

TCATs: Taking Charge of Applied Training
A Workforce Development Commitment
to West Tennessee and the
Memphis Regional Megasite

2016 Labor Education Alignment Program (LEAP 2.0)

Southwest Tennessee Development District
Tennessee Colleges of Applied Technology
in West Tennessee
Secondary School Districts in West Tennessee
West Tennessee Industries



SOUTHWEST TENNESSEE DEVELOPMENT DISTRICT

2016 Labor Education Alignment Program (LEAP 2.0)

*TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee
and the Memphis Regional Megasite*

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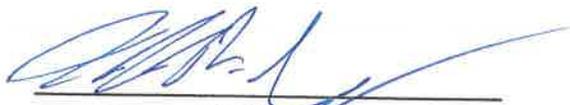
IN PARTNERSHIP WITH

1. Higher Education Institutions: All nine Tennessee Colleges of Applied Technology (TCAT) in West Tennessee: TCAT Jackson – fiscal agent; TCAT Covington; TCAT Crump; TCAT McKenzie; TCAT Memphis, TCAT Newbern; TCAT Paris; TCAT Ripley, and TCAT Whiteville
2. LEA/School Districts: Bartlett City Schools, Shelby County, TN; Chester County, TN; Dyersburg City Schools, Dyer County, TN; Fayette County, TN; Hardin County, TN; Haywood County, TN; Henderson County, TN; Henry County, TN; Lauderdale County, TN; McKenzie Special School District, Carroll County; Milan Special School District, Gibson County, TN; Tipton County, TN; Weakley County, TN
3. Employers: Stanley Black & Decker; Bennett's Inc.; Cupples' J&J Company, Inc.; DANA Holding Corporation; Denso Manufacturing; Design Team Sign Company, LLC; Dynametal Technologies, Inc.; Greater Memphis Medical Device Council; Indmar Products Co., Inc.; Institutional Casework, Inc.; Marvin Windows & Doors; Mueller Fittings Company, Inc.; ProMED Concepts, LLC; Republic Doors & Frames; SRG Global; Thyssenkrupp Elevator Manufacturing, Inc.

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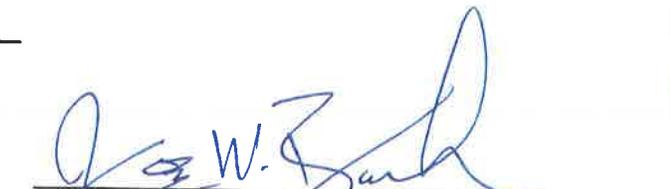

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Abstract/Program Summary

"TCATs: Taking Charge of Applied Training – a Workforce Development Commitment to West Tennessee and the Memphis Regional Megasite" seeks funding to start or expand programs of study for career pathways in Advanced Manufacturing at sixteen high schools in West Tennessee in Carroll, Chester, Dyer, Fayette, Gibson, Hardin, Haywood, Henderson, Henry, Lauderdale, Shelby, Tipton and Weakley Counties. The goal is to increase the opportunity for high school Career & Technical Education students to start their learning process in Machining and Welding Technologies, accelerate their progress through these programs while earning industry-recognized certifications, and complete credit hours towards a diploma with a Tennessee College of Applied Technology (TCAT) in either Machine Tool Technology or Welding Technology while still in high school.

The lead entity for this project is Southwest Tennessee Development District (SWTDD); TCAT Jackson will serve as fiscal agent. Through an unprecedented collaboration among all nine TCATs in West Tennessee, equipment will be installed on-site at the participating high schools, for maximum accessibility for student and instructional use. CTE curricula will incorporate coursework for industry certifications through the Manufacturing Skill Standards Council (MSSC), the National Institute for Metalworking Skills (NIMS), or other appropriate credentials. Dual enrollment agreements between the local TCAT and school districts will offer credit hours towards a diploma at the TCAT. These plans align with the "Drive to 55" initiative by accelerating the credentialing and certification timeline, enabling more students to achieve the desired result of a postsecondary credential and find meaningful employment.

To implement this project, the collaborative partners will perform specific functions. SWTDD will provide administrative services, sharing an employee position with Pathways Southwest TN, a program which SWTDD already administers. TCAT Jackson will handle all fiscal duties, and area industries will provide opportunities for paid co-operative work studies. A Steering Committee will be created of representatives of the mandatory partners; and will meet at least quarterly to oversee the project, make adjustments as needed, and facilitate communication. Programs of study not previously supported by LEAP funds will be started in Machining Technology at Chester County High, Henry County High, Lexington High, Ripley High, Dyersburg High, Bartlett City High (Shelby County) and in Tipton County. Mechatronics will be started in Milan High; and Welding will be incorporated in McKenzie City and Haywood, Henry, Fayette, Hardin and four Weakley County schools. Through MOUs with the TCATs, these programs will be structured to maximize dual enrollment opportunities; and provide an expedited path for students to earn important credits towards a TCAT diploma and postsecondary certifications in MSSC/CPT or NIMS Level I. A proposed partnership with Battelle for Kids will provide unlimited access to all four MSSC modules leading to CPT certification; and will also provide valuable technical assistance to the Project Manager, Steering Committee, local school districts, and TCATs.

Ninety percent of the grant request funding will go towards equipment purchases, to benefit specific programs at the local high schools; non-capital expenses have been kept to a minimum. Salaries, benefits, travel, professional services contracts, and indirect administrative costs have all been incorporated into the non-capital line items. In a dramatic expression of support for this initiative, sixteen area industries have pledged to participate in paid work-based learning experiences for students; their financial commitments will exceed \$550,000 over the grant period.

