

# Smoky Mountains Area Workforce Board, LWDA 2

2016 Labor Education Alignment Program (LEAP 2.0)

## Strengthening the Lakeway Links 2.0 Providing a Demand Driven Workforce Supply Chain

Smoky Mountains Area Workforce Board, LWDA 2

IN PARTNERSHIP WITH

1. Tennessee College of Applied Technology – Morristown (Fiscal Agent)  
Walters State Community College

2. Cocke County Schools - Grainger County Schools  
Greene County Schools - Greeneville City Schools  
Hamblen County Schools - Hawkins County Schools  
Sevier County Schools

3. Alcoa Howmet \* Colortech \* ConAgra \* Cooper Standard \* Dalton \* Funderburk  
Hearthstone \* Huf \* Hutchinson \* Jarden Zinc \* Leonard \* Mahle \* Meritor \* Newport Utilities  
Parker \* Renold Jeffery \* Richs \* Team Technologies \* Tuff Torq \* ZF TRW

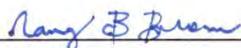
Project Directors:

Dr. Nancy Brown, Executive Director LWDA 2, WSCC Dean of Workforce Development  
500 S. Davy Crockett Parkway, Morristown, TN 37813  
423.318.2709 – Nancy.Brown@ws.edu

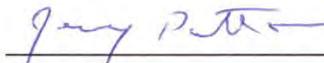
Mr. Jerry Patton, Director, Tennessee College of Applied Technology Morristown  
821 W. Louise Ave, Morristown, TN 37813  
423.586.5771 – jpatton@tcatmorristown.edu

Mr. Chris Edmonds, LEAP Project Manager, Point of Contact, TCAT Morristown  
821 W. Louise Ave, Morristown, TN 37813  
423.586.5771 – cedmonds@tcatmorristown.edu

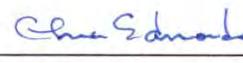
Funding Requested: \$1,000,000



Dr. Nancy Brown  
Executive Director LWDA 2



Mr. Jerry Patton  
Director, TCAT Morristown



Chris Edmonds  
LEAP Project Manager

## Table of Contents

<b>Abstract of Grant Proposal</b> .....	<b>1</b>
<b>Program Proposal</b> .....	<b>2</b>
<b>Budget Appendix B</b> .....	<b>14</b>
<b>Budget Detail</b> .....	<b>15</b>
<b>Precision Measurement Information Appendix C</b> .....	<b>17</b>
<b>Steering Committee Members Appendix D</b> .....	<b>19</b>
<b>Letters of Commitment for Eight Week Work-Based Learning Internships</b>	
Alcoa Howmet (4 interns each year) .....	<b>20</b>
Colortech (4 intern each year) .....	<b>21</b>
ConAgra (1 intern each year) .....	<b>22</b>
Cooper Standard (1 intern each year) .....	<b>23</b>
Dalton Hydraulic Cylinders (2 interns each year) .....	<b>24</b>
Funderburk (2 interns each year) .....	<b>25</b>
Huf (1 intern each year) .....	<b>26</b>
Hutchinson (2 interns each year) .....	<b>27</b>
Jarden Zinc (2 interns each year) .....	<b>28</b>
Leonard (1 intern each year) .....	<b>29</b>
Mahle (4 interns each year) .....	<b>30</b>
Parker (1 intern each year) .....	<b>31</b>
Renold Jeffrey (1 intern each year) .....	<b>32</b>
Richs (2 interns each year) .....	<b>33</b>
Sevier County Schools (2 interns each year) .....	<b>34</b>
Team Technologies (4 interns each year) .....	<b>35</b>
Tuff Torq (2 interns each year) .....	<b>36</b>
ZF TRW (4 interns each year) .....	<b>37</b>
<b>Letters of Commitment for One Week Work-Based Learning Internships</b>	
Alcoa Howmet (1 intern each year) .....	<b>38</b>
ConAgra (5 interns each year) .....	<b>39</b>
Cooper Standard (1 intern each year) .....	<b>40</b>

Grainger County Department of Education (3 interns each year) .....	41
Hearthstone (1 intern each year) .....	42
Huf (1 intern each year).....	43
Meritor (1 intern each year) .....	44
Newport Utilities (1 intern each year) .....	45
Parker (1 intern each year) .....	46
Team Technologies (1 intern each year) .....	47
Tuff Torq (2 interns each year) .....	48
ZF TRW (1 intern each year) .....	49
<b>Letter of Support Lead Entity</b>	
Smoky Mountains Area Workforce Board LWDA 2 .....	50
<b>Letters of Support Higher Education</b>	
Fiscal Agent, Tennessee College of Applied Technology – Morristown .....	51
Walters State Community College .....	52
<b>Letters of Support State Senators</b>	
Senator Overbey .....	53
Senator Steve Southerland .....	54
<b>Letters of Support State Representatives</b>	
Representative Dale Carr .....	55
Representative Jeremy Faison .....	56
Representative Andrew Farmer .....	57
Representative Tilman Goins .....	58
Representative David Hawk .....	59
Representative Jerry Sexton .....	60
<b>Education Foundations</b>	
Niswonger Foundation .....	61
<b>Letters of Support Economic Development Organizations</b>	
Cocke County Partnership .....	62
Douglas-Cherokee Economic Authority .....	63
Grainger County Chamber of Commerce .....	64
Morristown Chamber of Commerce .....	65

Rogersville/Hawkins County Chamber of Commerce .....	66
Sevier County Economic Development Council .....	67
<b>Letters of Support City and County Mayors</b>	
Town of Bean Station .....	68
Cocke County .....	69
Greeneville City .....	70
Hamblen County .....	71
City of Morristown .....	72
City of Newport .....	73
Sevier County .....	74
<b>Letters of Support School District Partners</b>	
Cocke County .....	75
Grainger County .....	76
Greene County .....	77
Greeneville City .....	78
Hamblen County .....	79
Hawkins County .....	80
Sevier County .....	81
<b>Letters of Support Industry Partners</b>	
3M .....	82
Alcoa Howmet .....	83
American Appliance Products .....	84
American Greetings .....	85
Ball Corporation .....	86
Bush Brothers .....	87
Clayton Rutledge .....	88
Colortech .....	89
ConAgra .....	90
Cooper Standard .....	91
Dalton Hydraulic Cylinders .....	92
General Electric .....	93

Hearthstone .....	94
Huf .....	95
Jarden Zinc .....	96
John Deere .....	97
Kelly Services .....	98
Leonard Associates .....	100
Mahle .....	101
Meritor .....	102
Newport Utilities .....	103
Norris Homes .....	104
Original Footwear .....	105
Parker .....	106
Phoenix Closures .....	107
Renold Jeffrey .....	108
RGE Group .....	109
Richs .....	110
Sexton Furniture .....	111
SI Group .....	112
Sonoco .....	113
Team Technologies .....	114
Tuff Torq .....	115
US Nitrogen .....	116
ZF TRW .....	117
<b>Supporting Data</b>	
TN Dept. of Labor and Workforce Development Occupations with Bright Outlooks .....	118
U.S. Dept. of Labor Occupational Outlooks .....	131
O*NET Occupation Reports .....	134
THEC County Profiles .....	137
WIOA Occupation Overview .....	143

## **Abstract**

The ***Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Supply Chain*** grant proposal will continue the workforce development initiatives started in the very successful first LEAP grant in Grainger, Hamblen, and Hawkins Counties and expand into new geographic communities with the addition of three new partnering counties: Cocke, Greene, and Sevier. To address the workforce development needs identified by Lakeway area employers the grant proposal will create a new training program in each of the six partnering counties, dramatically increasing the number of post-secondary credentials and national industry certifications. These counties have lower education attainment and wages, making the LEAP program a critical component of improving the region's economy.

The ***Strengthening the Lakeway Links 2.0*** proposal insures a pathway from secondary education to the advanced education offered at TCAT Morristown and WSCC thus ensuring an uninterrupted pipeline of highly skilled workers ready to enter the workforce and contributing to the success of the *Drive to 55* initiative. The proposal includes six areas of focus:

1. **Expand Industrial Electricity programs to Cocke, Greene, and Sevier Counties** with the technology necessary to teach the skills that are in high demand by manufacturing employers and allow students to earn Dual Credit in the TCAT Industrial Electricity program. The equipment, which will be the same as purchased in LEAP 1.0 for the original counties, will address automation, electrical concepts, motor control, and PLC's.
2. **Create new advanced manufacturing training programs for Precision Measurement** in the six partnering counties and at TCAT Morristown. The purchase of Snap-on Starrett Precision Measurement training kits will allow students to earn national certifications in six areas to meet the critical needs identified by area employers.
3. **Expand Work-Based Learning (WBL) internships** by increasing the number of WBL eight week summer internship experiences and establish a new WBL program with a Computer Applications Dual Enrollment course that incorporates a one week industry internship capstone project using Microsoft Excel. WBL internships programs will be available to students in all six partnering counties.
4. **Expand area advanced manufacturing training capabilities** by purchasing a CNC Lathe for the Hamblen County School District. Local industries have identified and empirical data supports the growing need for CNC productions technicians. Mahle, located in Hamblen County, a supplier of automotive pistons and engine components, has over one hundred CNC lathes incorporated in their advanced manufacturing production lines.
5. **Expand WorkKeys and KeyTrain site licenses to Cocke, Greene, and Sevier Counties** that will allow students to earn National Career Readiness Certificates in Related Mathematics, Reading for Information, and Locating Information. Expanding the NCRC testing to six counties is the first step for each county to earn the "Work Ready Community" designation from ACT, which is an important economic development tool.
6. **Expand the Work Ethic Diploma program to Cocke, Greene, and Sevier County High Schools.** Of the 900 plus students that signed onto the program, 316 students in Grainger, Hamblen, and Hawkins Counties graduated in 2016 having earned the first ever in the State of Tennessee Work Ethic Diploma distinction. The Work Ethic Diploma is the cornerstone of the *Strengthening the Lakeway Links* program and addresses areas identified by industry leaders as being the most important in maintaining a quality workforce; attendance, tardiness, attitude, being drug free, participation in CTE, Dual Enrollment, and Dual Credit courses, enrollment in post-secondary, and

completing the TN Promise requirements. Earning the Work Ethic Diploma distinction guarantees an interview with participating companies if the applicant meets the other requirements for the job posting.

### **Section 1: Demonstrated Need**

*Localized data demonstrating the need for action.* Employers in the Lakeway Area of East Tennessee (Cocke, Grainger, Greene, Hamblen, Hawkins and Sevier counties) have a critical need for skilled workers to fill current and future job openings, especially in advanced manufacturing. The proposal expands the successful initiatives and partnerships developed by LEAP 1.0 to three additional counties: Cocke, Grainger and Sevier. These counties introduce new challenges in reaching the Drive to 55 goals, but also provide an opportunity for a greater impact on the local area. The need for skilled workers in these counties is clear. For example, LMI data indicates that there are 250 openings per year for just two major production occupations, Assemblers and Fabricators and Metal and Plastic Workers. Many employers have repeatedly emphasized the difficulty in finding workers in the local area with good technical skills, as well as with soft skills. In addition, many of today's production workers are aging. A total of 8,305 workers are in either of these two occupations; 45.8% are 45 years of age or older and 19.5% are 55 years of age or older. While jobs are going unfilled, area residents that might fill those jobs are unemployed and undereducated. Unemployment in the six counties is higher than the state average, and educational attainment is among the lowest. While a diploma is the highest level of education for 33% of the state's workers, a diploma is the highest level of education for 41% of Lakeway area workers. Many more jobs in the counties have lower educational requirements than the state as a whole, which can mean that the area has not had the type of skilled workers that attract higher paying industries. According to jobs4tn.gov, only 16.8% of the state's jobs advertised on July 5, 2016, have no educational requirements, compared to 27.9% in the six counties. To attract the type of industries that pay good wages with pay and benefits, it is critical that educational attainment improve. Comparing educational attainment with job education requirements shows great discrepancies for each county, as the Drive to 55 Higher Education Snapshots illustrate. In Cocke County, for example, 48% of adults have high school diplomas, while 35% of the jobs in Cocke County require a high school diploma or equivalent. Only 4% of Cocke County adults have an associate's degree, while 50% of the available jobs require the degree. Comparisons in other counties are: Grainger (4% with

associates degree, which 50% of the jobs require); Greene (5% with associates degrees, which 25% of the jobs require); Hamblen (6% with associates degrees, which 9% of the jobs require); Hawkins County (10% with associates degrees, which 35% of the jobs require); and Sevier County (9% with associates degrees, which 19% of the jobs require). The number of jobs that require less than a high school diploma are rapidly disappearing. The *Community Needs Assessment Tool* (communitycommons.org), which reports data from the American Community Survey conducted by the Census Bureau between the decennial census, as well as data from the Bureau of Labor Statistics, makes the economic challenges for these counties very clear. The per capita income for the six counties is 85.0% of the state's average and only 72.2% of the national average. No county exceeds the state or national averages. Other indicators show a similar acute need for assistance. The ACS 2010-2014 reports that 20.3% of households in the six counties received Supplemental Nutrition Assistance Program (SNAP) benefits, compared with 17.3% of households statewide and 13.0% in the nation. A detailed report on community conditions is included as an attachment. All of these factors point to a need for better skills, education and training to qualify for good jobs in the counties and to help attract desirable new businesses and industries. The LEAP 2.0 proposal is designed to address a fundamental issue that is behind many of these statistics – a lack of sufficient skills, training, and credentials.

*Clear linkages between grant activities and local needs.* In a series of meetings over the past three years, employers in the six counties have focused on common skill deficits that keep them from being more competitive: a lack of training in the skills needed for production occupations, especially in Industrial Maintenance, Industrial Electricity, and Machine Tool Technology. Over and over employers have identified the same areas which they find job applicants are lacking: soft skills, applied mathematics, reading for information, work ethics, a basic understanding of measuring and gauging, Microsoft Excel proficiency, and advanced manufacturing skills that include electricity, motor controls, PLC's, automation, and CNC machining. According to data from EMSI, which uses state labor market information and incorporates over 60 additional government sources on information, manufacturing is the dominant industry in the six counties. There are 399 manufacturing establishments in the counties. Motor Vehicle Parts manufacturing makes up 17.3% of the manufacturing jobs in 2015, and is estimated to total over 18% by

2020. Current total earnings in manufacturing are \$56,348. The next largest sector, Accommodation and Food Services, is almost as large as Manufacturing but current earnings are only \$21,321. Manufacturing provides the most jobs, and the highest paying jobs of any sectors except Educational Services, Wholesale Trade, Mining, Oil and Gas Extraction, and Utilities. However, these sectors employ far fewer people in the Lakeway region. In the Manufacturing sector, Production Occupations have an average wage of \$15.28 per hour or \$31,782 per year. The LEAP 2.0 grant will provide skills training for the following occupations, including four that the state's LMI section identified as *Occupations with a Bright Outlook in Tennessee's Job Markets*: Computer-Controlled Machine Tool Operators, Metal (\*Bright Outlook\*); Computer-Controlled Machine Tool Programmers, Metal and Plastic (\*Bright Outlook\*); Electricians (\*Bright Outlook\*); Electro-Mechanical Technicians, Maintenance and Repair Workers, General; Machinists; Helpers – Installation, Maintenance and Repair Workers; Installation, Maintenance and Repair Workers, All Other; Maintenance Workers, Machinery; Mechanical Engineering Technicians; Plating and Coating Machine Setters, Operators; Team Assemblers (\*Bright Outlook\*); Tenders, Metal and Plastic; and Tool and Die Makers. These occupations accounted for 7,837 jobs in 2016, had a growth rate of 29.9% from 2010-16, and paid a median hourly wage of \$16.18/hour. Four programs (Industrial Mechanics and Maintenance Technology, Electrician, Machine Tool Technologies/Machinist and Machine Shop Technology/Assistant) were offered in area institutions, which had 76 completers compared with 376 openings in those programs. All of the \*Bright Outlook\* occupations have career pathways included in the LMI report. The high schools, and the TN College of Applied Technology and Walters State Community College that provide the four programs, are keys to providing improved educational attainment. However, the high schools have lacked the equipment and instructor training to adequately prepare students for TCAT or Walters State. One of the goals of the grant is to provide equipment and training at the high schools to meet the needs of employers. But technical skills are not everything that employers need. They need workers with basic skills in reading and math, as well as soft skills. Students need to have proof that they have the necessary skills in all three areas. The National Career Readiness Certification, which tests applicants in applied mathematics, reading for information and locating information, and the Work Ethic Diploma can meet these needs.

*Alignment with Tennessee's Drive to 55 goals.* The only cure for low educational attainment in the Lakeway counties is education. Tennessee Drive to 55 is providing invaluable resources through TN Promise and TN Reconnect to high school students and adults to earn a technical certificate or degree. Higher level computer skills, especially Microsoft Excel, is one specific need of local employers. This proposal will allow employers to work with students that have taken college level computer courses. It will also give students real-life exposure to what employers need through Work-Based Learning internships. All of the credentials that students can earn through Lakeway's LEAP 2.0 proposal are directly related to the needs of area employers: multimeter certification, precision measurement certification, work ethic diploma, and National Career Readiness Certification. In addition, students can earn dual credit and complete coursework at TCAT-Morristown. The *Strengthening the Lakeway Links 2.0* program is designed to meet area employer's needs and to be able to hire skilled employees that are Workforce Ready with a national certification, technical certificate or technical degree.

## **Section 2: Program Plan**

*Detailed project timeline and overview.*

Year	Activity	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2016	Steering Committee										X		
	Term Data Collection												X
	Dual Credit Courses Industrial Electricity									X	X	X	X
	Dual Credit Testing Industrial Electricity												X
	Progress Report									X	X	X	X
	Work Ethic Diploma Enrollment									X			
	National Career Readiness Certifications										X	X	X
	Industry Certifications										X	X	X
	Industry and TCAT Tours									X	X	X	
	Equipment Procurement									X	X	X	X
	Teacher Instructor Training											X	X
Year	Activity	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2017	Steering Committee		X			X			X			X	
	Term Data Collection					X	X						X
	Dual Credit Courses Industrial Electricity	X	X	X	X	X			X	X	X	X	X
	Dual Credit Testing Industrial Electricity					X							X
	Progress Report	X	X	X	X	X	X	X	X	X	X	X	X
	Identify WBL Interns			X	X								
	WBL Internships					X	X	X					
	Dual Enrollment Compter Applications	X	X	X	X	X							
	Work Ethic Diploma Enrollment								X	X			
	Work Ethic Diplomas Awarded for 2016-17					X							
	National Career Readiness Certifications	X	X	X	X	X				X	X	X	X
	Industry Certifications	X	X	X	X	X				X	X	X	X
	Industry and TCAT Tours	X	X	X	X					X	X	X	X
	Equipment Procurement	X	X	X	X								
Teacher Instructor Training	X	X	X										

Year	Activity	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	Steering Committee		X			X			X			X	
	Term Data Collection					X	X						X
	Dual Credit Courses Industrial Electricity	X	X	X	X	X			X	X	X	X	X
	Dual Credit Testing Industrial Electricity					X							
	Progress Report	X	X	X	X	X	X	X	X	X	X	X	X
	Identify WBL Interns			X	X								
	WBL Internships					X	X	X					
	Dual Enrollment Compter Applications	X	X	X	X	X							
	Work Ethic Diploma Enrollment								X	X			
	Work Ethic Diplomas Awarded for 2017-18					X							
	National Career Readiness Certifications	X	X	X	X	X				X	X	X	X
	Industry Certifications	X	X	X	X	X				X	X	X	X
	Industry and TCAT Tours	X	X	X	X					X	X	X	X
Year	Activity	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2019	Steering Committee		X										
	Dual Credit Courses Industrial Electricity	X	X	X									
	Progress Report	X	X	X									
	Dual Enrollment Compter Applications	X	X	X									
	National Career Readiness Certifications	X	X	X									
	Industry Certifications	X	X	X									
	Industry and TCAT Tours	X	X	X									

Clear alignment of workforce data and Drive to 55 goals.

The *Strengthening the Lakeway Links 2.0* program perfectly aligns with the *Drive to 55* goals. Local industries have identified the areas in which certificates, diplomas, and national industry certifications must be improved to develop and maintain a skilled workforce. LEAP 1.0 created five new high school Industrial Electricity programs in Grainger, Hamblen, and Hawkins counties. The curriculums used to teach Industrial Electricity I, II, and Automation were aligned with the TCAT Industrial Electricity curriculum allowing students to earn Dual Credit for the classes. This created a seamless pathway from secondary to post-secondary education. Expanding this program into three additional counties will not only dramatically increase the number of skilled technicians ready to enter the workforce but also demonstrates the regions commitment to the *Drive to 55* initiative. This grant proposal addresses each of the industry requests in electricity, motor controls, PLC's, automation, CNC machining, multimeter certification, and precision measurement certifications. Creating these industry driven pathways will significantly increase the number of students continuing to post-secondary institutions earning certificates, diplomas, and degrees in technical fields making the *Drive to 55* goals a reality for the region.

*Measurable objectives for each phase of the project.*

The goal of the *Strengthening the Lakeway Links 2.0* proposal is to establish career pathways that address the workforce development needs identified by the manufacturing companies located in the six partnering counties. There are clear and measurable objectives for each of the six grant focus areas.

**Objective 1:** Students in the six counties will earn Dual Credit hours in Industrial Electricity and Snap-on multimeter national industry certifications. It is estimated that 300 students will earn Dual Credit and the Industry certifications over the 30 month grant project. **Objective 2:** Students in the six counties and at TCAT Morristown will earn Snap-on Starrett Precision Measurement national industry certifications in six separate measuring classifications. It is estimated that 350 students will each earn between one and six certifications over the 30 month grant project. **Objective 3:** The greatest single industry identified issue facing the development of a dependable workforce will be addressed in the six counties by implementing the Work Ethic Diploma program with each senior class. It is estimated that over 1000

students will earn the Work Ethic Diploma distinction over the 30 month grant project. **Objective 4:** Students in Hamblen County will receive advanced manufacturing CNC Lathe skills training in operation and programming. It is estimated that 40 students will complete the training over the 30 month of the grant project. **Objective 5:** Students in the six counties will earn National Career Readiness Certificates. It is estimated that 600 students will earn a NCRC certificate over the 30 month grant project. **Objective 6:** Students in the six counties will participate in Work-Based Learning internships. It is estimated that over 100 students will participate in a WBL internship over the 30 month grant project.

*Project governance and accountability plan.* Jerry Patton, Director of TCAT Morristown, and Dr. Nancy Brown, Executive Director LWDA 2, will serve as program directors, aligning the work of the grant to maximize student enrollment at TCAT and WSCC to increase the number of students obtaining industry certifications and diplomas. Chris Edmonds, LEAP Project Manager TCAT Morristown, will direct the project and steering committee. The steering committee will be expanded to include partners from all six counties. continue to govern the entire LEAP grant project and will meet quarterly. The LEAP steering committee members are listed in Appendix A.

*Role of proposed equipment request.*

To establish the training programs that address the workforce development areas identified by local manufacturing companies requires specialized training equipment. The Industrial Electricity equipment that the grant will provide for Cocke, Greene, and Sevier County school districts is the exact same equipment purchased for Grainger, Hamblen, and Hawkins by the first LEAP Grant. This equipment was specified by industry and aligns with the TCAT creating a seamless transition from secondary to post-secondary fully supporting the *Drive to 55* initiative and doubling the geographic area served by the grant. A list of this equipment is located in the Budget Detail in Appendix B. The Snap-on Precision Measuring Training Kit is required to be in each classroom for students to receive the industry certification. This equipment will address six specific areas which industry has identified as critical to the advanced manufacturing workforce proficiency.

*Structure of Work-Based Learning (WBL) program.*

Work-based Learning is the ultimate learning experience for participants. Through WBL students are able to activate and “bring alive” their academic, technical, and social skills by collaborating with industry and community partners in the workplace. The LEAP 2.0 proposal triples the number of companies and students participating in WBL internships in the Lakeway region. The Hamblen County School District, partnering with several local manufacturing companies, provided Work-Based Learning (WBL) experiences for students starting in 2011. The WBL Internships were expanded under LEAP 1.0 with a total of 30 students participating during the two summers of the grant. Companies have agreed that Work-Based Learning Internships are an excellent opportunity for students to gain knowledge of the opportunities in manufacturing in the Lakeway area. Each partnering school district has recruited companies in their counties to participate in the WBL internship program. 20 companies will offer valuable internships to 110 students over the 30 months of the grant. The *Strengthening the Lakeway Links* proposal will continue the traditional eight week capstone internship in which the student will earn one high school credit upon successful completion of the internship. An additional internship will be offered in Computer Applications with the capstone internship being one week in length. Microsoft Excel is widely used in all advanced manufacturing facilities and local industries have identified a lack of workers proficient in Microsoft Excel. The students will be Dual Enrolled in the Computer Applications course at Walters State Community College during the Spring Semester. At the end of the course the students will complete a one week internship advancing their Excel knowledge using real-world applications. The CTE Directors in each school district will serve as WBL Coordinators, following all TN Department of Education guidelines and policies. The high school counselors and CTE teachers will assist in identifying qualified candidates to present to the participating companies. The Human Resources Manager at each company will conduct interviews and select the students which are the best qualified for their company’s internship program. Mike Watson, CTE Director for Hamblen County Schools, initiated the WBL program in Hamblen County in 2011 and will serve as a WBL mentor and resource for the partnering counties.

