

# WORKFORCE INVESTMENT NETWORK LWDA 13

2016 Labor Education Alignment Program (LEAP 2.0)

## FOCUSING ON INFORMATION TECHNOLOGIES (FIT)

WORKFORCE INVESTMENT NETWORK (LWDA)  
IN PARTNERSHIP WITH  
SOUTHWEST TENNESSEE COMMUNITY COLLEGE  
SHELBY AND FAYETTE COUNTY SCHOOLS



Answering Advantage  
AT&T  
C Spire  
City of Memphis IS  
Cook Systems  
Ducks Unlimited  
Ebiz Solutions  
Electronic Vaulting Services (EVS)  
Expedient  
First Horizon National Corporation  
Hewlett Packard Enterprises (HPE)  
IMC Companies  
LabFour  
Le Moyne-Owen College  
LPS Integration  
Methodist Le Bonheur Healthcare  
MLGW  
National Civil Rights Museum  
Oteka Technologies  
Rhodes College  
Service Express  
Service Master  
St. Jude Children's Research Hospital  
Stragistics Technologies  
Summerfield Associates  
Tate Computers  
Unistar Sparco Computers  
University of Memphis  
Van Digital

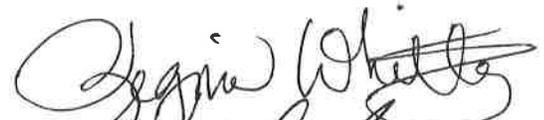
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President/Director of Higher Education  
Institution

  
  
Project Director

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IN PARTNERSHIP WITH  
SOUTHWEST TENNESSEE COMMUNITY COLLEGE  
SHELBY AND FAYETTE COUNTY SCHOOLS  
25 BUSINESS PARTNERS

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## Abstract

Fundamental to economic growth in the 21st century is the ability to generate ideas and to create innovative products and services. Students and their parents today aspire to an education that leads to upwardly mobile career opportunities in this knowledge-based economy. Achievement in science, technology, engineering, and mathematics (STEM) is vital to the new economy; an information technology curriculum is one of the most popular pathways for future professional roles in the technology sector and prepares students with the basic building blocks they need to be successful in post-secondary and workforce pathways.

Even with clearly defined career and technical education pathways in the schools of Shelby and Fayette Counties and an effective training program at Southwest Tennessee Community College, Shelby and Fayette County are falling behind in meeting the growing demand for high demand high skilled information technology workers. In addition, the national recognition of the lack of minority representation in STEM fields suggests that Shelby and Fayette Counties must strive to build diversity within the sector in order to move forward successfully into the 21<sup>st</sup> century economy.

To address the growing demand for Information Technology job candidates and the existing skills gap, LWDA 13 Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The **FIT** initiative will also contribute to Tennessee's ***Drive to 55***, helping meet Southwest's goal of 14,398 certificate or associate degree graduates by 2025.

As Southwest Tennessee Community College has been designated as a primarily black institution (PBI) and Shelby County Schools is comprised of 76 percent African American students and 12 percent Hispanic/Latino students, this proposal would not only increase degree completion and close the skills gap, it would also build diversity through a stronger representation by groups underrepresented in STEM fields within the West Tennessee region.

This proposal utilizes work based learning through a minimum of 25 employers, each offering two internships per semester for high school students with an information technology focus and two internships for Southwest Tennessee Community College Information Technologies department Associate Degree or Certificate candidates per semester.

**FIT** has secured mentorships and in-kind contributions from more than 25 employers for a projected \$65,000 in support of work-based learning programs and in kind contributions from WIN and Southwest totaling more than \$30,000. **FIT** projects a 100 percent increase of students enrolled in Southwest information technologies classes, four additional dual enrollment classes, and 19 teachers in two counties certified to approve work-based learning and the creation of a new dual enrollment program IT program in Fayette County.

**FIT** is designed solely with the goal of the LEAP 2.0 RFP. **FIT** will address skills gaps in the local workforce pool, and through data-driven and collaborative work, ensure Southwest is producing credentialed workers employers need thus driving industry to the state. **FIT** also aligns with the mission of the local schools and Southwest to produce more students graduating from accredited institutions. Producing credentialed employees will enable the West Tennessee region to further its goal of producing more educated citizens and thus meeting the "Drive to 55."

## **Section 1. Demonstrated Need**

To address the growing Information Technology job candidate skills gap, LWDA 13 Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum and the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technologies Pathway (IT). The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). FIT initiative will also contribute to Tennessee's "***Drive to 55***" campaign by producing 300 more degree and certificate credentialed workers ready to enter the workforce.

***Localized Data Demonstrating Need for Action:*** According to EMSI Quarter 4 projections, the need for a FIT initiative is long overdue. The future for technology jobs in West Tennessee is bright with a projected 6,229 available by 2025 and in the Memphis MSA, several of those occupation are expected to have growth over 7 percent (see Exhibit 1 in data list). Furthermore, the Academic Program Supply and Occupational Demand Projections 2015 Annual Report produced by THEC shows the outlook for growth rate among IT jobs to be above average across the state and the overall outlook to be excellent. The two occupations rated with the highest growth, computer systems analysts and computer support specialists, require associates' degrees. Clearly a pathway must be created to IT careers. FIT has been designed with that and Southwest's goal of 14,398 certificate or associate degree graduates by 2025 to meet the Governor's "Drive to 55."

Web/Multimedia Management, Programming Tennessee Web/Multimedia Management  
Program

**Shelby County**  
Statewide By Cluster

**DEMAND DATA**

SOC CODE	SOC TITLE	Estimated Employment	Projected Employment	Average Annual Openings	Average Annual Growth	Average Median Salary	Usual Education Requirements
113021	Computer and Information Systems Manager	5137	6063	164	1.7	\$102,042	Work Experience, plus Bachelor's Degree
151111	Computer and Information Research Scientists	464	439	7	-0.6	\$78,526	Master's Degree
151121	Computer Systems Analysis	8810	10898	346	2.1	\$75,431	Associates Degree
151131	Computer Programmers	4895	5400	178	1.0	\$75,120	Bachelor's Degree
151132	Software Developers, Applications	4477	5424	152	1.9	\$80,845	Bachelor's Degree
151133	Software Developers, Systems Software	2376	2880	80	1.9	\$83,781	Bachelor's Degree
151141	Database Administrators	1625	1934	62	1.8	\$78,565	Bachelor's Degree
151151	Computer Support Specialists	6936	8392	254	1.9	\$41,189	Associates Degree
251021	Computer Science Teachers, Postsecondary	602	689	18	1.4	\$58,612	Master's Degree
<b>TOTAL</b>		<b>35325</b>	<b>42114</b>	<b>1261</b>	<b>1.9</b>		

Cluster Grade = A.

The outlook for this cluster is excellent.

The GROWTH rate is above the average for all occupations across the state.

There are more job openings expected annually than there were training completers in a recent year.

Source: TN Department of Labor and Workforce Development  
Source: Emp. Sec. Div., Labor Market Information: (615) 741-3639, 2012

***Clear Linkages between Grant Activities and Local Needs:*** Southwest Tennessee Community has the ability to serve an additional 300 students per academic year. Information Technologies (IT) pipeline support is a current critical need for Shelby County Schools (SCS). Too few students are aware of the strong local demand and earning potential for IT specialists. For example, in 2015-16, only 178 of the 6,506 eighth graders in SCS taking the ACT Explore indicated their career interest in “computer and information specialties” and only 30 of those students expressing interest were female. Furthermore, only 20 percent of those indicating this career interest planned to attend a two-year institution. At the high school level, there are very few Career and Technical Education (CTE) concentrators in Information Technology (1.3% in SCS, compared to 2.8% across the state). A current strategic emphasis of SCS’s CTE department is to shift students’ focus away from end-user experiences of technology and towards experiences that will prepare them to become IT specialists by introducing curriculum from Oracle Academy in the Fall Semester of 2016 and curriculum from Microsoft Academy by 2017. In addition, providing these students with work-based learning experiences with participating employers will provide exposure to more career opportunities and build greater interest in degree attainment. And, the opportunity for increasing minority IT degree attainment is significant. Finally, both the Greater Memphis IT Council and WIN will work closely with businesses to provide internships for adults, IT associate degree candidates and rising high school juniors and seniors to address the skills gaps.