Success of the project will be measured by five objectives that focus on the number of students to graduate in Machining or Welding Technology and the number of students who complete at least the first two modules in the MSSC/CPT certification, or the Level I credential through NIMS. Aggressive work-based learning goals are also a part of defining success in this initiative. Continued collaboration among the TCATs, area schools, industry, and supporting partners will ensure continuity and sustainability; a number of funding sources have been identified for future expansion of this program; and this capital investment will reap rewards for area high schools for years to come. The Steering Committee will continue to meet regularly, to monitor success and chart the next phase of workforce development in West Tennessee through continued participation by K-12 and postsecondary education to meet current and future industry demands for a skilled labor market.

Section 1. Demonstrated Need

This proposal seeks funding to start or expand programs of study for career pathways in Advanced Manufacturing at sixteen high schools in West Tennessee, in the following thirteen counties: Carroll, Chester, Dyer, Fayette, Gibson, Hardin, Haywood, Henderson, Henry, Lauderdale, Shelby, Tipton, and four schools in Weakley. In West Tennessee, advanced manufacturing represents 24 percent of the area's employment, compared to 18 percent or less statewide; local industries report challenges in hiring workers with basic academic, workplace and technical skills. Industry needs welders, fabricators, CNC operators, machinists, metal finishers, machine tool technicians, tool & die specialists, and industrial maintenance workers. The industry letters of support in Appendix J attest to the critical shortage in these areas, and to the commitment of industry to partner in accelerating the rate at which students can become proficient in these areas.

Localized Data Demonstrating Need for Action: The Tennessee Higher Education Commission 2016 "Academic Supply and Occupational Demand in Tennessee" Report notes that "While Tennessee's higher education system is robust, workforce growth across a variety of job categories has outpaced degree production." (page 14) Table 7 of that report (Appendix D) lists the top 25 postsecondary programs of study for which employment opportunities are growing more rapidly than the supply of educated labor. The Precision Production Pathway leads this list, with an annual deficit of over 2,600; careers in this area relate directly to manufacturing. Also, the Production Operations and Maintenance program placed 4th in this list, with a projected deficit of 1,745 annually; these positions include process and control room operators, field operators, mechanics, and machinists, among other skill sets. Similarly, the "Tennessee Industry & Occupational Employment Projections: 2012-2022" published by the Tennessee Department of Labor & Workforce Development noted in its Introduction that "the slowest rates of job creation are expected in manufacturing (.02%); . . . however, within this sector, areas of dynamic job growth are anticipated." Data from the Report support this conclusion, listing

“Installation, Maintenance & Repair Occupations” replacement needs 2,690 annually; and “Production Occupations” replacements at 5,060. (Appendix E, Table 4) It is important to note that these numbers reflect “replacement needs” only, and do not account for new industry or expansion, or the anticipated demand with the Memphis Regional Megasite. This Report also ranks the fastest growing occupations by annual growth rate; CNC Machine Tool Programmers, Metal and Plastic Workers leads the list with an annual growth rate projected at 4.2%. Welders, Solderers and Brazers rank in the Top Ten, also, with an annual growth rate of 3.2%; as do Computer-Controlled Operators at 2.8% annual growth projection. (Appendix E, Table 5)

On a regional basis, Labor Market Projections 2014-2022 extracted from the Jobs4TN.gov/supply & demand data website confirm that across the Local Workforce Development Agencies (LWDA11, 12, 13) in West Tennessee, the projected employment in several key manufacturing careers will exceed the State demands. Collectively across the three agencies, careers in welding, soldering, machining, structural fabrication & fitting, and tool & die show promise to grow at rates higher than the State average. (Appendix F) Finally, a quick perusal of the job postings at www.jobs4TN.gov uncovers over 30 currently available jobs in welding in LWDA11, 12, and 13; and an impressive 995 jobs in Machine Tool/ Maintenance across the three Workforce Development agencies (Appendix G). These two exhibits from active job postings are just the “tip of the iceberg” since they are representative only, and do not include all potential career pathways available to qualified and credential workers. Nor do they account for the positions filled through direct contact between an industry and a particular TCAT. Most TCATs report that over one half of the requests they receive are never posted on the State or other job site. These facilities stress that in many markets, there are two jobs for every graduate in Machine Tool Technology; that industry demand for qualified welders exceeds the supply; and that industry requires more certifications such as CPT and NIMS than in the past to meet their increasing skilled job requirements.

The Memphis Regional Megasite: Perhaps the greatest challenge facing West Tennessee's applied training capabilities is the Memphis Regional Megasite, located in Haywood County. This 1,700+ acre industrial site is the last "certified" site in Tennessee, and is very competitive with other sites throughout the Southeastern U.S. The State has spent or obligated to spend over \$140 million to prepare the site for a major manufacturer; and is aggressively marketing the location globally to the automotive and related sectors. A current prospect projects hiring 1,800-2,000 workers in two phases over the first five years of operation, averaging over \$20.00 an hour; these numbers are IN ADDITION to the already critical shortage being felt by existing industry indicated above. TCAT Jackson's Director has been involved in site visits by this and other prospects; and is part of the recruiting team assembled to discuss workforce and other issues with interested companies. He stresses that a qualified workforce is the most important criterion for a potential employer at the Megasite; and that the TCATs will be at the forefront in meeting these requirements and expectations. The impact of landing a major manufacturer at the Megasite cannot be overstated; the scope of need to fill these high-skill, high-paying jobs will be the major challenge for K-12 and postsecondary education going forward.