### **Section 3: Strength of Partnership**

*Detailed description of each mandatory partner's role in implementation of the identified program.* **1.** Jerry Patton, Director of TCAT Morristown, will serve as fiscal agent and assure alignment between all programs maximizing certificates, diplomas, and industry certifications; **2.** Dr. Nancy Brown, Executive Director LWDA 2, will serve as lead entity for the grant, organize partner participation, ensure communications, gather and share workforce data, and explore opportunities for coordination with the Career Centers; **3.** Dr. Tony Miksa, President of WSCC, will assist in extending dual enrollment opportunities across the service area; **4.** School district directors in Cocke, Greene, Grainger, Hamblen, Hawkins, and Sevier Counties will provide facilities, internet connection, utilities, teachers, counselors, and will assist in the recruitment of students; **5.** A total of 20 regional manufacturing employers will provide Work-Based Learning internships for students, speakers for school visits, and facility tours for students. Manufacturing employers will continue to be the driving force of all workforce development initiatives in the region. Industry representatives from Alcoa Howmet, Mahle, Meritor, Tuff Torq, and ZF TRW will serve on the LEAP steering committee and will participate in industrial roundtable meetings; **6.** CTE directors in Cocke, Greene, Grainger, Hamblen, Hawkins, and Sevier Counties will serve as point of contact for all grant activities and Work-Based Learning coordinators, identify professional development for teachers implementing new programs and utilizing grant purchased equipment, and work to strengthen industry partnerships that will educate students and parents of the opportunities in manufacturing for those that are highly trained and have obtained the necessary technical skills; **7.** Chris Edmonds, LEAP Project Manager TCAT Morristown, will serve as a liaison among TCAT, WSCC, county school districts, and area manufacturing employers aligning the needs of industry with what is taught in the classroom, purchase equipment outlined in the grant for all six county partners, promote the Work Ethic Diploma, coordinate all LEAP related activities, track grant progress, and complete all required reports.

*Capabilities of each mandatory partner in ensuring project success.* The Smoky Mountains Area Workforce Board, which is staffed by the Center for Workforce Development at WSCC, serves 10 counties: Claiborne, Cocke, Grainger, Greene, Hamblen, Hancock, Hawkins, Jefferson, Sevier and Union. The Board assists job seekers, dislocated workers, youth, veterans, persons with disabilities, and employers with incumbent worker training, on-the-job training, and recruiting. The board operates Career Centers in Claiborne, Greene,

Hamblen, and Sevier counties and is a model for innovative approaches to quality education and training as economic development tools. The Tennessee College of Applied Technology Morristown has been the premier provider of technical skills training for the 10 county service area since 1966. The TCAT has a proven record of supplying Industry with employees trained in Industrial Electricity, Industrial Maintenance, and Machine Tool Technology. These programs continually exceed the mandatory requirements for student completion and placement in a related field. Walters State Community College, established in 1970, has a continuous record of preparing citizens of the Lakeway area for careers in business, industry, healthcare, and law enforcement. The college is dedicated to increasing educational attainment and workforce preparedness through excellence in teaching and service. The school district directors, CTE directors, teachers, and counselors in Grainger, Hamblen, and Hawkins counties have been completely dedicated to the implementation of the LEAP initiatives and are committed to mentoring the new partnering counties. The Boards of Education in Cocke, Greene, Greeneville City, and Sevier are eager to capitalize on the successes experienced in LEAP 1.0 and have the necessary resources in place to support the program. The grant partners bring stability, experience, cooperation, a shared vision, and an unparalleled commitment to eliminating the skills gaps that is universal across the Lakeway region.

#### **Section 4: Budget Plan**

*Clear alignment between funding request and grant activities.* The pipeline of highly skilled workers begins in the area high schools that are equipped with state-of-the-art advanced manufacturing training equipment. The earlier students are engaged in CTE courses and skills training, the more likely they are to transition to the TCAT to complete their field of study earning a certification or diploma. This model will contribute greatly to the “Drive to 55” initiative. Area manufacturing employers identified the workforce development needs to be addressed in the grant: Work Ethics, Industrial Electricity, Industrial Maintenance, Machine Tool Technology, National Career Readiness Certifications, Snap-on Multimeter Certifications, and Snap-on Starrett Precision Measurement Certifications. The amount of \$167,700 is requested to purchase Industrial Electricity equipment, classroom tools, supplies, expendables, and textbooks for the school districts in Cocke, Greene, and Sevier Counties. Each receiving the same equipment and training materials purchased by the

first LEAP Grant for Grainger, Hamblen, and Hawkins Counties. Expanding current LEAP programs into new geographic communities will substantially increase the pipeline of skilled technicians entering the workforce in the region. The amount of \$450,500 is requested to purchase Precision Measurement equipment for nine locations; Cocke (1), Grainger (2), Greene (1), Hamblen (1), Hawkins (2), Sevier (1) and TCAT Morristown (1). Precision Measurement is the cornerstone of quality and the creation of this new program addresses a vital requirement for all manufacturing industries in the region regardless of their end product. A total of six certifications are provided by the equipment: Tape and Rule, Slide Caliper, Gauge, Angle, Micrometer, and Dial Gauge Measurement. (See Appendix D) The amount of \$9,845 is requested for Precision Measurement training for 11 instructors. The amount of \$54,200 is requested to purchase a CNC lathe for the Machine Tool program in Hamblen County. CNC production workers are in high demand in the region and introducing training opportunities at the high school level ensures a pipeline of workers into the workforce. The amount of \$25,500 is requested to purchase a two-year site license for ACT KeyTrain and WorkKeys for Cocke, Greene, and Sevier Counties and \$15,000 is requested to purchase testing for the National Career Readiness Certificates for all six partnering counties. The NCRC certificate measures and certifies the essential work skills needed for success in jobs across industries and occupations in mathematics, reading, and locating information. The amount of \$136,140 is requested for salary, benefits, and taxes for a Project Manager. The LEAP manager will build relations among the stakeholders and ensure that the commitments and goals of the grant are met or exceeded. The amount of \$35,000 (3.5%) is requested for indirect costs for the fiscal agent, TCAT Morristown. The amount of \$16,000 is requested for marketing and promotional materials for the Work Ethic Diploma initiative and LEAP related printing. The Work Ethic Diploma is the cornerstone of the “Strengthening the Lakeway Links”. 316 graduating seniors in Grainger, Hamblen, and Hawkins counties earned the first in the State of Tennessee Work Ethic Diploma distinction this year. These students have proven they understand the importance of attendance, attitude, and being drug free, have completed CTE and Dual Enrollment coursework, participated in industry awareness events, and have completed the eligibility requirements for the TN Promise. The amount of \$12,115 is requested to provide books, tech access keys, and software for the Dual Enrollment Computer Applications course. The amount of \$78,000 is

requested for Work-Based Learning reimbursements. A Work-Based Learning internship introduces students to the opportunities and careers in manufacturing. Educating students and parents of these opportunities is the starting point of creating the seamless, continuous pipeline of skilled workers that industry requires in order to maintain a quality workforce.

#### *Work-Based Learning Funding Structure*

The student internships for the *Strengthening the Lakeway Links* project will primarily take place during the summer months. Upon the successful completion of each internship, LEAP Project Manager will collect payroll records from each of the partnering employers. The records will be gathered for each student intern either in person or by email. The data, in both digital format and hard copy, will be stored by the LEAP Project Manager. The employers that qualify for reimbursement will invoice the grant's fiscal agent for 50% of the wages earned during the internship up to the \$2,000 cap. Once all the documentation is verified by the Project Manager the reimbursement will be issued to the company. Upon the successful completion of the internship the student will receive the appropriate secondary or post-secondary credit.

#### **Section 5: Sustainability**

*Detailed plan for sustaining the program beyond the 30-month funding period.* The "Strengthening the Lakeway Links" grant project has formed a strong regional collaborative between higher education, county school districts, and industry. The workforce building initiatives created from these strengthened partnerships have aligned industry needs and education training programs. These programs will be sustained beyond the 30-month funding period by: each entity in which grant purchased equipment is located will maintain it through local funds and Carl Perkins funds, the ACT KeyTrain and WorkKeys license will be absorbed into each school districts budget, the Work Ethic Diploma distinction will become a permanent program in each school district, Dual Credit will continue to be offered by the TCAT for the Industrial Electricity high school courses, and industry will continue to support Work-Based Learning internships. The partnering industries fully comprehend the impact internship programs have on closing the skills gap and educating students, parents, teachers, counselors, and the community of the vast array of career

opportunities in advanced manufacturing. Industry has driven every part of the “Strengthening the Lakeway Links” program and each company is eager to participate and continue the work that will close the skills gap and ensure the region has a highly skilled workforce for the future. This fact alone guarantees sustainability and future support for the program.

*Detailed plan for maintaining communication and sharing resources among all program partners beyond the 30-month funding period.* Maintaining the alignment between industry needs and the skills attained in education are critical to the long term sustainability of the project. The LEAP steering committee and industry partners will continue to meet semi-annually to provide input and direction for the LEAP grant initiatives. The Smoky Mountains Area Workforce Board, the program lead entity, will maintain the communication among partners and stakeholders beyond the grant funded period through its newsletter, strategic planning process, and quarterly meetings. TCAT instructors will continue to serve on the high school Industrial Electricity advisory committees meeting semi-annually and will continue to include the high school teachers in train-the-trainer events at the TCAT. TCAT Industrial Electricity, Industrial Maintenance, and Machine Tool Technology programs all have strong occupational advisory committees that are comprised solely of industry representatives and meet semi-annually. WSCC faculty also maintains industry advisory committees.

## GRANT BUDGET

LEAP Program Competitive Grant - *Strengthening the Lakeway Links 2.0*

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

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

POLICY 03 Object Line Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT AGREEMENT	GRANT MATCH	TOTAL PROJECT
1,2	Salaries, Benefits & Taxes	\$ 136,140.00	\$ -	\$ 136,140.00
4,15	Professional Fee, Grant & Award <sup>2</sup>	\$ 149,460.00	\$ -	\$ 149,460.00
5,6,7,8, 9,10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$ 16,000.00	\$ -	\$ 16,000.00
11,12	Travel, Conference & Meetings	\$ -	\$ -	\$ -
18	Other Non-Personnel <sup>2</sup>	\$ 15,000.00	\$ -	\$ 15,000.00
20	Capitol Purchase <sup>2</sup>	\$ 648,400.00	\$ -	\$ 648,400.00
22	Indirect Cost	\$ 35,000.00	\$ -	\$ 35,000.00
24	In-Kind Expense	\$ -	\$ -	\$ -
25	<b>GRAND TOTAL</b>	<b>\$ 1,000,000.00</b>	<b>\$ -</b>	<b>\$ 1,000,000.00</b>

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

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

<b>Cocke</b>						
Budget Line	Item	Description		Qty	Cost	Total
Capital Purchase	7000	BASIC Motor Control Wiring Package including rack	I/E	1	\$ 10,700.00	\$ 10,700.00
	9000	Commercial/Residential Wiring Package Trainer	I/E	1	\$ 6,200.00	\$ 6,200.00
	7100	Industrial Control System Troubleshooting Trainer	I/E	1	\$ 6,300.00	\$ 6,300.00
	2102	Relay Ladder Logic Trainer w/Micrologix® 1000 PLC Onboard, includes RSLogix 500 Software	I/E	1	\$ 5,800.00	\$ 5,800.00
	7100-P1	Motor Control/PLC Troubleshooting Trainer	I/E	1	\$ 5,800.00	\$ 5,800.00
	556276	Modular Automation Training System (Meclab)	I/E	1	\$ 8,100.00	\$ 8,100.00
		Snap-on Multimeter Training Kit	I/E	1	\$ 7,000.00	\$ 7,000.00
		Snap-on Starrett Precision Measurement Training Kit	M/T	2	\$ 26,500.00	\$ 53,000.00
					<b>Capital Purchase Total</b>	<b>\$ 102,900.00</b>
Grant and Awards		Instructor Training Snap-on Starrett Precision Measurement		1	\$ 895.00	\$ 895.00
		Electricity Classroom Tools, Supplies, Expendables			\$ 6,000.00	\$ 6,000.00
					<b>Grant and Awards Total</b>	<b>\$ 6,895.00</b>
					<b>Total</b>	<b>\$ 109,795.00</b>
<b>Greene</b>						
Budget Line	Item	Description		Qty	Cost	Total
Capital Purchase	7000	BASIC Motor Control Wiring Package including rack	I/E	1	\$ 10,700.00	\$ 10,700.00
	9000	Commercial/Residential Wiring Package Trainer	I/E	1	\$ 6,200.00	\$ 6,200.00
	7100	Industrial Control System Troubleshooting Trainer	I/E	1	\$ 6,300.00	\$ 6,300.00
	2102	Relay Ladder Logic Trainer w/Micrologix® 1000 PLC Onboard, includes RSLogix 500 Software	I/E	1	\$ 5,800.00	\$ 5,800.00
	7100-P1	Motor Control/PLC Troubleshooting Trainer	I/E	1	\$ 5,800.00	\$ 5,800.00
	556276	Modular Automation Training System (Meclab)	I/E	1	\$ 8,100.00	\$ 8,100.00
		Snap-on Multimeter Training Kit	I/E	1	\$ 7,000.00	\$ 7,000.00
		Snap-on Starrett Precision Measurement Training Kit	M/T	2	\$ 26,500.00	\$ 53,000.00
					<b>Capital Purchase Total</b>	<b>\$ 102,900.00</b>
Grant and Awards		Instructor Training Snap-on Starrett Precision Measurement		1	\$ 895.00	\$ 895.00
		Electricity Classroom Tools, Supplies, Expendables			\$ 6,000.00	\$ 6,000.00
					<b>Grant and Awards Total</b>	<b>\$ 6,895.00</b>
					<b>Total</b>	<b>\$ 109,795.00</b>
<b>Sevier</b>						
Budget Line	Item	Description		Qty	Cost	Total
Capital Purchase	7000	BASIC Motor Control Wiring Package including rack	I/E	1	\$ 10,700.00	\$ 10,700.00
	9000	Commercial/Residential Wiring Package Trainer	I/E	1	\$ 6,200.00	\$ 6,200.00
	7100	Industrial Control System Troubleshooting Trainer	I/E	1	\$ 6,300.00	\$ 6,300.00
	2102	Relay Ladder Logic Trainer w/Micrologix® 1000 PLC Onboard, includes RSLogix 500 Software	I/E	1	\$ 5,800.00	\$ 5,800.00
	7100-P1	Motor Control/PLC Troubleshooting Trainer	I/E	1	\$ 5,800.00	\$ 5,800.00
	556276	Modular Automation Training System (Meclab)	I/E	1	\$ 8,100.00	\$ 8,100.00
		Snap-on Multimeter Training Kit	I/E	1	\$ 7,000.00	\$ 7,000.00
		Snap-on Starrett Precision Measurement Training Kit	M/T	2	\$ 26,500.00	\$ 53,000.00
					<b>Capital Purchase Total</b>	<b>\$ 102,900.00</b>
Grant and Awards		Instructor Training Snap-on Starrett Precision Measurement		1	\$ 895.00	\$ 895.00
		Electricity Classroom Tools, Supplies, Expendables			\$ 6,000.00	\$ 6,000.00
					<b>Grant and Awards Total</b>	<b>\$ 6,895.00</b>
					<b>Total</b>	<b>\$ 109,795.00</b>

<b>Grainger</b>						
Budget Line	Item	Description	Qty	Cost	Total	
Capital Purchase		Snap-on Starrett Precision Measurement Training Kit	M/T 4	\$ 26,500.00	\$ 106,000.00	
				<b>Capital Purchase Total</b>	<b>\$ 106,000.00</b>	
Grant and Awards		Instructor Training Snap-on Starrett Precision Measurement	2	\$ 895.00	\$ 1,790.00	
				<b>Grant and Awards Total</b>	<b>\$ 1,790.00</b>	
				<b>Total</b>	<b>\$ 107,790.00</b>	
<b>Hawkins</b>						
Budget Line	Item	Description	Qty	Cost	Total	
Capital Purchase		Snap-on Starrett Precision Measurement Training Kit	M/T 4	\$ 26,500.00	\$ 106,000.00	
				<b>Capital Purchase Total</b>	<b>\$ 106,000.00</b>	
Grant and Awards		Instructor Training Snap-on Starrett Precision Measurement	2	\$ 895.00	\$ 1,790.00	
				<b>Grant and Awards Total</b>	<b>\$ 1,790.00</b>	
				<b>Total</b>	<b>\$ 107,790.00</b>	
<b>Hamblen</b>						
Budget Line	Item	Description	Qty	Cost	Total	
Capital Purchase		Snap-on Starrett Precision Measurement Training Kit	M/T 1	\$ 26,500.00	\$ 26,500.00	
		Haas CNC Lathe	M/T 1	\$ 48,200.00	\$ 48,200.00	
				<b>Capital Purchase Total</b>	<b>\$ 74,700.00</b>	
Grant and Awards		Instructor Training Snap-on Starrett Precision Measurement	2	\$ 895.00	\$ 1,790.00	
		Tooling of CNC Lathe		\$ 6,000.00	\$ 6,000.00	
				<b>Grant and Awards Total</b>	<b>\$ 7,790.00</b>	
				<b>Total</b>	<b>\$ 82,490.00</b>	
<b>TCAT Morristown</b>						
Budget Line	Item	Description	Qty	Cost	Total	
Capital Purchase		Snap-on Starrett Precision Measurement Training Kit	M/T 2	\$ 26,500.00	\$ 53,000.00	
				<b>Capital Purchase Total</b>	<b>\$ 53,000.00</b>	
Grant and Awards		Instructor Training Snap-on Starrett Precision Measurement	2	\$ 895.00	\$ 1,790.00	
				<b>Grant and Awards Total</b>	<b>\$ 1,790.00</b>	
				<b>Total</b>	<b>\$ 54,790.00</b>	
<b>Overall Program</b>						
Budget Line	Item	Description	Qty	Cost	Total	
Salaries, Benefits & Taxes		Project Director salary and benefits for 24 months	24	\$ 5,672.50	\$ 136,140.00	
				<b>Salaries, Benefits, &amp; Taxes Total</b>	<b>\$ 136,140.00</b>	
Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications		Marketing Material for over all Program and Work Ethic Diploma		\$ 16,000.00	\$ 16,000.00	
				<b>Supplies, Telephone, Postage &amp; Shipping, Occupancy, Equipment Rental &amp; Maintenance, Printing &amp; Publication Total</b>	<b>\$ 16,000.00</b>	
Grant and Awards		2 Yr. Site License for ACT KeyTrain for Cocke, Greene, and Sevier Counties	3	\$ 8,500.00	\$ 25,500.00	
		Work Based Learning Reimbursements		\$ 78,000.00	\$ 78,000.00	
		WBL Dual Enrollment Computer Applications Course Books, Tech Access Key, Microsoft Office Software		\$ 12,115.00	\$ 12,115.00	
				<b>Grant and Awards Total</b>	<b>\$ 115,615.00</b>	
Indirect Cost		Indirect Cost 3.5%		\$ 35,000.00	\$ 35,000.00	
				<b>Indirect Cost Total</b>	<b>\$ 35,000.00</b>	
Other Non-Personnel		National Career Readiness Certificate Testing (50 students per year for each of the six county school districts - 600 total students)		\$ 15,000.00	\$ 15,000.00	
				<b>Other Non Personnel Total</b>	<b>\$ 15,000.00</b>	
				<b>Total</b>	<b>\$ 317,755.00</b>	
				<b>Total</b>	<b>\$ 1,000,000.00</b>	

## Snap-on and Starrett create precision measurement instrument certification course

Snap-on has joined forces with the L.S. Starrett Company to create the newest addition to Snap-on’s series of technical education certification courses – Precision Measurement Instruments (PMI).

The goal of the PMI Certification course is providing students and technicians with a robust understanding of the fundamentals of precision measurement instruments. The PMI Certification course contains six modules, each contributing to a combined total of 32 hours of instruction in the following areas:

- Tape and Rule Measurement
- Slide Caliper Measurement
- Gauge Measurement
- Angle Measurement
- Micrometer Measurement
- Dial Gauge Measurement

Enrollees in the course will use Starrett® measuring devices in a practical learning environment. Headquartered in Athol, Massachusetts, Starrett is a leading manufacturer of a variety of precision measuring instruments, including micrometers; calipers; rules; levels; electronic gages; dial indicators; force and material testers; optical and vision products; gage blocks and granite surface plates; and custom engineered products.

“Precision measurement is the cornerstone of quality in the vast array of products and services many people rely upon each day,” said Ira E. Friedman, Western Region Tool & Metrology Sales Manager for the L. S. Starrett Company. “Technicians who are proficient in this discipline are essential to the success of organizations who work to meet the needs of the global marketplace. Starrett is proud to partner with Snap-on and leading technical colleges in America in this effort to make training and certification in precision measurement instruments available to students and instructors.”

Precision Measurement Instruments is just one of many certification courses developed by Snap-on that are designed to further the skills and hands-on knowledge of students and technicians. To date, more than 225 technical schools and training centers from across the country offer specialized Snap-on Certifications in several disciplines including torque, diagnostics, vehicle information systems, multimeter, tethered tools, horticulture, and now Precision Measurement Instruments. These innovative certification programs enable students to broaden their technical skills while enhancing their employability.

The Snap-on Education Program leverages more than 95 years of industry knowledge and tool expertise, developing product certification courses that serve as significant enhancements to the curricula currently taught in today’s technical classrooms. These certification courses emphasize tool theory, application, and usage; three areas of study that equip students with an essential foundation for proficiency, productivity, and safety. The certifications provide for conformity to an established standard and are typically integrated into existing courses offered by partnering schools.

The certification training is a collaborative effort between Snap-on and the National Coalition of Certification Centers (NC3), a network of education partners and corporations that support advances in workforce skills in the transportation, aviation, manufacturing, and energy sectors.

Technical school instructors benefit from the partnership with Snap-on as they have an opportunity to learn the latest advancements in tool technology, and stay abreast of maintenance issues affecting their areas of expertise, by attending training seminars at Snap-on’s Kenosha, WI facilities. The technical schools benefit by being able to offer courses that train students to become tomorrow’s best professional technicians. [www.snapon.com/industrial](http://www.snapon.com/industrial)

# SNAP-ON® AND STARRETT® PRECISION MEASUREMENT INSTRUMENT CERTIFICATION



Built on the foundation of the most trusted brand in the industry, Snap-on provides the essential **TOOLS FOR LIFE** that shape the future of tomorrow's workforce – certification programs, industry supported curriculum and hands-on training with Snap-on products.

The contents of this certification are designed to meet the needs and expectations of modern industry in the global marketplace. Starrett, Snap-on and NC3 combined their industrial experience and expertise to create a certification and curriculum specific to precision measurement instruments (PMI).

Precision measurement instruments form the basis of quality in manufacturing and repair. This PMI certification establishes a familiarity and understanding of the foundational instruments used in precision measurement. Those who receive the certification will prove they know how to use precision measurement tools to their full potential.

## COURSE CONTENT INCLUDES:

- Tape and Rule Measurement
- Side Caliper Measurement
- Gauge Measurement
- Angle Measurement
- Micrometer Measurement
- Dial Gauge Measurement



## BUILDING TOOLS FOR LIFE

Receive an official NC3 certificate for proof of achievement; providing third party stackable credentials that can offer enhanced employment potential and higher productivity on the job, in industries such as:

- Manufacturing
- Metrology Lab
- Metal Working
- Aerospace
- Transportation
- Energy

For more information and to find the certification school nearest you, please visit [education.snapon.com](http://education.snapon.com), or email: [education@snapon.com](mailto:education@snapon.com).

Snap-on and Starrett are proud partners of the National Coalition of Certification Centers.



## Precision Measurement Instruments

Snap-on certifications are compatible with other industry recognized certifications. Certifications are developed and administered with NC3 (National Coalition of Certification Centers).

Snap-on is a trademark of Snap-on Incorporated. ©Snap-on Incorporated 2015.

Printed in the U.S.A.

