APPENDIX A- Cover Sheet

Blount Partnership

2016 Labor Education Alignment Program (LEAP 2.0)

The Marine and Advanced Engineering Systems Technology for Regional Occupations

Blount Partnership

IN PARTNERSHIP WITH

1. Pellissippi State Community College, Cleveland State Community College, Tennessee College of Applied Technology Knoxville
2. Alcoa City School, Blount County School, Knox County School, Maryville City School, Monroe County School

Project Director: Rachel Buchanan, 201 S. Washington Street, Maryville, TN 37804
(865) 659-8490
RTrump@blountpartnership.com

Funding requested: $997,737
The Marine and Advanced Engineering System Technology Regional Occupations (MAESTRO)
Blount, Knox, and Monroe Counties
TABLE OF CONTENTS

SECTION 1. DEMONSTRATED NEED ..................................................... 1
  Localized data demonstrating the need for action .................................... 1
  Clear linkages between grant activities and local needs .......................... 2
  Alignment with Tennessee’s Drive to 55 goals ....................................... 8

SECTION 2. PROGRAM PLAN ............................................................ 3
  Detailed project timeline and overview ................................................ 3
  Clear alignment of workforce data and Drive to 55 goals ......................... 8
  Measurable objectives for each phase of the project ............................... 8
  Project governance and accountability plan .......................................... 8
  Role of proposed equipment request .................................................... 9
  Structure of Work-Based Learning program ......................................... 9

SECTION 3. STRENGTH OF PARTNERSHIP ........................................ 10
  Detailed description of each mandatory partner’s role in implementation of the
  identified program .............................................................................. 10
  Capabilities of each mandatory partner in ensuring project success .......... 10
  Letters of support and/or commitment from local and area employers ....... 12
  Letters of support from higher education institution ............................. 12

SECTION 4. BUDGET PLAN ............................................................... 12
  Clear alignment between funding request and grant activities ................. Appendix B
  Entities initiating Work-Based Learning programs ................................ Appendix B

SECTION 5. SUSTAINABILITY ........................................................... 12
  Detailed plan for sustaining the program beyond the 30-month funding period.... 12
  Detailed plan for maintaining communication and sharing resources among all
  program partners beyond the 30-month funding period .......................... 12
  Detailed description of availability of long-term resources to maintain and/or repair
  equipment .......................................................................................... 12
  Detailed plan for maintenance, housing, and upkeep of any equipment purchased for
  the grant ............................................................................................. 12

APPENDIX B. BUDGET
  Budget
  Budget Narrative

APPENDIX C. SCORING RUBRIC
APPENDIX D. INTENT TO SUBMIT NOTIFICATION

APPENDIX E. CHARTS AND GRAPHS
Chart 1........................................................................................................... 1
Chart 2........................................................................................................... 2
Graph 1........................................................................................................... 4
Graph 2........................................................................................................... 4
Chart 3........................................................................................................... 5

APPENDIX F. LETTERS OF SUPPORT
Alcoa Tennessee Operations
Blount County Public Library
Boatmate Trailers, LLC
Brunswick Manufacturing
East Tennessee Human Resource Agency, Inc., WIOA (LWDA 4)
Knoxville Oak Ridge Innovation Valley
ProNova Solutions
Skier’s Choice, Inc.

WORK-BASED LEARNING COMMITMENTS
Boatmate Trailers, LLC
Carlex
DENSO Manufacturing Tennessee, Inc.
Exedy America Corporation
ProNova Solutions
Skier’s Choice, Inc.
Yamaha Jet Boat Manufacturing

APPENDIX G. LETTERS OF SUPPORT FROM HIGHER EDUCATION INSTITUTION
Pellissippi State Community College
Cleveland State Community College
The Marine and Advanced Engineering System Technology Regional Occupations (MAESTRO) Cleveland State and Pellissippi State Community Colleges, Tennessee College of Applied Technology-Knoxville, Blount, Knox, and Monroe Counties

Marine and Advanced Engineering Systems Technology Regional Occupations

MAESTRO

Abstract

Cleveland State and Pellissippi State Community Colleges and Tennessee College of Applied Technology - Knoxville will collaborate to develop more qualified, skilled employees for industry in a three-county LEAP 2.0 service area consisting of Knox, Blount, and Monroe Counties. The Blount Partnership, an economic development agency, will be the lead entity. Cleveland State will be the fiscal agent.

The colleges, in partnership with five school districts, will create a dual enrollment and dual credit advanced manufacturing curriculum which will enable high school students to graduate with an industry-recognized certificate known as the Industrial Automation Certificate (IAC) and enough college credit to complete their freshman year in advanced manufacturing majors.

Cleveland State will offer college credit for an Associate of Applied Science (AAS) Degree in Industrial Technology in Monroe County. Pellissippi State will offer Automated Industrial Systems (AIS) or Industrial Maintenance Technology (IMT) in Knox and Blount Counties.

Cleveland State will utilize their new Monroe County Center for dual credit courses, while Pellissippi State will use its Blount County and Strawberry Plains Campuses. Equipment purchased with LEAP 2.0 funds will enable the colleges to offer the programs at these locations.

MAESTRO will provide work-based learning (WBL) to high school and college students in advanced manufacturing programs. Five manufacturers have committed to providing nine internships per semester to qualified students. WBL will count as the Capstone Course at both institutions. MAESTRO will enable the colleges to produce more skilled workers quickly and with less cost to the student.
Section 1: Demonstrated Need

Localized data demonstrating the need for action - The skills gap is widening, and over the next decade, 3.4 million manufacturing jobs will need to be filled. The severe shortage of advanced manufacturing skills in the United States has the potential to impede the trend of steady growth in our nation’s manufacturing.¹ Manufacturing is a top driver of Tennessee’s economy, providing $41 billion in output and employing 300,000.²

The Jobs4TN website shows manufacturing careers are high growth jobs both regionally and nationally. (See Appendix E, Chart 1, Page 1) Pellissippi State Community College (PSCC) and Cleveland State Community College (CLSCC) argue the 3,950 new jobs in Knox, Monroe, and Blount Counties over the past 15 months require action to train new workers. (See Appendix E, Chart 2, Page 2)

Training skilled workers and sustaining them in southeast Tennessee is a challenge for higher education. In the three counties served by CLSCC and PSCC, there have been more than 3,950 new jobs have been announced. Of these, 2,580 are in advanced manufacturing.

The top two postsecondary programs of study where opportunities are growing are Precision Production Manufacturing and Operations and Maintenance, with 3,175 and 2,495 annual job openings respectively across the state.³ PSCC and CLSCC are not graduating enough skilled workers to meet the demand. The gap between demand and Tennessee higher education’s ability to prepare enough graduates with this skill set is widening. During the past eight years PSCC produced an average of 259 Engineering Technology (ET) graduates for a total of 1,900 ET

graduates, 255 short of the number needed to fill the new manufacturing jobs in Blount County.

(See Appendix E, Graph 1, Page 4) In Monroe County, Yamaha and SeaRay Boats increased hiring for skilled workers. Carlex will add approximately 500 new employees in the next 5-10 years. JTEKT will need at least 20 new production employees a month. CLSCC produced an average of 49 graduates a year with an Industrial Technology associate degrees or Electrical Maintenance, Mechanical Maintenance, or Industrial Automation Fundamentals certificates, not enough to meet the demand. (See Appendix E, Graph 2, Page 4)

Another factor exacerbating the shortage is massive retirements. An estimated 2.7 million baby boomers will be retiring\(^4\) with 700,000 jobs created nationally due to normal business growth. Manufacturing executives identify talent-driven innovation as the #1 determinant of competitiveness. The implications of the shortage can have a material impact on growth.\(^5\)

**Clear linkages between grant activities and local needs** - Local industrial leaders, human resource agencies, Chambers of Commerce, community college advisory councils, and economic development leaders say a viable pipeline of potential employees can be cultivated by reaching out to community colleges and secondary schools. The Drive to 55 initiative is an effort to re-engage students and older workers in industrial technology careers.

Monroe, Blount and Knox school directors, principals, Career and Technical Education (CTE) directors, and instructors will work with CLSCC and PSCC to develop career pathways in mechatronics and advanced manufacturing. Through dual credit and dual enrollment opportunities, students will earn credits toward an associate degree and an Industrial Automation Certificate (IAC) while in high school. Six schools in the MAESTRO program have high

---


numbers of low-income students. The average percentage receiving free or reduced meals for MAESTRO schools is 46.78%. In two schools, more than 60% of students are in this category. (See Appendix E, Chart 3, Page 5)

While the Tennessee Economic and Workforce Development website indicated the state produced a total of, “3,500 graduates in engineering, engineering technologies and engineering-related fields,” that total is not enough for the jobs in Knox, Monroe, and Blount Counties alone.

**Section 2: Program Plan**

The Marine and Advanced Engineering Systems Technology Regional Occupations (MAESTRO) project provides participants in Monroe, Blount, and Knox Counties with an industry-recognized certificate (the IAC) with their diploma. Participants will earn college credits to apply to the first year of an Associate of Applied Science (AAS) Degree in Automated Industrial Systems (AIS) or Industrial Maintenance Technology (IMT) from PSCC or an AAS in Industrial Technology (IT) from CLSCC. PSCC and CLSCC will prepare high school and college students for 2,580 new, jobs in three counties, do it more efficiently, in less time, and with lower cost.