Linkages between grant activities and local needs: The economic struggles in West Tennessee continue; and there is a dire need to implement educational and workforce development programs at a faster pace to address some of these problems. Fourteen of the twenty-one counties in West Tennessee are either "distressed" or "at risk" according to the Spring 2016 "Tennessee Business and Economic Outlook" from the Boyd Center for Business & Economic Research at UT, Knoxville (Appendix H). Obviously, these counties are challenged along many fronts, none more so than providing adequate funding for public education and the very expensive costs to initiate manufacturing programs of study and career pathways in their schools. These endangered counties do not have the local resources to provide the equipment or access to certification modules and classes; and need help to jumpstart their

programs in Career & Technical Education at a faster pace, while earning valuable hands-on experience and industry-recognized certifications at the same time.

The 2016 Tennessee Skills USA Champion is a Manufacturing student from Haywood High School, who credits his success in large part to his hands-on work with equipment installed at the school in the existing Electromechanical program. Similarly, TCAT Newbern states that while CPT certification is a good start towards training high school students, they are simply not interested in CPT coursework as a standalone, self-contained program; they need hands-on applications to stay engaged. Both TCAT Crump and TCAT Jackson are at capacity in their Welding Technology program, and cannot admit any more students without additional welding stations. Their request to install equipment onsite in Hardin and Henderson counties respectively will enable both to offer dual enrollment Welding Technology to more students, and free up space at their TCAT campuses for other students. These examples highlight the need for immediate expansion of these manufacturing programs and combining classroom instruction with certification training and testing, while giving students time to learn and hone their skills on equipment they will encounter upon employment.

Section 2: Program Plan

Project Overview and Timeline: “TCATs: Taking Charge of Applied Training” is a collaborative effort among all nine TCATs between the Tennessee and Mississippi Rivers, sixteen high schools across thirteen school districts, seventeen industries, and various State and regional agencies involved in workforce development. Southwest Tennessee Development District (SWTDD) is the lead entity, and TCAT Jackson will serve as fiscal agent. The goal is straightforward: increase the opportunity for high school Career & Technical Education students to start their learning process in specific programs of study in Advanced Manufacturing, and accelerate their progress through these programs while earning industry-recognized certifications at the same time. This goal will be primarily achieved in four ways: (1) the commitment of participating high schools to start or expand programs of study in Machining

Technology and Welding Technology as part of a manufacturing pathway, and to incorporate into their CTE curricula the necessary coursework for industry certifications such as a Certified Production Technician through the Manufacturing Skill Standards Council (MSSC/CPT), the National Institute for Metalworking Skills Machining Level 1 Skills Standard (NIMS), or other appropriate credential; (2) onsite placement of equipment purchased through the TCATs in the high schools to make it maximally accessible for student and instructional use; (3) dual enrollment agreements between the local TCAT and school district to offer credit hours for qualifying instruction towards a diploma at the TCAT and certification acquisition; and (4) robust work-based learning experiences with area industries.

The development of programs not previously supported by LEAP funds will be started in Machining Technology at Chester Co. High, Henry Co. High, Lexington High, Ripley High, Dyersburg High, Bartlett City High (Shelby County) and in Tipton County; Mechatronics will be started at Milan High; and Welding will be incorporated in McKenzie City and Haywood, Henry, Fayette, Hardin and four Weakley county schools. Through strategic partnerships with TCATs, these programs will be structured to maximize dual enrollment opportunities; and provide an expedited path for students to earn important credits towards postsecondary certifications in MSSC/CPT or NIMS Level I. At graduation, students will be positioned either to continue their education or enter the workforce having achieved specific skill sets and meaningful certificates, addressing the workforce development needs of area employers.

A proposed partnership with Battelle for Kids (BFK) plays an important role in this project plan, through a Contract for Services which would provide technical assistance towards the grant's success. BFK proposes to assist with (1) regional work sessions to create pathways and delivery models that personalize learning for students, (2) access to online career awareness resources for students, (3) expertise in creating more dual enrollment and blended learning options for high school students, (4) planning sessions with the LEAP Steering Committee to connect the scope of this grant with other certifications such as NIMS, NCRC, NC3, etc., and (5) access for Southwest Tennessee school districts to

all four MSSC modules leading to CPT certification. This grant seeks to “level the playing field” among school districts in West Tennessee, by extending the same benefits to districts not included in the current LEAP funding of the Northwest Tennessee Workforce Development’s program. The Tennessee Organization of School Superintendents (TOSS) has endorsed this initiative; and stands ready to assist BFK, local school districts, and TCATs to ensure workforce needs are met.

The proposed timeline for planning and implementation of “TCATs: Taking Charge of Applied Training” provides an overview of the critical actions that will comprise the project:

Dates	Activities
September 2016	Project Manager and Steering Committee members named
October 2016	Steering Committee meets; project goals clarified, tasks assigned
October-December 2016	Final equipment lists compiled; MOUs between TCATs and LEAs finalized; equipment ordered; Steering Committee meets monthly to implement initial phase
January 2017	Steering Committee meets
January-March 2017	Equipment installed in all school districts; dual enrollment of 150 students in Machining and 100 in Welding Technology across all TCATs; approximately 100 start MSSC Safety course ; 75 start NIMS certification; WBL co-ops begin
April-May 2017	75 students complete the Safety module from MSSC/CPT; 20 complete NIMS
April 2017	Steering Committee meets
May 2017	50 students graduate high school in Machining Technology; 50 graduate in Welding – approximately 75 obtain MSSC Safety; 25+ WBL co-ops continue, with new students added
June - July 2017	LEAs do not offer classes; TCATs offer CPT/NIMS courses where available
July 2017	Steering Committee meets
August-December 2017	An additional 350 students begin Machining and 200 start Welding programs; approximately 150 students start MSSC Safety and 100 continue with the MSSC Quality Practices & Measurement module; NIMS started for 100 students; 30+ additional WBL co-ops continue
October 2017	Steering Committee meets and analyzes first year’s results; adjustments in student enrollment and applicable programming made
January – March 2018	An additional 100 students complete MSSC Safety, 40 complete Quality Measurements; 40 complete NIMS; 30+ additional WBL co-ops started
January 2018	Steering Committee meets
April-June 2018	175 students graduate in Machining and 100 in Welding
June - July 2018	LEAs do not offer classes; TCATs offer CPT/NIMS courses where available
August-December 2018	An additional 300 students begin Machining and 150 start Welding; 200 start MSSC Safety and 100 start NIMS; 75 continue with MSSC Measurements
October 2018	Steering Committee meets to assess second year’s results; final adjustments and emphases for last 6 months of grant period
January-March 2019	Final coursework for CPT Safety and Measurements administered to students

