability is built into the project to continue classes after the grant is completed. In addition, we have secured partnerships with industry to include a significant number of co-op and internship positions for the project.

We also have the opportunity to assist Veterans in this LEAP 2.0 Project with *The Journey Home Project* founded in 2014 by country music legend Charlie Daniels. Conscious of the need to assist our nation's veterans, they have set out to partner with organizations that do the most good, with the least overhead. Working in tandem with these organizations, *The Journey Home Project* is making a difference in the lives of American patriots. The LEAP 2.0 grant will provide access to a broader base of entry level employees with the required skills to come to work. In addition, it will provide an avenue for those already employed to enhance their skill sets and stay up to date on the latest practices in technology. *The Journey Home Project* is a not-for profit organization that assists other not-for-profits in securing funds to help causes that benefit veterans of the United States Armed Forces. Fully aligning with the objectives of Drive to 55, we are interested in developing an educated workforce, especially for our Veterans. The initiatives of the grant will assist us in achieving that goal. Area business and industries will benefit by being able to hire better educated and technically skilled employees, or by being able to enroll existing employees who may need further training or retraining to be successful on the job.

An educated workforce is the key to this region's continued growth and economic development opportunities. The SCTDD is so committed to this project we are pledging \$20,000 for various costs associated with program start up and continuance to include internships and co-ops. The efforts of SCTDD and TCAT Hohenwald in achieving grant funding will support this region's efforts to improve our workforce, sustain and expand our jobs, and improve our citizen's lives. There are dozens of letters from employers, local officials, and school systems supporting this initiative.

Your serious consideration of this Proposal will be appreciated. Please do not hesitate to contact me should you have any questions or need additional information.

Sincerely,


Executive Director



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
HOHENWALD

813 West Main St • Hohenwald, TN 38462-2201
931) 796-5351 • FAX: (931) 796-4892

July 22, 2016

Mr. Jerry Mansfield
Executive Director
South Central Tennessee Development District
101 Sam Watkins Blvd.
Mt. Pleasant, TN 38474

Mr. Mansfield,

The Tennessee College of Applied Technology Hohenwald is pleased and excited to partner with South Central Tennessee Development District (SCTDD) in the 2016 LEAP Grant 2.0 Proposal in pursuing funding to establish four off-campus locations of Industrial Maintenance to better meet the training needs of our area employers. The Tennessee College of Applied Technology Hohenwald will be the training provider and also serve as the required Tennessee public institution of higher education entity in our partnership.

With the four new programs established in four counties, we have identified workforce equipment needs with relevance to industry requested training as reflected and evidenced within the grant. Additionally, as a new component within LEAP 2.0, we are pleased to participate with providing work-based learning component to better align training and employment based training with industry needs. This will not only better assist in student education, but also address industries' employment needs as well. Our institution will award academic credit to our enrolled students who successfully complete the work-based learning program. Our area has many companies which are experiencing a demonstrable shortage of skilled workers, which this program will work to address.

Our LEAP partnership will guarantee faster access for industries to a more technically skilled workforce, and strengthen the training provider relationship between the Tennessee College of Applied Technology Hohenwald and our local employers. We look forward to working with SCTDD on this very important project that answers our workforce industry needs. Please feel free to contact me with any concerns.

Sincerely,

Kelli Kea-Carroll, Director
Tennessee College of Applied Technology Hohenwald

JOEY HENSLEY, MD
SENATOR

309 WAR MEMORIAL BUILDING
NASHVILLE, TENNESSEE 37243
(615) 741-3100
1-800-449-8366 EXT. 13100
FAX (615) 253-0231

855 SUMMERTOWN HIGHWAY
HOHENWALD, TENNESSEE 38462
(931) 796-2018
CELL (931) 212-8823

E-MAIL: sen.joey.hensley@capitol.tn.gov



Senate
State of Tennessee

NASHVILLE

July 14, 2016

28TH LEGISLATIVE DISTRICT
MAURY, LAWRENCE, LEWIS, PERRY,
GILES AND WAYNE COUNTIES

MEMBER OF COMMITTEES
FINANCE
EDUCATION
HEALTH

SECOND VICE-CHAIR
HEALTH COMMITTEE

CHAIRMAN
HIGHER EDUCATION
SUB-COMMITTEE

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

RE: LEAP GRANT RECOMMENDATION

Dear Governor Haslam and Tennessee Higher Education Commission:

I write to offer my total support to the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their application for the LEAP 2.0 Grant. I am familiar with both of these organizations and know them to be exemplary examples of higher education. Both have worked with area businesses to determine and define workforce skill gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

I understand and support every effort to improve the education and training of our local workforce which in turn supports our existing businesses and industries. The Tennessee College is located in Lewis County and serves the entire district. A better educated workforce reflects our community's efforts to invest in the educational traditions of our past and target areas of opportunity for growth and improvement.

These two groups have been excellent stewards of funds in the past and I support their application without reservation. Should you require further information or if I may answer any questions you might have, please feel free to call.

Sincerely,

A handwritten signature in cursive script that reads "Joey Hensley MD".

Joey Hensley, MD
State Senator

Sheila Butt
State Representative

House Majority
Floor Leader

106 War Memorial Building
Nashville, TN 37243
Phone: (615) 741-3005



64th District Office
P.O. Box 1283
Columbia, TN 38402

Office: 931-698-5432
Fax: (615)-253-0365
rep.sheila.butt@capitol.tn.gov

State of Tennessee

House of Representatives

July 11, 2016

Governor Bill Haslam
600 Charlotte Avenue
Nashville, TN 37243

Dear Governor Haslam:

I am pleased to offer a letter of support for the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology ((TCAT) Hohenwald in their submission of the LEAP 2.0 Grant.

I highly support the goals of Drive to 55 and believe this fully aligns with the objectives of Drive 55. I am interested in developing an educated workforce with Maury County and other surrounding counties. The initiatives of the grant will help achieve this goal.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting local economy of our future tomorrow. Furthermore, Maury County's (as well as surrounding counties) capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT are successful in attaining grant funding to support local education efforts.

I fully support the LEAP 2.0 Grant efforts of South Central Tennessee Development District and Tennessee College of Applied Technology Hohenwald in addressing the educational needs of our community. If I may assist in any way, please contact me at your earliest convenience.

My Best,

A handwritten signature in black ink that reads "Sheila Butt".

State Representative Sheila Butt
District 64

cc: Russ Deaton, Interim Executive Director
Tennessee Higher Education Commission

SB: jw

Barry Doss
State Representative

War Memorial Building
Nashville, TN 37243
Phone: (615) 741-7476

rep.barry.doss@capitol.tn.gov



State of Tennessee
House of Representatives

70th District

66 Shoally Branch Dr.
Leoma, TN 38468

Cell: (931) 242-3779
Toll Free: 1-800-449-8366
ext. 17476

July 25, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Lawrence County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Working closely with our partners in education and economic development, I understand and support every effort to better the education and training of our local workforce, which in turn supports our existing businesses and industries alike. The Tennessee College of Applied Technology is located in Lewis County, and serves Lawrence County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Lawrence County's continued potential to grow. I support the goals of Drive to 55 and am interested in developing an educated workforce from the secondary system to post-secondary level.