**Steering Committee Members**

- Dr. Nancy Brown, Executive Director LWDA 2, WSCC Dean of Workforce Development
- Jerry Patton, Director TCAT-Morristown, LEAP Program Director
- Dr. Tony Miska, President, WSCC
- Bill Brittain, Hamblen County Mayor
- Susan Luker, Executive Director, Douglas-Cherokee Economic Authority
- Tom Sewell, Dean of Technology, WSCC
- Manney Moore, Director, Cocke County Schools
- Donnie Frazier, CTE Director, Cocke County Schools
- Edwin Jarnagin, Director, Grainger County Schools
- Lisa Setsor, CTE Director, Grainger County Schools
- David McLain, Director, Greene County Schools
- Dr. Jeff Moorhouse, Director, Greeneville City Schools
- Jerry Ayers, CTE Principle, Greene Technology Center
- Dr. Dale Lynch, Director Hamblen County Schools
- Mike Watson, CTE Director, Hamblen County Schools
- Steve Starnes, Director, Hawkins County Schools
- Wayland Seaton, CTE Director, Hawkins County Schools
- Dr. Jack Parton, Director, Sevier County Schools
- Perry Schrandt, CTE Director, Sevier County Schools
- Daronda Patterson, Human Resources Manager, ZF TRW
- Ruby Glasscock, Human Resources Manager, Alcoa Howmet
- Keith Andrews, VP Research and Development, Tuff Torq
- Wendy Noe, Human Resources Manager, Meritor
- Tonya Shortt, Human Resources, Mahle



**Alcoa Howmet**  
Alcoa Power and Propulsion

Morristown Operations  
5650 Commerce Blvd.  
Morristown, TN 37814 USA  
Tel: (423) 587-4910  
Fax: (423) 581-1828

June 29, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having four (4) intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

A handwritten signature in black ink, appearing to read "John Tarnacki".

John Tarnacki  
Plant Manager

A handwritten signature in black ink, appearing to read "Ruby Glasscock".

Ruby Glasscock  
Human Resource Manager



June 24, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide paid summer internships over the 30 months of the grant. We anticipate having up to four (4) interns each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

A handwritten signature in black ink that reads "Rhonda Bailey".

Rhonda Bailey  
Human Resources Manager

Colortech, Inc., 5712 Commerce Blvd, Morristown, TN 37814  
Tel: (423) 839-2700 Fax: (423) 839-2784



ConAgra Foods Retail Products Company

Grocery Foods Group

Human Resources

540 East Broadway

Newport, TN 37821

TEL: (423) 625-3225

FAX: (423) 625-9369

July 5, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 1 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

*Dennis Gregg*

**Dennis Gregg**  
**HR Manager**  
**ConAgra Foods, Inc**  
**Newport TN**



World Headquarters

July 19, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

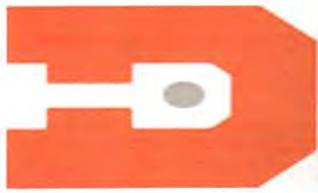
Dear Chris:

In support of the *Strengthening the Lakeway Links 2.0* LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 1 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

A handwritten signature in black ink that reads 'Joe Wood'.

Joe Wood  
Plant Manager



# DALTON™

## HYDRAULIC CYLINDERS

P.O. BOX 393 BLAINE, TN 37709  
PHONE: 865-933-5031 FAX: 865-933-5377  
[www.daltonhydraulic.com](http://www.daltonhydraulic.com)

June 23, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the Strengthening the Lakeway Links 2.0 LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide paid summer internships over the 30 months of the grant. We anticipate having 2 interns each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

*Dawn Dalton*

**DALTON HYDRAULIC LLC**  
865-933-5031  
865-933-5377 FAX





Date: July 5, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 2 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

A handwritten signature in black ink that reads "Mark Rouse". The signature is written in a cursive style.

Mark Rouse  
Funderburk Electrical Services

Huf North America Automotive Parts Manufacturing, Corp.  
Your Preferred Partner for Car Access, Security and Immobilization - CASIM



Huf North America, 395 T. Elmer Cox Drive, Mt. Pleasant Industrial Park, Greeneville, TN, 37743

June 23, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide at least one paid summer internship(s) over the 30 months of the grant. We anticipate having at least one intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

A handwritten signature in black ink that reads "Michelle Myers".

Michelle Myers, SPHR  
Human Resources Manager



July 2, 2016

Chris Edmonds  
LEAP Project Manager  
Tennessee College of Applied Technology  
W. Louise Ave.  
Morristown, TN 37813

Dear Chris:

In support of the Labor and Education Alignment Program Grant and Work Ethic Diploma initiative, Hutchinson Sealing System, Church Hill, TN plant, agrees to guarantee an interview to any recipient of the Work Ethic Diploma who meets the job-related qualifications for an open position. Hutchinson also supports the new internship program in 2016. We commit to offer 2-8 week internships during the summer to 2 individuals that meet the criteria during the school year 2016-2017.

Hutchinson Sealing System wants to continue to be very engaged in our community and offering some the best jobs for those students and young adults of Hawkins County.

Together we are working to achieve greatness !

My daytime contact information is as follows :

Phone : 423-357-2044

Email : [lisa.meadows@hutchinsonna.com](mailto:lisa.meadows@hutchinsonna.com)

Kindest Regards,

A handwritten signature in blue ink that reads 'Lisa Meadows'.

Lisa Meadows  
Human Resource Director



2500 Old Stage Road  
Greenville, TN 37745  
(423) 639-8111

7/5/2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide two paid summer internships over the 30 months of the grant. We anticipate having two interns each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

A handwritten signature in black ink, appearing to read "Trenton Flaherty".

Trenton Flaherty  
Talent Acquisition and Training Specialist  
Jarden Zinc Products

## Leonard Associates, LLC

---

July 15, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 1 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,  
Watson Leonard  
Leonard Manufacturing Resources



*Driven by performance*

June 24, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

MAHLE Engine Components USA,  
Inc.  
One Mahle Drive PO Box 748  
Morristown, TN 37815  
Phone +1 423 581-6603  
Fax +1 423 587-5170  
[www.us.mahle.com](http://www.us.mahle.com)

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 4 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

Tonya Shortt, PHR  
Human Resources - MAHLE



Parker Hannifin Corporation  
Parker Hydraulics Group  
Hydraulic Pump and Motor Division  
2745 Snapps Ferry Rd.  
Greeneville, Tennessee TN 37745 U.S.A.

July 14, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the *Strengthening the Lakeway Links 2.0* LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship over the 30 months of the grant. We anticipate having 1 intern each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

Tyler Ennis  
Division Human Resource Manager



**Renold Jeffrey**

2307 Maden Drive

Morristown, TN 37813 USA

July 15, 2016

Chris Edmonds

TCAT Morristown

821 W. Louise Ave

Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 1 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

*Leigh Boyte*

HR Manager – Chain Americas

(423)-714-1454



July 15, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the *Strengthening the Lakeway Links 2.0* LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 2 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

A handwritten signature in black ink, appearing to read 'Brian Black'.

Brian Black  
Manager, Human Resources



# Sevier County School System

*Dr. Jack A. Parton, Director of Schools*

226 Cedar Street  
Sevierville, Tennessee 37862

Phone : (865) 453-4671  
Fax : (865) 522-1497

July 19, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 2 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Sincerely,

Kevin McCure  
Director of Maintenance  
Sevier County School System

Keith Shults  
Director of Facilities  
Sevier County School System



June 27, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide paid summer internships over the 30 months of the grant. We anticipate having four (4) interns each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

TEAM is excited to partner in this capacity as the need for highly skilled engineers, maintenance technicians, and tool and die professionals continues to grow. If you have any questions or would like to speak to me regarding these internships, I can be reached at (423) 587-2199.

Sincerely,

A handwritten signature in cursive script that reads 'Grace'.

Grace Purvis  
Director of Human Resources

July 20, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

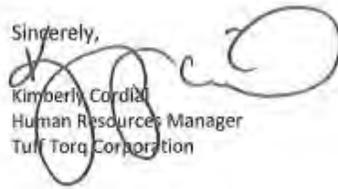


LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the *Strengthening the Lakeway Links 2.0* LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide paid summer internships over the 30 months of the grant. We anticipate having 2 interns each summer that will work 40 hours per week at a rate of \$11.00 per hour for eight (8) weeks.

Sincerely,

  
Kimberly Cordia  
Human Resources Manager  
Tuff Torq Corporation



Governor's Excellence  
Award Winner

Tuff Torq Corporation  
5943 Commerce Blvd.  
Morristown, TN 37814-1051  
Telephone: 423.585.2000  
Fax: 423.585.2003  
[www.tufftorq.com](http://www.tufftorq.com)



7500 Hwy. 11W  
Rogersville, TN 37857

July 8, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

In support of the *Strengthening the Lakeway Links 2.0* LEAP Grant proposal and to provide a quality Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 4 intern(s) each summer that will work 40 hours per week at a rate of \$10.00 per hour for eight (8) weeks.

Cordially,

A handwritten signature in cursive script that reads "Daronda Patterson".

Daronda Patterson, HR Manager  
ZF TRW, Rogersville, TN  
Phone: (423) 272-4294  
Email: [daronda.patterson@trw.com](mailto:daronda.patterson@trw.com)



**Alcoa Howmet**  
Alcoa Power and Propulsion

Morristown Operations  
5650 Commerce Blvd.  
Morristown, TN 37814 USA  
Tel: (423) 587-4910  
Fax: (423) 581-1828

June 29, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having one (1) intern(s) each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Sincerely,

A handwritten signature in black ink, appearing to read "John Tarnacki".

John Tarnacki  
Plant Manager

A handwritten signature in black ink, appearing to read "Ruby Glasscock".

Ruby Glasscock  
Human Resource Manager



ConAgra Foods Retail Products Company

Grocery Foods Group

Human Resources

540 East Broadway

Newport, TN 37821

TEL: (423) 625-3225

FAX: (423) 625-9369

July 5, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 5 intern(s) each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Sincerely,

*Dennis Gregg*

**Dennis Gregg**  
**HR Manager**  
**ConAgra Foods, Inc**  
**Newport TN**

# Department of Education Grainger County

P.O. Box 38  
7850 Rutledge Pike  
Rutledge, Tennessee 37861  
Phone 865/828-3611 Fax 865/828-4357  
Edwin Jamagin, Director

---

July 15, 2016

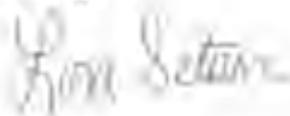
Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the *Strengthening the Lakeway Links 2.0* LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, Grainger County Schools Department of Special Education commits to provide a paid summer internship over the 30 months of the grant. We anticipate having one intern(s) each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to the day to day operations of the special education department.

Sincerely,



Lisa Setsor  
Special Education Director  
Grainger County Schools

[Visit Learn Grainger](#)

Grainger County Schools provides its communication materials electronically on the basis of the best available technology to persons with disabilities.

*Department of Education  
Grainger County*

P.O. Box 38  
7850 Rutledge Pike  
Rutledge, Tennessee 37861  
Phone 865/828-3611 Fax 865/828-4357  
Edwin Jarnagin, Director

---

July 6, 2016

Mr. Chris Edmonds  
TCAT Morristown  
821 West Louise Avenue  
Morristown, Tennessee 37813

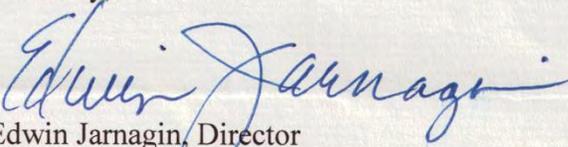
RE: LEAP Grant Work-Based Learning Computer Applications Internship

Dear Mr. Edmonds:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Computer applications Work-Based Learning opportunity, Grainger County Schools commits to provide paid summer internships over the 30 months of the grant.

We anticipate having two (2) intern(s) each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour, directly using Microsoft Excel in a practical application as it applies to the day to day operations of our school system.

Sincerely,

  
Edwin Jarnagin, Director  
Grainger County Schools

EJ;vlw

**Teach. Learn. Succeed.**

Grainger County Schools prohibit discrimination in all its programs and activities on the basis of race, color, national origin, gender, disability, or age.



Hearthstone, Inc. • 1630 East Highway 25-70 • Dandridge, Tennessee 37725  
telephone: 800/247-4442 • fax 865/397-9262

June 30, 2016

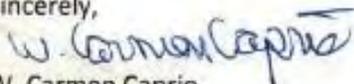
Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having one (1) intern(s) each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Sincerely,

  
W. Carmen Caprio  
President

*Combining the skills  
of the timberwright with  
one of nature's finest gifts*

**Huf North America Automotive Parts Manufacturing, Corp.**

Your Preferred Partner for Car Access, Security and Immobilization - CASIM



Huf North America, 395 T. Elmer Cox Drive, Mt. Pleasant Industrial Park, Greeneville, TN, 37743

June 22, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having at least one intern each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Sincerely,

A handwritten signature in black ink that reads "Michelle Myers".

Michelle Myers, SPHR  
Human Resources Manager



Meritor, Inc.  
1 Rockwell Drive  
Morristown, TN 37813  
423-587-2290  
meritor.com

July 19, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the *Strengthening the Lakeway Links 2.0* LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company commits to provide (a) paid summer internship over the 30 months of the grant. We anticipate having 1 intern each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Sincerely,

A handwritten signature in black ink, appearing to read "Wendy Noe", is written over the word "Sincerely,".

Wendy Noe  
Manager, Human Resources



**Mailing Address**  
P.O. Box 319  
Newport, TN 37822

**Office Address**  
170 Cape Boulevard  
Newport, TN 37821

**Phone**  
(423) 625-2800

**Fax**  
(423) 623-5767

**Website**  
[www.newportutilities.com](http://www.newportutilities.com)

June 30, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the **Strengthening the Lakeway Links 2.0** LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company anticipates providing (a) paid summer internship(s) over the 30 months of the grant. We anticipate having 1 or 2 intern(s) each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Sincerely,

A handwritten signature in black ink that reads "W. Glenn Ray".

W. Glenn Ray  
General Manager

*"Newport Utilities is an equal opportunity provider and employer"*



Parker Hannifin Corporation  
Parker Hydraulics Group  
Hydraulic Pump and Motor Division  
2745 Snapps Ferry Rd.  
Greeneville, Tennessee TN 37745 U.S.A.

July 14, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company commits to provide (a) paid summer internship over the 30 months of the grant. We anticipate having 1 intern each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Sincerely,

Tyler Ennis  
Division Human Resource Manager



June 24, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, Team Technologies, Inc. commits to provide paid summer internships over the 30 months of the grant. We anticipate having 1 intern each summer that will work one (1) 40-hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

TEAM is excited to partner in this capacity as the growing need for computer skills and practical application is crucial to the success and growth of businesses in our community. If you have any questions or would like to speak to me regarding the internships, I can be reached at (423) 587-2199.

Sincerely,

A handwritten signature in cursive script that reads 'Grace'.

Grace Purvis  
Director of Human Resources

5949 Commerce Blvd • Morristown, Tennessee 37814 • Telephone: (423) 587-2199

July 20, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813



LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the *Strengthening the Lakeway Links 2.0* LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company commits to provide paid summer internships over the 30 months of the grant. We anticipate having 2 interns each summer that will work one (1) 40 hour week at a rate of \$11.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Sincerely,

Kimberly Cordial  
Human Resources Manager  
Tuff Torq Corporation



Governor's Excellence  
Award Winner

Tuff Torq Corporation  
5943 Commerce Blvd.  
Morristown, TN 37814-1051  
Telephone: 423.585.2000  
Fax: 423.585.2003  
www.tufftorq.com



7500 Hwy. 11W  
Rogersville, TN 37857

July 8, 2016

Chris Edmonds  
TCAT Morristown  
821 W. Louise Ave  
Morristown, TN 37813

LEAP Grant Work-Based Learning Computer Applications Internship

Dear Chris:

In support of the ***Strengthening the Lakeway Links 2.0*** LEAP Grant proposal and to provide a quality Computer Applications Work-Based Learning opportunity, our company commits to provide (a) paid summer internship(s) over the 30 months of the grant. We anticipate having at least one intern(s) each summer that will work one (1) 40 hour week at a rate of \$10.00 per hour directly using Microsoft Excel in a practical application as it applies to manufacturing and industry.

Cordially,

A handwritten signature in cursive script that reads "Daronda Patterson".

Daronda Patterson, HR Manager  
ZF TRW, Rogersville, TN  
Phone: (423) 272-4294  
Email: daronda.patterson@trw.com



Central Office: Workforce Development • Walters State Community College  
 500 Dean Conrad Parkway • Morristown, TN • 37806-0000  
 (202)597-1100 • Fax: 423-528-6600

- Chickamauga
- Cocke
- Grainger
- Greene
- Hamblen
- Hamblen
- Hawkins
- Jefferson
- Sevier
- Union

June 27, 2018

Office of Governor Bill Haslam  
 State of Tennessee  
 1<sup>st</sup> Floor, State Capitol Building  
 Nashville, TN 37243

Dear Governor Haslam,

On behalf of the Smoky Mountains Area Workforce Board, I would like to express my wholehearted endorsement of the LEAP 2.0 grant proposal that we are submitting in partnership with the Tennessee College of Applied Technology at Morristown, Walters State Community College and the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As the Dean of Workforce Development for LWDA 2 at Walters State Community College, I have been involved in facing the challenges of developing a workforce with the essential skills required by modern manufacturing companies. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art industrial electricity, industrial maintenance, machine tool, and robotic equipment, and now have the opportunity to earn Industrial Electricity Dual Credit at the TCAT. These students are earning a National Career Readiness Certificate (NCRC), receiving soft skills instruction, and earning a Work Ethic Diploma.

Expanding these initiatives into surrounding counties ensures a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in our area. We believe that the *Strengthening the Lakeway Links LEAP 2.0* grant proposal will capitalize on the success of the first LEAP Grant by offering these initiatives to Cocke, Greene, and Sevier counties. From our discussions with employers, we know that the national certifications offered in Precision Measurement to high school students in all six partnering counties and at the TCAT are highly valued by industries in our counties. The expanded LEAP 2.0 Work-Based Learning opportunities, including summer internships, and dual enrollment courses at Walters State in Computer Applications are also specifically designed to meet the needs of local employers.

I am certain that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the *Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain* grant proposal and believe that this grant will improve the economy and quality of life of our region.

Sincerely,

Nancy B. Brown, Ph.D., FAICP  
 Dean of Workforce Development/Executive Director, Smoky Mountains Area Workforce Board





TENNESSEE COLLEGE  
OF APPLIED TECHNOLOGY  
— MORRISTOWN —

821 WEST LOUISE AVENUE • MORRISTOWN, TENNESSEE 37813-2094  
PHONE: (423) 586-5771 • FAX: (423) 586-8030

OFFICE OF DIRECTOR

July 11, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam:

Let me take this opportunity to thank you and the legislature for making another round of LEAP grants available. We were fortunate to receive funding for the current round of grants and we believe that our efforts have borne tremendous dividends for the state. When the original concept for a LEAP grant was formulated, we placed great emphasis on the need to develop soft skills. This approach has been utilized by many other partnering institutions throughout the state and we have received the accolades of numerous area industries for taking this approach.

LEAP 2.0 will give us the opportunity to expand our current project and incorporate more partners into the *Strengthening the Lakeway Links* concept. We currently work with three counties: Hamblen, Hawkins and Grainger, and we intend to add three additional counties should we be successful in obtaining additional funding through the grants. Our goal has been to interest more high school students in pursuing careers in manufacturing. In addition, we have utilized much of the funding to place quality equipment into many of our area high schools. Robotics equipment is now available at Morristown West High School, Cherokee and Volunteer High School in Hawkins County. We believe that to attract quality students at the high school level and interest them in careers in manufacturing better training equipment must be available.

With the implementation of TN Promise and Reconnect, TCAT-Morristown has seen a significant increase in enrollment. When we factor in the impact that our LEAP grant has generated, we are convinced that more and more of our area high school graduates will pursue technical training and have meaningful employment with our many area industries. Job prospects in our region are exceptional.

Thank you for making this opportunity available; and we pledge to do all in our power to utilize the funds appropriately and achieve the results that we so earnestly strive to obtain.

Sincerely,

Jerry Patton



OFFICE OF THE PRESIDENT

July 20, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

We fully support the LEAP 2.0 proposal, *Strengthening the Lakeway Links*, submitted by the Smoky Mountains Area Workforce Board and the Tennessee College of Applied Technology – Morristown (TCAT-M). The LEAP 1.0 program has been very successful in Grainger, Hancock and, Hawkins counties, and we highly endorse the planned expansion of the program to three additional counties in our area: Cocke, Greene, and Sevier. The addition of equipment and training for industrial electricity courses in these three new counties will provide students with the same resources as the LEAP 1.0 counties, preparing them for the transition into an A.A.S. degree program at our college. It will also help align programs at the high schools, TCAT-M, and Walters State.

The dual enrollment component of LEAP 2.0 will enable students to earn postsecondary credits and learn skills that local industries have identified as critical needs. Dual enrollment is a key component of our efforts to meet the goals of your “Drive to 55” initiative, and our outstanding faculty and staff are committed to helping students enroll and succeed in the program.

Walters State is focused not only on ensuring that our students are successful in completing their degrees and certificates, but we are also committed to meeting the specific needs of our Smoky Mountains Area Workforce Board. The college’s Center for Workforce Development has been an active partner in the LEAP 1.0 grant, and we are excited about the idea of expanding the program so that more individuals have an opportunity to improve their workforce skills. Dr. Nancy Brown, our Dean of Workforce Development, has served as project co-director for the LEAP 1.0 grant and would continue that role for the LEAP 2.0 program. She has observed firsthand the impact the program has had on the local area and greatly appreciates the excellent program management provided by TCAT-M.

Walters State is ready to work with TCAT-M, area employers, and the Smoky Mountains Area Workforce Board through the LEAP 2.0 program to increase the number of individuals who are prepared to succeed in Tennessee’s workforce.

Sincerely,

Tony Miksa  
President



**DOUGLAS OVERBEY**  
 STATE SENATOR  
 2<sup>nd</sup> DISTRICT  
 BLOUNT AND SEVIER COUNTIES

306 WAR MEMORIAL BUILDING  
 NASHVILLE, TENNESSEE 37243-0208  
 PHONE (615) 741-0981  
 (800) 449-8366 EXT. 10981  
 FAX (615) 253-0224

**Senate Chamber**  
**State of Tennessee**

NASHVILLE

**CHAIRMAN**  
 ETHICS COMMITTEE  
 TENNESSEE ARTS CAUCUS

**MEMBER OF COMMITTEES**  
 FINANCE WAYS AND MEANS  
 HEALTH & WELFARE  
 JUDICIARY  
 RULES  
 JOINT FISCAL REVIEW  
 JOINT PENSIONS & INSURANCE

July 19, 2016

Office of Governor Bill Haslam  
 State of Tennessee  
 1<sup>st</sup> Floor, State Capitol Building  
 Nashville, TN 37243

Dear Governor Haslam:

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a state senator from the 2nd district, which includes Sevier County, I have participated in discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Douglas Overbey  
 State Senator

**STEVE SOUTHERLAND  
DEPUTY SPEAKER**

10 Legislative Plaza  
Nashville, TN 37243-0201  
(800) 449-6366, Ext. 13851  
Fax: (615) 253-0330

4648 Harbor Drive  
Morristown, TN 37814  
(423) 587-6167



**Senate Chamber  
State of Tennessee  
NASHVILLE**

**Chairman**  
Energy, Agriculture & Natural Resources

**Member**  
Transportation

**Member**  
Commerce & Labor

Thursday, June 23, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam:

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of: Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a State Senator who represents the Lakeway area, I have participated in many discussions concerning the development of a workforce with the necessary skills required by modern manufacturing companies. Many of the development needs were identified and addressed in the first LEAP Grant. Students in the Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art industrial electricity, industrial maintenance, machine tool, and robotic equipment. These students also have the opportunity to: earn Industrial Electricity Dual Credit at the TCAT, earn a National Career Readiness Certificate (NCRC), receive soft skills instruction, and earn a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties: Cocke, Greene, and Sevier. The LEAP 2.0 proposal will improve the skills gap in all six partnering counties by acquiring training equipment to offer six industry certifications in precision measurement to high school students and to students at the TCAT. LEAP 2.0 will also expand work-based learning opportunities with summer internships and a dual enrollment opportunity for computer applications that will include a work-based learning component.

It is my belief that this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come. Your approval of this request would be much appreciated.

Respectfully,

A handwritten signature in cursive script that reads "Steve Southerland".