January 2019	Steering Committee meets
May 2019 (post grant)	250 students graduate in Machining and 125 in Welding
Post grant activities	Steering Committee schedules regular follow-up with partners to begin new initiatives, as they have evolved; institutions continue to offer CPT & NIMS

Alignment with Drive to 55 goals and workforce needs: The Governor's Drive to 55 initiative seeks to have 55% of Tennesseans with a postsecondary degree or certification by 2025. This project will enable school districts and TCATs to start this credentialing process earlier in the student's career pathway by providing the requisite equipment for meaningful learning and training experiences during high school, while earning important credits towards an industry certification and/or a diploma through the local TCAT. Appendix I provides one example of how dual enrollment credits earned in high school can apply towards a TCAT diploma; and is just one of many pathways a student can take while earning diploma hours and CPT courses. Finally, this project aligns with the TN Department of Labor & Workforce Development State plan, Pathways TN initiatives, and Drive to 55; and it helps fulfill employers' needs for more qualified workers with industry-recognized certifications.

Measurable Objectives: The primary goal of this project is to increase the opportunity for high school Career & Technical students to begin their learning process in Advanced Manufacturing and start the process through dual enrollment of earning appropriate credentials to graduate high school well on their way to completing the TCAT diploma and/or specific certifications. To meet this goal, this project has five objectives to be achieved during the 30-month grant period: (1) graduate from high school 475-500 students in the Machining Technology or Mechatronic programs of study; (2) graduate from high school an additional 250-275 students in the Welding program of study offered; (3) achieve an 80% completion rate among these students on the Safety certificate from MSSC/CPT; (4) achieve a 70% rate among these students on the Quality Practices & Measurement certificate from MSSC/CPT or the NIMS Machining Level I Skills Standard credential; and (5) place at least 80 students in paid work-based learning experiences with area industries. These are aggressive numbers, and will challenge the TCATs

and school districts alike to attain them. When successful, however, this project will have lasting impact on participating students, while setting the benchmark for future growth and even more expansion as postsecondary and K-12 work together to achieve common goals.

Governance and Accountability: The LEAP 2.0 project will be managed through a steering committee of the Project Manager, an employee of the lead entity SWTDD; Directors from each of the nine TCAT partners; and CTE directors from three participating LEAs. This group will meet monthly at the onset of the grant period, to ensure that equipment acquisitions, dual enrollment MOUs, contracts for services, etc. are executed expeditiously and efficiently. After the initial phase, the committee will meet at least quarterly to chart plan progress and benchmarks, recommend actions, and oversee the activities of the Project Manager and fiscal agent. This steering committee will have final decision-making authority, and be the group ultimately accountable for the success of LEAP 2.0 in this area.

Equipment Requests: Ninety percent of the total funding requested through this grant will go to equipment purchases to benefit specific programs in thirteen school districts in West Tennessee. As stated earlier, this equipment will be available to high school students for use in their Advanced Manufacturing concentration in Machining Technology, Mechatronics, and/or Welding programs of study. These purchases will be used to start new programs in several high schools, and expand existing programs to new geographic areas or underserved populations. At the same time these programs are getting underway in the various high schools, dual enrollment through the area TCAT will accelerate the student's ability to earn credits towards a diploma and industry certification, such as CPT and NIMS. Appendix A outlines in detail the programs of study impacted, the partnering TCAT, the equipment requested, and the diploma earned through each TCAT with attendant industry certification(s).

Work-Based Learning Programs: The TCATs in West Tennessee have a great working relationship with area industry; and students will have even more access to meaningful co-operative work experiences earlier in their manufacturing pathway because of the accelerated rate of credentialing and dual

enrollment made possible by LEAP 2.0 funds. Seventeen companies in West Tennessee have committed to work with local high schools and TCATs to provide co-op work studies, and to invest in paid work-based learning opportunities over the grant period, while students earn credits towards their diplomas from TCAT in Machine Tool Technology and/or Welding Technology. These companies represent a broad range of product lines, from Stanley Black & Decker, which is committing almost \$500,000 towards co-op work studies and the Greater Memphis Medical Device Council of medical device companies supplying a global market, to Design Team Sign Company with its awnings and custom lighting. However, they all have one clear message – there is a critical shortage of welders, fabricators, industrial maintenance technicians, CNC operators, machinists, and metal finishers – the very skills they need to operate their businesses successfully.

The focus on Machine Tool Technology and Welding Technology will help fill this critical gap for current and future workforce needs. The partnering TCATs and area schools are grateful to these industries, since they are funding the WBL component themselves, and not relying on LEAP 2.0 resources to establish and expand WBL programs. The usual hourly wage for these paid internships is \$13.00-\$15.00; and projections call for over 80 students with minimum contributions of salaries exceeding \$550,000 to be impacted by this important component of the LEAP 2.0 project. Letters of support from these companies can be found as Appendix I of this application.