**Detailed project timeline and overview -**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Involvement or Responsibility</th>
<th>Measurable Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 2016 and Ongoing Activities</td>
<td>Hold initial MAESTRO Steering Committee meeting. Meetings will be held bi-monthly.</td>
<td>PSCC</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Monthly status reports to be submitted by Blount Partnership</td>
<td>CLSCC</td>
<td>X</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Agency to LEAP Grant Office throughout grant.</th>
<th></th>
<th></th>
<th></th>
<th>monthly reports.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Order, receive, and install equipment through February 2017</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>Purchase Requisitions will be available for all equipment ordered.</td>
</tr>
<tr>
<td>Building preparations initiated at Monroe County Center to accommodate equipment installation.</td>
<td></td>
<td></td>
<td>X</td>
<td>Wiring and set-up preparation completed by December 2017.</td>
</tr>
<tr>
<td>Schedule meeting with secondary partners to develop action plan for implementing dual credit/enrollment courses for 2017-18.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>Plan of action steps documented.</td>
</tr>
<tr>
<td>Develop faculty positions job analysis questionnaires, obtain human resource approval, and prepare help wanted advertisements.</td>
<td></td>
<td>X</td>
<td>X</td>
<td>Preparations of job announcements will be completed.</td>
</tr>
<tr>
<td>Intermittent evaluation of course offerings; provide tutoring services as needed for student success and retention; continue PR efforts; monthly progress meetings with all constituents throughout program</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>Evaluation reports; At least 50% of students taking assessment tests will pass; PR materials; monthly reports; progress plans for seniors; seniors continue to pursue degree after HS graduation.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>October 2016</th>
<th>PSCC: Develop assessments for dual credit courses: Mechatronics 1 &amp; II, Computer Applications/ENGT 1010, ENGT 1200, Robotics, Gen. Ed. Courses</th>
<th></th>
<th>X</th>
<th>X</th>
<th>Assessments developed for all dual credit courses to determine college-level credit.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CLSCC: Dual credit articulations will be developed in collaboration with Monroe County CTE Director. Assessments are ready to be implemented in Introduction to Tech, Technical Calculus &amp; Measurements, Electric Circuits, Fluid Power Systems, Occupational Safety, Welding I, and Computer Application. However, these dual credit courses have not been offered in Monroe County Schools due to the lack of available training equipment. The LEAP 2.0 grant would allow CLSCC to provide these course opportunities for these 3 high schools unable to offer the mechatronics courses to date.</td>
<td></td>
<td>X</td>
<td>X</td>
<td>Articulation agreement established and assessments for dual credit courses to determine college-level credit in place.</td>
</tr>
<tr>
<td>November 2016</td>
<td>Develop promotional materials for future program recruitment.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>--------------</td>
<td>-------------------------------------------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Schedule informational meetings to include students, parents, and community (incumbent workers).</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>CLSCC: Hire one technology faculty member to teach courses for incumbent workers.</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>January 2017</td>
<td>Establish course offerings and high school student registration begins for 2017-2018</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>February 2017</td>
<td>Hire new faculty member at BCS, If additional second faculty is needed.</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Begin interviews for PSCC faculty members</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>April 2017</td>
<td>Industry Tours and Employer High School Visits will be scheduled each March &amp; April. CLSCC Career Expo held for Monroe County seniors at MC Center.</td>
<td>X</td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>April, May and June 2017</td>
<td>Revisit curriculum development/planning for 2017-2018.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Train and orient PSCC and CLSCC faculty and technicians</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>Trained faculty and technicians. A record</td>
</tr>
<tr>
<td>Month</td>
<td>Task Description</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>December 2017</td>
<td>The first round of dual credit assessments will be administered for classes offered Fall 2017.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>January 2018</td>
<td>Update and distribute promotional materials for program recruitment</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Schedule and conduct informational meetings for include students, parents, and community (incumbent workers).</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>February 2018</td>
<td>Establish course offerings and student registration begins for 2018-2019; determine student interest in taking summer courses to apply towards program (schedule for summer as determined)</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>March 2018</td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>April 2018</td>
<td>Industry Tours and Employer Visits to High Schools. CLSCC Career Expo held for Monroe County seniors at MC Center.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Interview &amp; Resume Prep Sessions for Incumbent Worker Cohort, as well as high school cohorts.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td></td>
<td>Internship Interviews scheduled for Work-Based Learning Opportunities.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>June 2018</td>
<td>Review curriculum and modify as necessary</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>July 2018</td>
<td>Students taking summer courses (as determined)</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>August-December 2018</td>
<td>Review curriculum and modify as necessary</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>AFTER GRANT</td>
<td>PSCC will continue program to provide graduates with AIS</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>
MAESTRO will provide skills training and industry-recognized credentials to high school and college students. CLSCC and PSCC will offer incumbent workers a chance to improve skills, earn associate degrees or credentials, and make them eligible for promotions and raises. The project will encourage students, including females and other underserved groups to begin a career in advanced manufacturing where they can make as much as $50,000 a year.

The partnership includes eight high schools in five school systems in three counties. CLSCC and PSCC will use dual credit with competency testing and dual enrollment to award college credits. Participants will earn credit toward an IAC and college credit toward an AAS or additional certificates. High school students, who complete the program, will graduate with a diploma, one year of college credit, and the IAC. Completers will have the skills to be hired by local manufacturing firms. Incumbent workers will earn college credit toward a degree or certificate or take non-credit classes to improve skills.

Companies hiring graduates offer college tuition reimbursement programs. At each rung of the educational ladder, employees become more valuable to their employer. MAESTRO participants will have a distinct educational, skill, and employability advantage.

Recently, PSCC added the Knox County Career Magnet Academy (CMA) to its Strawberry Plains Campus. Advanced manufacturing is one of its four career pathways offered at the academy. PSCC’s Blount County Campus added AIS and IMT. CLSCC is developing a training
The Marine and Advanced Engineering System Technology Regional Occupations (MAESTRO) Cleveland State and Pellissippi State Community Colleges, Tennessee College of Applied Technology-Knoxville, Blount, Knox, and Monroe Counties

facility at its Monroe County Center in the Tellico West Industrial Park to meet the needs of business and industry. All locations need equipment to accomplish this critical training.

**Clear alignment of workforce data and Drive to 55 goals** - MAESTRO will enable CLSCC to operate an advanced manufacturing program in Monroe County. PSCC needs equipment for dual credit and dual enrollment classes in AIS and IMT in Blount County and the CMA, which serves students from all areas of Knox County. Currently PSCC instructors ferry equipment between the Hardin Valley and Blount County to teach. Funding MAESTRO will give both colleges equipment to teach in the three counties were local data shows a great need.

**Alignment with Tennessee’s Drive to 55 goals** - Tennessee’s Drive to 55 initiative will equip 55% of adult Tennesseans with a degree or certificate by 2025. MAESTRO aligns with Drive to 55. MAESTRO is a partnership between eight high schools, economic development agencies, industry, and colleges to reduce the skills gap. MAESTRO increases the number of people with certificates or degrees. MAESTRO will reconnect incumbent workers to higher education to earn certificates, degrees, and promotions. MAESTRO builds upon Tennessee Promise to reduce the cost of higher education by using company tuition reimbursement programs.

**Measurable objectives for each phase of the project** - Measurable objectives for each phase of the project will be to 1) Advisory committee meetings will be held every other month; 2) Six schools will add a manufacturing curriculum (two already have it); 3) 100 participants will have entered program by grant’s end; 4) 12 participants will have a Work-Based Learning (WBL) experience; 5) 10 WBL participants will get job offers; 6) 30 MAESTRO participants will be hired; 7) 20 MAESTRO participants will enroll in college; and 8) 20 MAESTRO participants will earn a certificate or degree.

**Project governance and accountability plan** - MAESTRO will be governed by the Advanced
Manufacturing Advisory Committee of the Blount Partnership. The committee expanded to include Knox and Monroe industry; school districts; Tellico Reservoir Development Agency (TRDA); Knoxville Oak Ridge Innovation Valley; and CLSCC and PSCC.

The Blount Partnership is the lead agency and will oversee the grant supported by the modified advisory committee. It will monitor MAESTRO; suggest improvements based upon feedback and will insure the goals of MAESTRO are accomplished. The vice-presidents of Academic Affairs at CLSCC and PSCC will be responsible for grant compliance. The deans of PSCC's Engineering Technology and CLSCC's Industrial Technology will report progress every month to the advisory committee. CLSCC will be the fiscal agent and will provide monthly budget reports to the lead agency. The lead agency shares budget reports with the advisory committee during scheduled meetings. Organizational chains of command will be the same. Issues will be brought to PSCC and CLSCC by the lead agency.

Role of proposed equipment request - The equipment and supplies requested will be used to expand and teach dual credit, dual enrollment, college-level, and non-credit courses in AIS, IMT, and IT at PSCC or CLSCC.

Structure of Work-Based Learning program - The WBL component awards college credit. Companies, who hire WBL students, will be reimbursed for 50% of the wages up to $2,000. MAESTRO follows the Tennessee Board of Regents and the Tennessee Board of Education policies depending upon whether it is a college or a high school. The WBL will occur in the high school student's senior year and will be the "Capstone" course for college participants. Courses for high school participants will align with Career and Technical Education (CTE). Students will complete most of their courses before participating in the capstone course. The WBL will reflect long-term career goals and enhance college and career preparation. WBL is a
required course for a diploma or Eng. Tech. Capstone (ENGT 2995). It is a dual credit course, except when it is an Engineering Practicum, and then it will be dual enrollment.

Students in WBL will meet regular hours required for a full-time course equivalent. All WBL include the required classroom component. WBL may include professional-level job shadowing, technical mentoring and company tours. When students complete WBL, they will demonstrate professional-quality skills. Instructors will recommend WBL candidates to industries. Industry will assign a mentor and will report results of the WBL to schools for data collection.

Section 3: Strength of Partnership

Capabilities of each mandatory partner in ensuring project success – PSCC, the Blount Partnership, and THEC Knoxville have a successful, strong, long-term partnership, which includes the Executive Director of the PSCC Office of Business and Community Development serving as the chairperson of the Partnership’s workforce development efforts. The Advanced Manufacturing Advisory Committee is an established entity with representatives of local industry, school systems, higher education, economic development entities, and District 4 of the new Workforce Innovation and Opportunity Act (formerly known as LWIA 4). Industry will be well represented with strong members such as DENSO, Alcoa, and Toyota Tsusho.