Steve Southerland



## House of Representatives State of Tennessee

**DALE CARR**  
STATE REPRESENTATIVE  
12<sup>th</sup> District – Sevier County

EMAIL:  
rep.dale.carr@capitol.tn.gov

July 18, 2016

214 WAR MEMORIAL BUILDING  
NASHVILLE, TN 37243-0108  
(615) 741-5981  
FAX: (615) 253-0303

CHAIR  
LOCAL GOVERNMENT SUB-COMMITTEE

MEMBER  
LOCAL GOVERNMENT COMMITTEE  
TRANSPORTATION COMMITTEE

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Dale Carr

**Jeremy Faison**  
State Representative  
District 11

**Chairman**  
Government Operations Committee

**Member of Committees**  
Calendar & Rules Committee  
Health Committee  
Health Subcommittee

## House of Representatives State of Tennessee

**LEGISLATIVE ADDRESS**

202 War Memorial Building  
301 6<sup>th</sup> Ave North  
Nashville, TN 37243

Office: (615) 741-6871  
1(800) 449-8366, ext. 44114

June 29, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a State Representative for the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Respectfully,



Representative Jeremy Faison



**Andrew Farmer**

STATE REPRESENTATIVE  
17<sup>th</sup> LEGISLATIVE DISTRICT  
PART OF JEFFERSON AND SEVIER  
COUNTIES

# House of Representatives State of Tennessee

NASHVILLE

301 6<sup>th</sup> Avenue North  
Nashville, TN 37243  
(615) 741-4419

E-mail  
rep.andrew.farmer@capitol.tn.gov

July 18, 2016

Governor Bill Haslam  
State of Tennessee  
First Floor, State Capitol  
Nashville, TN 37243

Dear Governor Haslam:

I am pleased to express my full support of the LEAP grant proposal request by the Sevier County School System and the Smoky Mountain Area Workforce Board LWDA 2.

**The Strengthening the Lakeway Links LEAP 2.0 grant** will be a continuation from the successful first LEAP grant. LEAP 2.0 will expand the working opportunities with summer internships along with dual enrollment opportunity for computer applications that will also include a work-based learning component. This grant will prepare individuals with the growing workforce and the quality of life for generations to come.

I hope that you will realize the significant need for this grant and understand how important this would be toward the citizens of the community and the surrounding areas. I appreciate your strong consideration for the approval of the submitted application.

Sincerely,



Andrew E. Farmer



**Tilman Goins**  
STATE REPRESENTATIVE  
10<sup>th</sup> LEGISLATIVE DISTRICT  
HAMBLLEN COUNTY

**MEMBER OF COMMITTEES**

HOUSE BUSINESS AND UTILITIES  
HOUSE CRIMINAL JUSTICE  
HOUSE CRIMINAL JUSTICE  
SUB-COMMITTEE

**House of Representatives**  
**State of Tennessee**

NASHVILLE

**OFFICE ADDRESS:**  
207 WAR MEMORIAL BUILDING  
NASHVILLE, TENNESSEE 37243-0157

(615) 741-6877  
800-253-0182

E-MAIL:  
rep.tilman.goins@capitol.tn.gov

June 24, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of this community, I have participated in discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were addressed in the first LEAP Grant. Since the first grant was awarded students have developed more in depth skills in areas such as: work ethic, reading and math skills, basic tool identification, communication, problem-solving, interview skills and teamwork. Additionally, students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment. These students have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, to earn a National Career Readiness Certificate (NCRC), they are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is essential that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the accomplishments of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. Furthermore, this grant will address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. Lastly, LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

I strongly believe that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a monumental impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

State Representative Tilman Goins  
District 10

DAVID HAWK  
STATE REPRESENTATIVE  
5<sup>TH</sup> LEGISLATIVE DISTRICT

201 WAR MEMORIAL BUILDING  
NASHVILLE, TENNESSEE 37243-0105  
(615) 741-7482  
TOLL FREE: 1-800-448-8366 EXT. 1-7482  
FAX: (615) 253-0210  
E-MAIL:  
rep.david.hawk@capitol.tn.gov



MEMBER OF COMMITTEES  
AGRICULTURE & NATURAL RESOURCES  
FINANCE WAYS AND MEANS  
&  
FINANCE WAYS & MEANS SUBCOMMITTEE

HOME:  
407 CROCKETT LANE  
GREENEVILLE, TENNESSEE 37746  
RES: (423) 639-8146  
OFC. (423) 620-9391

## House of Representatives State of Tennessee

July 14, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1st Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

Thank you for your dedicated service to the State of Tennessee.

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

I have had the opportunity to participate in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

A handwritten signature in black ink, appearing to read "David Hawk".

State Representative David Hawk

5<sup>TH</sup> LEGISLATIVE DISTRICT  
SERVING GREENE COUNTY



JERRY SEXTON  
 STATE REPRESENTATIVE  
 35<sup>th</sup> LEGISLATIVE DISTRICT  
 301 6<sup>th</sup> AVENUE NORTH  
 SUITE 113 WAR MEMORIAL BUILDING  
 NASHVILLE, TENNESSEE 37243  
 OFFICE: (615) 741-2534  
 FAX: (615) 253-0273  
 Email: rep.jerry.sexton@capitol.tn.gov

DISTRICT ADDRESS  
 P.O. BOX 607  
 BEAN STATION, TENNESSEE 37708

**House of Representatives**  
**State of Tennessee**

NASHVILLE

June 23, 2016

Chris Edmonds  
 LEAP Project Manager  
 Tennessee College of Applied Technology  
 Morristown, TN 38713

Re: LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

I am writing today to express my full support for the efforts of the Strengthening of Lakeway Links 2.0 LEAP Grant proposal as referenced above. The City of Morristown is requesting funds to provide a quality computer applications work-based learning opportunity to the Lakeway area.

The LEAP 2.0 Grant will undoubtedly prove to be an extremely valuable asset for my constituents and many other individuals in the East Tennessee region. The grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County. It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce.

The Strengthening the Lakeway Links LEAP 2.0 Grant proposal will capitalize on the achievements of the first LEAP Grant by expanding its initiatives to three additional counties: Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in precision measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand work-based learning opportunities in the form of summer internships and a dual enrollment opportunity for computer applications that will also include a work-based learning component.

From the many successes of our area's first LEAP Grant, it is clear the 2.0 Grant will provide even more students with the necessary skills required by today's high-tech companies.

The need for this grant is crucial not only for Lakeway, but also the future of our community as we continue to grow and create an environment for jobs to flourish in our area.

I support the Strengthening of Lakeway 2.0 and believe this grant will have a significant impact on the economy and quality of life in Tennessee for years to come. I would greatly appreciate you giving this project your utmost consideration.

Thank you for your time and do not hesitate to contact me if you have any questions.

Sincerely,

Jerry Sexton  
 State Representative  
 District 35



Dr. Russ Deaton, Interim Executive Director  
Tennessee Higher Education Commission  
404 James Robertson Parkway, Suite 1900  
Nashville, TN 37243-0830

Dear Dr. Deaton:

The Niswonger Foundation is pleased to provide this letter of support for the enclosed LEAP 2.0 Computer Applications proposal being submitted as part of the 2016 Labor Education Alignment Program Grant Competition sponsored by the Tennessee Higher Education Commission.

We have observed “first hand” the success of the current LEAP program, “Strengthening the Lakeway Links”, led by Project Director Chris Edmonds. Area students have benefitted from the partnership between the three schools systems and the community and higher-education partners. Even before this second round of LEAP competition, interest from other communities and school systems became apparent. The ideas of the project led to collaboration—both within the project area and reaching out to surrounding communities. This collaborative effort has led to this new high-quality proposal; it has the potential to serve an even larger number of students and communities.

The Niswonger Foundation will support, as appropriate, these workforce development efforts. We are prepared to make strategic investments to support the efforts of this proposed project. We encourage and appreciate your favorable consideration for this grant application.

Sincerely,

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

Dr. Nancy Dishner  
President & CEO



## Cocke County Partnership

CHAMBER OF COMMERCE • ECONOMIC DEVELOPMENT • TOURISM

Date 7/13/16

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As an economic development leader in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,  
Lucas Graham  
Cocke County Partnership, President

# Douglas-Cherokee Economic Authority, Inc.



June 29, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As the Community Action Agency serving the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Susan Luker, Executive Director

CSBG/LIHEAP

Adult  
Education

Educational  
Opportunity  
Center

Education  
Center

Head Start

Neighborhood  
Service Center

Responsible  
Fatherhood

Senior  
Nutrition  
Program

Talent Search

Upward Bound

Volunteer  
Housing  
Development  
Corporation

Volunteer  
Housing  
Management  
Corporation

WIA



P.O. Box 1218 • Morristown, Tennessee 37816-1218 • Phone (423) 587-4500 • Fax (423) 587-4509

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



June 23, 2016

Chris Edmonds  
LEAP Project Manager  
Tennessee College of Applied Technology  
Morristown, TN 38713

Re: LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

I am writing today to express my full support for the efforts of the Strengthening of Lakeway Links 2.0 LEAP Grant proposal as referenced above. The City of Morristown is requesting funds to provide a quality computer applications work-based learning opportunity to the Lakeway area.

The LEAP 2.0 Grant will undoubtedly prove to be an extremely valuable asset for my constituents and many other individuals in the East Tennessee region. It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce.

The Strengthening the Lakeway Links LEAP 2.0 Grant proposal will capitalize on the achievements of the first LEAP Grant by expanding its initiatives to three additional counties: Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in precision measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand work-based learning opportunities in the form of summer internships and a dual enrollment opportunity for computer applications that will also include a work-based learning component.

From the many successes of our area's first LEAP Grant, it is clear the 2.0 Grant will provide even more students with the necessary skills required by today's high-tech companies.

The need for this grant is crucial not only for Lakeway, but also the future of our community as we continue to grow and create an environment for jobs to flourish in our area. I support the Strengthening of Lakeway 2.0 and believe this grant will have a significant impact on the economy and quality of life in Tennessee for years to come. I would greatly appreciate you giving this project your utmost consideration.

Thank you for your time and do not hesitate to contact me if you have any questions.

Sincerely,

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

Jerry Sexton  
President  
Grainger Chamber of Commerce



June 27, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As the President of the Morristown Area Chamber of Commerce, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Most recently, a visit from a Vice President of the Federal Reserve indicated while visiting Morristown that a regional workforce and training facility must be a priority if we are to continue to grow jobs and investment in our region. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of the first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers regionally to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,



Marshall Ramsey  
President

IN THE MOUNTAINS BETWEEN THE LAKES

825 W. First North Street • P.O. Box 9 • Morristown, TN 37815  
423-586-6382 • fax: 423-586-6576  
[www.morristownchamber.com](http://www.morristownchamber.com)



## Rogersville/Hawkins County Chamber of Commerce

107 East Main Street Suite 100; Rogersville, Tennessee 37857; Tel./Fax: (423) 272-2186  
US Bank Building - Kyle Street Entrance

---

July 19, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

A handwritten signature in blue ink that reads "Nancy Barker".

Nancy Barker  
Executive Director





July 5, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As the executive director of the Sevier County Economic Development Council, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. We have recently recruited TCAT into our community by providing building space to teach much needed skills to our citizens that our industries require. We have heard of the great success that the first LEAP Grant had on the counties that got the benefit of this grant.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in Sevier County. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Sevier County region for years to come.

Sincerely,



**Allen Newton**  
Executive Director

---

321 Court Avenue, Sevierville, Tennessee 37862  
(865) 428-2212 (865) 453-2312 Fax [www.secdc.com](http://www.secdc.com)

From the Desk of  
Mayor Terry D. Wolfe

## *Town Of Bean Station*

785 Main Street  
Bean Station, TN 37708

Ph: 865-993-3177  
Fax: 865-993-3619

June 24, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243



Dear Governor Haslam,

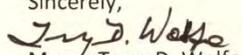
I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

  
Mayor Terry D. Wolfe



## COCKE COUNTY GOVERNMENT

CRYSTAL OTTINGER, MAYOR

June 27, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment. They have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of the first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Crystal Ottinger  
County Mayor

CO/psl

---

COURTHOUSE ANNEX • SUITE 146 • 360 EAST MAIN STREET • NEWPORT, TENNESSEE 37821  
(423) 623-8791 • FAX (423) 623-8792 • COTTINGER@COCKECOUNTY.NET

**MAYOR**  
W. T. Daniels  
**Administrator**  
Todd Smith



**ALDERMEN**  
Brian N.F. Bragdon  
Buddy C. Hawk  
Keith W. Paxton  
Sarah E. T. Webster

Office of Governor Bill Haslam  
State of Tennessee  
1st Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

The Town of Greeneville fully supports this regional initiative for many reasons. Greeneville's students receive an exceptional education preparing them for their future. The LEAP grant is an opportunity for Greeneville's students to further prepare themselves for high quality advanced manufacturing and technical skills to compete in today's workforce. Secondly, Greeneville's local industries need the pipeline of skilled workers fully prepared to enter the workplace. Just yesterday I spoke with a local industry owner who has several openings in his business, but few qualified applicants possessing the specific skill needed to operate his machinery. The LEAP grant provides an avenue to address these training shortfalls.

Meeting the demands of both local industry and local workers interested in a good career at home is the foundation for a partnership of regional economic growth. The LEAP grant is an important element to help Greeneville and the entire Lakeway region to meet these important workforce development goals. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal.

Respectfully,

Todd M. Smith  
City Administrator  
Greeneville, TN

Phone: 423-639-7105  
TDD: 423-639-5785

**200 North College St.**  
**Greeneville, TN 37745**

Fax: 423-639-0093  
[www.greenevilletn.org](http://www.greenevilletn.org)



July 1, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing in support of the LEAP grant 2.0 proposal submitted by the Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown and Walters State Community College in partnership with seven (7) public school districts in Cocke, Grainger, Greene, Hamblen, Hawkins and Sevier Counties.

Our region, particularly Morristown/Hamblen County, has devoted much time and energy to addressing the skills gap that exists between today's workforce and the needs of advanced manufacturers who supply one of every four (4) jobs in my county. We listened to the employers and worked to meet their needs and concerns in the first LEAP grant we received in 2015. The results exceeded all expectations. We continue to listen and that has led to this proposal for the latest round of LEAP grants.

This grant application doubles the number of communities impacted by its proposals and continues the best of the first grant program, like the Work Ethic Diploma of Distinction. It also adds training on precision measurement equipment which employers requested. LEAP 2.0 will expand work-based learning opportunities with more summer internships and dual enrollment opportunities for computer applications.

Manufacturers in our region have identified the need for better prepared applicants for positions such as production operators, industrial electricity technicians and industrial maintenance technicians. This proposal addresses the need and will make a significant impact on our economy and the people of the Lakeway region for years to come.

Sincerely,

Bill Brittain  
County Mayor

Cc: Chris Edmonds

**Bill Brittain, County Mayor**

511 West Second North Street • Morristown, TN 37814 • office: 423.586.1931 • fax: 423.586.4699

[www.HamblenCountyTN.gov](http://www.HamblenCountyTN.gov) • email: [bbrittain@co.hamblen.tn.us](mailto:bbrittain@co.hamblen.tn.us)

# City of Morristown

*Incorporated 1835*



**GARY CHESNEY**

Mayor

June 28, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA-2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,



Gary Chesney, Mayor



# CITY OF NEWPORT

300 E. MAIN STREET • P.O. BOX 370 • NEWPORT, TENNESSEE 37822

PHONE: (423) 623-7323 • FAX (423) 613-4060

PHONE: (423) 623-1063 • FAX: 423-623-7098

MAYOR

**CONNIE BALL**

VICE MAYOR

**MIKE PROFFITT**

ALDERMEN:

**JEFF FANCHER**

**ROGER GRIBBLE**

**MIKE HANSEL**

**BOBBY KNIGHT**

CITY ATTORNEY

**TERRY E. HURST**

July 13, 2016

CITY ADMINISTRATOR

**JAMES FINCHUM**

POLICE DEPARTMENT

**MAURICE SHULTS, CHIEF**

FIRE DEPARTMENT

**RANDY RAGAN, CHIEF**

PARKS & RECREATION

**TIM DOCKERY**

STREET SUPERINTENDENT

**BEN HICKS**

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

*Connie Ball*

E-MAIL ADDRESS - [MAYOR@CITYOFNEWPORT/TN.COM](mailto:MAYOR@CITYOFNEWPORT/TN.COM)

WEB SITE ADDRESS - [WWW.CITYOFNEWPORT-TN.COM](http://WWW.CITYOFNEWPORT-TN.COM)

Telephone 865.453.6136  
Fax 865.453.6830  
E-mail: lwaters@seviercountyttn.org



125 Court Avenue  
Suite 201E  
Sevierville, TN 37862

Larry Waters *County Mayor*

June 30, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Larry Waters  
Sevier County Mayor

# Cocke County Board of Education

305 Hedrick Drive  
Newport, Tennessee 37821  
(423) 623-7821 Fax (423) 625-3947

## DIRECTORS

Amanda Weits, Instructional Supervisor  
Dennis Balch, Attendance Supervisor  
Tiffany Dover, Health Services  
Patricia Ellison, Special Education Supervisor  
Donnie Frazier, Technology Supervisor/Vocational Director  
Gary Holt, Insurance/Titles  
Casey Kelley, Complaints/Safety Supervisor  
Carla Ponder, Health Services  
Teri Sawyer, Food Service Director

**Manney Moore, Director**



## MEMBERS OF BOARD

Richard Coggins  
Darrin Costner  
Rose Lovell  
Derle Morgan  
John Johnson  
Dr. Ken Johnson  
Pat Proffitt

June 22, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

  
**Manney Moore**  
Cocke County Director of Schools

*Department of Education*  
*Grainger County*

P.O. Box 38  
7850 Rutledge Pike  
Rutledge, Tennessee 37861  
Phone 865/828-3611 Fax 865/828-4357  
Edwin Jarnagin, Director

---

July 15, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the educational community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Our students in Grainger County, as well as students in Hamblen and Hawkins Counties, are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment. They also have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,



Edwin Jarnagin  
Director  
Grainger County Schools

Teach. Learn. Succeed.

Grainger County Schools prohibit discrimination in all its programs and activities on the basis of race, color, national origin, gender, disability, or age.



# Greene County Schools

*Building our future...  
One child at a time*

Mr. David McLain, Director of Schools  
Dr. Bill Ripley, Assistant Director of Academics  
Mr. George Frye, Assistant Director of Operations  
910 West Summer Street  
Greeneville, TN 37743

6/23/2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

As Director for Greene County Schools, I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

I know with your Drive to 55 initiative, it is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in our area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life in the area in which we live.

Sincerely,

David McLain, Ed.S  
Director Greene County Schools

# GREENEVILLE CITY SCHOOLS

## CULTIVATE THE MIND - IMPACT THE HEART

---



6.22.16

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greenville City, Hamblen County, Hawkins County, and Sevier County.

As a Director of Schools in Greenville, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Jeff Moorhouse, Ed.D.  
Greenville City Schools

---

129 W. Depot Street  
Greenville, TN 37744-1420  
(423) 787-8000  
[www.gcschools.net](http://www.gcschools.net)  
Director of Schools  
Dr. Jeff Moorhouse, Ed. D.

*Dr. Jeff Moorhouse, Ed. D.*  
Director of Schools



## HAMBLEN COUNTY DEPARTMENT OF EDUCATION

210 East Morris Boulevard  
Morristown, Tennessee 37813  
Phone (423) 586-7700 • Fax (423) 586-7747

*The mission of Hamblen County Schools is to educate students  
so they can be challenged to successfully compete in their chosen fields.*

DR. DALE P. LYNCH  
Director

June 22, 2016

BOARD OF EDUCATION

Shahin Assadnia

Carolyn Clawson

Joe Gibson, Jr.

Roger Greene

James Grigsby

Janice Haun

Clyde Kinder

The Honorable Bill Haslam  
Governor of Tennessee  
First Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam:

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the Lakeway area community, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins counties are receiving training on state-of-the-art industrial electricity, industrial maintenance, machine tool, and robotic equipment. They have the opportunity to earn Industrial Electricity dual credit at the TCAT, and they are receiving soft skills instruction while earning a National Career Readiness Certificate (NCRC) and a Work Ethic Diploma. The successes of the first LEAP grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians who are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand work-based learning opportunities in the form of summer internships and a dual enrollment opportunity for Computer Applications that will also include a work-based learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in production operators, industrial electricity technicians, and industrial maintenance technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Respectfully,



Dale P. Lynch, Director of Schools

DPL/ag

# Hawkins County Schools

## School Board Members

Chris Christian, Chairman  
Bob Larkins, Vice-Chairman  
Kathy Credic  
Holly Helton  
Tecky Hicks  
Debbie Shedden  
Michael Williams

200 North Depot Street  
Rogersville, TN 37857  
423.272.7629 Fax 423.272.2207

## Director of Schools

Steve Starnes

## Executive Administrative Assistant

Jennifer Michel



July 18, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1st Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the educational community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial

Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Steve Starnes  
Director of Schools



# Sevier County School System

*Dr. Jack A. Parton, Director of Schools*

226 Cedar Street  
Sevierville, Tennessee 37862

Phone (865) 453-4671  
Fax (865) 774-4562

June 30, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam:

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties – Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life in the Lakeway region for years to come.

Sincerely,

Jack A. Parton, Ed.D.  
Superintendent of Schools

JAP:fbj



3M Midway

Ceradyne, Inc. a 3M company  
510 Midway Circle  
Midway, TN 37809  
423 422 6051

07/12/16

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Michael Wilds  
Plant Manager, 3M Midway



**Alcoa Howmet**  
Alcoa Power and Propulsion

Morristown Operations  
5650 Commerce Blvd.  
Morristown, TN 37814 USA  
Tel: (423) 587-4910  
Fax: (423) 581-1828

June 29, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

John Tarnacki  
Plant Manager

Ruby Glasscock  
Human Resource Manager



**SSW Holding**  
COMPANY, INC.

*Quality Appliances for the Home & School*

345 Chemwood Drive  
Newport, TN 37821

July 5, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

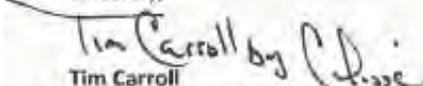
I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

  
Tim Carroll  
TN Operations General Manager

  
Anthony Ottinger  
Plant Manager

  
Calisse Finchun  
HR Manager

101 American Road  
Afton, TN 37616  
423/639-7878 • FAX 423-636-2136

July 14, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Greene County area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce. The current workforce has several deficiencies that need addressed. Our local plant, American Greetings in Greeneville, is in need of state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment training.

If the grant were approved, the local students would also have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, earn a National Career Readiness Certificate (NCRC), and receive the soft skills instruction.

American Greetings feel it is crucial that these initiatives be expanded to our area if local manufacturing is to be successful. It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. This grant will have a significant impact on the economy and quality of life of the region for years to come.

Sincerely,



Scott Crawford  
VP-Manufacturing  
American Greetings



June 30, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243



Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

I support the initiative and we would like to participate, but we cannot let anyone under the age of 18 work in our facility.

Sincerely,

*Michelle L Robinson*

HR Manager @ Ball Corporation – Chestnut Hill Plant



June 22, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Wallers State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Mae Fultz  
Bush Brothers & Company



June 23, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

A handwritten signature in black ink, appearing to read "Walt Rutledge".



June 24, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

A handwritten signature in black ink that reads "Rhonda Bailey".

Rhonda Bailey  
Human Resources Manager

Colortech, Inc., 5712 Commerce Blvd, Morristown, TN 37814  
Tel: (423) 839-2700 Fax: (423) 839-2784



**ConAgra Foods Retail Products Company**

**Grocery Foods Group**

Human Resources

540 East Broadway

Newport, TN 37821

TEL: (423) 625-3225

FAX: (423) 625-9369

July 5, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

*Dennis Gregg*

**Dennis Gregg**  
**HR Manager**  
**ConAgra Foods, Inc**  
**Newport TN**



World Headquarters

July 19, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capital Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

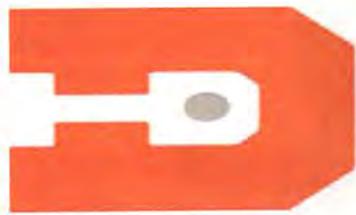
As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Joe Wood  
Plant Manager



# DALTON™

## HYDRAULIC CYLINDERS

P.O. BOX 393 BLAINE, TN 37709  
PHONE: 865-933-5031 FAX: 865-933-5377  
[www.daltonhydraulic.com](http://www.daltonhydraulic.com)

June 23, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1st Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

*Dawn Dalton*

**DALTON HYDRAULIC LLC**  
865-933-5031  
865-933-5377 FAX





GE Energy

July 20, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1st Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

**Chuck Perrine**  
Plant Manager  
GE Energy

**Melissa L White**  
Human Resources  
GE Energy



Hearthstone, Inc. • 1630 East Highway 25-70 • Dandridge, Tennessee 37725

telephone: 800/247-4442 • fax 865/397-9262

June 30, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,  
W. Carmen Caprio, President

**Huf North America Automotive Parts Manufacturing, Corp.**  
Your Preferred Partner for Car Access, Security and Immobilization - CASIM



Huf North America, 395 T. Elmer Cox Drive, Mt. Pleasant Industrial Park, Greeneville, TN, 37743

June 22, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our companies and our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

A handwritten signature in black ink that reads "Michelle Myers".