Section 3: Strength of Partnership

Partners' Roles and Strengths: The unprecedented partnership among all nine TCATs in West Tennessee, LEA school districts, area industries, and SWTDD positions this program to be very successful over the grant period because each partner brings to the table unique strengths and experiences which blend together for maximum effectiveness.

Local school districts are the entry point for students to start their pathway towards meaningful careers and high-paying jobs; their assigned tasks involve starting or expanding programs of study within

the Advanced Manufacturing cluster and working with TCATs through dual enrollment to start the certification process for NIMS, CPT, and/or other credentialing at the earliest appropriate time. Area industries are stepping forward to provide the hands-on, real life work experiences so critical to the student's decision making process while on his/her chosen pathway; industry is the only partner equipped to provide these critical capstone and co-operative opportunities. SWTDD is closely involved with many workforce development initiatives in West Tennessee, including Pathways Southwest, REDI, TN Reconnect, and others; and has vast grant administration experience from a variety of funding agencies such as TDOT, THEC, DRA, and TN Historical Commission, among others.

The role of the nine TCATs in this program is the real strength behind its eventual success. The unparalleled statistics from these institutions in training, certifying, graduating and placing students in meaningful careers put these Colleges at the forefront of results-oriented initiatives to educate our workforce and fill the skills gap in West Tennessee. Completion and placement rates in the Machine Tool Technology diploma program are astounding – for example, TCAT Jackson has a 100% completion AND 100% placement rate in Machine Tool Technology among its graduates; 80% of Machine Tool students at TCAT Paris complete the diploma and ALL (100%) are placed; 95% of Welding students at TCAT Paris complete the program and 94% of those are placed in jobs; of the 92% completing the Welding Technology diploma at TCAT McKenzie; 90% are placed in jobs; TCAT Newbern reports a 75% completion and 100% placement rate among its Machine Tool diploma recipients; and TCATs in Ripley and Covington have a 78% completion and 93% placement rate for that diploma. The other TCATs enjoy similar success rates. In short, the TCATs are, and should be, the driving force behind accelerated training and credentialing as evidenced by their impressive completion and placement rates; this grant enables them to continue to “push down” into secondary schools earlier access to, and completion of, coursework and hands-on experiences. The Drive to 55 initiative will succeed in main part because of the TCATs ability to attract, retain and graduate large numbers of students with skills needed in the

workforce. The earlier this process can be started, the better; and the more students who can be exposed to specific skills training for meaningful job placement in the future.

Letters of Support: Grant supporters have assembled a most impressive group of mandatory partners and other entities for this initiative. Appendix J contains some 50 letters of commitment or support from affiliated groups including all 9 TCATs in West Tennessee, 13 school districts, 16 area employers, TN ECD regional directors, Development Districts, and Local Workforce Development Agency leaders.

Section 4: Budget Plan

The requested amount for "TCATs: Taking Charge of Applied Training" is \$999,122.98, with an additional match from area industries for work-based learning salaries for students exceeding \$550,000.00; the total project amount is \$1,549,122.98. Overall, equipment costs amount to 90% of the total requested to achieve the goals, i.e., to initiate and/or expand student access to hands-on training and related certification/credentialing at an accelerated rate through the TCAT/LEA partnerships in this proposal. Industry's willingness to absorb work-based costs is a strong testament to their understanding that LEAP funding is better utilized in preparing these students for that on-the-job training experience; and has freed up considerable dollars towards getting the equipment and certifications in place so students will be better prepared for the hands-on training industry can provide.

In order to maximize the ability to purchase the requested equipment, non-capital expenses have been kept to a minimum. Appendix B contains the complete budget, with the specific requests by partnering entity outlined immediately after as Appendix C. Salaries, benefits, taxes, travel & conferences, and indirect costs for the LEAP 2.0 Project Manager through the Southwest TN Development District (SWTDD) will be shared with Pathways Southwest TN, which is already staffed within SWTDD; no additional personnel is anticipated for LEAP 2.0 administration. The technical services contract with Battelle for Kids, which includes providing MSSC/CPT courses along with technical assistance on-site at the TCATs and school districts, is included in the Professional Fees, Line 4; industry

participation is reflected as Line 15. All office expenses for SWTDD such as supplies, phone, postage, occupancy, etc. are included in the Indirect Costs Line 22. TCAT Jackson will serve as fiscal agent for the grant, and has not included any indirect or administrative costs to perform these additional duties.

Section 5: Sustainability

Sustaining grant activities beyond the 30-month period is uppermost in the planning and implementation of this initiative. The requested equipment will be installed on-site for immediate access to students not only during the grant period, but for years afterwards; and most of the LEAs have identified facilities on their campuses within the CTE area to house it, with the local TCAT installing at its local campus if the high school doesn't have room. Local districts will incorporate maintenance and upkeep in their ongoing operations budgets going forward; equipment on TCAT campuses will be maintained by the TCAT for the benefit of school districts in that community. The TCATs, LEAs, and local industries have established a proven track record of working collaboratively to further workforce development in the area; this cooperative spirit will continue during and after the grant period, thus providing more opportunities for accelerated instruction and credentialing and furthering the Governor's Drive to 55 Mission.