The LEAP 2.0 Grant plans developed by SCTDD and TCAT Hohenwald will be further supported and sustained by Lawrence County's efforts to establish a new higher education center housing Columbia State Community College, Tennessee Technological University, and TCAT Hohenwald. By investing in education, we are supporting today's workforce needs and tomorrow's economy. To that end, Lawrence County's ability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

I support the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community.

Sincerely,

A handwritten signature in black ink that reads "Barry Doss". The signature is written in a cursive style with a large, prominent "B" and "D".

Barry Doss
State Representative

David Byrd
State Representative
71st Legislative District



110 WAR MEMORIAL BUILDING
301 6th Ave. North
NASHVILLE, TN 37243-0105

(615) 741-2190
Fax: (615) 253-0377

E-MAIL:
rep.david.byrd@capitol.tn.gov

Member Of Committees:
Education Instruction and
Programs
Education Instruction and
Programs Sub Committee
Agriculture and Natural Resources

House Of Representatives State of Tennessee

July 7, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Wayne County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, I understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Wayne County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Wayne County continued potential to grow. I support the goals of Drive to 55 and I am interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Wayne County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

I support the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If I can assist in any way, please let me know at your earliest convenience.

Sincerely,
Representative David "Coach" Byrd

A handwritten signature in cursive script that reads "David Byrd".

71st District
Wayne Hardin Lewis Lawrence
Counties

T. R. Williams

LAWRENCE COUNTY EXECUTIVE



July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in our Lawrence County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, ***South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training***, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Lawrence County there is a crisis because we need industrial maintenance technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Lawrence County, as well as our neighbors.

Sincerely,

T. R. Williams
Lawrence County Executive



City of Lawrenceburg

25 Public Square
Lawrenceburg, TN 38464

(931) 762-4459
Fax (931) 762-8829

July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in our Lawrence County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, ***South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training***, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Lawrence County there is a crisis because we need industrial maintenance technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Lawrence County, as well as our neighbors.

Sincerely,

Keith Durham
City of Lawrenceburg Mayor



Lewis County Government

Bill Webb, County Mayor

110 North Park, Room 108 • Hohenwald, Tennessee 38462

931-796-3378

July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Lewis County to determine and define Workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Lewis County there is a crisis because we need industrial maintenance Technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Lewis County, as well as our neighbors.

Sincerely,

Bill Webb
Lewis County Mayor



City of Hohenwald

118 West Linden Avenue
Hohenwald, Tennessee 38462
(931) 796-2231

Danny McKnight - Mayor

July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Lewis County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, ***South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training***, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Lewis County there is a crisis because we need industrial maintenance technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Lewis County, as well as our neighbors.

Sincerely,

Danny McKnight
City of Hohenwald Mayor



Charlie Norman
County Mayor

Maury County Government

Room 101
Maury County Courthouse
Columbia, Tennessee 38401

Phone
(931) 375-1001
(931) 375-1002

July 18, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

This is a very exciting time in Maury County and the State of Tennessee. We are experiencing growth in our County that has not been seen for several decades. Our County is finding out that we do not have enough qualified workers for all our existing industries, including G.M. and their suppliers. Our Maury County Employers have a shortage of workers in the industrial technology field. That is the reason I am writing this letter to support the efforts of the South Central Tennessee Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their submission of the LEAP 2.0 Grant. This program will provide our citizens an opportunity to learn lifelong occupational skills and also provide industry with employees that are not only skilled but will exemplify excellent work characteristics.

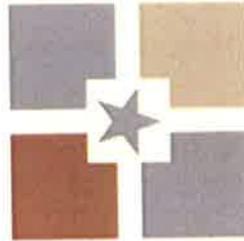
Maury County would appreciate your consideration and look forward to the approval of the Grant.

In closing I would like to mention the most exciting aspect of this Grant is the opportunity to give our children and our grandchildren the chance to live, and work in Maury County.

Sincerely

Maury County Mayor, Charlie Norman

CITY OF COLUMBIA



T E N N E S S E E

OFFICE OF THE MAYOR

July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

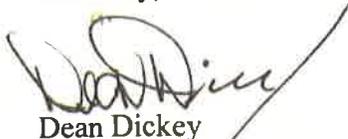
I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in our Maury County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, ***South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training***, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Maury County there is a crisis because we need industrial maintenance technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Maury County, as well as our neighbors.

Sincerely,



Dean Dickey
City of Columbia Mayor

Something Good Around Every Corner

City Hall 700 North Garden Street Columbia, Tennessee 38401 Phone 931.560.1505

City of Mount Pleasant

"Experience Our History.....Explore Our Possibilities"

Robert Shackelford, Mayor
George Vestal, Vice Mayor
Ricky Frazier, Commissioner
Delores Blankenship, Commissioner
Mike Davis, Commissioner

Kate Collier, City Manager
Quinn Brandon Stewart, City Attorney

July 7, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in our Maury County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, ***South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training***, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Maury County there is a crisis because we need industrial maintenance technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Maury County, as well as our neighbors.

Sincerely,



Robert R. Shackelford
Mayor
City of Mt. Pleasant

City of Mount Pleasant

"Experience Our History.....Explore Our Possibilities"

Robert Shackelford, Mayor
George Vestal, Vice Mayor
Ricky Frazier, Commissioner
Delores Blankenship, Commissioner
Mike Davis, Commissioner

Kate Collier, City Manager
Quinn Brandon Stewart, City Attorney

July 7, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The City of Mount Pleasant is pleased to support the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their submission of the LEAP Grant. Both entities have visited with our area businesses and industries in an attempt to determine our workforce needs in an effort to address skills gaps associated with education and training. We had an extremely successful Industrial Roundtable Luncheon on June 13th.

Fully aligning with the objectives of Drive to 55, we are interested in developing an educated workforce beginning with our county and citizens, alike. The initiatives of the grant will assist us in achieving that goal. Area business and industries will benefit by being able to hire better educated and technically skilled employees, or by being able to enroll existing employees who may need further training or retraining to be successful on the job. An educated workforce is the key to our community's continued growth and economic development opportunities. Education is also strongly connected to our ability to attract new industry, all the while, sustaining the livelihood of our city for generations to come. With limited resources and limited educational options, we fully support the efforts of SCTDD and TCAT Hohenwald in achieving grant funding to support local education efforts. The City of Mount Pleasant is willing to contribute to the efforts by providing the space for the school in the center of the Mount Pleasant Elementary, Middle and High Schools. We want to provide the space because it is located in the center of our three schools. Mount Pleasant has more industry in our City than any other in Maury County. That fact alone makes locating this school here a true priority.