Knox County will be represented on the committee by Knoxville Oak Ridge Innovation Valley, Exedy America Corp., and a representative of the Career Magnet Academy.

CLSCC has an equally strong partnership with industries in the TRDA area. TRDA provided CLSCC with a training building to help meet industry demands. In the startup phase, a Monroe County Advisory Council was created. Industry partners include Carlex, JTEKT, SeaRay Boats, Mastercraft, and others, as well as the local school system and economic development agencies.

Detailed description of each mandatory partner’s role in implementation of the identified
program -

1. Economic Development Agency - Rachel Buchanan, Director of Economic Development
   Blount Partnership - management, marketing, and advisory committee chair

2. Public institution of higher education –
   a. Pellissippi State Community College – Margaret Ann Jeffries-Dean of Engineering and
      Technologies - Set-up and manage AIS, IMT and IAC programs in Blount and Knox
      Counties, train high school faculty, hire faculty and/or staff, purchase and maintain
      equipment, collect and report data, serve on advisory committee, and update curriculum.
   b. Cleveland State Community College – Patricia Weaver, Director of Off Campus Centers
      – Susan Webb-Curtis –Dean of Business and Technology-Fiscal management, set-up and
      manage IT and IAC programs in Monroe County schools and new industrial training
      center, train high school teachers, hire faculty, purchase and maintain equipment, collect
      and report data, serve on advisory committees, and update curriculum.
   c. Tennessee College of Applied Technology Knoxville – Curt Johnston, Director of
      Education & Workforce Alignment - teach at high schools, advisory board, and update
      curriculum.

   Tennessee, Inc. (500 jobs), Alcoa, Inc. (200 jobs); Monroe County - Carlex (400 jobs), and
   Knox County –Knoxville Oak Ridge Innovation Valley - serve on advisory committee,
   provide WBL, provide speakers and tours, report quality of graduates, advise on curriculum
   matters, provide documentation to CLSCC for reimbursement of student wages,

   County Schools, Elton Freichs, Ed.D., CTE Director Monroe County Schools- Serve on
advisory committee, liaison between schools - colleges, report quality student learning,

liaison schools - industries, collection and report data.

**Letters of support and/or commitment from local and area employers** - MAESTRO has WBL commitments from Brunswick-Sea Ray, Skier's Choice; and Carlex in Monroe County; ProNova Solutions, Boatmate Trailers, and DENS0 Manufacturing Tennessee in Blount County; and Exedy America Corp. in Knox County. See Appendix F. for regular letters of support.

**Letters of support from higher education institution** – See Appendix G for letters of Support from the PSCC president and the CLSCC president.

**Section 4: Budget Plan** - See Appendix B

**Section 5: Sustainability**

**Detailed plan for sustaining the program** - The county advisory committees will continue.

PSCC’s and CLSCC’s programs will continue beyond the grant. High schools having invested personnel and resources will go on.

**Plan for maintaining communications and sharing resources** - Communication and sharing resources will revert to college service areas, PSCC and CLSCC will continue to talk, provide serves, and share resources with industries, non-profits, and area workforce agencies. Program advisory board will insure program improvements.

**Description of long-term resources to maintain and repair equipment** - Colleges employ full-time technicians and have recurring budgets to maintain equipment.

**Plan for maintenance, housing, and upkeep of equipment purchased for grant** – Maintenance and upkeep will be done by permanent technicians at each college. The equipment will be housed at the Strawberry Plains, Blount County and Monroe Campuses. Both colleges will assume responsibility for up keep on the equipment.
<table>
<thead>
<tr>
<th>POLICY 03 Object Line-item Reference</th>
<th>EXPENSE OBJECT LINE-ITEM CATEGORY</th>
<th>GRANTEE PARTICIPATION</th>
<th>TOTAL PROJECT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CLEVELAND STATE CONTRACT</td>
<td>PELLISSIPPI STATE CONTRACT</td>
<td></td>
</tr>
<tr>
<td>1, 2</td>
<td>Salaries, Benefits &amp; Taxes</td>
<td>$106,260</td>
<td>$240,587</td>
</tr>
<tr>
<td>4, 15</td>
<td>Professional Fee, Grant &amp; Award 2</td>
<td>$14,000</td>
<td>$23,000</td>
</tr>
<tr>
<td>5, 6, 7, 8, 9, 10</td>
<td>Supplies, Telephone, Postage &amp; Shipping, Occupancy, Equipment Rental &amp; Maintenance, Printing &amp; Publications</td>
<td>$22,240</td>
<td>$13,080</td>
</tr>
<tr>
<td>11, 12</td>
<td>Travel, Conferences &amp; Meetings</td>
<td>$10,000</td>
<td>$36,584</td>
</tr>
<tr>
<td>18</td>
<td>Other Non-Personnel 2</td>
<td>$2,000</td>
<td>$0.00</td>
</tr>
<tr>
<td>20</td>
<td>Capital Purchase 2</td>
<td>$306,480</td>
<td>$149,600</td>
</tr>
<tr>
<td>22</td>
<td>Indirect Cost</td>
<td>$36,878</td>
<td>$37,028</td>
</tr>
<tr>
<td>24</td>
<td>In-Kind Expense</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>GRAND TOTAL</td>
<td>$497,858</td>
<td>$499,879</td>
</tr>
</tbody>
</table>

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: www.state.tn.us/finance/act/documents/policy3.pdf).
2 Applicable detail follows this page if line-item is funded.
APPENDIX B - Budget and Budget Narrative

Line 1 Salaries And Wages
On this line, enter compensation, fees, salaries, and wages paid to officers, directors, trustees, and full-time employees. An attached schedule may be required showing client wages or other included in the aggregations.

Cleveland State Community College
Staff: $77,000

The college will employ 1 full-time faculty member for the Industrial Technology program at the Monroe County Center ($38,500 x 2 = $77,000)

<table>
<thead>
<tr>
<th>Title</th>
<th>Employment Dates</th>
<th>Annual Salary</th>
<th>Total Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0 FTE Faculty</td>
<td>01/01/2017 - 03/18/2019</td>
<td>$38,500</td>
<td>$77,000</td>
</tr>
</tbody>
</table>

Pellissippi State Community College
Staff And Wages: $191,190

The College will employ 2 full-time technicians for Industrial Maintenance Technology (IMT) and Automated Industrial Systems (AIS) at the Strawberry Plains Campus and Blount County Campus ($37,000 x 1.5 years x 2 = $111,000)

The College will employ 2 part-time technicians for IMT and AIS at the Strawberry Plains Campus and Blount County Campus ($22 per hour x 27 hours per week x 45 weeks x 1.5 years x 2 = $80,190)

<table>
<thead>
<tr>
<th>Title</th>
<th>Employment Dates</th>
<th>Annual Salary</th>
<th>Total Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0 FTE Technician Strawberry Plains Campus</td>
<td>07/01/2017 - 03/18/2019</td>
<td>$37,000</td>
<td>$55,500</td>
</tr>
<tr>
<td>1.0 FTE Technician Blount County Campus</td>
<td>07/01/2017 - 03/18/2019</td>
<td>$37,000</td>
<td>$55,500</td>
</tr>
<tr>
<td>1.0 PTE Technician Strawberry Plains Campus</td>
<td>07/01/2017 - 03/18/2019</td>
<td>$26,730</td>
<td>$40,095</td>
</tr>
<tr>
<td>1.0 PTE Technician Blount County Campus</td>
<td>07/01/2017 - 03/18/2019</td>
<td>$26,730</td>
<td>$40,095</td>
</tr>
</tbody>
</table>

Faculty and staff: Increases instructional capacity in the advanced manufacturing pathway with focus on mechatronics and maintenance, and automated industrial systems.

Line 2 Employee Benefits & Payroll Taxes
Enter (a) the institution's contributions to pension plans and to employee benefit programs such as health, life, and disability insurance; and (b) the institution's portion of payroll taxes such as social security and Medicare taxes and unemployment and workers' compensation insurance. An attached schedule may be required showing client benefits and taxes or other included in the aggregations.
Cleveland State Community College
Employee Benefits & Payroll Taxes: $29,260
Full-time Faculty and Staff benefits are calculated at 38% of wage. Full-time Staff and Instructor benefits include FICA (6.2%); Medicare (1.45%); worker's compensation, retirement and health insurance costs. The College will employ one full-time faculty member at the Monroe County Center ($77,000 x 38% = $29,260)

<table>
<thead>
<tr>
<th>Employee Benefits &amp; Payroll Taxes</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$14,630</td>
<td>$14,630</td>
<td>$0</td>
</tr>
</tbody>
</table>

Pellissippi State Community College
Employee Benefits & Payroll Taxes: $49,397

Full-time Faculty and Staff benefits are calculated at 38.00% of wage. Full-time Staff and Instructor benefits include FICA (6.2%); Medicare (1.45%); worker's compensation, retirement and health insurance costs. The College will employ 2 full-time technicians for IMT and AIS at the Strawberry Plains Campus and Blount County Campus ($111,000 x 38% = $42,180)

Part-time Staff benefits are calculated at 9.00% of wage. Part-time benefits include FICA (6.2%); Medicare (1.45%); and worker's compensation. The College will employ 2 part-time technicians for IMT and AIS at the Strawberry Plains Campus and Blount County Campus ($80,190 x 9% = $7,217)

<table>
<thead>
<tr>
<th>Employee Benefits &amp; Payroll Taxes</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$19,764</td>
<td>$19,764</td>
<td>$9,869</td>
</tr>
</tbody>
</table>

Line 4 Professional Fees
Enter the organization's fees to outside professionals, consultants, and personal-service contractors. (A detailed description is required in the Grant Budget Line-Item Detail if this line-item is funded.)