Continued funding for certifications will be negotiated with MSSC and Battelle for Kids in the future; TCATs will continue to cover the registration fee and pre-test assessments for these courses. Dual enrollment funding through the TELS Lottery program for high school students could also be available to sustain the program. After graduation, additional credentials can be earned at TCATs by accessing TN Promise, TN ReConnect, HOPE Scholarships, Pell grants, TSAC awards, and Workforce Investment Opportunity Act training funds and other means of financial assistance. Finally, all partners will aggressively pursue grant opportunities through TNECD, TNDoE, THEC, Delta Regional Authority, and others to ensure the momentum established with this funding will continue for the benefit of West Tennessee and its efforts to create a skilled workforce for its future.

Appendix A Equipment Requests and Placements in West Tennessee Local Education Agencies

School District - TCAT	Program of Study	Equipment Requested	TCAT Diploma	Industry Certification
Chester County - TCAT Jackson	Machining Technology	Benchmill 6000 CNC Milling Center	AMT – Adv. Mfg. Tech	CPT and NIMS
Milan High School - TCAT Jackson	Mechatronics	Benchmill 6000 CNC Milling Center	AMT – Adv. Mfg. Tech	CPT and NIMS
Lexington High School - TCAT Jackson	Machining Technology	Benchmill 6000 CNC Milling Center	AMT – Adv. Mfg. Tech	CPT and NIMS
Tipton County - TCAT Covington	Machining Technology	HAAS CNC Lathe and Mill, CNC Simulator controllers; NIMS e-learning software; machinist tool box kits	Machine Tool Technology	NIMS
Hardin County High School - TCAT Crump	Welding	Miller XMT 304, Lincoln Fume Extractors, Track Torch, Plasma Torch, Welding curtains; metals and materials	Welding Technology	CPT
Weakley County - TCAT McKenzie	Welding	TEC Welders; MIG Welders; stick Welders; Plasma Cutter; Welding guns; Vent System, booth construction; rods, torches, etc.	Welding Technology	CPT
McKenzie High School - TCAT McKenzie	Welding	TEC Welders; MIG Welders; stick Welders; Plasma Cutter; Welding guns; Vent System, booth construction; rods, torches, etc.	Welding Technology	CPT
Bartlett High School - TCAT Memphis	Machining Technology	HAAS CNC Mini Mill, Lathe and Controller Trainer	Machine Tool Technology	NIMS
Dyersburg High School - TCAT Newbern	Machining Technology	CNC Milling Machine & CNC Turning Center	Machine Tool Technology	CPT and NIMS
Henry County High School - TCAT Paris	Machining Technology; Welding	Coordinate Measuring Machine; XMT 304 welders, pipe beveller	Machine Tool Technology; General Metals Technology	NIMS

Ripley High School -TCAT Ripley	Machining Technology	HAAS CNC Lathe and Mill, CNC Simulator controllers; NIMS e- learning software; machinist tool box kits	Machine Tool Technology	NIMS
Haywood High School - TCAT Whiteville	Welding	Lincoln Electric VRTEX 360 Virtual Welder	Welding Technology	CPT
Fayette Ware High School - TCAT Whiteville	Welding	Lincoln Electric VRTEX 360 Virtual Welder	Welding Technology	CPT

APPENDIX B: Budget

GRANT BUDGET				
LEAP Program Competition Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: September 14, 2016 END: March 13, 2019				
POLICY 03 Object Line-Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY (1)	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1,2	Salaries, Benefits & Taxes	\$38,000.00		\$38,000.00
4, 15	Professional Fees, Grant & Awards	\$37,000.00	\$550,000	\$587,000.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment, etc.	\$0.00	\$0.00	\$0.00
11, 12	Travel, Conference & Meetings	\$ 7,500.00		\$7,500.00
18	Other Non-Personnel (2)	\$0.00	\$0.00	\$0.00
20	Capital Purchases (2)	\$896,622.98		\$896,622.98
22	Indirect Costs	\$ 20,000.00		\$20,000.00
24	In-Kind Expense	\$0.00		\$0.00
25	GRANT TOTAL	\$999,122.98	\$550,000.00	\$1,549,122.98

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

2 Applicable detail follows this page if line-item is funded.

APPENDIX C: Budget Breakout by Requesting Entity**Southwest Tennessee Development District**

Project Director shared with Pathways Southwest TN @ \$15,200 salary & benefits per year for grant period	\$38,000.00
Travel, conference & Meetings shared with Pathways Southwest TN @ \$3,000 per year for grant period	\$ 7,500.00
Indirect Costs for Administrative and all Occupancy expenses shared with Pathways Southwest TN @ \$8,000.00 per year for grant period	\$20,000.00
Total SWTDD	\$65,500.00

Battelle for Kids – contract for technical assistance and access to CPT certification courses, training and ongoing communication between TCATs and LEAs

	\$37,000.00
Total BFK	\$37,000.00

TCAT Jackson

(3) Benchmill 6000 CNC Milling Centers @ \$36,552.00 each	\$109,656.00
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TCAT Covington

HAAS CNC Lathe @ \$30,000.00	\$30,000.00
HAAS CNC Mill @ \$30,000.00	\$30,000.00
(5) NIMS e-learning Software @ \$28,000.00	\$28,000.00
(6) HAAS CNC Simulator Controllers @ \$1,700.00 each	\$10,200.00
Total TCAT Covington	\$98,200.00

TCAT McKenzie

(12) Flex TEC Welders @ \$3,498.50 each	\$41,892.00
(4) Power MIG Welders @ \$2,105.00 each	\$ 8,420.00
(1) Downdraft Table @ \$10,982.88	\$10,982.88
(1) Plasma Cutter @ \$2,202.66	\$ 2,206.66
(18) Welding Guns @ \$228.58 each	\$ 4,114.44
Welding Vent System @ \$12,500.00	\$12,500.00
Booth Construction @ \$8,500.00	\$ 8,500.00
Rods, Torches, Miscellaneous Expenses	\$ 9,500.00
Total TCAT McKenzie	\$98,205.98