The City of Mount Pleasant supports the LEAP Grant efforts of South Central Tennessee Development District and Tennessee College Hohenwald in addressing the educational and business and industry needs of our community. We appreciate your consideration and look forward to the approval of the grant. Please feel free to contact me with any questions at (931) 379-7717 Ext. 102.

Sincerely,



Kate Collier
City Manager
City of Mount Pleasant

100 Public Square, P. O. Box 426 ♦ Mount Pleasant, Tennessee 38474 ♦ Phone 931-379-7717 ♦ Fax 931-379-5418

www.MountPleasanttn.org



PERRY COUNTY

Terry Richardson, County Mayor

P.O. Box 16 • Linden, TN 37096 • (931)589-2216

June 16, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

We, Perry County Government, are pleased to support the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their submission of the LEAP 2.0 Grant. Both entities have visited with our area businesses and industries in an attempt to determine our workforce needs in an effort to address skills gaps associated with education and training.

Fully aligning with the objectives of Drive to 55, we are interested in developing an educated workforce beginning with our county and citizens, alike. The initiatives of the grant will assist us in achieving that goal. Area business and industries will benefit by being able to hire better educated and technically skilled employees, or by being able to enroll existing employees who may need further training or retraining to be successful on the job. An educated workforce is the key to our community's continued growth and economic development opportunities. Education is also strongly connected to our ability to attract new industry, all the while, sustaining the livelihood of our county for generations to come. With limited resources and limited educational options, we fully support the efforts of SCTDD and TCAT Hohenwald in achieving grant funding to support local education efforts. This program will be a start to training the youth of Perry County to be a more skilled workforce. If Perry County had a more skilled workforce this would be inviting to the existing company in Perry County and possibly future companies to come.

The Perry County Government supports the LEAP 2.0 Grant efforts of South Central Tennessee Development District and Tennessee College Hohenwald in addressing the educational and business and industry needs of our community. We appreciate your consideration and look forward to the approval of the grant. Please feel free to contact me with any questions at (931) 589-2216.

Sincerely,

Terry Richardson
Perry County Mayor

Town Of Linden
"A family kind of place"



July 25, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Town of Linden is pleased to support the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald, TN in their submission of the LEAP 2.0 Grant. SCTDD and TCAT have visited with our area businesses and industries in an attempt to determine our workforce needs and help to identify skills gaps that are associated with education and training.

An educated workforce is the key to our community's continued growth and economic development. As a retired educator I fully understand the importance of education and skills training to attract new industry and sustain the livelihood of our local economy. With limited resources and limited educational options, we fully support local education efforts of SCTDD and TCAT Hohenwald in achieving grant funding to support local education efforts. The Town of Linden is passionate about securing this opportunity for Perry County.

The Town of Linden supports the LEAP 2.0 Grant efforts of South Central Tennessee Development District and Tennessee College of Applied Technology At Hohenwald in addressing the educational and business needs of our community.

Please contact me if I can be of assistance. 931-589-2736

Sincerely,


Dean Heady
Mayor

Town Of Linden
"A family kind of place"



July 25, 2016

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

Honorable Governor Haslam and Tennessee Higher Education Commission,

As a local government leader in the South Central part of Tennessee we realize the importance and also the difficulty of finding a quality workforce related to the areas availability of education and training. We know that our local employers sometimes struggle to find skilled and knowledgeable labor. So we are pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by South Central Tennessee Development District and Tennessee College of Applied Technology (TCAT) Hohenwald. We hope the 2.0 grant will help provide avenues to address the area workforce needs in Perry County. We have clearly defined workforce gaps and think this is a great effort to assist in the training, retraining, and retaining of present and future employees. We hope that these efforts will help strengthen our local individuals and we here at the Town of Linden support and are grateful of the goals Drive to 55 contributes to and educated workforce.

Sincerely,

Wess Ward
Linden City Manager

CITY OF LOBELVILLE

P.O. BOX 369
LOBELVILLE, TN 37097

Robby J. Moore, Mayor
Cristal Odom, City Recorder
Brenda Pace, Clerk

Phone: (931) 593-2285
Fax: (931) 593-2279

July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Perry County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, *South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training*, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Perry County there is a crisis because we need industrial maintenance technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Perry County, as well as our neighbors.

Sincerely,



Robby Moore
City of Lobelville Mayor

Wayne County Courthouse

James Coy Anderson, County Executive

Post Office Box 848

Waynesboro, Tennessee 38485

July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Wayne County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, *South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training*, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Wayne County there is a crisis because we need industrial maintenance technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Wayne County, as well as our neighbors.

Sincerely,



James Coy Anderson
Wayne County Executive

ROBERTA BRAZIER, CHAIRMAN, 175 REED PATCH ROAD, LAWRENCEBURG, TN 38464
JERRY CAMPBELL, 205 WEST POINT ROAD, LAWRENCEBURG, TN 38464
KEVIN CARUSO, 1805 SPRINGER ROAD, LAWRENCEBURG, TN 38464
LARRY DAVIS, 602 2ND AVE. S, LORETTO, TN 38469
JOEY HARDIN, 1319 TURNPIKE, SUMMERTOWN, TN 38483

NICKY HARTSFIELD, 815 DOUGLAS DRIVE, LAWRENCEBURG, TN 38464
BRENDA JACOBS, 33 IDAHO ROAD, LEOMA, TN 38468
RICKY MABRY, 31 FREEDOM ROAD, MT. PLEASANT, TN 38474
DONNA WELLS, 315 VIRGINIA DRIVE, LAWRENCEBURG, TN 38464

LAWRENCE COUNTY SCHOOL SYSTEM

JOHNNY McDANIEL, Director of Schools
700 MAHR AVENUE
LAWRENCEBURG, TN 38464
(931) 762-3581 Fax (931) 766-1919

June 16, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

We, Lawrence County School System, are pleased to support the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their submission of the LEAP 2.0 Grant. Both entities have visited with our area businesses and industries in an attempt to determine our workforce needs in an effort to address skills gaps associated with education and training.

Fully aligning with the objectives of Drive to 55, we are interested in developing an educated workforce beginning with our county and citizens, alike. The initiatives of the grant will assist us in achieving that goal. With limited resources and limited educational options, we fully support the efforts of SCTDD and TCAT Hohenwald in achieving grant funding to support local education efforts. Lawrence County School System is willing to contribute to the efforts by allowing students to dual enroll in the program and partnering to promote and bring awareness of this partnership to meet the needs of local industry.

The Lawrence County School System supports the LEAP 2.0 Grant efforts of South Central Tennessee Development District and Tennessee College Hohenwald in addressing the educational and business and industry needs of our community. We appreciate your consideration and look forward to the approval of the grant. Please feel free to contact me with any questions at (931) 762-9412.

Sincerely,



Shannon Watson
CTE & Communications Director
Lawrence County School System

MISSION STATEMENT

Schools and the Community: Working Together for Student Success

The Lawrence County School System does not discriminate in employment or educational opportunity on the basis of race, color, national origin, gender, age, disability, veteran, or other protected status covered by federal, state, or local law.