Cleveland State Community College
Professional Fees: $5,000

Blount Partnership $5,000
Funds allotted to provide project management, participant tracking and outcomes reporting $2,000 Years 1 and 2, $1,000 in Year 3.

Pellissippi State Community College
Professional Fees: $5,000

Blount Partnership $5,000
Funds allotted to provide project management, participant tracking and outcomes reporting.

**Line 5 Supplies**
Enter the organization’s expenses for office supplies, food and beverages, and other supplies. An attached schedule may be required showing food expenses or other details included in the aggregations.

**Cleveland State Community College**
Supplies: $22,240

<table>
<thead>
<tr>
<th>Description</th>
<th>Unit Cost</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Expo in Years 1 and 2</td>
<td>$1,500</td>
<td>2</td>
</tr>
<tr>
<td>Lab supplies multi meters</td>
<td>$70</td>
<td>12</td>
</tr>
<tr>
<td>Wire Consumables in Years 1 and 2</td>
<td>$1,700</td>
<td>2</td>
</tr>
<tr>
<td>All-in-one PC computers-Monroe Center</td>
<td>$1,000</td>
<td>15</td>
</tr>
</tbody>
</table>

**Pellissippi State Community College**
Supplies: $13,080

<table>
<thead>
<tr>
<th>Description</th>
<th>Unit Cost</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labvolt Transformer Trainer Strawberry Plains Campus</td>
<td>$2,000</td>
<td>1</td>
</tr>
<tr>
<td>Labvolt Transformer Trainer Blount County Campus</td>
<td>$2,000</td>
<td>1</td>
</tr>
<tr>
<td>Labvolt Load Strawberry Plains Campus</td>
<td>$1,000</td>
<td>1</td>
</tr>
<tr>
<td>Labvolt Load Blount County Campus</td>
<td>$1,000</td>
<td>1</td>
</tr>
<tr>
<td>Office Supplies in Years 1 and 2</td>
<td>$1,000</td>
<td>2</td>
</tr>
<tr>
<td>Equipment for MET 1005 Blount County Campus</td>
<td>$2,540</td>
<td>1</td>
</tr>
<tr>
<td>Equipment for MET 1005 Strawberry Plains Campus</td>
<td>$2,540</td>
<td>1</td>
</tr>
</tbody>
</table>

**Line 6 Telephone**
Enter the institution’s expenses for telephone, cellular phones, FAX, E-mail, telephone equipment maintenance, and other related expenses.

**Cleveland State Community College**
Telephone: $0
APPENDIX B - Budget and Budget Narrative

Pellissippi State Community College
Telephone: $0

Line 7 Postage And Shipping
Enter the institution's expenses for postage, messenger services, overnight delivery, outside mailing service fees, freight and trucking, and maintenance of delivery and shipping vehicles.

Cleveland State Community College
Postage And Shipping: $0

Pellissippi State Community College
Postage And Shipping: $0

Line 9 Equipment Rental and Maintenance
Enter the institution's expenses for renting and maintaining computers, copiers, postage meters, and other office equipment used exclusively for this grant initiative.

Cleveland State Community College
Equipment Rental and Maintenance Fees: $0

Pellissippi State Community College
Equipment Rental and Maintenance Fees: $0

Line 10 Printing And Publications
Enter the institution's expenses for producing printed materials (not including posters, advertising, and other marketing materials), purchasing books and publications, and buying subscriptions to publications.

Cleveland State Community College
Printing And Publications: $0

Pellissippi State Community College
Printing And Publications: $0

Line 11 Travel
Enter the institution's expenses for travel, including transportation, meals and lodging, and per diem payments.

Cleveland State Community College
Travel: $5,000

Funds allotted to provide equipment training to faculty and staff
Train the Trainer $5,000

Pellissippi State Community College
Travel: $5,000
APPENDIX B - Budget and Budget Narrative

Train the Trainer $5,000
Funds allotted to provide equipment training to faculty and staff

**Line 12 Conferences And Meetings**
Enter the institution's expenses for conducting or attending meetings, conferences, and conventions. Include rental of facilities, speakers' fees and expenses, printed materials, and registration fees.

**Cleveland State Community College**
Conferences And Meetings: $5,000

NCCER Training - National Center for Education and Research $3,500, Annual Reporting Fees $1,500

**Pellissippi State Community College**
Conferences And Meetings: $31,584

Funds allotted to send new technicians to school to learn how to operate AIS training equipment. National Instruments training, Knoxville, Tennessee $6878, Regional training $4,400, FANUC Certified Training $5,100 = Total $16,378

Funds allotted to send new technicians to school to learn how to operate IMT training equipment. FANUC Robot Maintenance, Robot Mechanical Disassembly/Reassembly, Course fee $3,500, Travel $750, Hotel $300, Per Diem $179, Baggage $50, Car $250, Parking $40 for one Instructor and two Technicians = Total $15,206

**Line 15 Grants And Awards**
Enter the institution's awards, grants, subsidies, and other pass-through expenditures to individuals and to other institutions, including travel and equipment allowances outside the institution (this includes WBL salary reimbursements). This classification includes items used in direct support of this initiative. (A detailed description is required in the Grant Budget Line-Item Detail if this line-item is funded.)

**Cleveland State Community College**
Grants And Awards: $9,000

4 Internships $8,000
Funds allotted to pay 50% of the cost of Work-based learning up to $2,000 per student

Stipends paid to High School Teachers 2 x $250 each Years 1 and 2 = $1000

**Pellissippi State Community College**
Grants And Awards: $18,000

Funds allotted to pay high school teachers to learn how to teach college level AIS/IMT classes at $1,000 each Total $8,000
APPENDIX B - Budget and Budget Narrative

Student Support Services (Stipends)
Funds allotted to pay 50% of the cost of Work-based Learning up to $2,000 per student
Total $10,000

Line 18 Other Nonpersonnel Expenses
Enter the institution's allowable expenses for advertising, the institution's and employees' membership dues in associations and professional societies and licenses, permits, registrations, and testing fees.

Cleveland State Community College
Other Nonpersonnel Expenses: $2,000
Advertising, promotion, flyers $1,000 in Years 1 and 2

Pellissippi State Community College
Other Nonpersonnel Expenses: $0

Line 19 Capital Purchases
Enter the organization's purchases of fixed assets and purchases with a minimum life expectancy of one year. Include land, equipment, buildings, leasehold improvements, and other fixed assets.

Cleveland State Community College
Capital Purchases: $306,480
Equipment: $281,480

<table>
<thead>
<tr>
<th>Description</th>
<th>Unit Cost</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>NIDA AC/DC Training System-Monroe Center</td>
<td>$5,004</td>
<td>12</td>
</tr>
<tr>
<td>Mechanical Systems Training System-Monroe Center</td>
<td>$37,375</td>
<td>1</td>
</tr>
<tr>
<td>Electrical Motor Controls training system-Monroe Center</td>
<td>$37,131</td>
<td>2</td>
</tr>
<tr>
<td>Allen-Bradley ControLogix 5000 PLC training packages-Monroe Center</td>
<td>$22,494</td>
<td>2</td>
</tr>
<tr>
<td>Hydraulic/Pneumatic training system-Monroe Center</td>
<td>$64,807</td>
<td>1</td>
</tr>
</tbody>
</table>

Facility Improvement: $25,000

Pellissippi State Community College
Capital Purchases: $149,600

<table>
<thead>
<tr>
<th>Description</th>
<th>Unit Cost</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amatrol Industrial Construction Trainer Equipment for EET 1055 Blount County Campus and Strawberry Plains Campus</td>
<td>$10,000</td>
<td>2</td>
</tr>
<tr>
<td>Hydraulics Trainer Equipment for MET 2022 Blount County Campus</td>
<td>$48,000</td>
<td>1</td>
</tr>
<tr>
<td>Pneumatics Trainer Equipment for MET 2022 Blount County Campus</td>
<td>$48,000</td>
<td>1</td>
</tr>
</tbody>
</table>
APPENDIX B - Budget and Budget Narrative

<table>
<thead>
<tr>
<th>Easy Laser Alignment System Equipment for MET 2030</th>
<th>$16,800</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blount County Campus and Strawberry Plains Campus</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Line 22 Indirect Costs**
This amount is intended to cover costs associated with administrative functions including providing the required project reports, financial information, and information to support project evaluation.

**Cleveland State Community College**
Indirect Costs: $36,878

**Pellissippi State Community College**
Indirect Costs: $37,028

**Line 24 In-Kind Expenses**
This amount is for reporting the value of contributed resources applied to the program. Approval and reporting guidelines for in-kind contributions will be specified by those contracting state agencies who allow their use toward earning grant funds.

**Cleveland State Community College**
In-Kind Expenses: $0

**Pellissippi State Community College**
In-Kind Expenses: $0

**Line 25 Total Expenses**
Total Direct and Administrative Expenses, and Line 24, In-kind Expenses, goes on this line.

**Cleveland State Community College**
Total Expenses: $497,858

**Pellissippi State Community College**
Total Expenses: $499,879
APPENDIX C: Scoring Rubric

Scoring Rubric

Program Name: The Marine and Advanced Engineering System Technology Regional Occupations (MAESTRO)
Lead Entity: Blount Partnership

Higher Education Partner: Cleveland State and Pellissippi State Community Colleges
Tennessee College of Applied Technology-Knoxville

<table>
<thead>
<tr>
<th>Evaluation Criteria</th>
<th>Maximum Points</th>
<th>Reviewer Score</th>
<th>Comments/Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Section 1. Demonstrated Need</strong></td>
<td>20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Is there localized data demonstrating the need for action?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Are there clear linkages between grant activities and local needs?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Is proposal aligned with state Drive to 55 goals?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Scoring Range**

1 – Proposal is not aligned with goals of the RFP.