Michelle Myers, SPHR  
Human Resources Manager





2500 Old Stage Road  
Greeneville, TN 37745  
(423) 639-8111

7/5/2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by the Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening of the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

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

Trenton Flaherty  
Talent Acquisition and Training Specialist  
Jarden Zinc Products





John Deere Power Products  
1630 Hal Henard Road  
Greeneville, Tennessee 37743

14 July 2016

Dear LEAP Selection Committee,

We are asking for your consideration for the LEAP grant for Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County. Northeast Tennessee has progressed with steady growth for the state for the last several years. Finding qualified candidates for open job positions is not always easy. Many of our our candidates lack the necessary skills needed for today labor market.

A grant to Northeast Tennessee would benefit:

Smoky Mountains Area Workforce Board LWDA 2  
Tennessee College of Applied Technology at Morristown  
Walters State Community College in partnership with the school districts of:  
Cocke County, Grainger County, Greene County  
Greeneville City, Hamblen County, Hawkins County  
Sevier County.

These communities have well established relationships that allow us to take advantages of each other's strengths.

Students in three of these counties did not benefit from the last LEAP grant and these students would benefit greatly from the added investment(s) that the grant would provide.

As an employer, it is important that we develop students for a career in electronics and advance manufacturing. Technology is changing rapidly in manufacturing and our graduates are not fully prepared to enter the work place. The high school diploma alone, is no longer adequate to serve all of our job needs.

Our sincerest thanks for your consideration,

  
Jeffrey G. Hollett  
Chairperson, Greene County Manufacturing Council &  
Factory Manager  
John Deere Power Products



Date: 6/22/16

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. At the time of this letter, we have over 1,000 job openings just in Hamblen County. We are lacking skilled workers to fill such positions. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet **our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians**. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come. We have also seen an increase in failed drug tests that we feel will be reduced with such a program.

Sincerely,

**Brian Latchford | Senior Business Development Representative | East TN**

[Brian.Latchford@kellyservices.com](mailto:Brian.Latchford@kellyservices.com)

**Work:** 423-587-5911 **Cell:** 919-389-2006 **Fax:** 423-587-5969

106 North High Street, Morristown, TN 37814

# Leonard Associates, LLC

---

July 15, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the Greene County industrial community, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

*Bob Leonard*

Bob Leonard

---

**P.O. Box 416 - Greeneville, Tennessee 37744 - Phone: 423-639-0187 Fax: 423-639-2504**



Driven by performance

June 24, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

MAHLE Engine Components USA,  
Inc.  
One Mahle Drive PO Box 748  
Morristown, TN 37815  
Phone +1 423 561-6603  
Fax +1 423 567-5170  
www.us.mahle.com

LEAP Grant Proposal

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Best regards

Tonya Shortt, PHR  
Human Resources – MAHLE



Meritor, Inc.  
1 Rockwell Drive  
Morristown, TN 37813  
423-587-2290 Tel

[meritor.com](http://meritor.com)

July 21, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

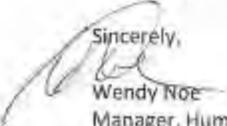
I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art industrial electricity, industrial maintenance, machine tool, and robotic equipment, have the opportunity to earn industrial electricity dual credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

  
Wendy Noe  
Manager, Human Resources





June 30, 2016

**Mailing Address**  
P.O. Box 519  
Newport, TN 37822

**Office Address**  
170 Cope Boulevard  
Newport, TN 37821

**Phone**  
(423) 625-2800

**Fax**  
(423) 623-5767

**Website**  
[www.newportutilities.com](http://www.newportutilities.com)

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

A handwritten signature in black ink, appearing to read "W. Glenn Ray", is written over a light blue horizontal line.

W. Glenn Ray  
General Manager

*"Newport Utilities is an equal opportunity provider and employer"*

# ***NORRIS HOMES***

Date 6-23-16

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,



Charlie Hemphill  
General Manager  
Norris Homes

**SUPERBLY BUILT HOMES**

1160 HWY 11-W • P.O. BOX 99 • BEAN STATION, TENNESSEE 37708

PHONE (865) 993-7905 • FAX (865) 993-3141



July 18, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

A handwritten signature in black ink that reads "Ellen Bush". The signature is fluid and cursive, with the first name "Ellen" and last name "Bush" clearly legible.

Ellen Bush, PHR, SHRM-CP  
Human Resource Manager



Parker Hannifin Corporation  
Parker Hydraulics Group  
Hydraulic Pump and Motor Division  
2745 Snapps Ferry Rd.  
Greenville, Tennessee TN 37745 U.S.A.

July 13, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. The successes of first LEAP Grant have surpassed all expectations.

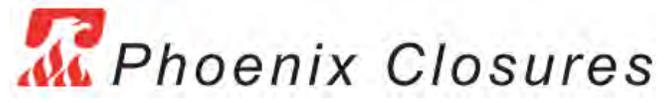
It is crucial that these initiatives expand into Greene County to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Tyler Ennis  
Division Human Resource Manager

*the global leader in motion and control technologies*



6-22-16

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

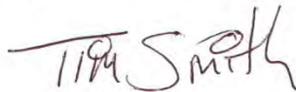
I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,  
**Tim Smith**  
Plant Manager  
Phoenix Closures Inc.  
Newport TN 37821





**Renold Jeffrey**

2307 Maden Drive

Morristown, TN 37813 USA

July 15, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243  
Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

*Leigh Boyte*



RGE USA Inc.  
365 Oliver Cromwell Drive, Newport  
Tennessee, 37821,  
USA.

07/06/2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. I understand that many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. I am told that the successes of first LEAP Grant have surpassed all expectations.

We would benefit if these initiatives were to expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will help impact the availability of prepared workers to meet our company's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant I believe will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Russell D. Smith  
General Manager  
RGE USA, Inc.

Company Name: RGE USA Inc.

T (423) 625-4909

F (423) 625-0332

E sales@rgegroupp.com

[www.rgegroupp.com](http://www.rgegroupp.com)



July 15, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Brian Black  
Manager, Human Resources

# SFM

Sexton Furniture Manufacturing, LLC

P.O. Box 577

Bean Station, TN 37708

865-993-3230

June 23, 2016

Chris Edmonds

LEAP Project Manager

Tennessee College of Applied Technology

Morristown, TN 38713

Re: LEAP Grant Work-Based Learning Summer Intern Program

Dear Chris:

I am writing today to express my full support for the efforts of the Strengthening of Lakeway Links 2.0 LEAP Grant proposal as referenced above. The City of Morristown is requesting funds to provide a quality computer applications work-based learning opportunity to the Lakeway area.

The LEAP 2.0 Grant will undoubtedly prove to be an extremely valuable asset for my constituents and many other individuals in the East Tennessee region. It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce.

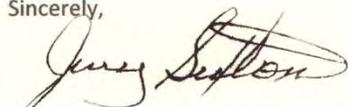
From the many successes of our area's first LEAP Grant, it is clear the 2.0 Grant will provide even more students with the necessary skills required by today's high-tech companies.

The need for this grant is crucial not only for Lakeway, but also the future of our community as we continue to grow and create an environment for jobs to flourish in our area.

I support the Strengthening of Lakeway 2.0 and believe this grant will have a significant impact on the economy and quality of life in Tennessee for years to come. I would greatly appreciate you giving this project your utmost consideration.

Thank you for your time and do not hesitate to contact me if you have any questions.

Sincerely,



Jerry Sexton

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

7/13/16

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

**Daniel D Dickens**

Director – Newport Operations

380 Chemwood Drive, Newport, TN 37821

Tel: (423) 613-1812 | Fax: (423) 613-1792

Daniel.Dickens@siigroup.com | [www.siigroup.com](http://www.siigroup.com)





July 5, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

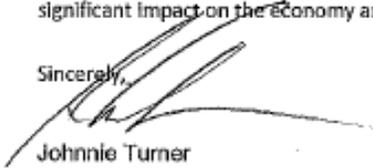
I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,



Johnnie Turner  
Plant Manager  
Sonoco  
766 Industrial Rd.  
Newport, TN 37821  
Office: (423) 613-1225  
Fax: (423) 613-1291



June 27, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greenville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

A handwritten signature in black ink that reads 'Grace'.

Grace Purvis  
Director of Human Resources

July 20, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243



Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

  
Kimberly Cordial  
Human Resources Manager  
Tuff Torq Corporation



Governor's Excellence  
Award Winner

Tuff Torq Corporation  
6943 Commerce Blvd,  
Morristown, TN 37814-1051  
Telephone: 423.585.2000  
Fax: 423.585.2003  
[www.tufftorq.com](http://www.tufftorq.com)



An Austin Powder Company  
**US Nitrogen**

471 Pottertown Rd · Midway, TN 37809  
Ph. (423) 422.2040 · Fax (423)422.2050  
[www.usnitrogen.com](http://www.usnitrogen.com)

July 15, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, we have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is our belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. We fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Sincerely,

Andy Velo  
Plant Manager



7500 Hwy. 11W  
Rogersville, TN 37857

July 8, 2016

Office of Governor Bill Haslam  
State of Tennessee  
1<sup>st</sup> Floor, State Capitol Building  
Nashville, TN 37243

Dear Governor Haslam,

My name is Daronda Patterson and I am HR Manager for ZF TRW in Rogersville, TN. I am writing this letter in support of the LEAP grant proposal that was submitted by Smoky Mountains Area Workforce Board LWDA 2, the Tennessee College of Applied Technology at Morristown, and Walters State Community College in partnership with the school districts of Cocke County, Grainger County, Greene County, Greeneville City, Hamblen County, Hawkins County, and Sevier County.

As a member of the industrial community in the Lakeway area, I have participated in strategically focused discussions concerning the multitude of issues facing the development of a workforce with the necessary skills required by modern manufacturing companies. Many of these deficiencies were identified and addressed in the first LEAP Grant. Students in Grainger, Hamblen, and Hawkins Counties are receiving training on state-of-the-art Industrial Electricity, Industrial Maintenance, Machine Tool, and Robotic equipment, have the opportunity to earn Industrial Electricity Dual Credit at the TCAT, are earning a National Career Readiness Certificate (NCRC), are receiving soft skills instruction, and are earning a Work Ethic Diploma. The successes of first LEAP Grant have surpassed all expectations.

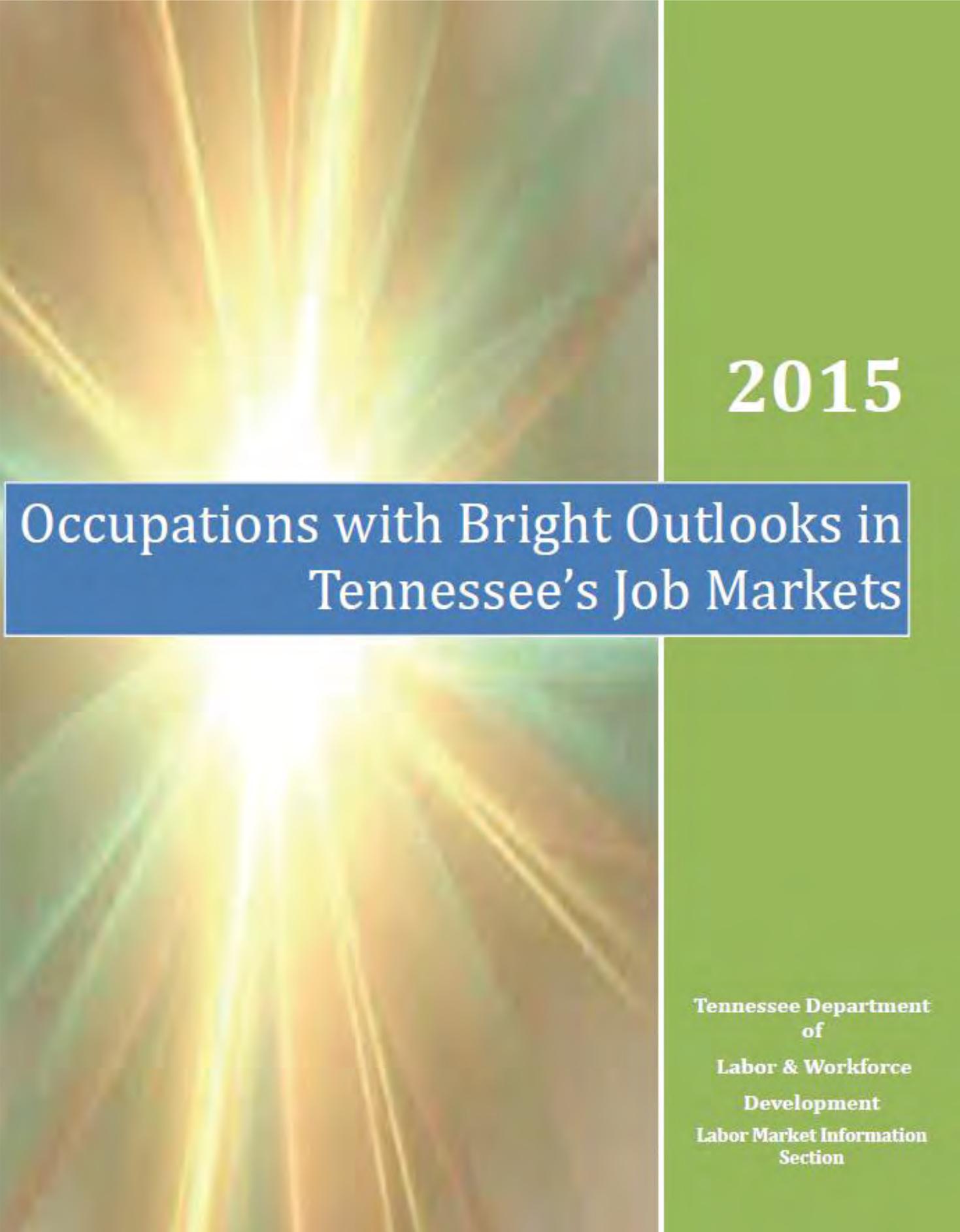
It is crucial that these initiatives expand to surrounding counties to ensure a continuous pipeline of highly skilled technicians that are prepared to enter the workforce in the Lakeway area. The Strengthening the Lakeway Links LEAP 2.0 grant proposal will capitalize on the success of the first LEAP Grant by expanding its initiatives to three additional counties, Cocke, Greene, and Sevier. The LEAP 2.0 proposal will additionally address another area in which the skills gap is having a negative impact on advanced manufacturing companies by acquiring training equipment to offer six industry certifications in Precision Measurement to high school students in all six partnering counties and at the TCAT. LEAP 2.0 will also expand Work-Based Learning opportunities in the form of summer internships and a Dual Enrollment opportunity for Computer Applications that will also include a Work-Based Learning component.

It is my belief that the work of this grant will significantly impact the availability of prepared workers to meet our area's growing workforce needs in Production Operators, Industrial Electricity Technicians, and Industrial Maintenance Technicians. I fully support the Strengthening the Lakeway Links 2.0: Providing a Demand Driven Workforce Chain grant proposal. This grant will have a significant impact on the economy and quality of life of the Lakeway region for years to come.

Cordially,

A handwritten signature in black ink that reads "Daronda Patterson".

Daronda Patterson  
HR Manager, ZF TRW  
Rogersville, TN  
Phone: (423) 272-4294  
Email: daronda.patterson@trw.com



**2015**

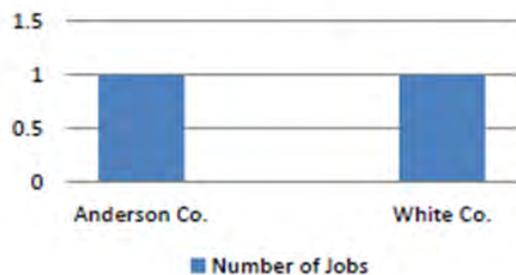
**Occupations with Bright Outlooks in  
Tennessee's Job Markets**

**Tennessee Department  
of  
Labor & Workforce  
Development  
Labor Market Information  
Section**

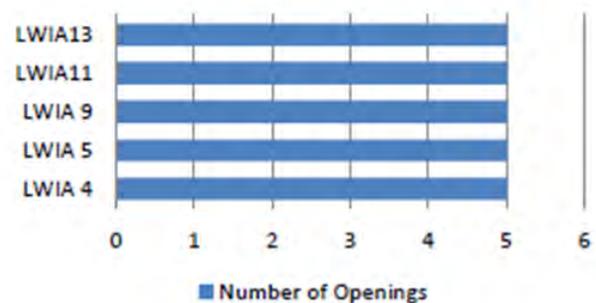
## Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic

These employees develop programs to control machining or processing of metal or plastic parts by automatic machine tools, equipment, or systems. The precision production occupation is projected to have annual openings of 40 and a growth rate of 4.2 percent. The median wage for the occupation is \$41,980.

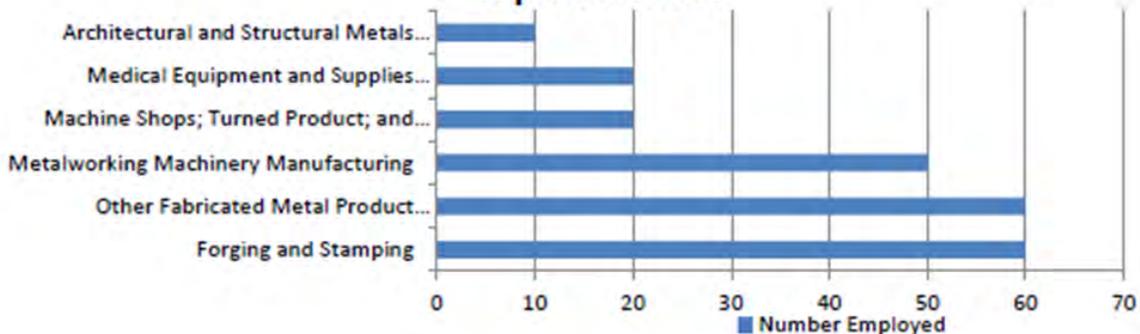
### Jobs by Area



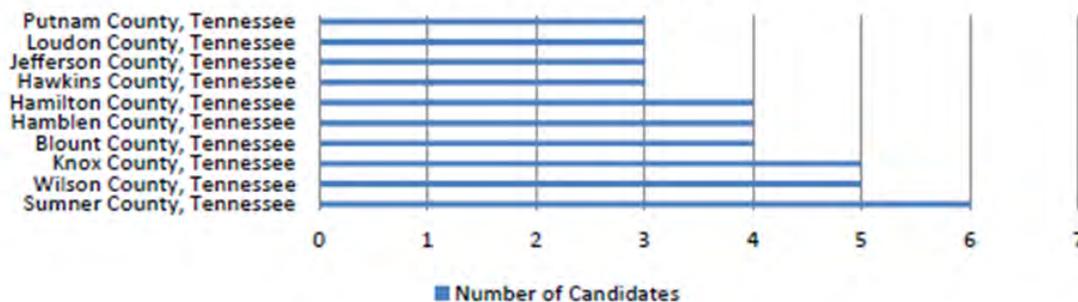
### LWIA Openings



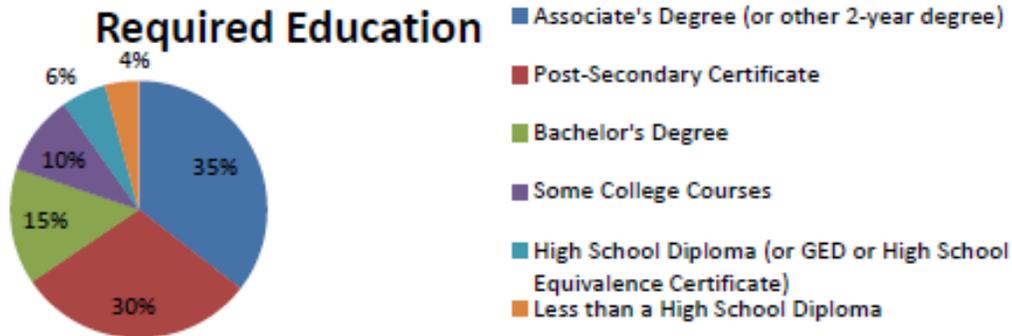
### Top Industries



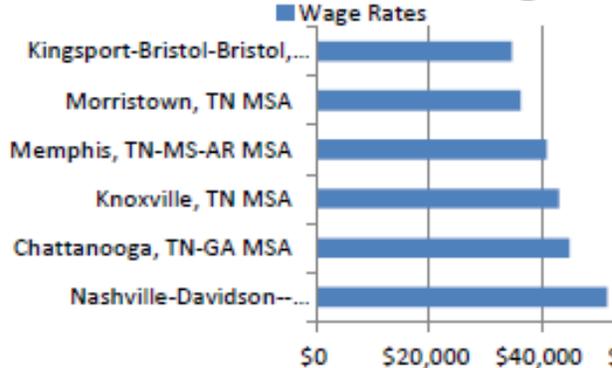
### Candidates by Area



## Required Education



## Median Annual Wages



## Required Tools/Technology



## Career Ladder Opportunities

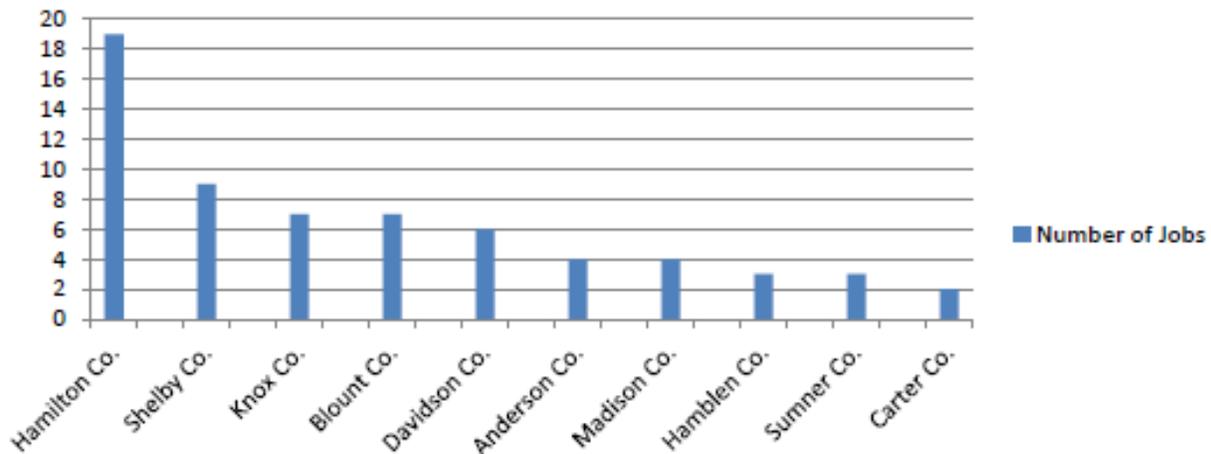
Related Occupations	Number Moved into New Occupation	% Moved
Machinists	72	31.86%
Computer-Controlled Machine Tool Operators, Metal and Plastic	71	31.42%
Milling and Planning Machine Setters, Operators, and Tenders, Metal and Plastic	17	7.52%
Production Workers, All Other	13	5.75%
Inspectors, Testers, Sorters, Samplers, and Weighers	11	4.87%
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	9	3.98%
Tool and Die Makers	9	3.98%
Laborers and Freight, Stock, and Material Movers, Hand	9	3.98%
Manufacturing Engineers	8	3.54%
First-Line Supervisors of Production and Operating Workers	7	3.10%

## Computer-Controlled Machine Tool Operators, Metal and Plastic

Metal and plastic machine workers set up and operate machines that cut, shape, and form metal and plastic materials or pieces. They operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

Included within the precision production pathway, this occupation is expected to have 160 annual average openings and a growth rate of 2.8 percent. Based on currently available jobs, nearly sixty percent of them require some type of post- high school education, from post-secondary certificates up to and including bachelor's degrees. The median salary for this occupation is estimated as \$33,104 statewide; however, in the Nashville-Davidson-Murfreesboro metropolitan area, median salaries offered by employers were more than \$50,000. Top industries hiring these precision workers included motor vehicle and parts and plastic products manufacturers.