Lewis County Schools

206 South Court Street
Hohenwald, TN 38462
(931) 796-3264

June 20, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Lewis County Schools/Lewis County High School is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in our Lewis County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, Lewis County Schools/Lewis County High School (we) understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Lewis County: (Lawrence, Hickman, Maury, Perry and Wayne). An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Hohenwald's continued potential to grow. Lewis County Schools/Lewis County High School, further supports the LEAP 2.0 by contributing high school dual enrollment opportunities. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, the Lewis County or Hohenwald's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

Lewis County Schools/Lewis County High School supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

Trina Weaks

Trina Weaks
Lewis County School's CTE Director

"Excellence in Education through Learning for All"

Dr. Christopher J. Marczak
Director of Schools



Maury County Public Schools
501 West 8th Street, Columbia, TN 38401
(931) 388-8403

Scott A. Gaines
Assistant Director of Curriculum & Instruction

Stan J. Breeden
Assistant Director of Operations

July 11, 2016

Letter of Support: Mt. Pleasant TCAT

To Whom It May Concern;

I am writing this letter to show the Maury County Public School systems' level of support for the proposed TCAT in Mt. Pleasant, TN.

Upon coming to Maury County Public Schools in August, 2015, as the new Director of Schools, I noticed a definite lack in aligned and intentionally focused emphasis on CTE/Tech offerings and opportunities for students. Since that time, we have created a community alignment plan called the MCPS Keys to College and Career Readiness. These Keys were developed by interacting with and polling the community concerning things they wanted students to know and be able to do by the time that they graduated from high school.

As a result of the Keys' creation, the final measure, Key 7, charged that all students would participate in either AP coursework, dual enrollment, industry certifications, work-based learning, or military preparation by graduation. The placement of a TCAT center in Mt. Pleasant, TN, would mean that our high school students would have closer and more immediate access to be successful with Key 7 and thus achieve the district's goals of giving all students a good jump-start on life success; we are excited for the possibilities!

If you need any further information, please feel free to contact me.

Sincerely,

Dr. Chris Marczak
Director of Schools

Educating every child for LIFE!

Dr. Christopher J. Marczak
Director of Schools



Maury County Public Schools
501 West 8th Street, Columbia, TN 38401
(931) 388-8403

Scott A. Gaines
Assistant Director of Curriculum & Instruction

Stan J. Breeden
Assistant Director of Operations

June 22, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Maury County Public School District is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in our Maury County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, Maury County Public Schools understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Maury County's continued potential to grow. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Maury County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

The Maury County Public School District supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know.

Sincerely,

A handwritten signature in cursive script that reads "Lon L. Brown".

Lon L. Brown, Ed. D.
Supervisor of College, Career, and Technical Education
Maury County Public Schools
501 West 8th Street
Columbia, Tennessee 38401
Office 931-388-8403 Ext. 8126

Educating every child for LIFE!



Mt. Pleasant High School

600 North Greenwood Street
Mt. Pleasant, Tennessee 38474
931-379-5583
Fax: 931-325-2110

Dr. Ryan B. Jackson
Principal

Eric Hughes
Assistant Principal

July 12, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

Mt. Pleasant High School (MPHS) is not only pleased but also honored to provide a letter of support in regard to LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Maury County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retaining of employees and potential employees.

As Mt. Pleasant, Tennessee's premiere high school, MPHS understands and supports every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County and serves Maury County. An educated workforce is vital and reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Mt. Pleasant's continued potential to grow. MPHS further supports the LEAP 2.0 by contributing a direct student-body pipeline that will serve as college-ready graduates eager to grow and advance as TCAT students. Furthermore, MPHS will provide dual enrollment opportunities, where high school students can begin taking TCAT courses for early credit, expediting the degree process and further providing our community with a highly qualified, skilled workforce. It goes without saying we support Drive to 55 and are passionately committed to developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow." Furthermore, Mt. Pleasant's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

MPHS supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

Ryan B. Jackson, Ed.D
Executive Principal
Mt. Pleasant High School

Perry County Schools

CTE Department

1056 Squirrel Hollow Drive • Linden, TN 37096
(931) 589-2831 • FAX: (931) 589-5063

June 20, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

Perry County School System is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in our Perry County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, Perry County School System understands and supports every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Perry County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Perry County's continued potential to grow. Perry County School System further supports the LEAP 2.0 by contributing dual enrollment students and funds to help cover the costs for those students not covered by the TN Dual Enrollment Grant. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Perry County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

Perry County School System supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,



Ginger Graham Cagle, CTE Director
Perry County Schools

Wayne County Board Of Education

P. O. BOX 658

WAYNESBORO, TENNESSEE 38485

MARLON DAVIS
Superintendent

BARRY HANBACK
Chairman

July 3, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

Wayne County Schools is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Wayne County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, we understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Wayne County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Wayne County's growth potential. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Wayne County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

If we may assist in any way, please let us know at your earliest convenience.

Sincerely,



Marlon J. Davis
Director of Schools



MAURY COUNTY
Chamber Economic Alliance

July 13, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Maury County Chamber and Economic Alliance is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology to develop/build a college of applied technology in Mt. Pleasant. Both the SCTDD and TCAT have worked with area businesses and industries in Maury County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being the main business voice and economic recruitment agency for Maury County, we understand and support every effort to better the education and training of our local workforce, which in turn supports our existing businesses and industries alike. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

The Maury County Chamber and Economic Alliance supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

Wil Evans

President, Maury County Chamber and Economic Alliance

Perry County Chamber of Commerce & Tourism

'It's Just Our Nature'

215 E. Main Street – P.O. Box 177 – Linden, TN 37096 – Will M. Nunley, Executive Director – 931-589-2453

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

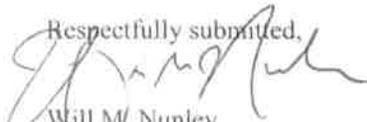
Honorable Governor Haslam and Tennessee Higher Education Commission,

The Perry County Chamber of Commerce and Tourism pleased to support the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their submission of the LEAP 2.0 Grant. Both entities have visited with our area businesses and industries in an attempt to determine our workforce needs in an effort to address skills gaps associated with education and training.

Fully aligning with the objectives of Drive to 55, we are interested in developing an educated workforce beginning with our county and citizens, alike. The initiatives of the grant will assist us in achieving that goal. Area business and industries will benefit by being able to hire better educated and technically skilled employees, or by being able to enroll existing employees who may need further training or retraining to be successful on the job. An educated workforce is the key to our community's continued growth and economic development opportunities. Education is also strongly connected to our ability to attract new industry, all the while, sustaining the livelihood of our county for generations to come. With limited resources and limited educational options, we fully support the efforts of SCTDD and TCAT Hohenwald in achieving grant funding to support local education efforts. This program could leave a long-lasting life-changing legacy for our community. We are passionate about securing this opportunity for Perry County.