10 – Proposal states goals and connects with priorities but lacks detail in how planned activities satisfy workforce need.

20 – Proposal provides detailed and clear connections between local needs and planned activities.
### APPENDIX C: Scoring Rubric

<table>
<thead>
<tr>
<th>Evaluation Criteria</th>
<th>Maximum Points</th>
<th>Reviewer Score</th>
<th>Comments/Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Section 2. Program Plan</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Is a detailed project timeline and overview provided?</td>
<td>25</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Are there measurable objectives for each phase of the project?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Is a project governance and accountability plan clearly presented?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- If requested, is there a clear justification for equipment?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- If initiating work-based learning, is there clear alignment of localized need and academic credentialing?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- If initiating work-based learning is there a clear plan for employer engagement, student outcomes, and payment reporting defined in the proposal?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Scoring Range**

1 – Program plan does not contain an organized overview or lacks sufficient timeline elements.

10 – A program plan is presented but lacks sufficient details regarding identified objectives, governance, accountability information or skills gap improvement.

25– Program plan as submitted provides a viable and organized approach and includes all required elements.

+5 Bonus Points for submitting a proposal that includes a WBL program component.
## Section 3. Strength of Partnership

- Is there a detailed description of the role of each partner in implementation of the project?
- Are the capabilities of each partner in ensuring project success adequately described?
- Are appropriate letters provided?

### Scoring Range
1 – Partnerships are not stated or clearly defined, or lack the required members.

10 – Partners are named but do not reflect an effective and organized approach given the program's parameters.

20 – Partners are specifically named and regional employer resources and commitments are sufficiently described demonstrating the likelihood of program success in the region.

## Section 4. Budget Plan

- Are budget requests detailed, justified, and accurately reflected?
- Are projected expenditures consistent with the program's stated goals?

### Scoring Range
1 – Budget is incomplete and/or unreasonable given the scope of the proposal.

10 – Budget lacks sufficient detail but expenditures seem to be reasonable given the scope of the proposal.

15 – Budget is complete with sufficient justifications and detail listed for each line item.
### Section 5. Sustainability

- Is there a detailed plan for sustaining the program beyond the 30-month funding period?
- Is there a detailed plan for maintaining communication and sharing resources?

#### Scoring Range

1 - Sustainability plan is incomplete and/or unreasonable given the scope of the proposal.

10 - Sustainability plan lacks sufficient detail but plan seems to be reasonable given the scope of the proposal.

20 - Sustainability plan is complete with sufficient detail provided for proper investment of resources.

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>20</td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX C: Scoring Rubric

Total Score: ______ (out of 105)

Reviewer Signature: ____________________________

Name ____________________________ Date

Overall Comments:

____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________


APPENDIX D. Intent to Submit Notification

LEAP Program Intent to Submit Notification

Lead Entity:
Blount Partnership

Project Director/Co-Director:
Rachel Buchanan

Project Director/Co-Director Phone Number(s):
(865) 659-8490

Project Director/Co-Director Email Address(es):
Rtrump@blountpartnership.com

Name of Higher Education Institution:
Pellissippi State Community College, Cleveland State Community College, Tennessee College of Applied Technology – Knoxville

Title of Proposed Project:
MAESTRO – Marine and Advanced Engineering Systems Technology for Regional Occupations

Proposed Partners:
Blount County Schools, Maryville City Schools, Alcoa City Schools, LWIA4, Denso, Alcoa Inc, Newell Rubbermaid, Koide Tennessee, Toyota Tsusho America, Promat, Boatmate Trailers, Cherokee Millwright, Monroe County Schools, Monroe County Economic Development, Cleveland State Community College, Tellico Reservoir Development Agency, Tennessee Career Center (Local Workforce Investment Area #4), JTEKT, Carlex, Mastercraft Boats, SeaRay Boats, Yamaha

Proposed Funding Requested:
$1,000,000
APPENDIX E. Charts and Graphs

Chart 1

<table>
<thead>
<tr>
<th>Score %</th>
<th>National High Growth Industry</th>
<th>Green Occupation</th>
<th>Regional High Growth Industry</th>
<th>Occupation Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td></td>
<td></td>
<td></td>
<td>Manufacturing Engineers</td>
</tr>
<tr>
<td>88</td>
<td></td>
<td></td>
<td></td>
<td>First-Line Supervisors of Production and Operating Workers</td>
</tr>
<tr>
<td>82</td>
<td></td>
<td></td>
<td></td>
<td>Manufacturing Production Technicians</td>
</tr>
<tr>
<td>65</td>
<td></td>
<td></td>
<td></td>
<td>Manufacturing Engineering Technologists</td>
</tr>
<tr>
<td>44</td>
<td></td>
<td></td>
<td></td>
<td>Extruding and Drawing Machine Setters, Operators and Tenders, Metal and Plastic</td>
</tr>
<tr>
<td>35</td>
<td></td>
<td></td>
<td></td>
<td>Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic</td>
</tr>
<tr>
<td>35</td>
<td></td>
<td></td>
<td></td>
<td>Textile Knitting and Waving machine Setters, Operators, Metal and Plastic</td>
</tr>
<tr>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td>Computer-Controlled machine Tool Operators, Metal and Plastic</td>
</tr>
<tr>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td>Forging Machine Setters, Operators, and Tenders Metal and Plastic</td>
</tr>
<tr>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td>Industrial Engineers</td>
</tr>
<tr>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td>Rolling Machine Setters, Operators, and Tenders Metal and Plastic</td>
</tr>
<tr>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td>Sawing Machine Setters, Operators, and Tenders Wood</td>
</tr>
<tr>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td>Team Assemblers</td>
</tr>
<tr>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td>Vocational Education Teachers, Postsecondary</td>
</tr>
<tr>
<td>18</td>
<td></td>
<td></td>
<td></td>
<td>Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic</td>
</tr>
<tr>
<td>15</td>
<td></td>
<td></td>
<td></td>
<td>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</td>
</tr>
<tr>
<td>15</td>
<td></td>
<td></td>
<td></td>
<td>Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products</td>
</tr>
</tbody>
</table>

Resource: JOBS4TN.GOV

Chart 1: This data taken from information on the Jobs4TN website indicates that most manufacturing jobs in the region and the nation are “high growth.” However, three blocks in the regional chart relating to important manufacturing careers are not highlighted in red. The actual situation in Knox, Blount, and Monroe Counties, represented by the actual number of new manufacturing jobs (2,680) announced in the last 15 months, proves that those blocks should be highlighted as regards the counties Cleveland State and Pellissippi State will be serving.
<table>
<thead>
<tr>
<th>Industry Name</th>
<th>Product</th>
<th>Number of Employees</th>
<th>Number of Employees in the last 15 months or NEW</th>
<th>Total Number of Employees</th>
<th>County</th>
<th>Advanced Manufacturing Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Munitions International</td>
<td>firearms industry</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DENSO Manufacturing Tennessee, Inc.</td>
<td>starters, alternators, instrument clusters, electronics, and body electronics</td>
<td>3100</td>
<td>500</td>
<td>3,600</td>
<td>Blount</td>
<td></td>
</tr>
<tr>
<td>TeamHealth</td>
<td>healthcare staffing</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>K12 Inc.</td>
<td>education technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alcoa</td>
<td>lightweight metals technology, engineering and manufacturing</td>
<td></td>
<td>200</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ProNova</td>
<td>proton therapy machines</td>
<td></td>
<td>120</td>
<td>70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lifetime Products</td>
<td>blow-molded polyethylene folding chairs and tables, picnic tables, and home basketball equipment.</td>
<td></td>
<td>500</td>
<td>500</td>
<td>Knox</td>
<td></td>
</tr>
<tr>
<td>TeamHealth</td>
<td>healthcare staffing</td>
<td></td>
<td>250</td>
<td>250</td>
<td>Knox</td>
<td></td>
</tr>
<tr>
<td>Regal Entertainment Group</td>
<td>theater chain</td>
<td></td>
<td>75</td>
<td>75</td>
<td>Knox</td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX E. Charts and Graphs

Chart 2 Continued

<table>
<thead>
<tr>
<th>Industry Name</th>
<th>Product</th>
<th>Number of Employees</th>
<th>Total Number of Employees</th>
<th>County</th>
<th>Advanced Manufacturing Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Innovate</td>
<td>plastic molding and contract manufacturing</td>
<td>50</td>
<td>50</td>
<td>Knox</td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jewelry</td>
<td>fine jewelry and loose gemstones</td>
<td>30</td>
<td>30</td>
<td>Knox</td>
<td></td>
</tr>
<tr>
<td>Television</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>JTEKT</td>
<td>hydraulic rack and pinion &amp; electric steering</td>
<td>900</td>
<td>400</td>
<td>Monroe</td>
<td>550</td>
</tr>
<tr>
<td>Automotive</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Havco Wood</td>
<td>laminated wood floors for trucks</td>
<td>350</td>
<td>150</td>
<td>Monroe</td>
<td></td>
</tr>
<tr>
<td>Products</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>YAMAHA</td>
<td>family/fun Boats</td>
<td>305</td>
<td>147</td>
<td>Monroe</td>
<td></td>
</tr>
<tr>
<td>Boats</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carlex Glass</td>
<td>automotive glass</td>
<td>393</td>
<td>107</td>
<td>Monroe</td>
<td></td>
</tr>
<tr>
<td>Company</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AEROFLEX USA</td>
<td>closed-cell thermal insulation</td>
<td>100</td>
<td>50</td>
<td>Monroe</td>
<td></td>
</tr>
<tr>
<td>USA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hope Industries</td>
<td>injection molded plastic parts</td>
<td>27</td>
<td>21</td>
<td>Monroe</td>
<td></td>
</tr>
<tr>
<td>a division of Wright Plastic Products</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic</td>
<td>flexible packaging manufacturer</td>
<td>15</td>
<td>15</td>
<td>Monroe</td>
<td></td>
</tr>
<tr>
<td>Packaging</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Systems</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>890</strong></td>
<td><strong>Grand Total</strong></td>
<td><strong>2,580</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>3,950</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Blount County Press Releases, Knox County Mayor's Office, Monroe County Economic Development Office, and the Knox County/Knoxville Chamber of Commerce.
APPENDIX E. Charts and Graphs

Graph 1

Graph 1: This visual shows the number of Engineering Technology students who earned an associate degree or certificate by year from 2008 through the Spring Semester of 2016. The average number of graduates with middle or high skills was 171 per year.