TCAT Crump

(12) Miller XMT 304 @ \$6,165.00 each	\$73,980.00
(12) Lincoln Fume Extractors @ \$2,450.00 each	\$29,400.00
(1) Hypertherm 45 Plasma Torch @ \$1,300.00	\$ 1,300.00
(1) Victor Track Torch @ \$1,700.00	\$ 1,700.00
Metal & Materials to build Welding Booths	\$ 3,000.00
(30) Welding Curtains @ \$100.00 each	\$ 3,000.00
(1) Bend Tester @ \$2,000.00	\$ 2,000.00
Total TCAT Crump	\$114,380.00

TCAT Memphis

HAAS CNC Mini Mill @ \$30,000.00	\$30,000.00
HAAS CNC Lathe @ \$31,000.00	\$31,000.00
(20) HAAS CNC Controller Trainer @ \$1,500.00 each	\$30,000.00
Total TCAT Memphis	\$ 91,000.00

TCAT Newbern

CNC Milling Machine @ \$50,000.00	\$50,000.00
CNC Turning Center @ \$55,000.00	\$55,000.00
Total TCAT Newbern	\$105,000.00

TCAT Paris

Coordinate Measuring Machine Hexagon Metrology 4.5.4 SF with accessories	\$53,953.00
(4) XMT 304 Welders with accessories @ \$4,230.75 each	\$16,923.00
208B Coupon Master Pipe Beveller with accessories	\$11,105.00
Total TCAT Paris	\$ 81,981.00

TCAT Ripley

HAAS CNC Lathe @ \$30,000.00	\$30,000.00
HAAS CNC Mill @ \$30,000.00	\$30,000.00
NIMS e-learning Software @ \$28,000.00	\$28,000.00
(6) HAAS CNC Simulator Controllers @ \$1,700.00 each	\$10,200.00
Total TCAT Ripley	\$ 98,200.00

TCAT Whiteville

(2) VRTEX 360 Virtual Welders @ \$50,000.00 each	\$100,000.00
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TOTAL EQUIPMENT REQUESTS**\$896,622.98**

Table 7: Programs of study with largest projected deficit in workforce preparation⁸

Program of Study	Projected Annual Openings	Number of Completers	Projected Workforce Deficit	Median Salary
Precision Production Pathway	3,445	812	2,633	\$33,297
Communications Development	2,220	154	2,066	\$29,052
Truck, Bus, Rail, Water Transportation, and Heavy Equipment	2,080	322	1,758	\$41,461
Production Operations and Maintenance	2,650	905	1,745	\$40,421
Accounting Administrative Support	1,355	178	1,177	\$33,221
All Other Construction	1,235	208	1,027	\$37,454
Business Analysis	1,035	18	1,017	\$59,261
Banking and Finance	1,630	659	971	\$52,694
Teacher Training Services: Pre-K-Early Childhood Education	955	242	713	\$29,666
Elementary Teachers, Except Special Education	1,270	585	685	\$47,394
Lodging Pathway	750	94	656	\$26,570
Construction Pathway - Construction Electrical	765	299	466	\$48,526
Technical Design and Preconstruction	490	44	446	\$52,517
Human Resources	485	76	409	\$48,534
Marketing Research	295	0	295	\$49,739
Fire Fighting	300	46	254	\$42,762
Medical and Clinical Laboratory Technicians	310	99	211	\$34,959
Industrial Engineering	280	75	205	\$77,398
Travel and Tourism Pathway	195	1	194	\$27,881
Compliance Officers	185	0	185	\$57,731
Production Design	175	0	175	\$54,383
Construction Plumbing	185	39	146	\$42,758
Construction Masonry & Concrete	195	68	127	\$33,850
Legal Assisting	405	288	117	\$46,876
Revenue and Taxation	105	0	105	\$43,509

Note: Number of completers for AV 2013.

Source: Tennessee Department of Labor and Workforce Development. (2015). *Tennessee workforce demand in the 16 education clusters*. (Table 1), Nashville, TN.

⁸ The programs of study in this table have occupations with annual average growth rates greater than zero, more than 10 annual openings per year, and a ratio of completers to annual average openings of 1.55 or less OR have placement rates of 90% or more. The occupations require more than short-term training. Among the programs of study fitting these criteria, those with the greatest gap between the number of openings and the number of program completers were selected. Other criteria used to select these programs of study included: 1) having 85 or more expected annual openings statewide per year and 2) average annual wages in 2014 greater than \$21,332, the 25th percentile of the wage distribution in the state.

Table 4. Openings by Occupational Group

Occupational Group	2012	2022	Change	Annual Growth Openings	Annual Replacements	Total Annual Openings
Computer, Engineering, and Science Occupations	101,930	116,320	14,390	1,480	2,200	3,680
Construction and Extraction Occupations	105,140	120,000	14,860	1,490	1,800	3,290
Education, Legal, Community Service, Arts, and Media Occupations	265,580	310,930	45,350	4,560	5,730	10,280
Farming, Fishing, and Forestry Occupations	23,220	24,840	1,620	180	660	840
Healthcare Occupations	186,820	222,440	35,610	3,570	3,830	7,400
Installation, Maintenance, and Repair Occupations	116,090	129,210	13,130	1,330	2,690	4,020
Management, Business, and Financial Occupations	297,610	337,860	40,250	4,170	6,020	10,190
Office and Administrative Support Occupations	463,120	516,310	53,190	5,530	10,320	15,850
Production Occupations	254,000	277,120	23,130	2,810	5,060	7,870
Sales and Related Occupations	284,620	306,330	21,710	2,210	8,650	10,860
Service Occupations	596,980	692,290	95,310	9,570	16,480	26,050
Transportation and Material Moving Occupations	253,960	283,870	29,910	3,000	6,010	9,010
Total	2,949,070	3,337,520	388,450	39,900	69,430	109,330

Source: TN Dept. of Labor and Workforce Development, Labor Market Information Section. TN Employment Projections, 2012-2022.