The Perry County Chamber of Commerce and Tourism supports the LEAP 2.0 Grant efforts of South Central Tennessee Development District and Tennessee College Hohenwald in addressing the educational and business and industry needs of our community. We appreciate your consideration and look forward to the approval of the grant. Please feel free to contact me with any questions at 931-589-2453.

Respectfully submitted,



Will M. Nunley
Executive Director



SELECTLAWRENCE
LAWRENCE COUNTY CHAMBER OF COMMERCE

July 22, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Lawrence County Chamber of Commerce is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Lawrence County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being on the front lines of economic and community development, we understand and support every effort to better the education and training of our local workforce, which in turn supports our existing businesses and industries alike. The Tennessee College of Applied Technology is located in Lewis County, and serves Lawrence County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Lawrenceburg's continued potential to grow. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

The LEAP 2.0 Grant plans developed by SCTDD and TCAT Hohenwald will be further supported and sustained by Lawrence County's efforts to establish a new higher education center housing Columbia State Community College, Tennessee Technological University, and TCAT Hohenwald. By investing in education, we are supporting today's workforce needs and tomorrow's economy. To that end, Lawrence County's ability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

The Lawrence County Chamber of Commerce supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community.

Sincerely,

Ethan Hadley
President & CEO
Lawrence County Chamber of Commerce



WAYNE COUNTY
CHAMBER OF COMMERCE
Your Business Grows Here

100 Court Circle Room 301 • P.O. Box 574 • Waynesboro, TN 38485
Phone (931) 722-3575 • E-mail matt.waynechamber@gmail.com
www.waynecountychamber.org

July 21, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Wayne County Chamber of Commerce is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Wayne County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, we understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Wayne County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Wayne County's continued potential to grow. The Chamber further supports the LEAP 2.0 by contributing the necessary time and labor to this project as an in-kind donation. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Wayne County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts. The Wayne County Chamber supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

Matthew Lineberry
Director

Wayne County JECDB

Post Office Box 848~Waynesboro, Tennessee 38485
Email: chamber@netase.net ~ Cell: (931)332-6506

July 22, 2016

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

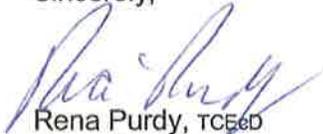
Governor Haslam and Tennessee Higher Education Commission,

The Wayne County JECDB is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Wayne County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, we understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Wayne County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Wayne County's continued potential to grow. The JECDB further supports the LEAP 2.0 by contributing the necessary time and labor to this project as an in-kind donation. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Wayne County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts. The Wayne County JECDB supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,



Rena Purdy, TCEED
Executive Director



Graham Lumber Company LLC
P.O. Box 679
Linden, TN 37096

July 25, 2016

RE: LEAP Grant

To whom it may concern:

I spoke with Wes Ward with the town of Linden about the LEAP 2.0 Grant. I really think that this would be great for the people and the businesses of Linden and Perry County. It would give the local people the opportunity to get an education locally and use it locally.

At Graham Lumber Company we are always looking for skilled labor for our plant. Sometimes we are able to train employees in- house but most of the time we have to hire from outside our workforce. We would love to hire from the local community but the potential employees with industrial maintenance skills in this area are few, which requires us to hire from other communities outside of Perry County.

I believe that the industrial training program, which the LEAP 2.0 Grant offers, would greatly improve the skill set of our community and provide more opportunity for the businesses in this area to hire local employees. I can't speak for the other businesses here in Linden but to have a local training location where students can learn a career in Industrial Maintenance or PLC programming would be great for Graham Lumber Co.

This is a great opportunity for the community and the employers. Graham Lumber Company very much supports this and, also, we could possibly use this to our benefit by sending employees to be students.

Sincerely,

A handwritten signature in black ink, appearing to read 'Keith Snider', written in a cursive style.

Keith Snider
General Manager



Graham Lumber Company
Phone 931-589-2143
Fax 931-589-5914
1958 Highway 412 West
Linden TN 37096



applied technologies

350 Magnolia Drive
Mount Pleasant, TN 38474
USA

GCPat.com

Jim Rone
Plant Manager
+1 931 379 1857 Office
+1 931 379 0124 Facsimile

July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

As the plant manager of an existing industry located in Mount Pleasant, TN, I have a serious need for skilled labor and advanced technical skills to support the growth needs of my business. I support the economic growth of the area, but I am concerned that the growth of available labor that meets our needs has not kept up with demand. Therefore, I am writing this letter to show strong support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with my plant in the past and we expect to continue our working relationship.

The Project, *South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training*, will provide individuals an opportunity to acquire the industrial maintenance skills that are needed in my plant today and that will be need to support new industry that is already poised to move into the area. This initiative will also provide my existing employees the opportunity for advancement.

Currently, in Maury County there is a crisis because we need industrial maintenance technicians. This requirement and my plant has been adversely affected as new industry start-ups have already lured several of our trained skilled labor away – this hot competitive situation will drive up wages and ultimately put Maury in jeopardy of losing either existing businesses or the potential for new business plants.

Please lend your support to this projects as it is critical to addressing an already serious situation.

Sincerely,

Jim Rone
Plant Manager - GCP
Mt. Pleasant, TN



July 25, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

As a business and industry leader in the south central part of Tennessee, we realize the importance of a quality workforce. A quality workforce is directly related to the area's availability of education and training. With that knowledge, Bates Rubber, Inc. is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District (SCTDD) in cooperation with the Tennessee College of Applied Technology (TCAT) Hohenwald. The intent of the LEAP 2.0 grant is to provide a local avenue to address area workforce needs in Perry County. Both organizations have worked to define workforce gaps in an effort to assist the training and retaining of employees and potential employees.

Our ability to hire quality trained individuals may only be strengthened by initiatives such as the LEAP 2.0 Grant. Bates Rubber, Inc. understands and supports every effort to better the education and training of our local community which, in turn, supports our existing workforce. The Tennessee College is located in Lewis County and serves Perry County, but an opportunity to locate an Industrial Maintenance or Manufacturing related classroom within our county is an opportunity we cannot pass up. Bates Rubber, Inc. has worked with the Tennessee College of Applied Technology in the past, and have a positive relationship based upon education and training provided by the institution. Bates Rubber further supports the LEAP 2.0 by contributing co-op and employment opportunities. We are supportive of the goals of Drive to 55 and desire to contribute to an educated workforce.

Bates Rubber supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

A handwritten signature in blue ink that reads "Brent".

Brent Goodman, Human Resources Manager



Providing Complete Manufacturing Support and Solutions

July 18, 2016

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

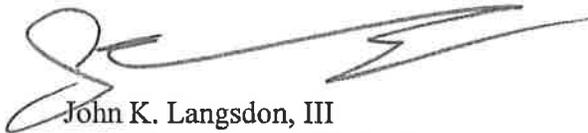
Governor Haslam and Tennessee Higher Education Commission:

Columbia Machine Works, Inc. would like to express our support for the South Central Development District and the Tennessee College of Applied Technology Hohenwald in regard to the LEAP 2.0 Grant Program. Like most employers, we struggle to find employees who have specific knowledge and/or training in the fields of machining, fabrication and industrial maintenance. By providing candidates with skilled trades, this program could help fill gaps and help build a strong future workforce so we may better serve our customers now and in the future.