Graph 2

Graph 2: This graphic shows that while the number of Industrial Technology graduates at CLSCC has been growing steadily over the past nine years, the college was only able to graduate a total of only 385 students with middle or high skills in manufacturing.
APPENDIX E. Charts and Graphs

Chart 3

| Percentage of students in the MAESTRO service area in the Free or Reduced Meals Program |
|---------------------------------|---------------------------------|
| County and School               | Free and Reduced Meals Percentage |

**Blount County Schools**

<table>
<thead>
<tr>
<th>School</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcoa High School</td>
<td>40.93%</td>
</tr>
<tr>
<td>Heritage High School</td>
<td>51.70%</td>
</tr>
<tr>
<td>Maryville High School</td>
<td>24.20%</td>
</tr>
<tr>
<td>William Blount High School</td>
<td>44.80%</td>
</tr>
</tbody>
</table>

**Monroe County Schools**

<table>
<thead>
<tr>
<th>School</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sequoyah High School</td>
<td>53.70%</td>
</tr>
<tr>
<td>Sweetwater High School</td>
<td>64.98%</td>
</tr>
<tr>
<td>Tellico Plains High School</td>
<td>63.94%</td>
</tr>
</tbody>
</table>

**Knox County Schools**

<table>
<thead>
<tr>
<th>School</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Magnet Academy</td>
<td>30%</td>
</tr>
</tbody>
</table>

**Average for grant service area**

| **Average for grant service area** | **46.78%** |
July 7, 2016

Curt Johnston  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Suite 1900  
Nashville, TN 37243  

Dear Mr. Johnston,

On behalf of Alcoa Tennessee Operations, we would like to express our enthusiastic support for the LEAP 2.0 grant application of the Blount County Partnership, Pellissippi State Community College, and Cleveland State Community College.

It is a certainty that the need for skilled workers will increase substantially in Monroe, Knox, and Blount counties over the next two years. According to data collected from each county’s economic development entity, 3,950 new jobs have been announced for these counties over the past 15 months. The bulk of these new job (2,780) will be in advanced manufacturing.

Over the past eight years, Pellissippi State’s engineering technology program has produced an average of 171 engineering technology graduates with associate degrees, certificates, and the skills necessary to be hired by local manufacturers. At the same time, Cleveland State’s industrial technology program is growing, and will need expensive equipment in order to ramp up to meet the present demand.

The rate at which the TBR community colleges and colleges of applied technology produce graduates in engineering or industrial technology with the associate degrees and certificates necessary to fill these new advanced manufacturing jobs and replace older workers as they retire is simply not keeping up with the current demand.

The proposed activities of this grant will reach down to high school students, get them started toward earning a degree or credentials making eligible for frontline jobs, and enable employers to help them to earn a degree. These students will graduate with their diploma, the first year of their associates degree completed, and a certificate in Industrial Automation.

This project will increase the pool of qualified applicants in our three-county area. We urge The Tennessee Higher Education Commission to select this grant application for funding.

Sincerely,

Christy R. Newman  
Community Relations Manager

G. Michael Rule  
Central Services and Engineering Manager
June 16, 2016

L. Anthony Wise, Jr.
President
Pellissippi State Community College
10915 Hardin Valley Road
Knoxville, TN 37933

Dear Dr. Wise:

Blount County Public Library will partner with Pellissippi State Community College and Blount Partnership in the event the Blount Partnership is awarded the Tennessee LEAP 2.0 grant program. We are committed to working with you to provide on-the-job training experiences to improve the skills of students, and improve their employment opportunities.

Blount County Public Library is committed to co-enrolling students and providing assistance with needed services for apprentice/intern/on-the-job training in Advanced Manufacturing, Computer Science, Information Technology, or Nursing field. These opportunities would be for PSCC students majoring in or seeking certification in their appropriate field. We understand that the LEAP 2.0 grant may be able to reimburse a company for up to 50% of a successful student's wages.

We are pleased Pellissippi State Community College and Blount Partnership are pursuing funding and will be an active partner in meeting the goals and objectives of this grant proposal. This support includes development and implementation of employer-driven career pathways, hosting site visits, providing guest lectures, and providing an organizational representative to serve on the grant Advisory Council. In addition, we will refer prospective program participants to Pellissippi State and we will consider hiring qualified graduates.

Thank you again for partnering with us. We look forward to continuing our excellent relationship with Pellissippi State and Blount Partnership.

Sincerely,

K.C. Williams
Director
Blount County Public Library
Monday, July 11, 2016

Curt Johnston
Tennessee Higher Education Commission
404 James Robertson Parkway
Suite 1900
Nashville, TN 37243

Dear Mr. Johnston,

On behalf of Boatmate Trailers, LLC, we would like to express our enthusiastic support for the LEAP 2.0 grant application of the Blount County Partnership, Pellissippi State Community College, and Cleveland State Community College.

It is a certainty that the need for skilled workers will increase substantially in Monroe, Knox, and Blount Counties over the next two years. According to data collected from each county’s economic development entity, 3,950 new jobs have been announced for these counties over the past 15 months. The bulk of these new job (2,780) will be in advanced manufacturing.

Over the past eight years, Pellissippi State’s engineering technology program has produced an average of 171 engineering technology graduates with associate degrees, certificates, and the skills necessary to be hired by local manufacturers. At the same time, Cleveland State’s industrial technology program is growing, and will need expensive equipment in order to ramp up to meet the present demand.

The rate at which the TBR community colleges and colleges of applied technology produce graduates in engineering or industrial technology with the associate degrees and certificates necessary to fill these new advanced manufacturing jobs and replace older workers as they retire simply not keeping up with the current demand.

The proposed activities of this grant will reach down to high school students, get them started toward earning a degree or credentials making eligible for frontline jobs, and enable employers to help them to earn a degree. These students will graduate with their diploma, the first year of their associates degree completed, and a certificate in Industrial Automation.

This project will increase the pool of qualified applicants in our three-county area. We urge The Tennessee Higher Education Commission to select this grant application for funding.

Sincerely,

[Signature]
President
Boatmate Trailers, LLC
1713 Henry G Lane Street
Maryville, TN 37801
June 28, 2016

Curt Johnston
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Johnston,

On behalf of Sea Ray Boats and the Brunswick Corporation, we would like to express our enthusiastic support for the LEAP 2.0 grant application of Cleveland State Community College, Pellissippi State Community College and the Blount County Partnership.

Sea Ray currently employs 527 employees. Due to anticipated growth, annual turnover and expanding numbers of retiring workers, we anticipate hiring employees requiring skills and/or training in Production, Quality, Engineering and Maintenance over the next 5 years.

Sea Ray supports Cleveland State Community College as a partnering employer in the LEAP 2.0 Grant designed to purchase relevant equipment and establish an intensive training center at the new CSCC Monroe County Center. The proposed activities of this grant will reach high school students to start them on an educational pathway toward earning a post-secondary industrial or engineering technology certificate or degree. Incumbent workers will also be recruited into training opportunities provided at the center.

We are committed to working with the college to prepare trained workers by engaging in the following activities:

- Providing a work-based learning opportunity for one to two interns during the grant period. Wages paid to an intern will be committed as an in-kind grant match with the grant covering 50% of intern wages.
- Participate in a Career Expo held at the CSCC Monroe County Center.
- Participate in classroom presentations, mock interviews, job shadowing or other job readiness activities.
- Providing opportunities for students to interview for job openings at our organization.
- Serve on the Monroe County Advisory Council to provide guidance on training and equipment needs.

Sea Ray greatly values our partnership with Cleveland State Community College. Together, we have the opportunity to train and develop a workforce to increase the pool of qualified applicants. This grant will not only support our needs, but the needs of a large automotive and marine manufacturing footprint in this area as well. We urge The Tennessee Higher Education Commission to select this grant application for funding.

Sincerely,

[Signature]

Lee J. Haniford
Human Resource Manager
Brunswick – Sea Ray Tellico Lake Operations
100 Sea Ray Circle
Vonore, TN 37885
June 28, 2016

Curt Johnston  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243

Dear Mr. Johnston,

On behalf of Sea Ray Boats and the Brunswick Corporation, we would like to express our enthusiastic support for the LEAP 2.0 grant application of Cleveland State Community College, Pellissippi State Community College and the Blount County Partnership.

Sea Ray currently employs 527 employees. Due to anticipated growth, annual turnover and expanding numbers of retiring workers, we anticipate hiring employees requiring skills and/or training in Production, Quality, Engineering and Maintenance over the next 5 years.

Sea Ray supports Cleveland State Community College as a partnering employer in the LEAP 2.0 Grant designed to purchase relevant equipment and establish an intensive training center at the new CSCC Monroe County Center. The proposed activities of this grant will reach high school students to start them on an educational pathway toward earning a post-secondary industrial or engineering technology certificate or degree. Incumbent workers will also be recruited into training opportunities provided at the center.