***Alignment with Tennessee’s Drive to 55 Goals:*** The **FIT** program provides an employer-driven collaborative approach to address the challenge of job candidate high demand high skills gaps by increasing the local IT workforce pool in Shelby and Fayette County. Additionally, the program will help close the minority gap in IT careers. **FIT** will focus on these goals and simultaneously addressing the Drive to 55 by 1) enhancing the curriculum for technology-related academic programs at institutions of higher education, 2) expanding the capacity for technology-related academic programs at institutions of higher education, and 3) implementing collaborative internships and work-based learning opportunities that prepare workers for rapid entry into the workforce. **FIT**’s goal is to continue efforts to create long-term relationships between employers and educational institutions to address the deficit of IT job candidates in the local workforce and meet Southwest’s goal of 14,398 certificate or associate degree graduates by 2025 to meet the Governor’s “Drive to 55.”

## **Section 2. Program Plan**

### ***Project Governance and Accountability Plan***

Willie Burley, Interim Chair of Southwest Technologies Department, and Regina Whitley, executive director of the Greater Memphis IT Council (GMITC) will serve as co-chairs of the project. Cooperative management of the **FIT** initiative has been chosen strategically in order to align the employers with educational providers most effectively to deliver the program goals. Mr. Burley will handle all administrative details associated with the grant including tracking outcomes. Ms. Whitley will oversee all activities associated with work-based learning and the communications plan (Exhibit 2 in data list). In addition, the project will be governed by a steering committee composed of Alan Gumbel, Deputy Director of Programs of WIN; Karen Nippert, VP for Institutional Advancement, Southwest; Willie Burley, Interim Chair Technologies Department Southwest; Regina Whitley, Executive Director, GMITC; Carol Miller, Director of CTE, SCS; Nekita Johnson, CTE Dean, FCS; Joel Tracy, CIO, IMC; Mark McMath, SVP & CIO, Methodist LeBonheur Healthcare; and Keith Perry, SVP & CIO, St. Jude's Children's Research Hospital. The steering committee will meet no less than quarterly to review progress on the project performance measures and make decisions regarding programming, community outreach strategies, budgeting and sustainability.

### ***Project Overview***

**FIT** is designed to create and sustain this effort because it will combine the long-term workforce development experience of the Workforce Investment Network, Southwest Tennessee Community College, and the Greater Memphis IT Council (GMITC) that has addressed workforce development since its formation in 2013. Through its membership, programming, and volunteer efforts, the GMITC has positively impacted technology careers by a) broadening awareness of careers in IT and by b) building relationships between K-12 and post-secondary academia and the business community. Also included in the project will be Shelby and Fayette County Schools.

The project will focus not only on **high-school students** and **associate degree candidates in IT** wishing to transition to IT careers but also **job-ready adults**. Southwest Tennessee Community College is more than qualified to participate in this project as they have developed IT career preparation programs that

not only meet area demand but also are linked to certifications which can be earned quickly for those who do not have IT backgrounds. **FIT** will create a sustainable pathway into IT careers by enhancing current academic programs or creating opportunities for long-term interaction between technology employers and educational institutions.

- **Creating and Growing Relationships:** **FIT** will plan and execute an annual summit - *Focus on IT – Building the Talent Base for IT* to bring together educators (SCS, FCS and Southwest), IT employers, and grant partners GMITC and WIN for stronger collaboration and engagement among these sector. GMITC has experience in conducting these types of summits and expects attendance by more than 200 comprised of over 50 companies and 100 individuals and representation from Shelby and Fayette County, Bartlett, Lakeland and Germantown city schools.
- **Professional Development Enhancement:** Included in the **FIT** program is the opportunity for educators at both the secondary and post-secondary levels to enhance their abilities through the pursuit of more certifications and credentials. These credentials include Cisco Certifications, Microsoft Academy and Cybersecurity.
- **Enhancing Advisory Boards:** Southwest Tennessee Community College has an active IT Advisory Board. In addition, with the aid of GMITC and WIN, the Board can be greatly enhanced to improve degree attainment and to meet employer needs. GMITC will convene its workforce development committee and document the formal meetings held and one-to-one employer discussions and provide feedback for the continued development of the SCS STEM curriculum and for the Southwest Tennessee Community College IT curriculum. They will then integrate these discussions into the Southwest Advisory Board for greater long-term collaboration between employers and educators.
- **Continual Assessment of Current Practices:** Although continuous improvement review is a regular activity at Southwest, it has not **been conducted** in partnership with an outside party such as GMITC or WIN. The **FIT** initiative will promote a collaborative relationship that is open to greater assessment of current practices such as changing curriculum to meet employer needs or evaluating training needs to best meet the students' need and ability to graduate and then enter the workforce successfully. Those jobs that currently require a four-year degree may actually only need additional certifications to meet the employer

needs. FIT will enable the IT employers and educators to further this dialogue through the FIT Annual Summit and the GMITC Workforce Development committee.

***Clear Alignment of Workforce Data and Drive to 55 Goals:***

- **Working with TN Promise Applicants and Dual Enrollment Students:** FIT will work with TN Promise applicants to promote careers. SCS and FCS are active participants in TN Promise (as well as its predecessor TN Achieves). For example, in 2014-15, 86% of SCS graduating seniors completed the TN Promise application, and 53% maintained eligibility as of June 30, 2015. TN Promise pays students' tuition to Southwest Tennessee Community College, which currently enrolls 995 graduates of SCS and FCS high schools. Southwest was also recently chosen as an experimental site program for early Pell Grant use by dual enrollment students. FCS and SCS are partners in this program, thus well positioned to further build capacity for IT dual enrollment. For those students who are economically disadvantaged and meet the scholarship criteria, the Southwest Foundation will provide \$10,000 in dual enrollment scholarships.
- **Create a Pipeline of Eligible IT Students:** FIT will organize career fairs for engagement with SCS and FCS students in the STEM, Optional Engineering and Computer Science Programs and potential Southwest Tennessee Community College IT department associate degree candidates to encourage entry into IT careers. Information Technology (IT) pipeline support is a current critical need for FCS and SCS. *Tech Talks* by members of GMITC will provide inspirational sessions that will expose the students to a variety of roles and technology within the industry. FCS and SCS students will be introduced in meaningful ways to career paths in the information technology sector and to the types of internships and jobs for which they are being prepared.
- **Create A One-Stop Communications Pathway:** Currently, there is not a method for all of the entities involved in FIT to work together for the common good of the student, the Drive to 55 or the area workforce needs. A one-stop online communications center would allow internships to be posted by employers, a speaker's bureau for Tech Talks to be updated by GMITC, and industry experts to post their teaching skills.

- **Expand and Promote Internships:**

The major component of this project is the promotion of internships. FIT will bring together at least 25 employers to offer four internships (two for high schools and two for college students) each per semester over a 30-month period. Internships currently exist but have not been promoted in the manner that this project will promote them. Six of the ten identified SCS school locations already have faculty on staff who are certified to supervise students' Work Based Learning (WBL), and all schools have expressed interest in incorporating WBL into their Business Management and IT CTE course offerings and is aligned with local labor market needs. This grant will add an additional 19 WBL certified teachers in two school systems.

- **Offer Mentors:** One important aspect of Tennessee Promise is mentoring. Mentoring can help keep a student on track and involved in their education. Currently mentors are provided through a variety of different programs that may not bring an affinity with the department focus. Some students currently may have mentors while others do not. FIT will endeavor to provide a total of 50 mentors focusing solely on IT students through the life of the grant to support the IT department and serve the associate candidates who are enrolled. The goal is for every student to have a mentor.

**Structure of Work-Based Learning (WBL) Program:** This grant will introduce two new dual enrollment courses at two school systems and provide funding to certify 19 teachers in work-based learning training. Participants will have the opportunity to participate in work-based learning opportunities provided by a variety of information technology companies. Significant industry engagement will be required and will include, but will not be limited to, setting professional expectations for quality of work, mentoring students through a project and providing feedback, and evaluating employability skill development. A dedicated workplace mentor will supervise each student in workplace-based experiences. Adults in participating programs at Southwest will have the opportunity to participate in WBL as part of their credit bearing coursework. This WBL program features 8 weeks of paid work experience (20 hours/week). Each WBL has a job description so students know what to expect from the experience. Opportunities will be geared to connecting students with their mentors from those departments respectively to reinforce their relationship.

**Participant Tracking and Performance Measurement (Follow up):** Data collection, participant tracking and analytical support are crucial to the success of a work-based learning experience. For those who qualify to use WIN as a WBL partners, WIN has tracking tools in place. SCS and FCS have tracking tools already in place as does Southwest Career Services. GMITC will also track internships and mentorships. Project performance reports will be produced monthly and distributed to program partners and reviewed monthly at steering committee meetings.