It is our belief that because of limited resources and limited educational options, young adults are not attracted to careers in manufacturing. With an aging workforce, we understand that people development is important to the long term viability and sustainability of our company. To have the opportunity for local education and training would make it attractive for candidates and new businesses as well.

Columbia Machine Works, Inc. understands and supports every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. We are willing to provide educational assistance for any full-time employee for the cost of courses or training activities. Please feel free to contact me with any questions at (931) 388-6202.

Sincerely,



John K. Langsdon, III
Columbia Machine Works, Inc.



520 CREWS STREET • LAWRENCEBURG, TENNESSEE 38464 • 931/766-4500 • FAX: 931/762-5314

June 16, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

DRM, LLC is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Lawrence County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, DRM, LLC understands and supports every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Lawrence County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Lawrenceburg's continued potential to grow. DRM, LLC, further supports the LEAP 2.0 by contributing a co-op opportunity. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Lawrence County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

The DRM, LLC supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

Benjamin W. Marston
DRM, LLC



EST. 1929

HASSELL & HUGHES LUMBER CO., INC.
MANUFACTURERS OF QUALITY HARDWOOD LUMBER, FLOORING &
PREMIUM GREEN WAY PELLETS

P.O. BOX 68
COLLINWOOD, TN 38450

TELEPHONE 931-724-9191

FAX 931-724-4714

July 14, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

We, Hassell & Hughes Lumber Company, Inc., are pleased to support the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their submission of the LEAP 2.0 Grant. Both entities have visited with our area businesses and industries in an attempt to determine our workforce needs in an effort to address skills gaps associated with education and training.

Fully aligning with the objectives of Drive to 55, we are interested in developing an educated workforce beginning with our county and citizens, alike. The initiatives of the grant will assist us in achieving that goal. Area business and industries will benefit by being able to hire better educated and technically skilled employees, or by being able to enroll existing employees who may need further training or retraining to be successful on the job. An educated workforce is the key to our community's continued growth and economic development opportunities. Education is also strongly connected to our ability to attract new industry, all the while, sustaining the livelihood of our county for generations to come. With limited resources and limited educational options, we fully support the efforts of SCTDD and TCAT Hohenwald in achieving grant funding to support local education efforts. Hassell & Hughes Lumber Company is willing to contribute to the efforts by offering co-op opportunities to TCAT students and/or enrolling our own employees in classes that will improve their skills and develop our own workforce from within the company.

Hassell & Hughes Lumber Company supports the LEAP 2.0 Grant efforts of South Central Tennessee Development District and Tennessee College of Applied Technology-Hohenwald in addressing the educational and business and industry needs of our community. We appreciate your consideration and look forward to the approval of the grant. Please feel free to contact me with any questions at (931) 724-9191.

Sincerely,

Jerry Hollis, CEO
Hassell & Hughes Lumber Company, Inc.



July 18, 2016

Tennessee Higher Education Commission

404 James Robertson Parkway, Suite 1900

Nashville, TN 37243-0830

Governor Haslam and Tennessee Higher Education Commission,

As an active industry leader, Imasen Bucyrus Technologies, we realize the importance of a quality workforce in the south central part of Tennessee. An educated workforce is essential and directly related to the area's education and training at the secondary to the post-secondary level. Knowing that, Imasen Bucyrus Technologies is happy to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District (SCTDD) in cooperation with the Tennessee College of Applied Technology (TCAT) Hohenwald. The intent of the LEAP 2.0 grant is to provide a local means of addressing our area workforce needs, particularly related to Maury County. The organizations attempted to assess our workforce needs by surveying local industry as to defined workforce gaps in an effort to assist in the training and retraining of employees and potential employees. A means by which to address our needs is vital to our continued success.

Imasen Bucyrus Technologies' ability to hire quality trained individuals may only be strengthened by initiatives such as the LEAP 2.0 Grant. Imasen Bucyrus Technologies understands and supports every effort to better the education and training of our local community which in turn supports our existing workforce. With the TCAT located in Lewis County, any of our employees desiring to take advantage of training must drive at least a half hour to an hour to attend an area of training of choice. An opportunity to locate an Industrial Maintenance or Manufacturing related classroom with up-to-date technology in our community is exactly what we need to assist with the availability of training and retraining. We have worked with the Tennessee College of Applied Technology in the past, and have a positive relationship based upon education and training provided by the institution. Imasen Bucyrus Technologies would like to support the LEAP 2.0 by contributing \$1,000.00 and by providing co-op opportunity for students. We are supportive of the LEAP 2.0 Initiative, which aligns with the goals of Drive to 55.

The Imasen Bucyrus Technologies looks forward to the opportunities as presented by the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist further in supporting the effort, please contact us at your earliest convenience.

Sincerely,

Wendy Bruer

HR Manager



July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

Industrial Door Contractors, Inc. would like to offer our support in regards to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Maury County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, Industrial Door Contractors understands and supports every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County and serves Maury, Lawrence, Hickman, Perry and Wayne Counties. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Columbia's continued potential growth. Industrial Door Contractors, further supports the LEAP 2.0 by contributing \$1,000.00 cash. We support the goals of Drive to 55 and interested in developing and educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, the county and city's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

Industrial Door Contractors, Inc. supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

A handwritten signature in blue ink, appearing to read "J. Dillard Jr.", is written over the word "Sincerely,".

James W. Dillard Jr.
Vice President/Industrial Door Contractors, Inc.



P.O. Box 748 • Waynesboro, TN 38485 • Phone (931) 722-5422 • Fax (931) 722-5427

July 14, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

Lincoln Brass is pleased to support the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their submission of the LEAP 2.0 Grant. Both entities have visited with our area businesses and industries in an attempt to determine our workforce needs in an effort to address skills gaps associated with education and training.

Fully aligning with the objectives of Drive to 55, we are interested in developing an educated workforce beginning with our county and citizens, alike. The initiatives of the grant will assist us in achieving that goal. Area business and industries will benefit by being able to hire better educated and technically skilled employees or by being able to enroll existing employees, who may need further training or retraining to be successful on the job. An educated workforce is the key to our community's continued growth and economic development opportunities. Education is also strongly connected to our ability to attract new industry while sustaining our existing industries and the livelihood of our community for generations to come. With limited resources and limited educational options, we fully support the efforts of SCTDD and TCAT Hohenwald in achieving grant funding to support local education efforts. Lincoln Brass is willing to contribute to the efforts by offering co-op work experience and encouraging our own employees to enroll in the local Industrial Maintenance program. We currently have hired full time one co-op machinist from TCAT and are currently in the process of hiring a second one so we definitely see the value of increasing the educational opportunities of the area workforce.