We are committed to working with the college to prepare trained workers by engaging in the following activities:

- Providing a work-based learning opportunity for one to two interns during the grant period. Wages paid to an intern will be committed as an in-kind grant match with the grant covering 50% of intern wages.
- Participate in a Career Expo held at the CSCC Monroe County Center.
- Participate in classroom presentations, mock interviews, job shadowing or other job readiness activities.
- Providing opportunities for students to interview for job openings at our organization.
- Serve on the Monroe County Advisory Council to provide guidance on training and equipment needs.

Sea Ray greatly values our partnership with Cleveland State Community College. Together, we have the opportunity to train and develop a workforce to increase the pool of qualified applicants. This grant will not only support our needs, but the needs of a large automotive and marine manufacturing footprint in this area as well. We urge The Tennessee Higher Education Commission to select this grant application for funding.

Sincerely,

Daniel Nickolai  
Plant Manager  
Brunswick – Sea Ray Tellico Lake Operations  
100 Sea Ray Circle  
Vonore, TN 37885
June 14, 2016

L. Anthony Wise, Jr.
President
Pellissippi State Community College
10915 Hardin Valley Road
Knoxville, TN 37933

Dear Dr. Wise:

The Local Workforce Development Area 4 (LWDA 4) welcomes the opportunity to partner with Pellissippi State Community College and Blount Partnership in submitting an application for the Tennessee LEAP 2.0 grant program. We are committed to working with you to provide students with opportunities that will enhance their training experiences and long term productivity.

LWIA 4 is committed to co-enrolling students, as funds allow, and providing assistance with needed services for apprentice/intern/on-the-job training in Advanced Manufacturing, Computer Science, Information Technology, or Nursing field. These opportunities would be for PSCC students majoring in or seeking certification in their appropriate field. We understand that the LEAP 2.0 grant may be able to reimburse a company for up to 50% of a successful student’s wages.

We are pleased Pellissippi State Community College and Blount Partnership are pursuing funding and we will be an active partner in meeting the goals and objectives of this grant proposal. This support includes development and implementation of employer-driven career pathways, hosting site visits, providing guest lectures, and providing an organizational representative to serve on the grant Advisory Council. In addition, we will refer prospective program participants to Pellissippi State and we will consider hiring qualified graduates.

Thank you again for partnering with us on this important grant opportunity. We look forward to continuing our relationship with Pellissippi State and Blount Partnership.

Sincerely,

Chris Tiller, WIOA Director
July 19, 2016

L. Anthony Wise, Jr.
President
Pellissippi State Community College
10915 Hardin Valley Road
Knoxville, TN 37933

Dear Dr. Wise:

Innovation Valley will partner with Pellissippi State Community College and Blount Partnership in the event the Blount Partnership is awarded the Tennessee LEAP 2.0 grant program. We are committed to working with you to assist in finding on-the-job training experiences to improve the skills of students, and improve their employment opportunities. These opportunities would be for PSCC students majoring in or seeking certification in the field of manufacturing.

We are pleased Pellissippi State Community College and Blount Partnership are pursuing funding and will be an active partner in meeting the goals and objectives of this grant proposal. This support includes development and implementation of employer-driven career pathways, encouraging members to host site visits, providing guest lecturers, and providing an organizational representative to serve on the grant Advisory Council. In addition, we will refer prospective program participants to Pellissippi State.

Thank you again for partnering with us on this important grant opportunity. We look forward to continuing our excellent relationship with Pellissippi State and Blount Partnership.

Sincerely,

Rhonda Rice
Executive Director
Innovation Valley
July 1, 2016

Curt Johnston  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Suite 1900  
Nashville, TN 37243

Dear Mr. Johnston,

On behalf of ProNova Solutions we would like to express our enthusiastic support for the LEAP 2.0 grant application of the Blount County Partnership, Pellissippi State Community College, and Cleveland State Community College.

It is a certainty that the need for skilled workers will increase substantially in Monroe, Knox, and Blount Counties over the next two years. According to data collected from each county’s economic development entity, 3,950 new jobs have been announced for these counties over the past 15 months. The bulk of these new job (2,780) will be in advanced manufacturing.

Over the past eight years, Pellissippi State’s engineering technology program has produced an average of 171 engineering technology graduates with associate degrees, certificates, and the skills necessary to be hired by local manufacturers. At the same time, Cleveland State’s industrial technology program is growing, and will need expensive equipment in order to ramp up to meet the present demand.

The rate at which the TBR community colleges and colleges of applied technology produce graduates in engineering or industrial technology with the associate degrees and certificates necessary to fill these new advanced manufacturing jobs and replace older workers as they retire simply not keeping up with the current demand.

The proposed activities of this grant will reach down to high school students, get them started toward earning a degree or credentials making eligible for frontline jobs, and enable employers to help them to earn a degree. These students will graduate with their diploma, the first year of their associate’s degree completed, and a certificate in Industrial Automation.

This project will increase the pool of qualified applicants in our three-county area. We urge The Tennessee Higher Education Commission to select this grant application for funding.

Sincerely,

[Signature]

Adam Kuhn  
Vice President, Operations  
ProNova Solutions, LLC
July 8, 2016

Curt Johnston
Tennessee Higher Education Commission 404 James Robertson Parkway
Suite 1900
Nashville, TN 37243

Dear Mr. Johnston,

On behalf of Skier’s Choice, Inc., we would like to express our enthusiastic support for the LEAP 2.0 grant application of the Blount County Partnership, Pellissippi State Community College, and Cleveland State Community College.

It is a certainty that the need for skilled workers will increase substantially in Monroe, Knox, and Blount Counties over the next two years. According to data collected from each county’s economic development entity, 3,950 new jobs have been announced for these counties over the past 15 months. The bulk of these new job (2,780) will be in advanced manufacturing.

Over the past eight years, Pellissippi State’s engineering technology program has produced an average of 171 engineering technology graduates with associate degrees, certificates, and the skills necessary to be hired by local manufacturers. At the same time, Cleveland State’s industrial technology program is growing, and will need expensive equipment in order to ramp up to meet the present demand.

The rate at which the TBR community colleges and colleges of applied technology produce graduates in engineering or industrial technology with the associate degrees and certificates necessary to fill these new advanced manufacturing jobs and replace older workers as they retire simply not keeping up with the current demand.

The proposed activities of this grant will reach down to high school students, get them started toward earning a degree or credentials making eligible for frontline jobs, and enable employers to help them to earn a degree. These students will graduate with their diploma, the first year of their associates degree completed, and a certificate in Industrial Automation.

This project will increase the pool of qualified applicants in our three-county area. We urge The Tennessee Higher Education Commission to select this grant application for funding.

Sincerely,

Charles E. Hickle
Human Resources Director
APPENDIX F. Letters of Support

Work-Based Learning Commitments
APPENDIX F. Letters of Support

Date 7/11/2016

L. Anthony Wise, Jr.
President
Pellissippi State Community College
10915 Hardin Valley Road
Knoxville, TN 37933

Dear Dr. Wise:

Boatmate Trailers, LLC will partner with Pellissippi State Community College and Blount Partnership in the event the Blount Partnership is awarded the Tennessee LEAP 2.0 grant program. We are committed to working with you to provide on-the-job training experiences to improve the skills of students, and improve their employment opportunities.

Boatmate is committed to providing two years of experience for 2 apprentice/intern/on-the-job participant students as welders. These opportunities would be for PSCC students majoring in or seeking certification in the field of manufacturing. We will provide resources to the apprentices in the form of mentors, wages, equipment, and training materials. We understand that the LEAP 2.0 grant may be able to reimburse the company for up to 50% of a successful student’s wages.

We are pleased Pellissippi State Community College and Blount Partnership are pursuing funding and will be an active partner in meeting the goals and objectives of this grant proposal. This support includes development and implementation of employer-driven career pathways, hosting site visits, providing guest lectures, and providing an organizational representative to serve on the grant Advisory Council. In addition, we will refer prospective program participants to Pellissippi State and we will consider hiring qualified graduates.

Thank you again for partnering with us on this important grant opportunity. We look forward to continuing our excellent relationship with Pellissippi State and Blount Partnership.

Sincerely,

[Signature]

Ron Miller
President
Boatmate Trailers, LLC
June 29, 2016

Curt Johnston  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243

Dear Mr. Johnston,

On behalf of Carlex Glass Company, we would like to express our enthusiastic support for the LEAP 2.0 grant application of Cleveland State Community College, Pellissippi State Community College and the Blount County Partnership.

Carlex employs approximately 530 employees. Due to anticipated growth, annual turnover and expanding numbers of retiring workers, we anticipate hiring employees requiring skills and/or training in Production, Quality, Engineering and Maintenance over the next 5 years.

Carlex supports Cleveland State Community College as a partnering employer in the LEAP 2.0 Grant designed to purchase relevant equipment and establish an intensive training center at the new CSCC Monroe County Center. The proposed activities of this grant will reach high school students to start them on an educational pathway toward earning a post-secondary industrial or engineering technology certificate or degree. Incumbent workers will also be recruited into training opportunities provided at the center.

We are committed to working with the college to prepare trained workers by engaging in the following activities:

- Providing a work-based learning opportunity for one to two interns during the grant period. Wages paid to an intern will be committed as an in-kind grant match with the grant covering 50% of intern wages.
- Participate in a Career Expo held at the CSCC Monroe County Center.
- Participate in classroom presentations, mock interviews, job shadowing or other job readiness activities.
APPENDIX F. Letters of Support

- Providing opportunities for students to interview for job openings at our organization.
- Serve on the Monroe County Advisory Council to provide guidance on training and equipment needs.

Carlex values our partnership with Cleveland State Community College. Together, we have the opportunity to train and develop a workforce to increase the pool of qualified applicants. We urge the Tennessee Higher Education Commission to select this grant application for funding.

Sincerely,

Linda Ford
Human Resources Manager
Carlex Glass Company
Teaming Agreement
Between
Pelissippi State Community College and DENSO Manufacturing Tennessee, Inc.