**Project Timeline and Measureable Objectives:**

Project Milestones	2016			2017												2018												
	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	
<b>Project Governance</b>																												
Kick-off for Steering Committee																												
Quarterly Steering Committee																												
<b>Enhance Academic Programs</b>																												
Annual Summit Meetings																												
GMITC Workforce Com. Meetings																												
SWTCC Advisory Board Meetings																												
Launch One-Stop Communications																												
<b>Expand Academic Programs</b>																												
Outreach to TN Promise Seniors																												
Implement WBL Classes in Schools																												
Outreach to Middle School																												
Tech Talks																												
Career Fairs																												
*MSSA After School Program																												
<b>Implement Internships</b>																												
Recruit Interns																												
Match Interns with Companies																												
Manage Internship Program																												
Complete Internship- Data Collection																												
Recruit Mentors																												
Match Mentors with IT Students																												

**\*Maxine Smith Steam Academy**

Project Milestones and Measurable Objectives	2019		
	1	2	3
Number of Interns			
Number of Mentors			
Number of Students Enrolled			
Graduation Rates – Drive to 55			
Number of Jobs Filled			
Number of TN Promise Applicants			
Number of TN Promise Applicants			
Number of Credentialed Job Candidates			
Complete Results Summary and Report			

### **Section 3. Strength of Partnerships**

#### **Detailed Description of Each Mandatory Partner in Implementation and Their Capabilities:**

**Workforce Investment Network (LWDA 13):** The Workforce Investment Network (WIN) of LWDA 13 will serve as the lead agency of the grant. WIN prepares job seekers for jobs and helps connect them with employment opportunities in Memphis, Shelby County, and Fayette County. WIN will identify and pre-screen qualified talent for local businesses and in some instances provides grants to employers to help defray the cost of training their workforce. They will provide job seekers with a variety of services, such as assessments, resume development, job search assistance, and when a job seeker is suitable and eligible, fund the job skills training needed to find and keep a good job. For **FIT**, they will provide in-kind a Business Service Analyst who is responsible for working with project staff to identify and work with businesses to create WBL opportunities and find permanent placement opportunities for participants, and **FIT** will provide a Workforce Development Specialist responsible for co-enrolling and case managing eligible adult and dislocated workers into Workforce Innovation and Opportunity Act (WIOA) services which include job search and/or training. In addition, WIN's Deputy Director of Programs will be responsible for serving on the Project Steering Committee and being the liaison between Southwest and WIN.

**Greater Memphis IT Council (GMITC):** The Greater Memphis IT Council is a non-profit membership association focused on leading the evolution for Memphis into an international center of excellence for information technology (IT). The vision of the organization is that IT Council members will be more knowledgeable and successful because of their interaction with professionals and resources that support the information technology sector in the Memphis area. In addition, the Greater Memphis IT Council is a member of the Technology Councils of North America (TECNA) and draws on the resources of this national organization of technology councils operating in most states and major metropolitan areas. As part of its mission, the Greater Memphis IT Council is working to develop the local talent base through technology training and support for STEM education. The Executive Director of GMITC will serve as co-chair of the project and a member of her staff will serve as the volunteer coordinator. They are qualified to do this as they interact with their membership base of IT companies on a daily basis.

**Employers with Demonstrated Need:** **FIT** has recruited 25 corporate partners representing more

than **25,133** IT employees in West Tennessee. These technology partners will invest in this project financially and through the engagement of their employees. They will devote their time to creating work based learning and mentoring and creating meaningful relationships with the local secondary and post-secondary schools to create an IT completion pathway ultimately delivering upon the “Drive to 55.”

**Southwest Tennessee Community College:** As the partnering institution of higher education, Southwest Tennessee Community College has two main goals. The primary goal is to graduate more qualified candidates to fill the IT high demand high skills gap. The secondary goal is to completely fill the vacancies in the IT classes. Currently Southwest only operates at 50 percent capacity filling just 150 of the open 300 seats. **FIT**'s goal is for Southwest to operate at 100 percent capacity. The interim chair of technologies will serve as co-chair of the project. As an IT professional and educator, he is more than qualified to handle the rigors of the grant and has experience in working with prior successful grants including the Women's Foundation and U.S. D.O.L. TAACCCT grants. As the fiscal agent of the grant, Southwest has managed more than \$40 million in grants and has a long history of sound fiscal grant management.

**Shelby and Fayette County Schools:** The participation of the local schools will be the key to this project. The schools can bring dual enrollment and Tennessee Promise applicants into the IT pipeline. **FIT** is designed to promote internship opportunities and technology based-curriculum into the secondary schools to create a pipeline of young technology workers. For example, SCS has an established track record of collaborating with Southwest to create and deliver an industry certification program for high school students. The projected student enrollment in the identified FCS and SCS schools is more than 14,600 students in all parts of the two-county service area. Southwest has agreed to teach IT courses on-site at two high schools in the partnering districts increasing opportunities for dual enrollment.

**Project Staffing Plan:** In order to cover two counties this project will have a FTE of 3.75 staff. The project will be led by co-project directors each having their own particular strengths. The interim chair of the Southwest Technologies Department will manage the programmatic and financial reporting and ensure proper data collection to track performance measures. The executive director of GMITC will be the other project co-director. She is fully immersed in the IT business community and will be responsible for making community presentations, managing school and corporate system relationships, conducting the annual seminar and

building corporate partnerships. She will also work closely with other team members to develop the internships and business relationships to sustain the program after the grant period. In addition, she will manage the communications plan and work with the contractor to develop the one-stop central communications portal (see exhibit 2 in data list).

**The FCS Education Outreach Coordinator** is a part-time position (50%) and will be staffed by an education professional in Fayette County Schools. This individual will lead the project in outreach with FCS, program development for rising juniors and seniors and coordination for program delivery.

**The FCS Internship Coordinator** is a part-time position (50%) for FCS and will be staffed by an education professional in Fayette County Schools. This position will lead in the management of the internship program which includes recruitment of interns, promotion of the internship program to local industry, intern placement, tracking intern progress, data collection, developing meaningful content for interns and developing a framework to establish a plan for sustainment beyond the grant period.

**The SCS FIT Pipeline Sustainability Coordinator** will be staffed by an existing SCS education professional with experience pertinent to sustainability of the FIT Pipeline in SCS schools (i.e., experience in supervising Work Based Learning in IT and/or eligibility to serve as an adjunct IT faculty member for Southwest Tennessee Community College). This position will support CTE staff in ensuring that WBL certification activities are completed by teachers in participating schools, IT teachers in those schools receive professional development and networking information useful to strengthen the FIT Pipeline, and students enrolled in DE IT classes are adequately supported through tutoring and other assistance and advising.

**The Volunteer Coordinator** is a part time position (50%) and will be staffed within GMITC. This position will be responsible for volunteer recruitment, creating a mentor program including training and placement, job shadowing development, mentor placement, job fair coordination, matching adjunct teaching opportunities, soliciting and filling needs for industry speakers.

**The Workforce Development Specialist** is a part-time position. This individual will be staffed by someone from WIN and is responsible for co-enrolling and case managing eligible adult and dislocated workers into WIOA services which include job search and/or training.

**The Marketing Specialist/Graphic Design Specialist** is a part time (.25%) position. This individual will be housed at Southwest Tennessee Community College. The Marketing/Graphic Design Specialist will develop a marketing plan, develop the one-stop communications pathway content and messaging for promotional materials and the website, prepare the layouts for the publications and the one-stop central communications portal website.

### **Section 5. Sustainability**

**FIT** will continue a similar approach beyond the 30-month grant timeline. The steering committee will continue to meet and the internships will continue. If successful, the value of the internships should be seen by the employers who are already donating up to \$65,000 in-kind to the project. Therefore, **FIT** should be sustained through traditional fund-raising and employer driven needs. As the project continues, it will be possible to identify prospects who are interested in supporting the project beyond the grant period. It will also be appropriate to approach the numerous large foundations in the area for support. Southwest has a vibrant Foundation that successfully raises private dollars for a variety of causes. This project will allow a greater understanding of employer needs and an opportunity to build deeper relationships so that when the time comes, it will be possible to ask for philanthropic dollars. This should result in a \$300,000 commitment.

**FIT** will also help develop and build the GMITC membership and help increase their investment. Increasing their investment should increase the number of work-based learning opportunities beyond the grant period. As their membership is paid, it will also strengthen their organization, thus sustaining **FIT**. This should result in a \$150,000 commitment.

To continue communicating and sharing resources, the one-stop central communications portal will be maintained and updated beyond the life of the grant by GMITC. Besides the previously discussed benefits, it will also allow custom training, promotion of IT jobs and assessment of potential interns or employees. The one-stop communications portal can be updated and should result in a \$50,000 commitment.