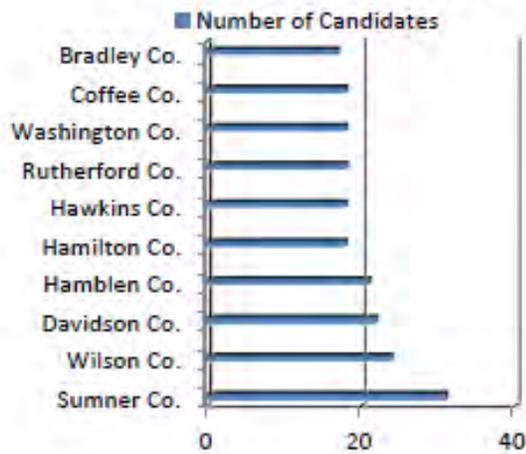
### Jobs by Area



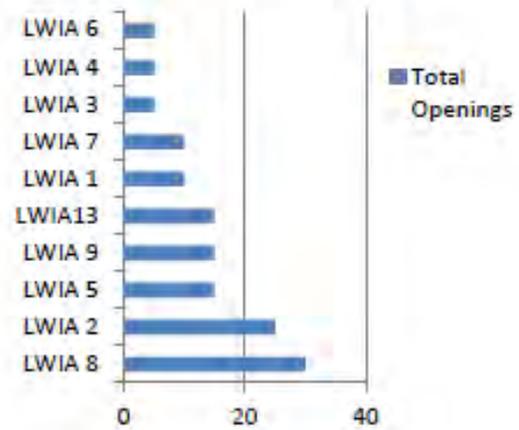
### Career Ladder Opportunities

Related Occupations	Number Moved into New Occupation	% Moved
Machinists	461	25.29%
Production Workers, All Other	229	12.56%
Laborers and Freight, Stock, and Material Movers, Hand	214	11.74%
Helpers--Production Workers	160	8.78%
Assemblers and Fabricators, All Other	148	8.12%
Milling and Planning Machine Setters, Operators, and Tenders, Metal and Plastic	139	7.62%
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	135	7.41%
Inspectors, Testers, Sorters, Samplers, and Weighers	125	6.86%
Team Assemblers	107	5.87%
Heavy and Tractor-Trailer Truck Drivers	105	5.76%

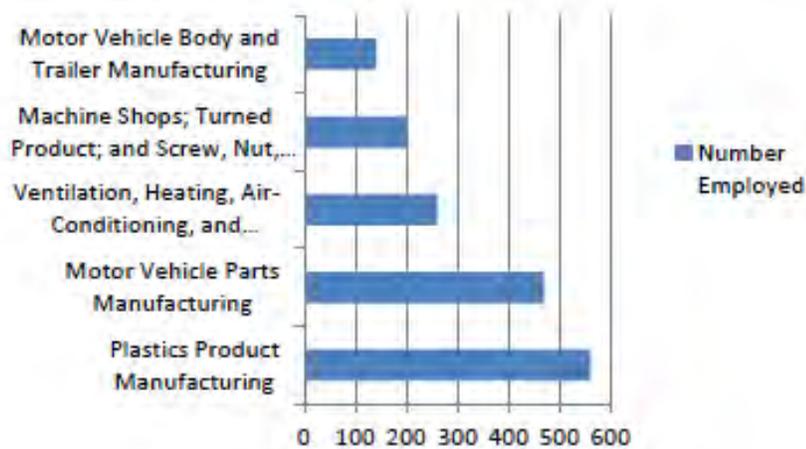
### Candidates by Area



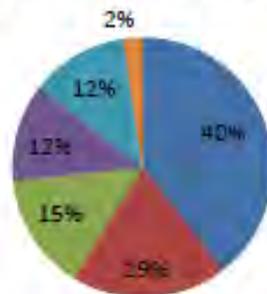
### LWIA Openings



### Top Industries

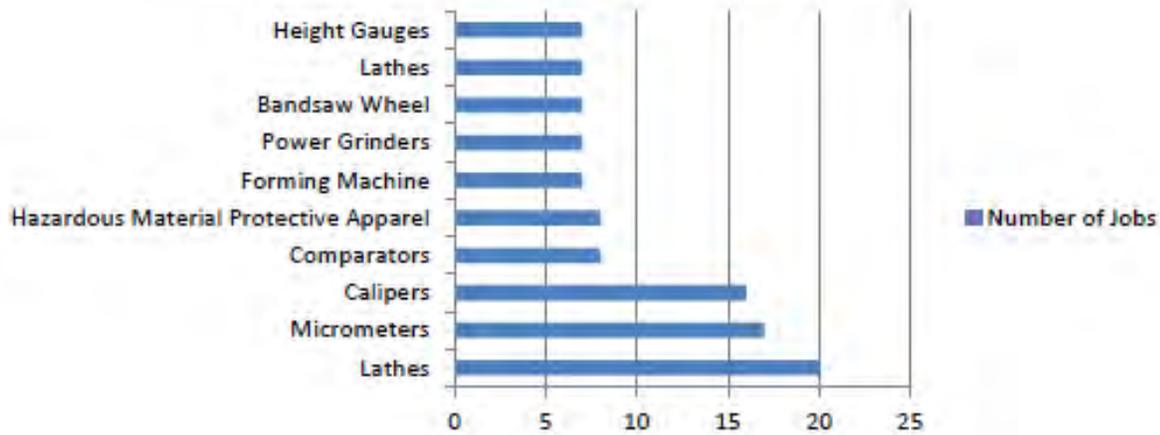


## Required Education



- High School Diploma (or GED or High School Equivalence Certificate)
- Post-Secondary Certificate
- Some College Courses
- Associate's Degree (or other 2-year degree)
- Bachelor's Degree
- Less than a High School Diploma

## Tool and Technology Requirements



## Median Annual Wages



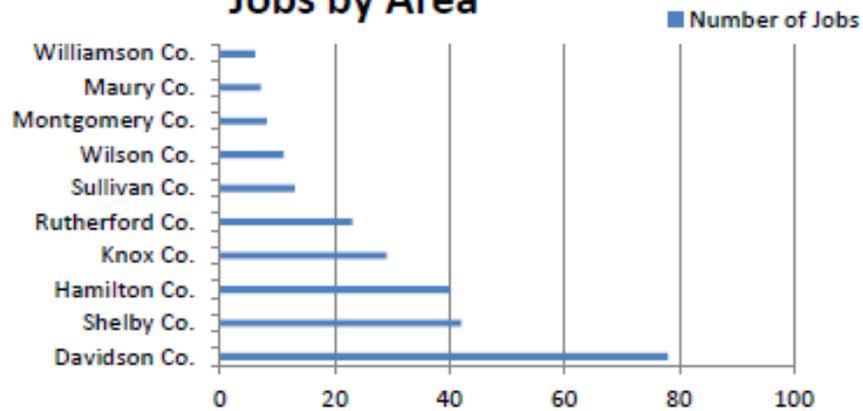


## Electricians

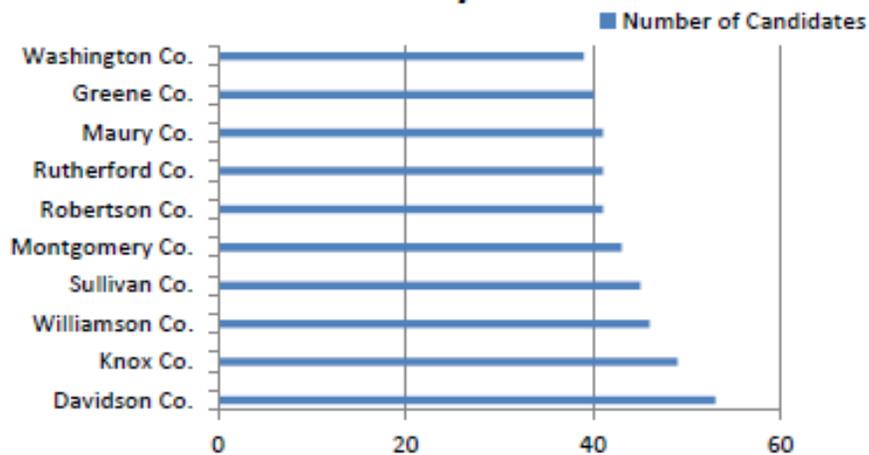
Electricians install and maintain electrical power, communications, lighting, and control systems in homes, businesses, and factories. The occupation of electricians is expected to have an increase in projected jobs by 450 by the year 2016 and a growth rate of close to 2.0 percent.

Most electricians worked for building equipment contractors. Although Shelby and Hamilton counties had 40 or so job openings, no candidates were available in those areas. Employers preferred candidates with post-secondary certificates. Median annual wages ranged from \$40,000 to \$50,000.

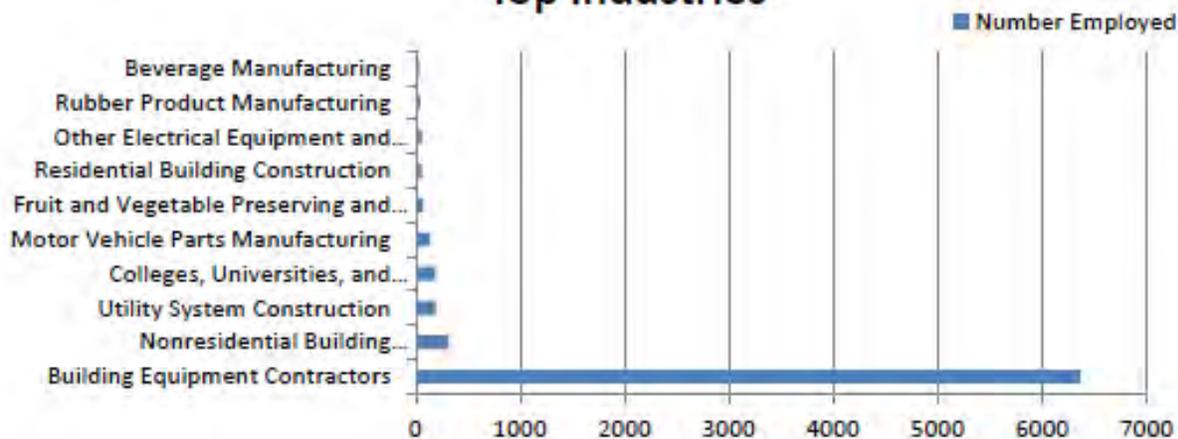
### Jobs by Area



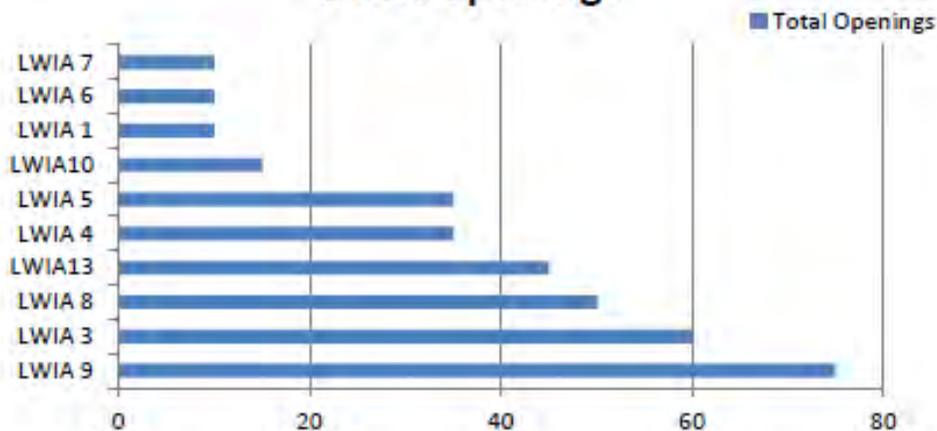
### Candidates by Area



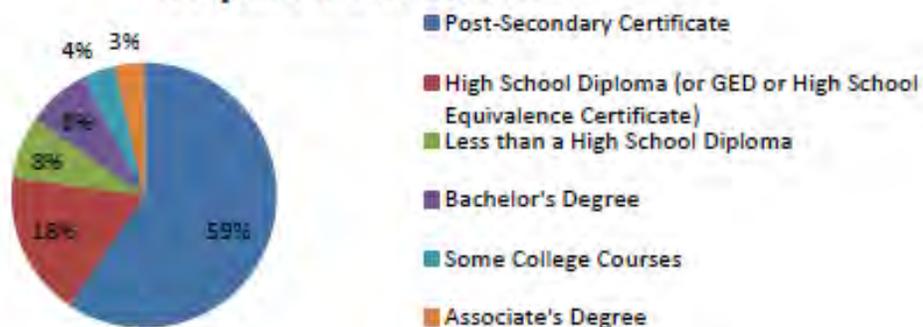
## Top Industries



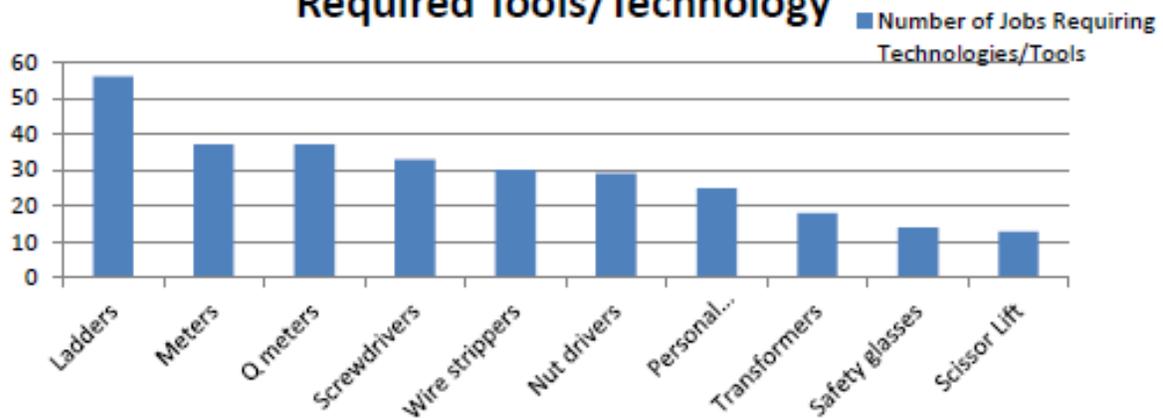
## LWIA Openings



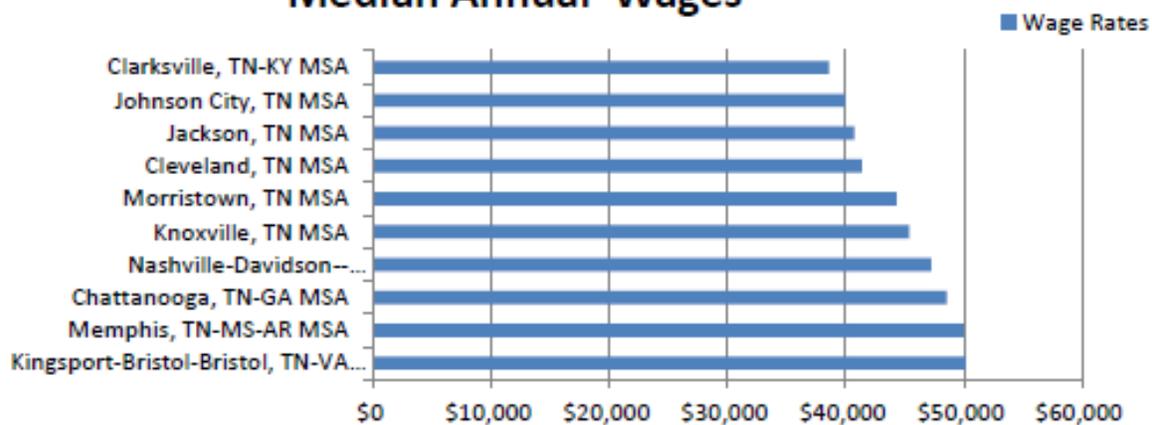
## Required Education



## Required Tools/Technology



## Median Annual Wages

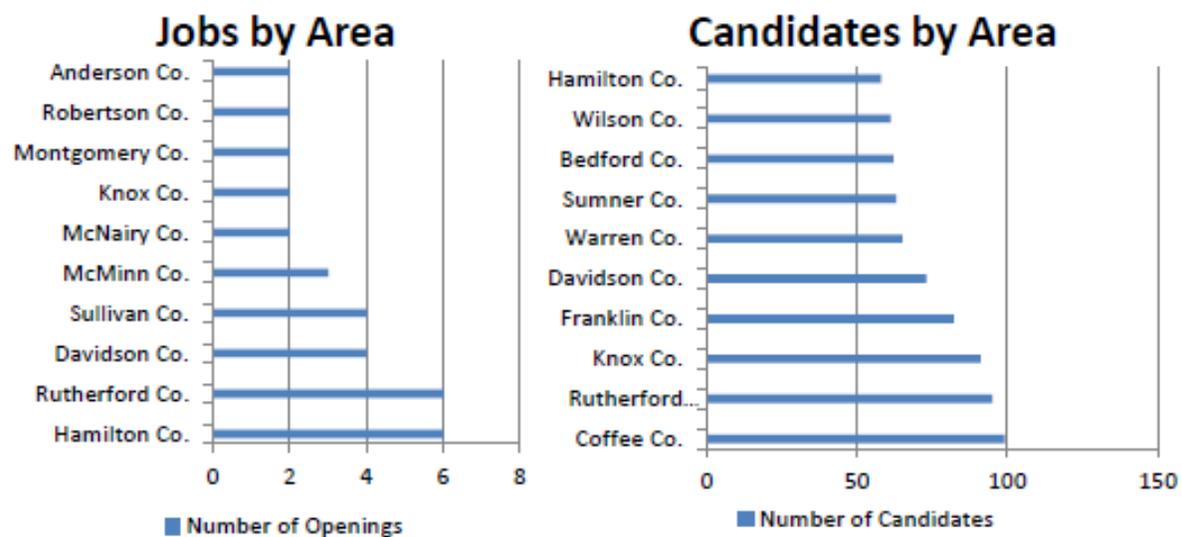


## Career Ladder Opportunities

Related Occupations	Number Moved into New Occupation	% Moved
Helpers--Electricians	728	18.81%
Electrical and Electronics Repairers, Commercial and Industrial Equipment	727	18.79%
Maintenance and Repair Workers, General	716	18.50%
Construction Laborers	344	8.89%
Laborers and Freight, Stock, and Material Movers, Hand	302	7.80%
First-Line Supervisors of Construction Trades and Extraction Workers	289	7.47%
Heavy and Tractor-Trailer Truck Drivers	257	6.64%
Helpers--Installation, Maintenance, and Repair Workers	180	4.65%
First-Line Supervisors of Mechanics, Installers, and Repairers	166	4.29%
Construction and Related Workers, All Other	161	4.16%

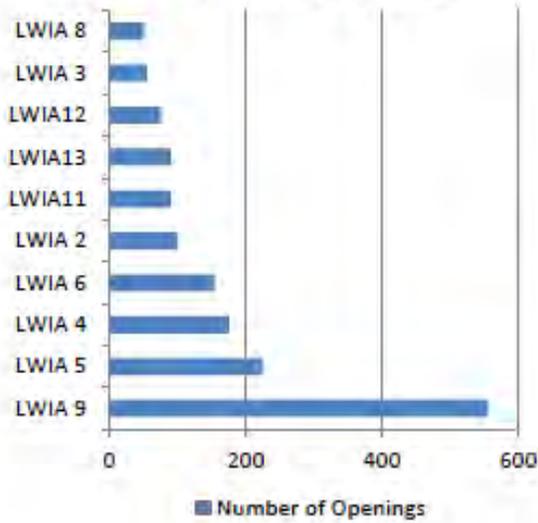
## Team Assemblers

Assemblers and fabricators assemble finished products and the parts that go into them. They use tools, machines, and their hands to make engines, computers, aircraft, ships, boats, toys, electronic devices, control panels, and more. This occupation is projected to have annual openings of 1,430 and a growth rate of 1.9 percent. Almost 9 of 10 jobs require only a high school education. Among the top industries for employment were motor vehicle parts and motor vehicle body manufacturing.

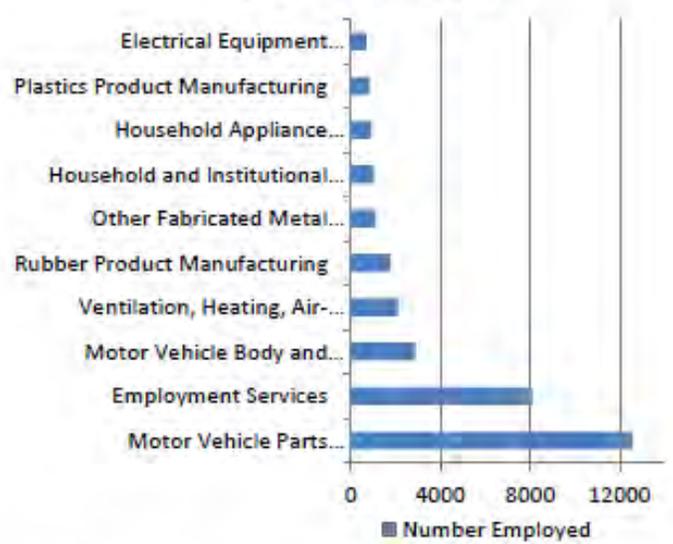


"Tennessee is today the seventh-ranked state for car exports, accounting for about 4.5 percent of the value of American auto exports" *Steven G. Livingston in Global Commerce: Tennessee and the National Economy. <http://issuu.com/mtsuberc/docs/spr15>*

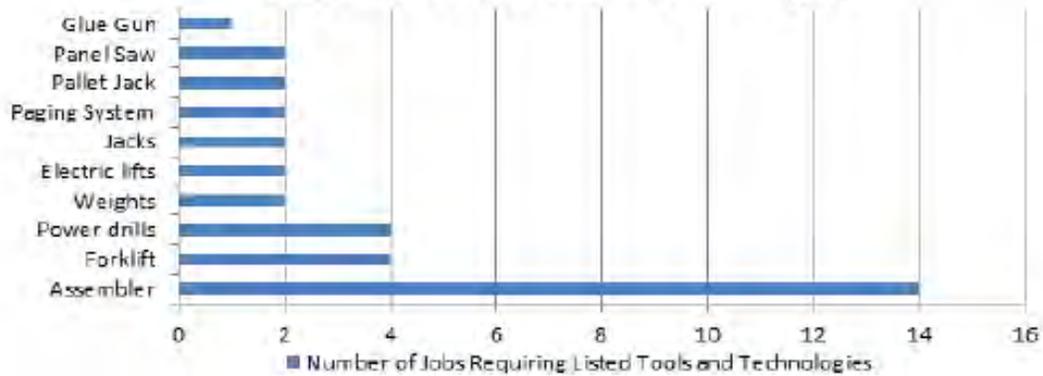
### LWIA Openings



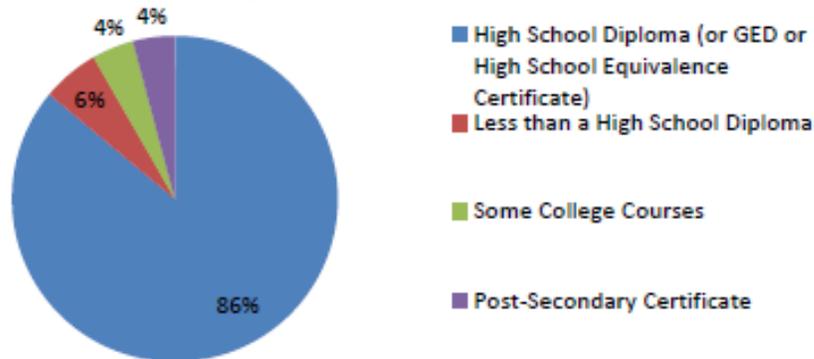
### Top Industries



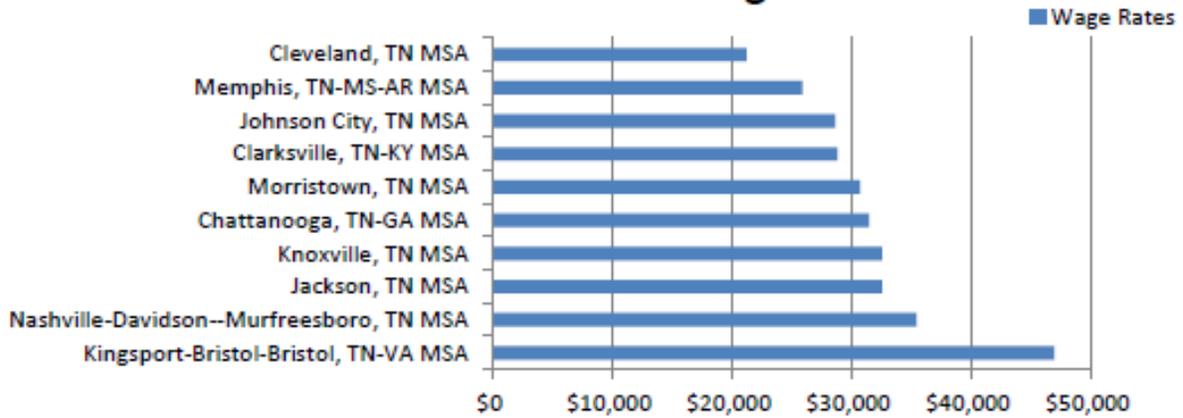
### Required Tools and Technologies



## Required Education



## Median Annual Wages



## Career Ladder Opportunities

Related Occupations	Number Moved into New Occupation	% Moved
Production Workers, All Other	1,266	14.01%
Laborers and Freight, Stock, and Material Movers, Hand	1,182	13.08%
Helpers--Production Workers	1,121	12.41%
Cashiers	1,054	11.67%
Assemblers and Fabricators, All Other	948	10.49%
Packers and Packers, Hand	893	9.88%
Inspectors, Testers, Sorters, Samplers, and Weighers	755	8.36%
Customer Service Representatives	682	7.55%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	608	6.73%
Retail Salespersons	526	5.82%

## Resources

ONET Website: <http://www.onetonline.org/>

Tennessee Workforce Main Site: <http://www.tn.gov/workforce>

Jobs4tn: <https://www.jobs4tn.gov/vosnet/Default.aspx>

Short-Term Projections: [http://www.tn.gov/assets/entities/labor/attachments/2014-2016\\_SHORT-TERM\\_PROJECTIONS\\_REPORT.pdf](http://www.tn.gov/assets/entities/labor/attachments/2014-2016_SHORT-TERM_PROJECTIONS_REPORT.pdf)

Hot Jobs Search Function: <http://www.tn.gov/workforce/topic/occupations-in-demand>

### Contact Information:

Labor Market Information Section  
Employment Security Division  
Department of Labor and Workforce Development  
220 French Landing Drive Nashville, Tennessee 37243  
Phone: (615) 741-2284



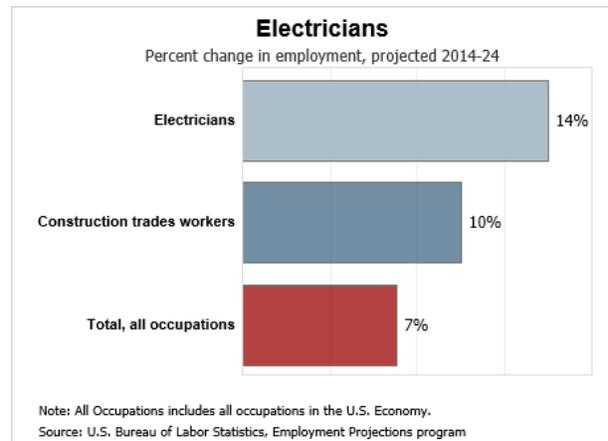
## OCCUPATIONAL OUTLOOK HANDBOOK

### Job Outlook

Employment of electricians is projected to grow 14 percent from 2014 to 2024, much faster than the average for all occupations. As homes and businesses require more wiring, electricians will be needed to install the necessary components. Overall growth of the construction industry and the need to maintain older equipment in manufacturing plants also will require more electricians.