Lincoln Brass supports the LEAP 2.0 Grant efforts of South Central Tennessee Development District and Tennessee College Hohenwald in addressing the educational and business and industry needs of our community. We appreciate your consideration and look forward to the approval of the grant. Please feel free to contact me with any questions at (931) 931-5422.

Sincerely,

Troy Akridge
Lincoln Brass Works, Inc.



HARDIN COUNTY REGIONAL HEALTH CENTER

July 3, 2016

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

Governor Haslam and Tennessee Higher Education Commission, Hardin County Regional Health Center dba LIFESPAN HEALTH is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Wayne County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, we understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Wayne County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Clifton's continued potential to grow. LIFESPAN HEALTH, further supports the LEAP 2.0 by contributing opportunities for students to shadow, intern, and/or rotate through our office in Clifton, TN. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Wayne County and Clifton's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

LIFESPAN HEALTH wholeheartedly supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

A handwritten signature in black ink that reads "Y. T. McGinley".

Y. T. 'Janie' McGinley
Chief Executive Officer



*Modine Manufacturing Company
2009 Remke Avenue
Lawrenceburg, TN
Tel 931-762-1675
Fax 931-766-2047*

June 16, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Modine Manufacturing Company is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Lawrence County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, COMPANY (we) understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Lawrence County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Lawrenceburg's continued potential to grow. Modine, further supports the LEAP 2.0 by contributing co-op opportunity. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Lawrence County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

Modine Manufacturing supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Jehl". The signature is fluid and cursive, written over the printed name.

Mark Jehl
HR Manager



DEREK D CHURCH
GENERAL MANAGER

ALBERT W KERSTIENS
ASST. GEN. MANAGER

July 13, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Mount Pleasant Power System (MPPS) is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area businesses and industries in Mount Pleasant and Maury County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

As a municipal electric utility, MPPS understands the importance of economic development and the role education and training plays in our success as a community and as a company. Maintaining a vibrant, skilled workforce is increasingly important to our key clients. Without the overall success and economic viability of these key customers, our utility would struggle – as we have seen in the recent economic downturn circa 2009. MPPS supports every effort to better the education and training of our local workforce, which in turn supports our existing businesses and industries alike. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, the capability to attract more business and industry to the area will be enhanced if these efforts come to fruition.

Mount Pleasant Power System fully supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

James T. Bates
Director of Key Accounts & Economic Development
Mount Pleasant Power System

NYX LINDEN

A Company of NYX Incorporated

2691 Squirrel Hollow Drive
Linden, TN 37096
Phone: (931) 589-6163
Fax: (931) 589-2728

Date: 7/21/16

Subject: LEAP Grant 2.0 – Linden, TN

To whom it may concern,

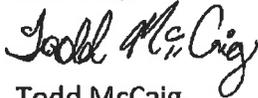
I met with Wes Ward, with the Town of Linden, in reference to LEAP 2.0 grant that would potentially provide an Industrial Maintenance Training Program for people here in Linden. I feel this is a great opportunity for the local businesses and especially the younger people here in Perry County that might not be looking to take the college path, to still further their education in a field that could provide stable and rewarding job opportunities for them in the future.

Being the Plant Manager at the NYX Linden plant, I know how hard it can be sometimes to find to find stable employees in this area. It can be even more challenging to find skilled labor employees locally. This would provide a local resource of talent for all businesses in the area to draw from. I currently have 4 young men on my maintenance staff here at NYX, that graduated for the Tennessee College of Applied Technology in Hohenwald within the last 3 years and I'm very pleased with all of them.

NYX, like most businesses, requires personnel that are skilled in your basic mechanical maintenance activities such as welding, plumbing, pneumatics and hydraulics, but also have a continual need for personnel that have electrical including PLC programming for robotics. I would hope that should we be fortunate to get the program here in Linden that both mechanical and electrical fields would be taught in the courses.

Once again, I'd like to say that I'm excited about this opportunity and will commit that NYX is willing participate in a cooperative learning experience with enrolled students.

Sincerely,



Todd McCaig
NYX Linden
Plant Manager



July 11, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

Smelter Service Corporation is pleased to offer a letter of support in regard to the Labor Education Alignment Program. We are thrilled the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology is submitting a grant to develop/build a College of Applied Technology here in Mount Pleasant, Tennessee. We have worked with the Tennessee College of Applied Technology through the years sending many of our employees there via our robust tuition assistance benefit. Likewise, we have a wonderful relationship with our friends at the South Central Development District.

We are extremely committed to education in Maury County, specifically Mt. Pleasant. In addition to sponsoring and fully funding the Kids on Stage Foundation of Maury County, TN, Inc. at our local middle school, Mt. Pleasant Middle School of the Visual and Performing Arts, we are members of Mt. Pleasant's Community Development Corporation as a funding sponsor. We also contribute annually to Maury Alliance as well as Columbia State Community College. In total, we spend in the neighborhood of about \$265,000 on these efforts. We also offer a tuition assistance benefit to all of our employees that pays for 100% of costs associated with any educational efforts they are willing to undertake.

Specifically, Smelter Service Corporation commits to supporting the LEAP 2.0 Grant efforts by contributing co-op employment opportunities and internships. Again, we are thrilled for the opportunity to participate and support this effort and are excited to partner in developing a more skilled workforce for industry not only in Mount Pleasant, but surrounding communities as well. Please feel free to contact me with any questions at swilliams@smelterservice.com or at 931.379.7765.

Sincerely,

A handwritten signature in blue ink that reads "Sara Williams". The signature is fluid and cursive.

Sara Williams, Leader of Cultural Development
Smelter Service Corporation



1323 North Main Street • Mt. Pleasant, TN 38474
(931) 379-3263 • FAX: (931) 379-9065

July 12, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

As a business and industry leader in the south central part of Tennessee, we realize the importance of a quality workforce. A quality workforce is directly related to the area's availability of education and training. With that knowledge, Sonoco is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District (SCTDD) in cooperation with the Tennessee College of Applied Technology (TCAT) Hohenwald. The intent of the LEAP 2.0 grant is to provide a local avenue to address area workforce needs in Maury County. Both organizations have worked to define workforce gaps in an effort to assist in the training and retraining of employees and potential employees.

Our ability to hire quality trained individuals may only be strengthened by initiatives such as the LEAP 2.0 Grant. Sonoco understands and supports every effort to better the education and training of our local community which in turn supports our existing workforce. The Tennessee College is located in Lewis County, and serves Maury County, but an opportunity to locate an Industrial Maintenance or Manufacturing related classroom with our county is an opportunity we cannot pass up. Sonoco has worked with the Tennessee College of Applied Technology in the past, and have a positive relationship based upon education and training provided by the institution. Sonoco, further supports the LEAP 2.0 by contributing CO-OP opportunities. We are supportive of the goals of Drive to 55 and desire to contribute to an educated workforce.