**FIT** will address skills gaps in the local workforce pool, and through data-driven and collaborative work, ensure Southwest is producing credentialed employees employers need thus driving industry to the state. Producing credentialed employees will enable the West Tennessee region to further its goal of producing more educated citizens and thus meeting the “Drive to 55.”

**Southwest Tennessee Community College  
LEAP 2.0 FIT Grant**

Appendix B

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

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

Policy 03 Object Line-Item Reference	Expenditures	(#) FT/PT	Grant Contract	Grantee Participation	Total Funds
1, 2	<b>Salaries, Benefits &amp; Taxes</b>				
	Co-Project Director Salary	2 PT	\$ 146,404.00		\$146,404.00
	Education Outreach Coord.	1 PT	\$48,103.41		\$48,103.41
	Internship Coordinator	1 PT	\$48,103.41		\$48,103.41
	Pipeline Sustainability Coordinator	1 PT	\$48,103.41		\$48,103.41
	Workforce Development specialist	1PT	\$62,000.00		\$62,000.00
	Volunteer Coord.	1 PT	\$48,103.41		\$48,103.41
	Marketing Spec/Graphic Design	1 PT	\$33,643.31		\$33,643.31
4, 15	<b>Professional Fees, Grants &amp; Awards</b>				
	Portal		\$ 65,000.00		\$ 65,000.00
	Substitutes		\$ 24,996.37		\$ 24,996.37
	Outreach/Recruitment Events		\$ 25,000.00		\$ 25,000.00
	Evaluation		\$ 3,500.00		\$ 3,500.00
5, 6, 7, 8, 9, 10	<b>Supplies, Telephone, Postage &amp; Shipping, Occupancy, Equipment Rental &amp; Maintenance, Printing &amp; Publications</b>				
	Office Supplies	NA	\$ 16,150.00		\$ 16,150.00
	Rent/Utilities	NA			
	Technology	NA	\$ 30,000.00		\$ 30,000.00
	Furniture/Equipment	NA			
11, 12	<b>Travel, Conferences &amp; Meetings</b>				
	Travel	NA	\$ 32,700.00		\$ 32,700.00
	Local Travel		\$ 1,175.00		\$ 1,175.00
	Meetings	NA	\$ 4,000.00		\$ 4,000.00
15	<b>Grant Awards</b>				
18	<b>Other Non-Personnel</b>				
	Marketing/Advertising	NA			
	Software liscences		\$ 24,000.00		\$ 24,000.00
20	<b>Capital Purchase</b>				
	Capital Purchases	NA			
22	<b>Indirect Cost</b>				
	Indirect Cost	NA	\$58,019.71		\$58,019.71
24	<b>In-Kind Expense</b>				
	In-Kind Expense	NA		\$ 358,333.00	\$ 358,333.00
22	<b>Grand Total</b>	NA	\$733,266.03	\$ 358,333.00	\$1,091,266.03

**Line 1 Salaries And Wages**

A total of \$395,992.50 has been allocated for salaries and wages. This is for nine personnel to cover two school districts in two separate counties. With the exception of one person, all personnel are part-time. The project will be led by co-project directors with each having their own particular strengths. These are 50 percent positions. The interim chair of the Southwest Technologies Department will manage the programmatic and financial reporting and ensure proper data collection to track performance measures. This will be a \$2,000 per semester stipend. The executive director of GMITC will be the other project co-director. She is fully immersed in the IT business community and will be responsible for making community presentations, managing school and corporate system relationships, conducting the annual seminar and building corporate partnerships. Her salary will be \$4,000 per month. **The FCS Education Outreach Coordinator** is a part-time position (50%) and will be staffed by an education professional in Fayette County Schools. The salary and benefits is estimated at \$1603.45 per month per person. **The FCS Internship Coordinator** is a part-time position (50%) for FCS and will be staffed by an education professional in Fayette County Schools. The salary and benefits is estimated at \$1603.45 per month per person. **The SCS FIT Pipeline Sustainability Coordinator** will be staffed by an existing SCS education professional with experience pertinent to sustainability of the FIT Pipeline in SCS schools. Salary and benefits is estimated at \$1603.45 per month beyond the Coordinator's existing contract for services during the school day, based on an hourly cost of \$26.62 per hour and an average of 15 hours per week. **The Volunteer Coordinator** is a part time position (50%) and will be staffed by a professional within GMITC. The salary and benefits is estimated at \$1603.45 per month. **The Workforce Development Specialist** is a part-time position whose salary is \$1,667.67 and benefits and fringe is \$667 per month. This individual will be staffed by someone from WIN. **The Marketing Specialist/Graphic Design Specialist** is a part time (.25%) position. The salary for the Marketing/Graphic Design Specialist is

\$1041.75 per month. This individual will be housed at Southwest Tennessee Community College. A further job description can be found in the narrative.

**Line 2 Employee Benefits & Payroll Taxes**

A total of \$38,466.81 has been allocated for benefits and payroll taxes. With the exception of the **SCS FIT Pipeline Sustainability Coordinator**, all benefits have been calculated at 7.65 percent to account for FICA. The Pipeline Coordinator has FICA and a 9.25 percent retirement calculated. The Workforce Development Specialist benefits are calculated at 20 percent.

**Line 4 Professional Fees**

Fees have been dedicated to deliver a one-stop central communications portal. It is estimated to construct this pathway and to maintain it will require \$65,000. Fees of almost \$25,000 have been requested to provide substitutes while teachers attend WBL training and the annual summit (3) which is expected to cost approximately \$25,000 over the lifetime of the grant. Evaluation tools are estimated to cost \$3,500.

**Line 5 Supplies**

Supplies for this project include the purchase of laptops (one dedicated solely to the project, 40 to update labs at SCS and FCS, jump drives, satchels and journals for student work-based learning, general office supplies (paper, pens, file folders, etc.) These are expected to cost \$59,650.

**Line 6 Telephone**

N/A

**Line 7 Postage And Shipping**

N/A

**Line 9 Equipment Rental and Maintenance**

N/A

**Line 10 Printing And Publications**

N/A

**Line 11 Travel**

Included in travel is local travel to and from county schools calculated at \$0.47 per mile.

**Line 12 Conferences And Meetings**

Professional development include six Southwest Faculty to take a Business Customer Computer Course at \$1700 each, and six to take an IT security course at \$3,750 each. Professional development also includes mileage and lodging for seven SCS teachers 12 FCS teachers to attend a WBL workshop. Also included is the cost to participate in quarterly WBL PLC meetings.

**Line 15 Grants And Awards**

N/A

**Line 18 Other Nonpersonnel Expenses**

Software licenses are requested for SCS and FCS to match Southwest labs and to purchase web resources identified in WBL PLCs at a cost of \$24,000.

**Line 19 Capital Purchases**

None requested.

**Line 22 Indirect Costs**

Indirect is calculated for Southwest Tennessee Community College a 8 percent of the grant.

**Line 24 In-Kind Expenses**

FIT has commitments of more than \$65,000 from employers and \$255,000 in-kind from the lead agency WIN. These include contracts to pay up to 50% of training salaries to businesses in hiring program participants' full time. This requires a contract with WIN for this service. Individual Training Accounts will be provided for up to \$4,000 to pay for training with approved local providers. These funds would not be limited to Southwest. It also includes the resources of a Business Service Analyst who is responsible for working with project staff to identify and work with businesses to create WBL opportunities and find permanent placement opportunities for participants. Southwest Tennessee Community College Foundation is dedicating \$10,000 toward dual enrollment scholarships

disadvantaged students. Southwest will also be donating up to \$5,000 in printing and marketing and \$20,000 in classroom space.