Alternative power generation, such as solar and wind, is an emerging field that should require more electricians for installation. Increasingly, electricians will be needed to link these alternative power sources to homes and power grids over the coming decade. Employment growth stemming from these sources, however, will largely be dependent on government policy.

With greater efficiency and reliability of newer manufacturing plants, demand for electricians in manufacturing should increase as more electricians are needed to install and maintain systems. However, this increase in demand will be partially offset by the closing of older facilities.



### Job Prospects

The job prospects for electricians should be very good as many employers report difficulty finding qualified applicants. In addition to job growth, there also are a large number of electricians approaching retirement age, which should produce more job openings in the coming decade.

Employment of electricians fluctuates with the overall economy. On the one hand, there is greater demand for electricians during peak periods of construction building and maintenance. On the other hand, workers may experience periods of unemployment when the overall level of construction and maintenance falls.

Electricians in factories tend to have the most stable employment.

Electricians who can perform many different tasks, such as electronic systems repair, solar photovoltaic installation, and industrial component wiring should have the best job opportunities. In addition, workers with military service experience are viewed favorably during initial hiring.

#### Employment projections data for electricians, 2014-24

Occupational Title	SOC Code	Employment, 2014	Projected Employment, 2024	Change, 2014-24		Employment by Industry
				Percent	Numeric	
Electricians	47-2111	628,800	714,700	14	85,900	<a href="#">[XLSX]</a>

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

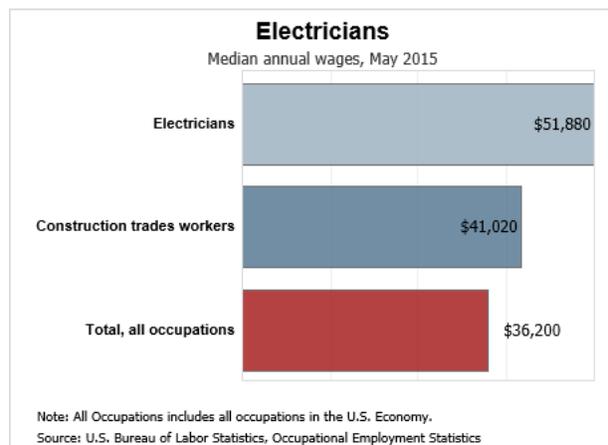
### Pay

The median annual wage for electricians was \$51,880 in May 2015. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$31,410, and the highest 10 percent earned more than \$88,130.

The starting pay for apprentices is usually between 40 percent and 50 percent of what fully trained electricians make, receiving pay increases as they learn to do more. Electricians in manufacturing and power generation and transmission typically have higher wages than those in construction.

Almost all electricians work full time, which may include evenings and weekends. However, work schedules may vary during times of inclement weather. During scheduled maintenance, or on construction sites, electricians can expect to work overtime.

About 1 in 10 electricians were self-employed in 2014. Self-employed electricians often work in residential construction and may have the ability to set their own schedule.



# OCCUPATIONAL OUTLOOK HANDBOOK

## Job Outlook

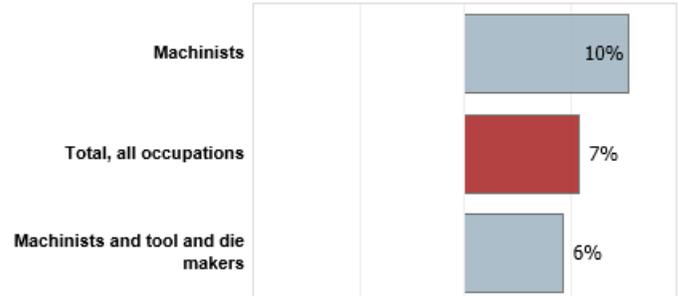
Overall employment of machinists and tool and die makers is projected to grow 6 percent from 2014 to 2024, about as fast as the average for all occupations. Employment growth will vary by specialty.

Employment of machinists is projected to grow 10 percent from 2014 to 2024, faster than the average for all occupations. Despite improvements in technologies, such as computer numerically controlled (CNC) machine tools, autoloaders, high-speed machining, and lights-out manufacturing, machinists will still be required to set up, monitor, and maintain these automated systems.

In addition, employers will continue to need machinists, who have a wide range of skills and are capable of using modern production techniques in a machine shop. As manufacturers invest in new equipment, modify production techniques, and implement product design changes more rapidly, they will continue to rely heavily on experienced machinists.

### Machinists and Tool and Die Makers

Percent change in employment, projected 2014-24



## Job Prospects

Job opportunities for machinists and tool and die makers should be very good, as employers continue to value the wide-ranging skills of these workers. Also, many young people with the education and skills needed to become machinists and tool and die makers prefer to attend college or may not wish to enter production occupations. Therefore, the number of workers learning to be machinists and tool and die makers is expected to be smaller than the number of job openings arising each year from the need to replace experienced machinists who retire or leave the occupation for other reasons.

### Employment projections data for machinists and tool and die makers, 2014-24

Occupational Title	SOC Code	Employment, 2014	Projected Employment, 2024	Change, 2014-24		Employment by Industry
				Percent	Numeric	
Machinists and tool and die makers	—	477,500	506,600	6	29,000	—
Machinists	51-4041	399,700	438,900	10	39,200	<a href="#">[XLSX]</a>

## Pay

The median annual wage for machinists was \$40,550 in May 2015. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$25,230, and the highest 10 percent earned more than \$61,290.

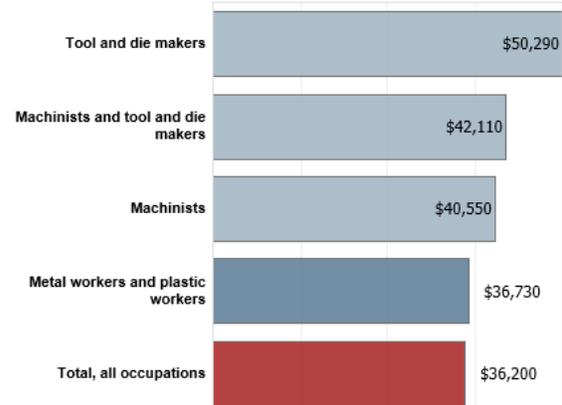
The median annual wage for tool and die makers was \$50,290 in May 2015. The lowest 10 percent earned less than \$32,010, and the highest 10 percent earned more than \$73,530.

The pay of apprentices is tied to their skill level. As they gain more skills and reach specific levels of performance and experience, their pay increases.

Although many machinists and tool and die makers work full time during regular business hours, some work on evenings and weekends because facilities may operate around the clock. Overtime is also common.

### Machinists and Tool and Die Makers

Median annual wages, May 2015



Note: All Occupations includes all occupations in the U.S. Economy.  
 Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics

# OCCUPATIONAL OUTLOOK HANDBOOK

## Job Outlook

Employment of industrial machinery mechanics, machinery maintenance workers, and millwrights is projected to grow 16 percent from 2014 to 2024, much faster than the average for all occupations. Employment growth will vary by occupation.

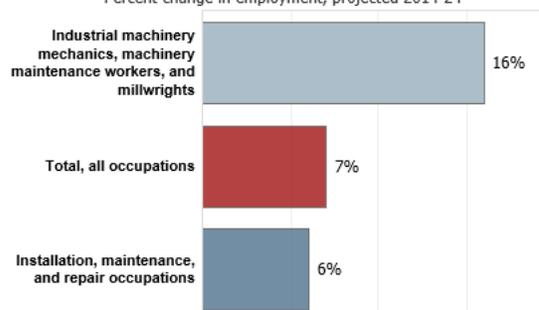
Employment of industrial machinery mechanics is projected to grow 18 percent from 2014 to 2024, much faster than the average for all occupations. The increased adoption of sophisticated manufacturing machinery will require more mechanics to keep machines in good working order.

Employment of machinery maintenance workers is projected to grow 8 percent from 2014 to 2024, about as fast as the average for all occupations. Increased automation, including the use of many computer-controlled machines in factories and manufacturing plants, should raise the demand for machinery maintenance workers in order to keep the machines operating well.

Employment of millwrights is projected to grow 15 percent from 2014 to 2024, much faster than the average for all occupations. The increased use of machinery in manufacturing will require millwrights to install and disassemble this equipment, as well as perform some repair work on it.

### Industrial Machinery Mechanics, Machinery Maintenance Workers, and Millwrights

Percent change in employment, projected 2014-24



Note: All Occupations includes all occupations in the U.S. Economy.  
 Source: U.S. Bureau of Labor Statistics, Employment Projections program

## Job Prospects

Overall, applicants with a broad range of skills in machine repair are expected to have good job prospects as older workers retire or otherwise leave the occupation.

Those who complete apprenticeships and educational programs designed for industrial machinery repair should have the best job prospects.

### Employment projections data for industrial machinery mechanics, machinery maintenance workers, and millwrights, 2014-24

Occupational Title	SOC Code	Employment, 2014	Projected Employment, 2024	Change, 2014-24		Employment by Industry
				Percent	Numeric	
Industrial machinery mechanics, machinery maintenance workers, and millwrights	—	464,400	537,800	16	73,400	—
Industrial machinery mechanics	49-9041	332,200	391,900	18	59,700	<a href="#">[XLSX]</a>
Maintenance workers, machinery	49-9043	91,200	98,700	8	7,400	<a href="#">[XLSX]</a>
Millwrights	49-9044	40,900	47,100	15	6,200	<a href="#">[XLSX]</a>

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

## Pay

The median annual wage for industrial machinery mechanics, machinery maintenance workers, and millwrights was \$48,410 in May 2015. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$30,670, and the highest 10 percent earned more than \$74,090.

Median annual wages for industrial machinery mechanics, machinery maintenance workers, and millwrights in May 2015 were as follows:

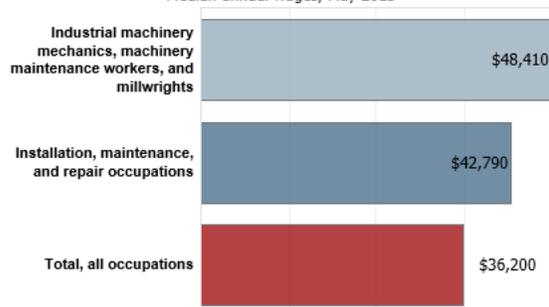
Millwrights	\$51,390
Industrial machinery mechanics	49,690
Maintenance workers, machinery	43,260

In May 2015, the median annual wages for industrial machinery mechanics, machinery maintenance workers, and millwrights in the top industries in which they worked were as follows:

Manufacturing	\$48,830
Wholesale trade	46,110
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance	43,540

### Industrial Machinery Mechanics, Machinery Maintenance Workers, and Millwrights

Median annual wages, May 2015



Note: All Occupations includes all occupations in the U.S. Economy.  
 Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics



## Summary Report for: 17-3029.09 - Manufacturing Production Technicians

Updated 2016  
Bright Outlook  
green

Set up, test, and adjust manufacturing machinery or equipment, using any combination of electrical, electronic, mechanical, hydraulic, pneumatic, or computer technologies.

### Tasks

5 of 26 displayed

- Adhere to all applicable regulations, policies, and procedures for health, safety, and environmental compliance.
- Inspect finished products for quality and adherence to customer specifications.
- Set up and operate production equipment in accordance with current good manufacturing practices and standard operating procedures.
- Calibrate or adjust equipment to ensure quality production, using tools such as calipers, micrometers, height gauges, protractors, or ring gauges.
- Set up and verify the functionality of safety equipment.

### Tools & Technology

10 of 70 displayed

Tools used in this occupation:

- Calipers — Dial calipers; Digital calipers; Vernier calipers
- Gage block set — Gauge blocks; V blocks
- Integrated circuit testers — Digital logic analyzers; Digital logic probes
- Screwdrivers — Phillips head screwdrivers; Straight screwdrivers
- Stripping tools — Wire strippers

Technology used in this occupation:

- Analytical or scientific software — Cadence PSpice; Minitab software
- Computer aided design CAD software — Autodesk AutoCAD software; National Instruments Multisim
- Enterprise resource planning ERP software — Plant maintenance software; SAP software
- Label making software — Labeling software
- Spreadsheet software — Microsoft Excel

Hot Technology — a technology requirement frequently included in employer job postings.

[back to top](#)

### Knowledge

5 of 7 displayed

- Mechanical — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
- Production and Processing — Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
- Engineering and Technology — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- Mathematics — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- Design — Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.

### Skills

5 of 16 displayed

- Operation Monitoring — Watching gauges, dials, or other indicators to make sure a machine is working properly.
- Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Reading Comprehension — Understanding written sentences and paragraphs in work related documents.
- Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Equipment Maintenance — Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.

### Wages & Employment Trends

Median wages data collected from Engineering Technicians, Except Drafters, All Other.  
Employment data collected from Engineering Technicians, Except Drafters, All Other.  
Industry data collected from Engineering Technicians, Except Drafters, All Other.

Median wages (2015) \$29.45 hourly, \$61,260 annual

State wages

Employment (2014) 70,000 employees

Projected growth (2014-2024) Little or no change (-1% to 1%)

Projected job openings (2014-2024) 17,100



### Summary Report for: 17-3029.03 - Electromechanical Engineering Technologists

Updated 2015  
Bright Outlook  
green

Assist electromechanical engineers in such activities as computer-based process control, instrumentation, or machine design. May prepare layouts of machinery or equipment, plan the flow of work, conduct statistical studies, or analyze production costs.

**Sample of reported job titles:** Designer, Engineering Specialist, Engineering Tech, Instrumentation and Electrical Preventive Maintenance Inspector IE PM Inspector, Process Control Tech, R&D Lab Technician, Senior Design Engineering Specialist, Senior Designer, Senior Mechanical Designer, Senior Tech Manufacturing Engineering

#### Tasks

5 of 17 displayed

- Collaborate with engineers to implement electromechanical designs in industrial or other settings.
- Consult with machinists or technicians to ensure that electromechanical equipment or systems meet design specifications.
- Install or program computer hardware or machine or instrumentation software in microprocessor-based systems.
- Analyze engineering designs of logic or digital circuitry, motor controls, instrumentation, or data acquisition for implementation into new or existing automated, servomechanical, or other electromechanical systems.
- Fabricate or assemble mechanical, electrical, or electronic components or assemblies.

[back to top](#)

#### Tools & Technology

10 of 39 displayed

Tools used in this occupation:

- Coordinate measuring machines CMM — Three dimensional laser scanners
- Milling machines — Computerized numerical control CNC machining centers; Machining centers; Manual mills
- Multimeters — Digital multimeters
- Oscilloscopes — Analog oscilloscopes; Digital oscilloscopes
- Signal generators — Function generators

Technology used in this occupation:

- Analytical or scientific software — Automation Studio; The MathWorks MATLAB; The MathWorks Simulink
- Computer aided design CAD software — Autodesk AutoCAD software; Dassault Systemes SolidWorks software; National Instruments Multisim; National Instruments Ultiboard
- Development environment software — National Instruments LabVIEW
- Graphics or photo imaging software — McNeel Rhino
- Spreadsheet software — Microsoft Excel

Hot Technology — a technology requirement frequently included in employer job postings.

[back to top](#)

#### Knowledge

5 of 10 displayed

- Engineering and Technology — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- Mechanical — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
- Computers and Electronics — Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Physics — Knowledge and prediction of physical principles, laws, their interrelationships, and applications to understanding fluid, material, and atmospheric dynamics, and mechanical, electrical, atomic and sub-atomic structures and processes.
- Mathematics — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.

#### Wages & Employment Trends

Median wages data collected from Engineering Technicians, Except Drafters, All Other.  
Employment data collected from Engineering Technicians, Except Drafters, All Other.  
Industry data collected from Engineering Technicians, Except Drafters, All Other.

Median wages (2015) \$29.45 hourly, \$61,260 annual

State wages

Employment (2014) 70,000 employees

Projected growth (2014-2024) Little or no change (-1% to 1%)

Projected job openings (2014-2024) 17,100



## Summary Report for:

### 51-4011.00 - Computer-Controlled Machine Tool Operators, Metal and Plastic

Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

**Sample of reported job titles:** Brake Press Operator; Computer Numerical Control Lathe Operator (CNC Lathe Operator); Computer Numerical Control Machine Operator (CNC Machine Operator); Computer Numerical Control Machinist (CNC Machinist); Computer Numerical Control Mill Operator (CNC Mill Operator); Computer Numerical Control Operator (CNC Operator); Computer Numerical Control Set-Up and Operator (CNC Set-Up and Operator); Machine Operator; Machine Set-Up, Operator; Machinist

#### Tasks

5 of 27 displayed

- Measure dimensions of finished workpieces to ensure conformance to specifications, using precision measuring instruments, templates, and fixtures.
- Mount, install, align, and secure tools, attachments, fixtures, and workpieces on machines, using hand tools and precision measuring instruments.
- Stop machines to remove finished workpieces or to change tooling, setup, or workpiece placement, according to required machining sequences.
- Transfer commands from servers to computer numerical control (CNC) modules, using computer network links.
- Check to ensure that workpieces are properly lubricated and cooled during machine operation.

#### Tools & Technology

10 of 63 displayed

Tools used in this occupation:

- Calipers** — 0-1 drop indicators; Dial calipers; Vernier calipers
- Milling machines** — Computerized numerical control CNC routers; Manual mills
- Tracer or duplicating or contouring lathe** — 5 axis lathes; 8 axis lathes; Lathes
- Traveling column milling machine** — 2/3 axis computer numerically controlled CNC milling machines; Bore mills; Computer numerical controlled CNC milling machines
- Turning machines** — Computerized numerical control CNC turning centers; Turning centers

Technology used in this occupation:

- Analytical or scientific software** — CNC Consulting Machinists' Calculator; EditCNC software; Kentech Trig Calculator
- Computer aided design CAD software** — Autodesk AutoCAD software; KCDw Software; SolidWorks CAD software; UGS Solid Edge
- Computer aided manufacturing CAM software** — 1CadCam Unigraphics; CNC Mastercam; SmartCAM software; Vero International VISI-Series
- Project management software** — Kentech Kipware software; Microsoft Project
- Spreadsheet software** — Microsoft Excel

#### Knowledge

5 of 9 displayed

- Mechanical** — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
- Mathematics** — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- Design** — Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.
- Computers and Electronics** — Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Engineering and Technology** — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.

#### Skills

5 of 17 displayed

- Operation Monitoring** — Watching gauges, dials, or other indicators to make sure a machine is working properly.
- Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Quality Control Analysis** — Conducting tests and inspections of products, services, or processes to evaluate quality or performance.
- Operation and Control** — Controlling operations of equipment or systems.

#### Wages & Employment Trends

**Median wages (2015)** \$17.80 hourly, \$37,030 annual

**State wages**

**Employment (2014)** 149,000 employees

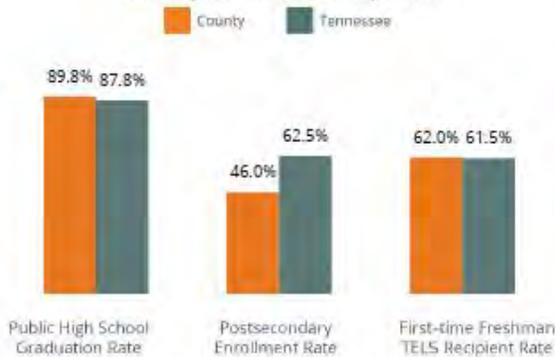
**Projected growth (2014-2024)** ■■■■ Much faster than average (14% or higher)

**Projected job openings (2014-2024)** 71,200

# 2016 Higher Education County Profile

## Cocke County

### County Education Snapshot



Note: 2015 Public HS Grad Rate provided by TDOE. College Going Rate for 2015 HS grads provided by THCC. TELS Recipient Rate for 2014-2015.

Education Attainment Rate	County	TN
Adults with HS+	77.8%	84.9%
Adults with A.A.+	14.4%	30.9%
Adults with B.A.+	9.4%	24.4%
Recent High School Graduate Avg ACT	18.3	19.4
Socioeconomic Profile	County	TN
Median Household Income	\$30,888	\$44,621
Per Capita Personal Income	\$18,113	\$24,811
Population in Poverty Rate	27.8%	17.8%
Unemployment Rate	7.2%	5.8%
Population Ages 0-19	23.0%	25.8%
Population Ages 20-64	58.8%	59.9%
Rate of Population Growth (2010-2014)	2.6%	4.9%
Population Projections (2014-2025)	4.8%	12.1%

### Tennessee Education Lottery Scholarship Recipients

Scholarship	Number of Recipients
HOPE Scholarship	136
Hope with GAMS	12
Hope with Aspire	93
Access Award	0
Dual Enrollment Grant	127
Hope Foster Care Grant	0
Non-Traditional Student Scholarship	13
Wilder-Naifeh Technical Skills Grant	51
<b>Total</b>	<b>432</b>

### Tennessee Promise Applications

	14-15	15-16
Number of High School Seniors*	390	390
Tennessee Promise Applications	354	361
Percent of High School Seniors Applied	90.8%	92.6%

\*Number of high school seniors is based on three-year enrollment average.

### Top Colleges Selected by 2014 High School Graduates

- Walters State Community College - 67
- East Tennessee State University - 25
- University of Tennessee, Knoxville - 16
- TCAT Morristown - 13
- Tennessee Technological University - 8

### Tennessee Student Assistance Award

1,475 Eligible Students

150 Awards

\$288,859 Awarded

FAFSA Filing Rate\*

62%

County

68%

Tennessee

\*Filing rate for the 2015-2016 FAFSA.

### County Educational Attainment, Adults Age 25-64



### Reaching the Drive to 55 in Cocke County

Number of degrees county needs to produce per year until 2025 for Tennessee to reach the goals of the Drive to 55:

708

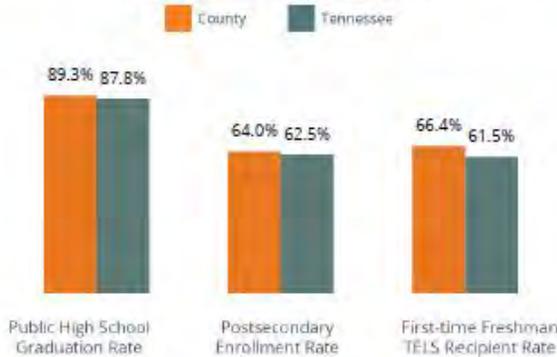
To increase the county's college-going rate by 5 percent, number of additional students that must enroll in college in the next year:

8

# 2016 Higher Education County Profile

## Grainger County

### County Education Snapshot



Note: 2015 Public HS Grad Rate, provided by TDOE. College Going Rate for 2015 HS grads provided by TMEC. TELS Recipient Rate for 2014-2015.