Sonoco supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Jason Helton
Mt. Pleasant – Plant Manager

A handwritten signature in black ink that reads 'Jason Helton' in a cursive style.

1323 North Main Street
Mt. Pleasant, TN 38474
Cell - 931.698.8196
Desk - 931.379.3263 x-302
jason.helton@sonoco.com



July 7, 2016

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

To Whom It May Concern,

Tennessee Aluminum Processors, Inc. (TAP) is pleased to support the efforts of the South Central Development District (SCTDD) and the Tennessee College of Applied Technology (TCAT) Hohenwald in their submission of the LEAP 2.0 Grant. Both organizations have visited Mt. Pleasant, local area businesses and industries in an attempt to determine the workforce needs to address skill gaps associated with education and training.

Being located in the south central part of Tennessee, TAP understands and supports every effort to better the education and training of our local workforce which in turn supports the existing businesses and industries in our community. TAP further supports the LEAP 2.0 Grant and will be willing to contribute a monetary donation upon approval if necessary.

Upon the LEAP 2.0 Grant approval area businesses and industry will benefit greatly by being able to hire better educated and technically skilled employees, or by enrolling existing employees who may need further training in order to be more successful on the job.

TAP appreciates your consideration and looks forward to the approval of the Grant.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Sweeney", written in a cursive style.

Jared Sweeney
Executive Vice President



Tennessee Valley Electric Cooperative

P.O. Box 400 • 590 Florence Road
Savannah, Tennessee 38372
Telephone (731) 925-4916 • Fax (731) 925-4919

July 3, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Tennessee Valley Electric Cooperative is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Wayne County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, we understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Wayne County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Wayne County's continued potential to grow. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Wayne County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.

Tennessee Valley Electric Cooperative supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

A handwritten signature in blue ink that reads "Steven Turnbow".

Steven Turnbow
Director of Member Services
Tennessee Valley Electric Cooperative



The Bank of Waynesboro

Main Office
201 S Main Street
Waynesboro, TN 38485
931-722-2265

Barlow Branch
716 Highway 99
Waynesboro, TN 38485
931-722-5454

Bank of Collinwood
107 E Broadway
Collinwood, TN 38450
931-724-2265

**Community Bank of
Lawrence County**
2102 N Locust Ave.
Lawrenceburg, TN 38464
931-766-6633

July 14, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

The Bank of Waynesboro is pleased to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology (TCAT) Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in Wayne County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Being located in the south central part of Tennessee, we understand and support every effort to better the education and training of our local workforce which in turn supports our existing businesses and industries alike. The Tennessee College is located in Lewis County, and serves Wayne County. An educated workforce is reflective of our community's efforts to invest in the educational traditions of our past, yet target our areas of opportunity for growth and improvement, thereby contributing to Wayne County's continued potential to grow.

The Bank of Waynesboro further supports the LEAP 2.0 by contributing the use of one of our buildings in Waynesboro, the county seat, to use as a classroom/ lab space for an Industrial Maintenance program. We support the goals of Drive to 55 and are interested in developing an educated workforce from the secondary system to post-secondary level.

Educational efforts are reflective of our community's commitments to further expansion and economic development initiatives in the future. By investing in education, we are supporting our local economy of our future "tomorrow". Furthermore, Wayne County's capability to attract more business and industry to the area will be enhanced if SCTDD and TCAT Hohenwald are successful in attaining grant funding to support local education efforts.



The Bank of Waynesboro

Main Office
201 S Main Street
Waynesboro, TN 38485
931-722-2265

Barlow Branch
716 Highway 99
Waynesboro, TN 38485
931-722-5454

Bank of Collinwood
107 E Broadway
Collinwood, TN 38450
931-724-2265

**Community Bank of
Lawrence County**
2102 N Locust Ave.
Lawrenceburg, TN 38464
931-766-6633

The Bank of Waynesboro supports the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist in any way, please let us know at your earliest convenience.

Sincerely,

**William Bryant, President/CEO
The Bank of Waynesboro**

July 18, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

As an active industry leader, UST, Inc., we realize the importance of a quality workforce in the south central part of Tennessee. An educated workforce is essential and directly related to the area's education and training at the secondary to the post-secondary level. Knowing that, UST, Inc. is happy to offer a letter of support in regard to the LEAP 2.0 Grant as developed by the South Central Tennessee Development District (SCTDD) in cooperation with the Tennessee College of Applied Technology (TCAT) Hohenwald. The intent of the LEAP 2.0 grant is to provide a local means of addressing our area workforce needs, particularly related to Maury County. The organizations attempted to assess our workforce needs by surveying local industry as to defined workforce gaps in an effort to assist in the training and retraining of employees and potential employees. A means by which to address our needs is vital to our continued success.

UST Inc.'s ability to hire quality trained individuals may only be strengthened by initiatives such as the LEAP 2.0 Grant. UST, Inc. understands and supports every effort to better the education and training of our local community which in turn supports our existing workforce. With the TCAT located in Lewis County, any of our employees desiring to take advantage of training must drive at least half an hour to an hour to attend any area of training of choice. An opportunity to locate an Industrial Maintenance or Manufacturing related classroom with up-to-date technology in our community is exactly what we need to assist with the availability of training and retraining. We have worked with the Tennessee College of Applied Technology in the past, and have a positive relationship based upon education and training provided by the institution. UST, Inc. would like to support the LEAP 2.0 by contributing offer co-op opportunities for students. We are supportive of the LEAP 2.0 Initiative, which aligns with the goals of Drive to 55.

UST, Inc. looks forward to the opportunities as presented by the LEAP 2.0 Grant efforts of SCTDD and TCAT Hohenwald in addressing the educational needs of our community. If we may assist further in supporting the effort, please contact us at your earliest convenience.

Sincerely,



Julie A. Love
UST, Inc.



City of Lawrenceburg

25 Public Square
Lawrenceburg, TN 38464

(931) 762-4459
Fax (931) 762-8829



July 8, 2016

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

Governor Haslam and Tennessee Higher Education Commission,

I am writing this letter to show that I strongly support the LEAP 2.0 Grant as developed by the South Central Tennessee Development District in cooperation with the Tennessee College of Applied Technology Hohenwald. Both the SCTDD and TCAT Hohenwald have worked with area business and industries in our Lawrence County to determine and define workforce skills gaps in an effort to institute education and training in our local communities to assist in the training and retraining of employees and potential employees.

Our Project, ***South Central Tennessee LEAP Forward: Advanced Manufacturing Technology Training***, will provide individuals an opportunity for training in industrial maintenance skills becoming ready for employment. This initiative will also be used by existing industry to upgrade skills for current employees.

Currently, in Lawrence County there is a crisis because we need industrial maintenance technicians. This requirement has been documented by both existing industry and the prospects we have seen recently. In fact, we are on the verge of being unable to compete for new investment due to skills shortage.

Please seriously consider this request to approve funding for this important Program for Lawrence County, as well as our neighbors.

Sincerely,

Keith Durham
City of Lawrenceburg Mayor