**Line 25 Total Expenses**

Expenses for the grant total \$1,066,266.03. Total request for this grant is \$733,266.03

# Top 25 IT Occupations (NAICS 5112, 5182, Memphis MSA

## Data List 1

SOC	Rank	Description	2007 Jobs	2015 Jobs	2020 Jobs	2015 - 2020 Change	2015 - 2020 % Change	2015 Location Quotient	Ave. Hourly Earning	National Avg Hourly Earnings	National 2015 Jobs	National 2020 Jobs	2015 - 2020 National % Change
15-1132	1	Software, Developers, Applications	906	843	938	94	11.20%	0.27	\$ 38.68	\$ 47.53	739,604	827,334	11.9%
15-1121	2	Computer Systems Analysis	1,965	2,106	2,252	145	6.89%	0.85	\$ 37.28	\$ 41.39	580,246	647,787	11.6%
15-1131	3	Computer Programmers	945	879	887	7	84.00%	0.62	\$ 36.16	\$ 38.90	334,414	351,498	5.1%
15-1133	4	Software, Developers, Systems Software	528	505	554	49	9.63%	0.29	\$ 40.63	\$ 50.64	410,180	450,817	9.9%
15-1151	5	Computer User Support Specialist	1,537	1,501	1,606	105	6.96%	0.54	\$ 22.57	\$ 24.72	654,286	717,643	9.7%
11-3021	6	Computer and Information Systems Managers	1,222	1,219	1,247	27	2.23%	0.81	\$ 56.98	\$ 64.94	353,262	381,622	8.0%
41-3099	7	Sales Representative, Service, All Others	2,958	2,683	2,855	172	6.40%	0.66	\$ 24.46	\$ 29.43	947,004	1,006,875	6.3%
15-1142	8	Network and Computer Systems Administrators	1,044	981	1,026	45	4.61%	0.60	\$ 37.74	\$ 38.23	384,783	406,930	5.8%
43-4051	9	Customer Service Representatives	10,468	9,770	10,024	254	2.59%	0.87	\$ 16.16	\$ 16.31	2,640,848	2,804,713	6.2%
15-1134	10	Web Developers	484	528	562	34	6.36%	0.76	\$ 23.30	\$ 30.28	162,438	180,920	11.4%
15-1152	13	Computer Network Support Specialists	676	661	656	(5)	(0.68%)	0.80	\$ 31.77	\$ 31.75	194,091	200,456	3.3%
15-1143	17	Computer Network Architects	249	209	223	15	7.09%	0.33	\$ 45.16	\$ 48.31	147,422	156,283	6.0%
15-1199	18	Computer Occupations, All Other	800	768	771	4	46.00%	0.77	\$ 37.43	\$ 40.74	233,326	242,642	4.0%

Willie Burley, Interim Chair Southwest Tennessee Community  
College Technologies Department

- Ensure implementation of activities and objectives within proposed timeframes and budgets.
- Ensure all partners work together to implement and sustain grant strategies.
- In conjunction with co-chair and grant partners, prepare all required reports to the Tennessee Higher Education Commission
- Raise awareness of programs to close the gap on the high skill, high demand occupations and meet the “Drive to 55” goal.
- Ensure adherence to the project budget.

Regina Whitley, Executive Director, GMITC

- Convene the Greater Memphis IT Council membership and its workforce development committee to provide internships and other work-based learning on a quarterly basis over 30 months.
- Secure and oversee an in-kind contribution from the GMITC membership with an ultimate goal of 40 employers for a projected \$300,000 in support of work-based learning programs.
- Document the formal workforce development committee meetings and one-to-one employer discussions and provide feedback for the continued

development of the SCS and FCS STEM curriculum and for the Southwest Tennessee Community College IT curriculum.

- Deliver inspirational career talks to the Shelby County STEM program students and to the Southwest Information Technologies department associate degree candidates on a monthly basis through its membership
- Organize career fairs for engagement with SCS and FCS students in the STEM, Optional Engineering and Computer Science Programs and Southwest Tennessee Community College Information Technologies department associate degree candidates through its membership.
- Plan and execute an annual summit - ***Focus on IT – Building the Talent Base for IT*** to bring together educators (SCS and SWTCC) and IT Employers (GMITC and WIN) for stronger collaboration and engagement among these sectors.
- Develop and implement a website as a portal for FIT to bring together SWTCC, SCS, WIN and GMITC to engage students, parents, educators and employers on careers in IT.
- Oversee volunteer coordinator who will be responsible for volunteer recruitment, creating a mentor program including training and placement, job shadowing development, mentor placement, job fair coordination, matching adjunct teaching opportunities, soliciting and filling needs for industry speakers.



3175 Lenox Park Drive, Suite 309  
Memphis, TN 38115  
Phone: 901.746.3700  
Fax: 901.746.3765

July 6th, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

IMC Companies, is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As background on our company, IMC Companies is a national network of intermodal logistics businesses providing an array of services including container drayage, customs brokerage, truck brokerage, freight forwarding, warehousing, chassis provisioning and secured container storage.

As a member of the Greater Memphis IT Council, is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: *The Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's *Drive for 55*.

IMC Companies agrees to participate in the FIT program by committing to provide work-based learning via internships for two secondary school STEM candidates from Shelby County Schools and two post-secondary associate degree candidates enrolled in the IT department of Southwest Tennessee Community College with a financial commitment of approximately \$14,400 over the course of the 30-month program. Shelby County secondary school internships will comprise a minimum of 30 hours per week for a 12-week period at \$8 per hour. Post-secondary school internships from Southwest Tennessee Community College will be a minimum of 30 hours per week for a 12-week period at \$12 per hour.

In summary, IMC Companies is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,

A handwritten signature in black ink that reads "Joel K. Tracy". The signature is written in a cursive style with a large initial "J" and a distinct "K" and "T".

Joel K. Tracy  
CIO  
IMC Companies



July 21st, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Vanick Digital is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As background on our company, since 1998, Vanick Digital has been providing exceptional IT services to its clients with one overriding principle: We provide Information Systems products and professional services of superior quality and value that best fulfill the needs of our customers.

As a member of the Greater Memphis IT Council, Vanick Digital is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

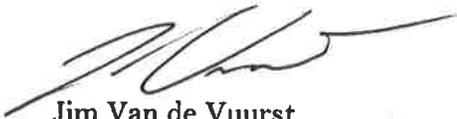
To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: ***The Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's ***Drive for 55***.

Vanick Digital agrees to participate in the FIT program by committing to provide work-based learning via internships for two secondary school STEM candidates from Shelby County

Schools over the course of the 30-month program. Shelby County secondary school internships will comprise a recommended 30 hours per week for a 12-week period at \$8 per hour for a financial commitment of \$5,760 over 2017 and 2018.

In summary, Vanick Digital is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim Van de Vuurst', with a long horizontal flourish extending to the right.

Jim Van de Vuurst  
Principal  
Vanick Digital

# Unistar-Sparco Computers, Inc.

## sparco.com®

July 21st, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Unistar-Sparco Computers is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As background on our company, Unistar-Sparco Computers is a dynamic IT Solution Provider devoted to the highest level of excellence. With more than 22 years of experience and exponential success, Unistar-Sparco Computers is a thriving organization that satisfies the ever-changing IT needs of public sector, education, and commercial customers worldwide.

As a member of the Greater Memphis IT Council, Unistar-Sparco is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

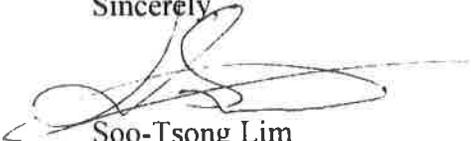
To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: ***The Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's ***Drive for 55***.

Unistar-Sparco agrees to participate in the FIT program by committing to provide work-based learning via internships for two secondary school STEM candidates from Shelby County Schools over the course of the 30-month program. Shelby County secondary school internships will comprise a recommended 30 hours per week for a 12-week period at \$8 per hour for a financial commitment of \$5,760 over 2017 and 2018.

**Unistar-Sparco Computers, Inc.**  
**sparco.com**

In summary, Unistar-Sparco is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,

A handwritten signature in black ink, appearing to read 'Soo-Tsong Lim', with a long horizontal flourish extending to the right.

Soo-Tsong Lim  
CEO & President  
Unistar-Sparco Computers



Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

July 22nd, 2016

Dear Dr. Deaton:

Lab Four Professional Development Center is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As background on our company, Lab Four provides technical training using industry recognized curricula that lead to industry certifications. We focus on technical training within industries showing potential labor market growth. Our training is a viable alternative to premature college entry for high school/GED prepared individuals and a source of re-training for displaced workers.

As a member of the Greater Memphis IT Council, Lab Four is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We also support STEM education for building the IT talent base that is in high demand.

To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: ***The Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's ***Drive for 55***.

Lab Four agrees to participate in the FIT program by committing to provide work-based learning via internships for two secondary school STEM candidates from Shelby County Schools and two post-secondary associate degree candidates enrolled in the IT department of Southwest Tennessee Community College with a financial commitment of approximately \$3,600 over the course of the 30-month program. Post-secondary school internships from Southwest Tennessee Community College will be a 30 hours per week for a 6-week period at \$10 per hour.



In summary, Lab Four is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT.

Sincerely,

A handwritten signature in black ink, appearing to read "Tony Okhiria". The signature is stylized and somewhat abstract.

Tony Okhiria  
Senior Advisor  
Lab Four Professional Development Center



July 22nd, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

First Horizon National Corporation is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As background on our organization, First Horizon National Corp. offers regional banking, wealth management, and capital market services through our First Horizon family of companies. Our family includes more than 170 First Tennessee Bank and FTB Advisors locations in and around Tennessee and 27 FTN Financial offices in the U.S. and abroad.