Education Attainment Rate	County	TN
Adults with HS+	77.4%	84.9%
Adults with A.A.+	17.6%	30.9%
Adults with B.A.+	11.1%	24.4%
Recent High School Graduate Avg ACT	18.0	19.4
Socioeconomic Profile	County	TN
Median Household Income	\$34,566	\$44,621
Per Capita Personal Income	\$18,475	\$24,811
Population in Poverty Rate	21.2%	17.8%
Unemployment Rate	6.1%	5.8%
Population Ages 0-19	23.7%	25.8%
Population Ages 20-64	59.1%	59.9%
Rate of Population Growth (2010-2014)	3.7%	4.9%
Population Projections (2014-2025)	7.7%	12.1%

### Tennessee Education Lottery Scholarship Recipients

Scholarship	Number of Recipients
HOPE Scholarship	141
Hope with GAMS	10
Hope with Aspire	83
Access Award	--
Dual Enrollment Grant	80
Hope Foster Care Grant	0
Non-Traditional Student Scholarship	9
Wilder-Naifeh Technical Skills Grant	57
<b>Total</b>	<b>387</b>

### Tennessee Promise Applications

	14-15	15-16
Number of High School Seniors*	260	260
Tennessee Promise Applications	227	273
Percent of High School Seniors Applied	87.4%	100%

\*Number of high school seniors is based on three-year enrollment average.

### Top Colleges Selected by 2014 High School Graduates

- Walters State Community College - 91
- Carson-Newman College - 12
- TCAT Morristown - 12
- University of Tennessee, Knoxville - 7
- Lincoln Memorial University - 6

### Tennessee Student Assistance Award

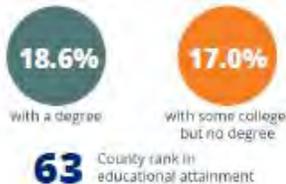


FAFSA Filing Rate\*



\*Filing rate for the 2015-2016 FAFSA.

### County Educational Attainment, Adults Age 25-64



### Reaching the Drive to 55 in Grainger County

Number of degrees county needs to produce per year until 2025 for Tennessee to reach the goals of the Drive to 55:

451

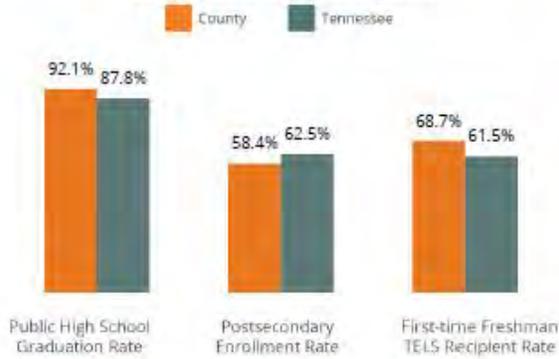
To increase the county's college-going rate by 5 percent, number of additional students that must enroll in college in the next year:

8

# 2016 Higher Education County Profile

## Greene County

### County Education Snapshot



Note: 2015 Public HS Grad Rate provided by TDOE. College Going Rate for 2015 HS grads provided by THCC. TELS Recipient Rate for 2014-2015.

Education Attainment Rate	County	TN
Adults with HS+	80.4%	84.9%
Adults with A.A.+	21.0%	30.9%
Adults with B.A.+	15.5%	24.4%
Recent High School Graduate Avg ACT	18.9	19.4
Socioeconomic Profile	County	TN
Median Household Income	\$35,860	\$44,621
Per Capita Personal Income	\$19,998	\$24,811
Population in Poverty Rate	22.1%	17.8%
Unemployment Rate	5.5%	5.8%
Population Ages 0-19	22.9%	25.8%
Population Ages 20-64	58.5%	59.9%
Rate of Population Growth (2010-2014)	3.7%	4.9%
Population Projections (2014-2025)	8.0%	12.1%

### Tennessee Education Lottery Scholarship Recipients

Scholarship	Number of Recipients
HOPE Scholarship	431
Hope with GAMS	66
Hope with Aspire	272
Access Award	--
Dual Enrollment Grant	272
Hope Foster Care Grant	--
Non-Traditional Student Scholarship	44
Wilder-Naifeh Technical Skills Grant	68
<b>Total</b>	<b>1,167</b>

### Tennessee Promise Applications

	14-15	15-16
Number of High School Seniors*	761	761
Tennessee Promise Applications	707	720
Percent of High School Seniors Applied	92.9%	94.6%

\*Number of high school seniors is based on three-year enrollment average.

### Top Colleges Selected by 2014 High School Graduates

- Walters State Community College - 121
- East Tennessee State University - 80
- University of Tennessee, Knoxville - 56
- Tusculum College - 15
- Tennessee Technological University - 8

### Tennessee Student Assistance Award

3,520 Eligible Students

360 Awards

\$690,871 Awarded

FAFSA Filing Rate\*

74%

County

68%

Tennessee

\*Filing rate for the 2015-2016 FAFSA.

### County Educational Attainment, Adults Age 25-64



### Reaching the Drive to 55 in Greene County

Number of degrees county needs to produce per year until 2025 for Tennessee to reach the goals of the Drive to 55:

1,593

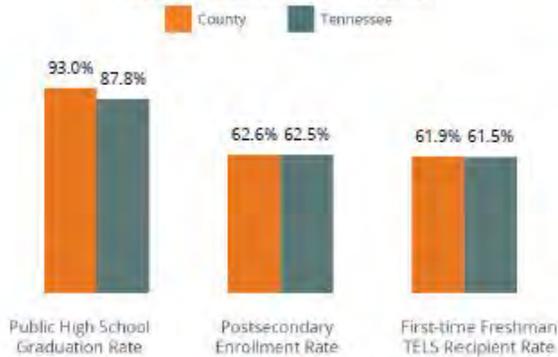
To increase the county's college-going rate by 5 percent, number of additional students that must enroll in college in the next year:

20

# 2016 Higher Education County Profile

## Hamblen County

### County Education Snapshot



Note: 2015 Public HS Grad Rate provided by TDOE. College Going Rate for 2015 HS grads provided by THEC. TELS Recipient Rate for 2014-2015.

Education Attainment Rate	County	TN
Adults with HS+	80.6%	84.9%
Adults with A.A.+	21.8%	30.9%
Adults with B.A.+	16.1%	24.4%
Recent High School Graduate Avg ACT	19.7	19.4
Socioeconomic Profile	County	TN
Median Household Income	\$38,600	\$44,621
Per Capita Personal Income	\$20,675	\$24,811
Population in Poverty Rate	22.0%	17.8%
Unemployment Rate	6.5%	5.8%
Population Ages 0-19	25.4%	25.8%
Population Ages 20-64	57.9%	59.9%
Rate of Population Growth (2010-2014)	3.0%	4.9%
Population Projections (2014-2025)	7.3%	12.1%

### Tennessee Education Lottery Scholarship Recipients

Scholarship	Number of Recipients
HOPE Scholarship	404
Hope with GAMS	66
Hope with Aspire	169
Access Award	5
Dual Enrollment Grant	232
Hope Foster Care Grant	0
Non-Traditional Student Scholarship	31
Wilder-Naifeh Technical Skills Grant	140
<b>Total</b>	<b>1,048</b>

### Tennessee Promise Applications

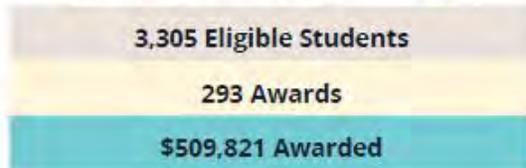
	14-15	15-16
Number of High School Seniors*	582	582
Tennessee Promise Applications	624	617
Percent of High School Seniors Applied	100%	100%

\*Number of high school seniors is based on three-year enrollment average.

### Top Colleges Selected by 2014 High School Graduates

- Walters State Community College - 188
- University of Tennessee, Knoxville - 32
- East Tennessee State University - 32
- Carson-Newman College - 19
- TCAT Morristown - 12

### Tennessee Student Assistance Award



FAFSA Filing Rate\*



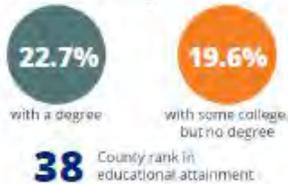
County



Tennessee

\*Filing rate for the 2015-2016 FAFSA.

### County Educational Attainment, Adults Age 25-64



### Reaching the Drive to 55 in Hamblen County

Number of degrees county needs to produce per year until 2025 for Tennessee to reach the goals of the Drive to 55:

**1,449**

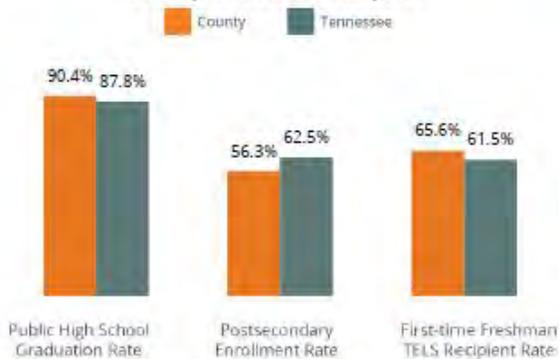
To increase the county's college-going rate by 5 percent, number of additional students that must enroll in college in the next year:

**20**

# 2016 Higher Education County Profile

## Hawkins County

### County Education Snapshot



Note: 2015 Public HS Grad Rate provided by TDOE. College Going Rate for 2015 HS grads provided by THEC. TELS Recipient Rate for 2014-2015.

Education Attainment Rate	County	TN
Adults with HS+	81.3%	84.9%
Adults with A.A.+	19.2%	30.9%
Adults with B.A.+	13.0%	24.4%
Recent High School Graduate Avg ACT	19.3	19.4
Socioeconomic Profile	County	TN
Median Household Income	\$31,711	\$44,621
Per Capita Personal Income	\$21,259	\$24,811
Population in Poverty Rate	17.0%	17.8%
Unemployment Rate	5.4%	5.8%
Population Ages 0-19	23.7%	25.8%
Population Ages 20-64	58.4%	59.9%
Rate of Population Growth (2010-2014)	2.4%	4.9%
Population Projections (2014-2025)	4.5%	12.1%

### Tennessee Education Lottery Scholarship Recipients

Scholarship	Number of Recipients
HOPE Scholarship	335
Hope with GAMS	34
Hope with Aspire	180
Access Award	6
Dual Enrollment Grant	294
Hope Foster Care Grant	--
Non-Traditional Student Scholarship	33
Wilder-Naifeh Technical Skills Grant	133
<b>Total</b>	<b>1,019</b>

### Tennessee Promise Applications

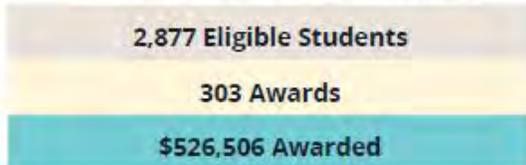
	14-15	15-16
Number of High School Seniors*	540	540
Tennessee Promise Applications	487	300
Percent of High School Seniors Applied	90.2%	56.0%

\*Number of high school seniors is based on three-year enrollment average.

### Top Colleges Selected by 2014 High School Graduates

- East Tennessee State University - 69
- Walters State Community College - 62
- Northeast State Community College - 46
- TCAT Morristown - 14
- University of Tennessee, Knoxville - 9

### Tennessee Student Assistance Award



FAFSA Filing Rate\*



\*Filing rate for the 2015-2016 FAFSA.

### County Educational Attainment, Adults Age 25-64



### Reaching the Drive to 55 in Hawkins County

Number of degrees county needs to produce per year until 2025 for Tennessee to reach the goals of the Drive to 55:

1,271

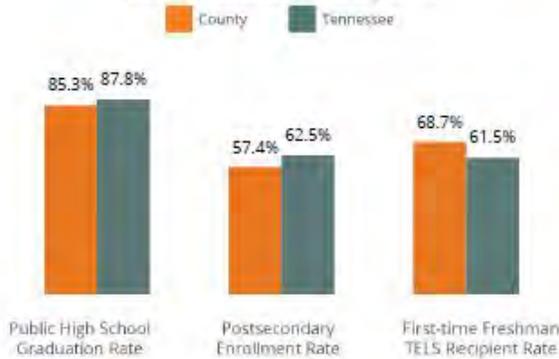
To increase the county's college-going rate by 5 percent, number of additional students that must enroll in college in the next year:

13

# 2016 Higher Education County Profile

## Sevier County

### County Education Snapshot



Note: 2015 Public HS Grad Rate provided by TDOE. College Going Rate for 2015 HS grads provided by THEC. TELS Recipients Rate for 2014-2015.

Education Attainment Rate	County	TN
Adults with HS+	81.8%	84.9%
Adults with A.A.+	22.4%	30.9%
Adults with B.A.+	15.4%	24.4%
Recent High School Graduate Avg ACT	20.3	19.4
Socioeconomic Profile	County	TN
Median Household Income	\$42,499	\$44,621
Per Capita Personal Income	\$22,125	\$24,811
Population in Poverty Rate	15.4%	17.8%
Unemployment Rate	5.8%	5.8%
Population Ages 0-19	23.9%	25.8%
Population Ages 20-64	59.6%	59.9%
Rate of Population Growth (2010-2014)	8.4%	4.9%
Population Projections (2014-2025)	20.4%	12.1%

### Tennessee Education Lottery Scholarship Recipients

Scholarship	Number of Recipients
HOPE Scholarship	540
Hope with GAMS	104
Hope with Aspire	330
Access Award	5
Dual Enrollment Grant	319
Hope Foster Care Grant	0
Non-Traditional Student Scholarship	20
Wilder-Naifeh Technical Skills Grant	40
<b>Total</b>	<b>1,364</b>

### Tennessee Promise Applications

	14-15	15-16
Number of High School Seniors*	947	947
Tennessee Promise Applications	865	847
Percent of High School Seniors Applied	91.3%	89.4%

\*Number of high school seniors is based on three-year enrollment average.

### Tennessee Student Assistance Award

<b>4,611 Eligible Students</b>
<b>406 Awards</b>
<b>\$772,742 Awarded</b>

### Top Colleges Selected by 2014 High School Graduates

- Walters State Community College - 245
- University of Tennessee, Knoxville - 84
- East Tennessee State University - 41
- Pellissippi State Community College - 22
- Tennessee Technological University - 22

FAFSA Filing Rate\*

**67%**

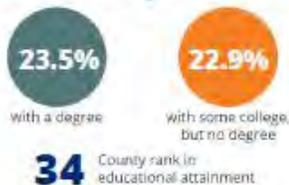
County

**68%**

Tennessee

\*Filing rate for the 2015-2016 FAFSA.

### County Educational Attainment, Adults Age 25-64



### Reaching the Drive to 55 in Sevier County

Number of degrees county needs to produce per year until 2025 for Tennessee to reach the goals of the Drive to 55:

**2,130**

To increase the county's college-going rate by 5 percent, number of additional students that must enroll in college in the next year:

**28**

# **Occupation Overview**

EMSI Q2 2016 Data Set

July 2016

**Center for Workforce Development**



Walters State Community College  
500 S. Davy Crockett Parkway  
Morristown, Tennessee 37813

# Parameters

## Occupations

12 items selected. See Appendix A for details.

## Regions

Code	Description
47029	Coc <del>ke</del> County, TN
47057	Grainger County, TN
47059	Greene County, TN
47063	Hamblen County, TN
47073	Hawkins County, TN
47155	Sevier County, TN

## Timeframe

2010 - 2016

## Datarun

- QCEW Employees, Non-QCEW Employees, and Self-Employed

## 12 Occupations in 6 Counties

### Occupation Summary for 12 Occupations

<b>7,837</b> Jobs (2016) 97% above National average	<b>+29.9%</b> % Change (2010-2016) Nation: +14.6%	<b>\$16.18/hr</b> Median Hourly Earnings Nation: \$18.03/hr
---	---	---

## Percentile Earnings

**\$12.81/hr**  
25th Percentile Earnings

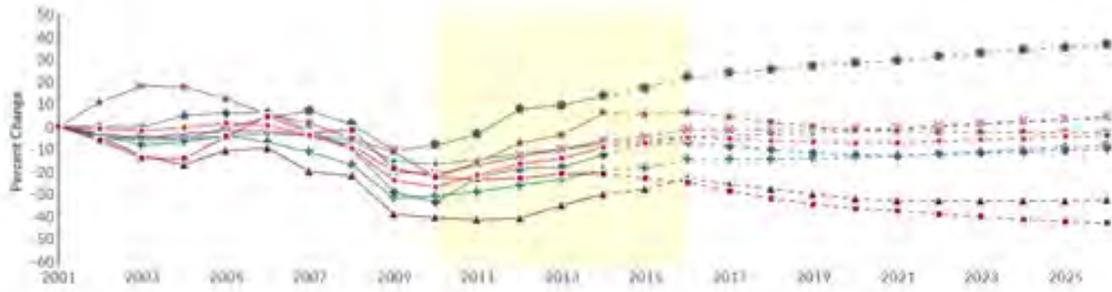
**\$16.18/hr**  
Median Earnings

**\$20.06/hr**  
75th Percentile Earnings



Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Electro-Mechanical Technicians (17-3024)	\$22.69	\$28.83	\$34.40
Mechanical Engineering Technicians (17-3027)	\$22.41	\$24.52	\$26.73
Electricians (47-2111)	\$15.17	\$18.07	\$20.48
Maintenance Workers, Machinery (49-9043)	\$16.17	\$19.91	\$23.30
Maintenance and Repair Workers, General (49-9071)	\$13.33	\$17.76	\$22.94
Helpers—Installation, Maintenance, and Repair Workers (40-0000)	\$9.11	\$11.36	\$14.12
Installation, Maintenance, and Repair Workers, All Other (40-0000)	\$11.73	\$13.08	\$16.54
Team Assemblers (51-2092)	\$11.98	\$15.19	\$18.74
Computer-Controlled Machine Tool Operators, Metal and Plastic (51-9011)	-	-	-
Machinists (51-4041)	\$12.97	\$15.91	\$19.64
Tool and Die Makers (51-4111)	\$19.74	\$21.76	\$24.96
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic (51-4193)	\$11.23	\$12.98	\$14.90

## Regional Trends



Region	2010 Jobs	2025 Jobs	Change	% Change
A Region	6,033	7,837	1,804	29.9%
B <del>Cocke</del> Cocke County, TN	385	374	-11	-2.9%
C Grainger County, TN	183	237	54	29.5%
D Greene County, TN	1,341	1,881	540	40.3%
E Hamblen County, TN	1,947	2,403	456	23.4%
F Hawkins County, TN	1,050	1,444	394	37.5%
G Sevier County, TN	1,127	1,499	372	33.0%
H Tennessee	109,325	136,742	27,417	25.1%
A United States	3,924,486	4,499,101	574,615	14.6%

## Regional Breakdown



County	2016 Jobs
Hamblen County, TN	2,403
Greene County, TN	1,881
Sevier County, TN	1,499
Hawkins County, TN	1,444
Cocke County, TN	374

## Job Postings Summary



There were 272 total job postings for 12 Occupations in April 2016, of which 90 were unique. These numbers give us a Posting Intensity of 3-to-1, meaning that for every 3 postings there is 1 unique job posting.

This is lower than the Posting Intensity for all other occupations and companies in the region (8-to-1), indicating that companies may not be trying as hard to hire this position.

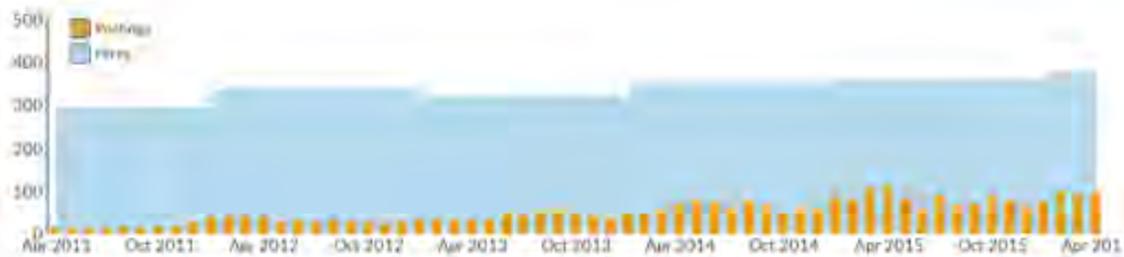
## Postings vs. Hires

49

Avg. Monthly Postings (Apr 2011 - Apr 2016)

336

Avg. Monthly Hires (Apr 2011 - Apr 2016)



Occupation	Avg Monthly Postings (Apr 2011 - Apr 2016)	Avg Monthly Hires (Apr 2011 - Apr 2016)
Maintenance and Repair Workers, General	33	122
Team Assemblers	4	149
Machinists	4	18
Computer-Controlled Machine Tool Operators, Metal and Plastic	2	4
Electricians	2	11
Tool and Die Makers	1	3
Electro-Mechanical Technicians	1	0
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	1	3
Mechanical Engineering Technicians	0	2
Helpers--Installation, Maintenance, and Repair Workers	0	8
Installation, Maintenance, and Repair Workers, All Other	0	9
Maintenance Workers, Machinery	0	5

### Occupation Gender Breakdown



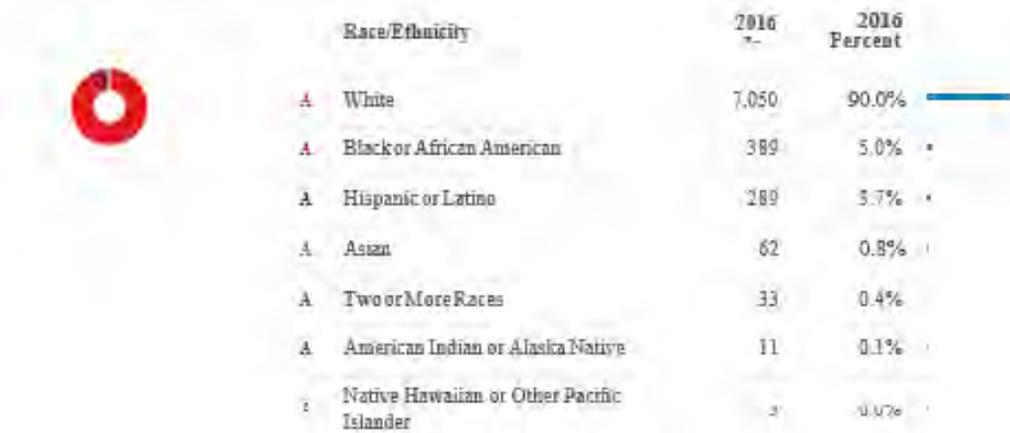
Gender	2016 Jobs	2016 Percent
A Males	6,258	79.9%
A Females	1,579	20.1%

### Occupation Age Breakdown



Age	2016 Jobs	2016 Percent
A 14-18	25	0.3%
A 19-24	552	7.0%
A 25-34	1,365	17.4%
A 35-44	1,932	24.7%
A 45-54	2,238	28.6%
A 55-64	1,423	18.2%
A 65+	302	3.9%

## Occupation & Race/Ethnicity Breakdown



## Occupational Programs



CIP Code	Program	Completions (2014)
47.0303	Industrial Mechanics and Maintenance Technology	36
46.0302	Electrician	26
48.0501	Machine Tool Technology/Machinist	14
48.0503	Machine Shop Technology/Assistant	0

## Industries Employing 12 Occupations

Industry	Occupation Group Jobs in	% of Occupation Gr	% of Total Jobs in
Motor Vehicle Gasoline Engine and Engine Parts Manufacturing			
Temporary Help Services			

## Appendix A - Occupations

Code	Description
17-3024	Electro-Mechanical Technicians
17-3027	Mechanical Engineering Technicians
47-2111	Electricians
49-9043	Maintenance Workers, Machinery
49-9071	Maintenance and Repair Workers, General
49-9098	Helpers--Installation, Maintenance, and Repair Workers
49-9099	Installation, Maintenance, and Repair Workers, All Other
51-2092	Team Assemblers
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic
51-4041	Machinists
51-4111	Tool and Die Makers
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic

## Appendix B - Data Sources and Calculations

### Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

### Occupation Data

EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

### Completers Data

The completers data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

### Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

### State Data Sources

This report uses state data from the following agencies: Kentucky Office of Employment and Training; North Carolina Department of Commerce, Labor and Economic Analysis Division; South Carolina Employment Security Commission, Labor Market Information Department; Tennessee Department of Labor and Workforce Development, Research and Statistics Division