Whereas, DENSO Manufacturing Tennessee, Inc. (DENSO) and Pelissippi State Community College (PSCC) are interested in collaborating in the Tennessee Higher Education Commission’s LEAP 2.0 grant project.

Whereas, both DENSO and PSCC recognize that business engagement in the education and training of workers is key to successful labor market outcomes for those workers;

Whereas, DENSO is an employer (NAICS 336320), which is in the service area of PSCC; and

Whereas, DENSO and PSCC are interested in signing a teaming agreement outlining roles and responsibilities of each organization;

Now therefore, each party agrees to the following:

Pelissippi State Community College agrees to collaborate with the employer in the following ways:

1) Academic support services such as tutoring, study-groups, or supplemental instruction programs
2) Career counseling and job placement services for Information Technology and/or Engineering Technology scholars
3) Community building and support among Information Technology and/or Engineering Technology scholars
4) Industry experiences, internship opportunities, and research opportunities
5) Participation in local or regional professional, industrial or scientific meetings and conferences
6) Recruitment of students to higher education programs and careers in Information Technology and/or Engineering Technology disciplines
7) Support and mentor students by faculty and other professionals

DENSO agrees to assist with the following components of the project:

1) Assist with the development of assessments or credentials that can significantly strengthen the reliability of student learning outcome measures
2) Help identify any industry-recognized certifications or credentials that are either necessary for employment or widely used by employers for hiring and promotion
3) Host site visits and guest lectures
4) Identify career pathways for incumbent workers to move forward and unemployed workers gain employment
5) Identify necessary skills and competencies needed by program graduates
6) Interview and possibly hire qualified participants that have completed training or PSCC graduation
7) Offer work-based training opportunities, such as paid internships, registered apprenticeships, on-the-job training, for participants as appropriate
8) Provide company representative to serve on the funded program’s leadership team and Advisory Council
9) Provide feedback on skills and competencies of workers completing training and placed into employment
10) Provide hiring and/or promotion consideration for qualified program participant
11) Provide resources to support education/training, i.e. equipment, instructors, mentors, funding, facilities, etc.
12) Refer eligible individuals to the PSCC training programs
13) Support and inform grant program design

L. Anthony Wise, Jr.
President
Pelissippi State Community College

Bob Booker
Senior Manager, Corporate Services Division
DENSO Manufacturing Tennessee, Inc.

June 30, 2016
July 25, 2016

L. Anthony Wise, Jr.
President
Pellissippi State Community College
10915 Hardin Valley Road
Knoxville, TN 37933

Dear Dr. Wise:

Exedy America Corporation will partner with Pellissippi State Community College and Blount Partnership in the event the Blount Partnership is awarded the Tennessee LEAP 2.0 grant program. We are committed to working with you to provide on-the-job training experiences to improve the skills of students, and improve their employment opportunities.

Exedy America Corporation is committed to providing up to two years of experience for three apprentice/intern/on-the-job participant students in the areas of Tool & Die, Quality and Engineering. These opportunities would be for PSCC students majoring in or seeking certification in the field of manufacturing. We will provide resources to the apprentices in the form of mentors, wages, equipment, and training materials. We understand that the LEAP 2.0 grant may be able to reimburse the company for up to 50% of a successful student’s wages.

We are pleased Pellissippi State Community College and Blount Partnership are pursuing funding and will be an active partner in meeting the goals and objectives of this grant proposal. This support includes development and implementation of employer-driven career pathways, hosting site visits, providing guest lectures, and providing an organizational representative to serve on the grant Advisory Council. In addition, we will refer prospective program participants to Pellissippi State and we will consider hiring qualified graduates.

Thank you again for partnering with us on this important grant opportunity. We look forward to continuing our excellent relationship with Pellissippi State and Blount Partnership.

Sincerely,

Miriam Jagels
Human Resources Manager
Exedy America Corporation
June 29, 2016

L. Anthony Wise, Jr.
President
Pellissippi State Community College
10915 Hardin Valley Road
Knoxville, TN 37933

Dear Dr. Wise:

ProNova Solutions will partner with Pellissippi State Community College and Blount Partnership in the event the Blount Partnership is awarded the Tennessee LEAP 2.0 grant program. We are committed to working with you to provide on-the-job training experiences to improve the skills of students, and improve their employment opportunities.

ProNova is committed to providing an experience for at least one apprentice/intern/on-the-job participant students as an Operations Intern during the grant period. These opportunities would be for PSCC students majoring in or seeking certification in the field of manufacturing. We will provide resources to the apprentices in the form of mentors, wages, equipment, and training materials. We understand that the LEAP 2.0 grant may be able to reimburse the company for up to 50% of a successful student’s wages.

We are pleased Pellissippi State Community College and Blount Partnership are pursuing funding and will be an active partner in meeting the goals and objectives of this grant proposal. This support includes development and implementation of employer-driven career pathways, hosting site visits, providing guest lectures, and providing an organizational representative to serve on the grant Advisory Council. In addition, we will refer prospective program participants to Pellissippi State and we will consider hiring qualified graduates.

Thank you again for partnering with us on this important grant opportunity. We look forward to continuing our excellent relationship with Pellissippi State and Blount Partnership.

Sincerely,

[Signature]

Adam Kuhn
Vice President, Operations
ProNova Solutions, LLC
Rachel Trump Buchanan  
Director of Economic Development  
Blount Partnership  

July 8, 2016  

Dear Rachel:  

Skier’s Choice will support and participate in the LEAP program up to and including providing positions for Interns based on scheduling and availability. We certainly realize the benefit to be gained of having an additional “pool” of qualified applicants from which to draw employees.  

Please keep me posted on the progress of the Grant and how we can provide support.  

Thank you for your efforts to assist us and other manufacturers in the three county collaborative.  

Respectfully,  

[Signature]  

Charles E. Hickle  
Human Resources Director
June 30, 2016

Curt Johnston
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Johnston,

On behalf of Yamaha Jet Boat Manufacturing (YJBM), we would like to express our enthusiastic support for the LEAP 2.0 grant application of Cleveland State Community College, Pellissippi State Community College and the Blount County Partnership.

YJBM employs approximately 450 employees. Due to anticipated growth, annual turnover and expanding numbers of retiring workers, we anticipate hiring employees requiring skills and/or training in Production, Quality, Engineering and Maintenance over the next 5 years.

YJBM supports Cleveland State Community College as a partnering employer in the LEAP 2.0 Grant designed to purchase relevant equipment and establish an intensive training center at the new CSCC Monroe County Center. The proposed activities of this grant will reach high school students and incumbent workers to start them on an educational pathway toward acquiring industrial credentials and earning a post-secondary industrial or engineering technology certificate or degree.

We are committed to working with the college to prepare trained workers by engaging in the following activities:
- Participate in a Career Expo held at the CSCC Monroe County Center.
- Participate in classroom presentations, mock interviews, job shadowing or other job readiness activities.
- Providing opportunities for students to interview for job openings at our organization.
- Serve on the Monroe County Advisory Council to provide guidance on training and equipment needs.

YJBM values our partnership with Cleveland State Community College. Together, we have the opportunity to train and develop a workforce to increase the pool of qualified applicants. We urge The Tennessee Higher Education Commission to select this grant application for funding.

Sincerely,

Jeremy Owens
Manager, Assembly Department
Yamaha Jet Boat Manufacturing
2000 Cobia Drive
Vonore, TN 37885
July 19, 2016

Mr. Curt Johnston  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Suite 1900  
Nashville, TN 37243

Dear Mr. Johnston:

On behalf of Pellissippi State Community College (PSCC), thank you for the opportunity to submit a LEAP grant proposal. Pellissippi State Community College and the Blount Partnership have partnered with local high schools and manufacturers to meet the workforce needs of our rapidly expanding manufacturing base. The Marine and Advanced Engineering System Technology Regional Occupations (MAESTRO) partnership is committed to providing new on-the-job training experiences to improve the skills and employability of PSCC and high school students in Blount, Knox, and Monroe counties.

Pellissippi State will work with local industry to provide new or expanded on-the-training opportunities in Advanced Manufacturing. These opportunities will be for high school and PSCC students majoring in or seeking certification in their appropriate field. We will also be partnering with Cleveland State Community College.

We will be an active partner in meeting the goals and objectives of this grant proposal. This support includes development and implementation of employer-driven career pathways, hosting site visits, providing guest lectures, and designating an organizational representative to serve on the grant Advisory Council.

I am committed to the MAESTRO program. Pellissippi State will support the Blount Partnership and the other program partners to ensure the success of this program.

Sincerely,

[Signature]

L. Anthony Wise, Jr.
President
July 20, 2016

Mr. Curt Johnston
Tennessee Higher Education Commission
404 James Robertson Parkway
Suite 1900
Nashville, TN 37243

Dear Mr. Johnston:

Cleveland State Community College (CLSCC) is committed with Pellissippi State Community College and the Blount Partnership to implement the MAESTRO collaboration which will help to provide a much needed skilled workforce in Blount, Knox, and Monroe counties.

CLSCC is committed to providing quality training and education. We are currently developing a new training facility at the Monroe County Center in Vonore, TN which will help us accomplish one of our goals of the Cleveland State 2020 Community First Plan, which is “to offer relevant programs that satisfy needs of students and the workforce and deliver them in modes that maximize student engagement and completion”. The program design will integrate the needed programming to provide skills, training and industry-recognized credentials to high school students. The program will prepare high school, college students, and incumbent workers for middle- and high-skill manufacturing jobs upon high school graduation or improve the skills of incumbent workers.

Cleveland State Community College is fully committed to meeting the goals and outcomes of the LEAP 2.0 grant. We are actively engaged in our community and helping to prepare tomorrow’s workforce.

Sincerely,

[Signature]

Dr. William Seymour
President