As a member of the Greater Memphis IT Council, First Horizon is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: ***The Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's ***Drive for 55***.

First Horizon agrees to participate in the FIT program by committing to provide the opportunity for work-based learning via internships for two selected post-secondary associate degree candidates enrolled in the IT department of Southwest Tennessee Community College with a financial commitment of approximately \$8,640 over the course of the 30-month program in 2017 and 2018. Internships will comprise a recommended 40 hours per week for a 9-week period at \$12 per hour during the summer months.

In summary, First Horizon is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,



Robin Hinds  
SVP, Deputy CIO  
Enterprise Technology - Corporate Systems and Information Management  
First Horizon National Corporation

# THE UNIVERSITY OF MEMPHIS.

Information Technology Division

377 Administration Building  
Memphis, Tennessee 38152

Office: 901.678.8324  
Fax: 901.678.5656

[www.memphis.edu](http://www.memphis.edu)

July 22th, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

The University of Memphis is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As a member of the Greater Memphis IT Council, the University of Memphis is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: ***The Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's ***Drive for 55***.

The University of Memphis agrees to participate in the FIT program by committing to provide work-based learning via internships for two secondary school STEM candidates from Shelby County Schools and two post-secondary associate degree candidates enrolled in the IT department of Southwest Tennessee Community College with a financial commitment of approximately \$12,960 over the course of the 30-month program. Shelby County secondary school internships will comprise a recommended 30 hours per week for a 12-week period at \$8 per hour. Post-secondary school internships from Southwest Tennessee Community College will be 30 hours per week for a 12-week period at \$10 per hour.

In summary, the University of Memphis is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,

A handwritten signature in black ink that reads "Sue Hull-Toye". The signature is written in a cursive style with a long, sweeping tail on the "y".

Sue Hull-Toye

Assistant CIO

University of Memphis



July 20th, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

EBiz Solutions is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As a digital marketing firm, EBiz Solutions boasts broad experience in many platforms and languages to analyze business and create the best possible solution for a company's needs regardless of technology platform. Our global business model allows us to provide high-end, custom technology solutions for an investment that is affordable for small to medium-sized businesses.

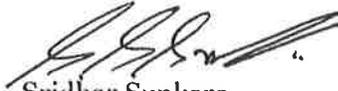
As a member of the Greater Memphis IT Council, EBiz Solutions is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: *The Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.jobs.tn.gov](http://www.jobs.tn.gov). The FIT initiative will also contribute to Tennessee's *Drive for 55*.

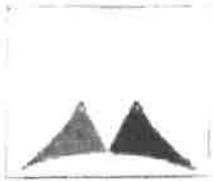
EBiz Solutions agrees to participate in the FIT program by committing to provide work-based learning via an internship for one secondary school STEM candidates from Shelby County Schools over the course of the 30-month program. Shelby County secondary school internships will comprise a recommended 30 hours per week for a 12-week period at \$8 per hour for a financial commitment of \$2,880.

In summary, EBiz Solutions is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,



Sridhar Sunkara  
CEO  
EBiz Solutions



## MEMPHIS LIGHT, GAS AND WATER DIVISION

JERRY R. COLLINS, JR., P.E.  
President and CEO

July 19, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37248

Dear Dr. Deaton:

Memphis Light Gas & Water is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As background on our organization, MLGW is the nation's largest three-service municipal utility, serving nearly 421,000 customers. Since 1939, MLGW has met the utility needs of Memphis and Shelby County residents by delivering reliable and affordable electricity, natural gas and water service.

As a supporter of WIN and a member of the Greater Memphis IT Council, MLGW is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: *The Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's *Drive for 55*.

Mr. Russ Deaton

Page 2

July 19, 2016

MLGW agrees to participate in the FIT program by committing to provide work-based learning via internships for two secondary school STEM candidates from Shelby County Schools and two post-secondary associate degree candidates enrolled in the IT department of Southwest Tennessee Community College with a financial commitment of approximately \$12,960 over the course of the 30-month program. Shelby County secondary school internships will comprise a recommended 30 hours per week for a 12-week period at \$8 per hour. Post-secondary school internships from Southwest Tennessee Community College will be 30 hours per week for a 12-week period at \$10 per hour.

In summary, MLGW is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,



Jerry R. Collins, Jr.  
President & CEO



July 21, 2016

Dr. Ross Deaton, Interim Executive Director  
State of Tennessee Higher Education Commission  
Parkway Towers, Suite 1900  
Nashville, TN 37243-0830

Dear Dr. Deaton:

The Workforce Investment Network (WIN), the local workforce board, is pleased to submit this letter of commitment for the Southwest Tennessee Community College's Focus on Information Technology (FIT) proposal to the Labor Education Alignment Program (LEAP) 2.0 Grant Competition. Information technology is one of our four targeted industries identified in our area strategic plan and we think the FIT proposal, with its emphasis on providing Work Based Learning (WBL) opportunities, can play an important role in filling the IT needs of local businesses.

As one of the required partners, WIN is committed to the following in support of FIT:

- hire/assign a Workforce Development Specialist to co-enroll eligible youth, adults and dislocated workers into Workforce Innovation Opportunity Act (WIOA) services as outlined in the proposal;
- assign a Business Services Analyst to work with FIT project staff on an in-kind basis to identify additional businesses willing to develop WBL opportunities and support permanent employment placement opportunities; and
- serve on the steering committee of FIT.

Please do not hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kevin Woods', written over a horizontal line.

Kevin Woods,  
Executive Director



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# SOUTHWEST

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TENNESSEE COMMUNITY COLLEGE

P.O. Box 780 • Memphis, TN 38101-0780 • (901) 333-5000 • [www.southwest.tn.edu](http://www.southwest.tn.edu)

July 20, 2016

Mike Krause, Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

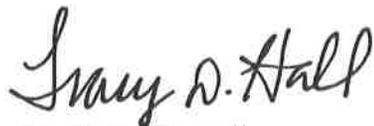
Dear Mr. Krause,

To address the growing demand for Information Technology job candidates and the existing skills gap, LWDA 13 Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development. The FIT initiative will also contribute to Tennessee's ***Drive to 55***.

Southwest Tennessee Community College is proud to serve as the fiscal agent for this program, and we are excited to collaborate with the partners which will lead to more certificate and degree attainment.

We look forward to receiving the funds to put this program in place.

Sincerely,



Dr. Tracy D. Hall  
President

OFFICE OF THE PRESIDENT

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Macon Cove Campus • Union Avenue Campus • Fayette Site • Gill Center • Maxine A. Smith Center • Millington Center • Whitehaven Center

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Southwest Tennessee Community College, a Tennessee Board of Regents institution, is an affirmative action/equal opportunity college.



# Fayette County Public Schools

Family – Optimism – Courage – Unity – Service

Nekita Johnson  
Dean of School

[Nekita.Johnson@fcsk12.net](mailto:Nekita.Johnson@fcsk12.net)

July 15, 2016

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

RE: LEAP 2.0 Application: SWTCC: *The Focus on Information Technologies (FIT)*

Dear Mr. Johnston:

Fayette County Public Schools is pleased to partner with the LWIA 13 Workforce Investment Network, the Greater Memphis IT Council, and Southwest Tennessee Community College (SWTCC) to apply for LEAP 2.0 funding. We join forces with these and other partners to promote Information Technology career opportunities and to align the K-12 STEM curriculum for our Career & Technical students in Information Technology, as well as to promote Shelby County employer internships to develop an effective IT (Information Technologies) Pathway.

We will coordinate with the SWTCC to offer the following:

1. A program of study in Information Technology, which offers students training and development of specific skills needed in the regional labor market;
2. Dual enrollment through SWTCC to earn college credit, and accelerate student completion of diplomas at SWTCC for earlier entry into a successful career;
3. On site student access to equipment purchased with LEAP 2.0 funds, for enhanced teaching and learning experiences while in high school; and to incorporate hands-on exposure to academic and online training for recognized credentials prior to graduation.

Fayette County Public Schools believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 901-282-8239.

Sincerely,

Nekita Johnson  
Dean of College & Career Technical Education



13520 Highway 59 Somerville, TN 38068 901-465-9837 office 901-465-9810 fax [www.fcsk12.net](http://www.fcsk12.net)



## THE CHIEF ACADEMIC OFFICE

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160 S. Hollywood • Memphis, TN 38112 • (901) 416-5800 • Fax (901) 416-7612 • [www.scsk12.org](http://www.scsk12.org)

**Heidi A. Ramírez, Ph.D**  
Chief Academic Officer  
[ramirez@scsk12.org](mailto:ramirez@scsk12.org)

July 22, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Shelby County Schools (SCS) is proud to support the *Focus on Information Technologies (FIT)* program.

To address the growing demand for Information Technology job candidates and the existing skills gap in LWIA 13, SCS has joined with the LWIA 13 Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College, and Fayette County Schools to create a program entitled *Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum, and Shelby County employer internships and thus develop an effective Information Technology (IT) Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's *Drive to 55*.

Specifically, SCS staff from Careers and Technical Education (CTE) and Dual Enrollment (DE) have contributed to the development of the FIT model and the resulting proposal, and CTE has agreed to coordinate SCS services as part of the FIT Pipeline.

We are excited to collaborate with the partners on *Focus on Information Technologies* and look forward to receipt of funds to put this program in place.

Sincerely,



Heidi Ramírez  
Chief Academic Officer



# Fayette County Government

Rhea Taylor / County Mayor

July 16, 2016

Mike Krause, Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Mr. Krause,

As Mayor I am pleased to support the ***Focus on Information Technologies (FIT)*** program that will increase certificate programs and degree programs and increase career opportunities for our citizens. Given the increasing demand for qualified technologically advanced workers in our area, we look forward to supporting a program that will meet the emerging employment needs of the community.

To address the growing demand for Information Technology job candidates and the existing skills gap, LWIA 13 Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The ***FIT*** program will also contribute to Tennessee's ***Drive to 55***.

This program will serve to improve our community by bringing in additional industry and better paying jobs, improving the lives of our citizens through higher education and introducing our youth to careers in technology thus preparing them for the future. I wholeheartedly support its funding.

Sincerely,

Rhea Taylor  
Fayette County Mayor



# Shelby County Government

MARK H. LUTTRELL, JR.  
MAYOR

July 20, 2016

Mike Krause, Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Mr. Krause:

As Mayor I am pleased to support the *Focus on Information Technologies (FIT)* program that will increase certificate programs, degree programs, and career opportunities for our citizens. Given the increasing demand for qualified, technologically advanced workers in our area, we look forward to supporting a program that will meet the emerging employment needs of the community.

To address the growing demand for Information Technology job candidates and the existing skills gap, the Workforce Investment Network, Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: *Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT program will also contribute to Tennessee's *Drive to 55*.

This program will serve to improve our community by bringing in additional industry and better paying jobs, improving the lives of our citizens through higher education and introducing our youth to careers in technology thus preparing them for the future. I wholeheartedly support its funding.

Sincerely,

Mark H. Luttrell, Jr.  
Mayor



expedient.com  
877.570.7827

July 19, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Expedient combines data centers, network access and managed services to deliver information technology infrastructure as a service solutions. With a physical presence in seven cities, local experts ensure continuous service availability at eleven locations where client data is secured in both physical and virtual platforms. As a member of the Greater Memphis IT Council, Expedient is proud to support the **Focus on Information Technologies (FIT)** program.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: **Focus on Information Technologies (FIT)**. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to **Drive to 55**.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on **Focus on Information Technologies** and look forward to receiving the funds to put the program in place.

Sincerely,

Jim Kothe  
Vice President Mid-South  
Expedient



One Waterfowl Way  
Memphis, TN 38120-2351  
(901) 758-3825 fax (901) 758-3850  
www.ducks.org

July 21, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Ducks Unlimited is the world's largest and most effective private waterfowl and wetlands conservation organization. DU is able to multilaterally deliver its work through a series of partnerships with private individuals, landowners, agencies, scientific communities and other entities. As a member of the Greater Memphis IT Council, City of Memphis IS is proud to support the ***Focus on Information Technologies (FIT)*** program.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to ***Drive to 55***.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on ***Focus on Information Technologies*** and look forward to receiving the funds to put the program in place.

Sincerely,

Govan S. Hornor  
Chief Information Officer  
Ducks Unlimited

# City of Memphis



Jim Strickland, Mayor  
Doug McGowen – Chief Operating Officer

INFORMATION SERVICES DIVISION  
Brent Nair, Director/Chief Information Officer

---

Tennessee

July 19, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

The City of Memphis Information Services manages the City's use of existing and emerging technologies in government operations, and its delivery of services to the public. As a member of the Greater Memphis IT Council, City of Memphis IS is proud to support the **Focus on Information Technologies (FIT) program**.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: **Focus on Information Technologies (FIT)**. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to **Drive to 55**.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on **Focus on Information Technologies** and look forward to receiving the funds to put the program in place.

Sincerely,

A handwritten signature in black ink that reads "Brent Nair".

Brent Nair

Director & CIO  
City of Memphis Information Services



# Rhodes College

—1848—

OFFICE OF INFORMATION SERVICES

July 19, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Rhodes College is a national, four-year, private, coeducational, residential college committed to the liberal arts and sciences. Our highest priorities are intellectual engagement, service to others and honor among ourselves. As a member of the Greater Memphis IT Council, Rhodes College is proud to support the Focus on Information Technologies (FIT) program.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: Focus on Information Technologies (FIT). This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to Drive to 55.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on Focus on Information Technologies and look forward to receiving the funds to put the program in place.

Sincerely,

Bob Johnson  
Chief Information Officer  
Rhodes College



**July 20, 2016**

**Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243**

**Dear Dr. Deaton:**

**St. Jude Children's Research Hospital was founded in 1962 as a pediatric treatment and research facility focused on children's catastrophic diseases. St. Jude has treated children from across the United States and from more than 70 countries. Doctors across the world consult with St. Jude on their toughest cases. As a leader in the Memphis IT community, St. Jude is proud to support the *Focus on Information Technologies (FIT)* program.**

**To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: *Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to *Drive to 55*.**

**Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.**

**We are excited to collaborate with the partners on *Focus on Information Technologies* and look forward to Memphis receiving the funds to put the program in place.**

**Sincerely,**

**Keith Perry**

**SVP & Chief Information Officer  
Department of Information Services  
St. Jude Children's Research Hospital**



**Methodist**  
Healthcare

July 19, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Methodist Le Bonheur Healthcare is an integrated, not-for-profit healthcare system based in Memphis with locations and partners across the Mid-South. Throughout our history, we have remained affiliated with the United Methodist Church. As a member of the Greater Memphis IT Council, Methodist is proud to support the *Focus on Information Technologies (FIT)* program.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: *Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to *Drive to 55*.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on *Focus on Information Technologies* and look forward to receiving the funds to put the program in place.

Sincerely,

Mark W. McMath  
Senior Vice President, Chief Information Officer  
Information Technology  
Methodist Le Bonheur Healthcare



ELECTRONICVAULTING  
SERVICES

Electronic Vaulting Services, LLC  
Electronic Vaulting Services Corporation  
5050 Poplar Avenue, Suite 1600  
Memphis, TN 38157

July 22, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

EVS Corporation offers fully managed backup and recovery services, storage hardware sales, and professional cloud and storage management services. Founded in 2005 and headquartered in Memphis, EVS is a leader in the Memphis IT community and is proud to support the ***Focus on Information Technologies (FIT)*** program.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to ***Drive to 55***. We are supportive of the ***Focus on Information Technologies*** and look forward to Memphis receiving the funds to put the program in place to develop our future IT workforce.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gayle S. Rose', with a long horizontal flourish extending to the right.

Gayle S. Rose  
Founder & CEO  
EVS Corporation



6263 Poplar Avenue Suite 603 \* Memphis, TN 38119  
901.309-5550 (voice)/901.309.2228 (fax)

**Let us assist you in making your vision a  
manageable project with a plan that spells  
SUCCESS**

July 21, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Stragistics Technology offers information technology (IT) management and consulting services. With a focus on IT solutions management, we provide technical and management support to government agencies and companies in private industry including electronics, insurance agencies, manufacturing and third party logistics companies.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to ***Drive to 55***.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on ***Focus on Information Technologies*** and look forward to receiving the funds to put the program in place.

Sincerely,

A handwritten signature in black ink, appearing to read "Hughetta Dudley", written over a white background.

Hughetta Dudley  
President/CEO  
Stragistics Technology, Inc.



July 20, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Summerfield Associates, Inc. specializes in national recruiting assignments in the areas of Information Technology, Human Resources, Engineering, Sales and Marketing, Finance & Accounting, Distribution & Logistics, Telecommunications, and Corporate Attorneys. As a member of the Greater Memphis IT Council, Summerfield is proud to support the **Focus on Information Technologies (FIT)** program.

To address the growing demand for Information Technology job candidates and the existing skills gap, LWIA 13 Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: *Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's *Drive to 55*.

Specifically, our company will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on **Focus on Information Technologies** and look forward to Memphis receiving the funds to put the program in place.

Sincerely,

Doty Summerfield Giusti

President

Summerfield Associates, Inc.

1255 Lynnfield Rd., Suite 269 • Memphis, Tennessee 38119  
901-753-7068 • 800-293-7068 • FAX 901-753-8947



July 21, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Oteka Technologies is your source for low voltage cabling. Oteka installs data, voice and video and we have experienced technicians available for your cabling projects. As a member of the Greater Memphis IT Council, Oteka is proud to support the ***Focus on Information Technologies (FIT)*** program.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to ***Drive to 55***.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on ***Focus on Information Technologies*** and look forward to receiving the funds to put the program in place.

Sincerely,

A handwritten signature in black ink that reads "Alandas Dobbins". The signature is written in a cursive, flowing style.

Alandas Dobbins  
Co-Founder & President  
Oteka Technologies



Tate Computer Systems, Inc.  
3800 Hacks Cross Road Suite #103  
Memphis, TN 38125  
Phone (901) 377.1901 • Fax (901) 590.1858

July 21, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Tate Computers Services, Inc. (TCSI) currently provides IT staffing, remote backup, network management, and hardware products and services for various companies, which have come to rely on TCSI's superior quality of service and well trained technicians to handle all their technical needs in a timely manner.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: *Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to *Drive to 55*.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on *Focus on Information Technologies* and look forward to receiving the funds to put the program in place.

Sincerely,

A handwritten signature in black ink that reads "Sylvester Tate". The signature is fluid and cursive, with the first and last names clearly legible.

Sylvester Tate  
President & CEO  
Tate Computers, Inc. (TCSI)

July 18th, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

LeMoyne-Owen College is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As background on our institution, LeMoyne-Owen College provides a transformative experience educating students for urban-focused leadership, scholarship, service and professional careers.

We strive to be an exemplary historically black college providing an excellent liberal arts education that transforms urban students, institutions and communities.

As a supporter of the Greater Memphis IT Council, LeMoyne-Owen is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: ***The Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.jobs.tn.gov](http://www.jobs.tn.gov). The FIT initiative will also contribute to Tennessee's ***Drive for 55***.

In summary, LeMoyne-Owen is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,

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

John Ruffin  
Chief Information Officer  
LeMoyne-Owen College



## MEMPHIS LIGHT, GAS AND WATER DIVISION

JERRY R. COLLINS, JR., P.E.  
President and CEO

July 19, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Memphis Light Gas & Water is the nation's largest three-service municipal utility, serving nearly 121,000 customers. Since 1939, MLGW has met the utility needs of Memphis and Shelby County residents by delivering reliable and affordable electricity, natural gas and water service. MLGW is proud to support the **Focus on Information Technologies (FIT)** program.

To address the growing demand for Information Technology job candidates and the existing skills gap, LWIA 18 Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: **Focus on Information Technologies (FIT)**. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs-tn.gov](http://www.Jobs-tn.gov). The FIT initiative will also contribute to Tennessee's **Drive to 55**.

Specifically, our company will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on **Focus on Information Technologies** and look forward to receiving the funds to put the program in place.

Sincerely,

Jerry R. Collins, Jr.  
President & CEO



# Hewlett Packard Enterprise

July 21, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Hewlett Packard Enterprise is an industry-leading technology company that enables customers to accelerate further & faster. With the industry's most comprehensive portfolio, spanning the cloud to the data center to workplace applications, our technology and services help customers around the world make IT more efficient, more productive and more secure. As a leader in the IT community, HPE is proud to support the **Focus on Information Technologies (FIT)** program.

To address the growing demand for Information Technology job candidates and the existing skills gap, LWIA 13 Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: **Focus on Information Technologies (FIT)**. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's **Drive to 55**.

Specifically, our company will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on **Focus on Information Technologies** and look forward to Memphis receiving the funds to put the program in place.

Sincerely,

John Gavin  
District Sales Manager  
Hewlett Packard Enterprise



July 21, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

C Spire is a telecommunications-based diverse technology company and the nation's largest privately held wireless communications provider. C Spire provides a superior comprehensive suite of customer-inspired wireless communications to consumers and businesses through its world class 4G LTE network and 4,000+ miles of fiber infrastructure. As a member of the Greater Memphis IT Council, C Spire is proud to support the ***Focus on Information Technologies (FIT)*** program.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: ***Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to ***Drive to 55***.

Specifically, our organization will offer Tech Talks for career inspiration for IT and provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on ***Focus on Information Technologies*** and look forward to receiving the funds to put the program in place.

Sincerely,



Cathy Hurdle

Senior Account Executive Cloud Solutions  
C Spire



July 19, 2016

Dr. Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

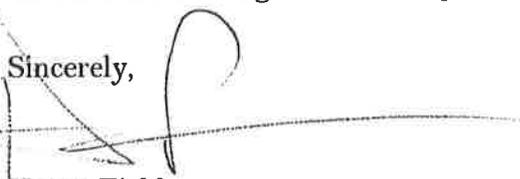
The National Civil Rights Museum is one of the nation's premier museums, located at the assassination site of Dr. Martin Luther King Jr., we chronicle the American civil rights movement, examine today's global civil and human rights issues, provoke thoughtful debate and serve as a catalyst for positive social change. As a member of the Greater Memphis IT Council, the National Civil Rights Museum is proud to support the *Focus on Information Technologies (FIT)* program.

To address the growing demand for Information Technology job candidates and the existing skills gap, Workforce Investment Network, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby and Fayette County Schools have worked in collaboration to create a program entitled: *Focus on Information Technologies (FIT)*. This comprehensive program is designed to promote Information Technology career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective Information Technology (IT) Pathway. The FIT initiative will also contribute to *Drive to 55*.

Specifically, our organization will offer mentorships, provide feedback on curricula and serve in an advisory capacity where needed.

We are excited to collaborate with the partners on *Focus on Information Technologies* and look forward to receiving the funds to put the program in place.

Sincerely,



Henry Fields  
IT Systems Manager



July 20th, 2016

Russ Deaton, Interim Executive Director  
State of Tennessee  
Tennessee Higher Education Commission  
404 James Robertson Parkway  
Parkway Towers, Suite 1900  
Nashville, TN 37243

Dear Dr. Deaton:

Answering Advantage LLC is pleased to support the LEAP 2.0 proposal being submitted by the Workforce Investment Network (WIN) in partnership with the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College.

As background on our company, Answering Advantage provides answering and call-center services to customers in Memphis, the Mid-South and throughout the United States. Our goal, to provide a different, better answering service experience, is now a reality and is applied to every call. Our call center is web-enabled and all of our calls are recorded for quality assurance and training purposes.

As a member of the Greater Memphis IT Council, Answering Advantage is committed to developing a skilled information technology workforce to address the skills gap in Shelby County. We support STEM education and recognize that the TN Promise scholarship program will facilitate an IT career pathway from Shelby County Schools to Southwest Tennessee Community College in order to build the IT talent base that is in high demand.

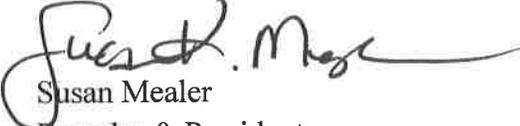
To address the IT job candidate skills gap, WIN, the Greater Memphis IT Council, Southwest Tennessee Community College and Shelby County School have worked in collaboration to create a program entitled: ***The Focus on Information Technologies (FIT)***. This comprehensive program is designed to promote IT career opportunities and to align the K-12 STEM curriculum, the Southwest Tennessee Community Information Technology curriculum and Shelby County employer internships to develop an effective IT Pathway. The proposal meets the criteria outlined by the 2016 Labor and Education Alignment Program and supports Tennessee's plan for workforce development that is available at [www.Jobs4tn.gov](http://www.Jobs4tn.gov). The FIT initiative will also contribute to Tennessee's ***Drive for 55***.

3181 Poplar Avenue, Ste 224, Memphis, TN 38111, 901-454-1111

Answering Advantage agrees to participate in the FIT program by committing to provide work-based learning via internships for two secondary school STEM candidates from Shelby County Schools over the course of the 30-month program. Shelby County secondary school internships will comprise a recommended 30 hours per week for a 12-week period at \$8 per hour for a financial commitment of \$5,760 over 2017 and 2018.

In summary, Answering Advantage is committed to join WIN, the Greater Memphis IT Council, Shelby County Schools and Southwest Tennessee Community College in providing work-based learning opportunities to individuals entering IT careers. Given the increasing demand for qualified workers in the state of Tennessee, our region and in our industry, we look forward to supporting the FIT program to meet the increasing employment needs for IT and the related economic development impact.

Sincerely,

  
Susan Mealer  
Founder & President  
Answering Advantage LLC