Fastest Growing and Declining Occupations

The fastest growing and declining occupations are ranked by their projected compound annual growth rates for each of the two tables. The rankings are limited to occupations with a base year employment level greater than 450.

Table 5. Fastest Growing Occupations

Occupation	2012	2022	Annual Growth Openings	Annual Replacements	Growth Rate
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	490	740	20	10	4.2
Paralegals and Legal Assistants	4,820	7,170	240	80	4.1
Skincare Specialists	560	830	30	10	4.0
Physician Assistants	1,300	1,880	60	20	3.8
Interpreters and Translators	690	1,000	30	10	3.8
Diagnostic Medical Sonographers	1,450	2,060	60	20	3.6
Meeting, Convention, and Event Planners	1,180	1,670	50	20	3.5
Veterinary Technologists and Technicians	1,620	2,250	60	20	3.3
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1,740	2,380	70	40	3.2

Market Research Analysts and Marketing Specialists	5,560	7,620	210	80	3.2
Ophthalmic Medical Technicians	460	620	20		3.1
Nurse Practitioners	4,100	5,560	150	80	3.1
Brickmasons and Blockmasons	930	1,260	30	10	3.0
Information Security Analysts	800	1,080	30	10	3.0
Medical Equipment Repairers	1,030	1,370	30	30	2.9
Operations Research Analysts	1,100	1,460	40	30	2.9
Security Guards	22,050	29,280	720	340	2.9
Computer-Controlled Machine Tool Operators, Metal and Plastic	2,620	3,470	90	70	2.8
Surgeons	1,150	1,520	40	30	2.8
Nurse Anesthetists	2,100	2,770	70	40	2.8

Source: TN Dept. of Labor and Workforce Development, Labor Market Information Section. TN Employment Projections, 2012-2022.

Table 6. Fastest Declining Occupations

Occupation	2012	2022	Annual Openings	Annual Replacements	Growth Rate
Chemical Plant and System Operators	1,540	1,090		60	-3.4
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	1,130	810		20	-3.3
Print Binding and Finishing Workers	1,180	900		20	-2.7
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	600	460		10	-2.6
Prepress Technicians and Workers	880	690		20	-2.4
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	1,220	960		10	-2.4
Data Entry Keyers	4,170	3,320		50	-2.3
Paper Goods Machine Setters, Operators, and Tenders	2,940	2,360		30	-2.2
Travel Agents	760	620		10	-2.0
Cutting and Slicing Machine Setters, Operators, and Tenders	2,070	1,690		40	-2.0
Psychiatric Aides	2,150	1,780		40	-1.9
Chemical Equipment Operators and Tenders	1,690	1,400		60	-1.9
Chemical Engineers	760	630		20	-1.9
Word Processors and Typists	640	540			-1.7
Printing Press Operators	4,390	3,710		80	-1.7
Tire Builders	590	510		10	-1.4

Source: TN Dept of Labor and Workforce Development, Labor Market Information Section. TN Employment Projections, 2012-2022.

JOBS4TN Website Labor Market Projections 2014-2022

Selected Manufacturing Careers

AREA NAME	2014 Estimated Employment	2022 Projected Employment	Projected Change	Annual Avg. % Change	Total % Change
Welders, Cutters, Solderers, and Brazers					
LWDA 11	560	640	80	1.70%	14.10%
LWDA 12	430	480	50	1.30%	11.50%
LWDA 13	720	840	120	1.90%	16.40%
Tennessee	8,130	9,050	920	1.40%	11.40%
Maintenance and Repair Workers					
LWDA 11	960	1,020	60	0.70%	6.00%
LWDA 12	1,170	1,300	130	1.40%	11.40%
LWDA 13	5,220	5,720	490	1.10%	9.40%
Tennessee	31,210	33,620	2,410	0.90%	7.70%
Machinists					
LWDA 11	330	350	20	0.70%	5.80%
LWDA 12	610	720	110	2.10%	17.90%
LWDA 13	1,030	1,180	150	1.70%	14.80%
Tennessee	8,780	10,060	1,280	1.70%	14.60%
Tool & Die Makers					
LWDA 11	100	120	20	1.70%	14.70%
LWDA 12	90	100	10	1.50%	11.10%
LWDA 13	170	190	20	1.10%	9.40%
Tennessee	2,620	3,000	380	1.70%	14.50%
Electricians					
LWDA 11	310	410	100	3.50%	31.30%
LWDA 12	160	180	20	1.50%	12.50%
LWDA 13	2,460	2,430	-30	-0.20%	-1.20%
Tennessee	11,350	12,350	1,020	1.10%	9.00%
Fabricators and Assemblers					
LWDA 11	4,050	4,300	250	0.80%	6.20%
LWDA 12	3,470	3,890	420	1.40%	12.20%
LWDA 13	5,900	6,330	430	0.90%	7.20%
Tennessee	64,240	77,800	8,560	1.50%	12.40%
Structural Metal Fabricators & Fitters					
LWDA 11	90	140	50	4.90%	46.20%
LWDA 12	290	220	-70	-3.50%	-24.90%
LWDA 13	290	350	60	2.50%	21.60%
Tennessee	2,130	2,350	220	1.20%	10.10%

www.jobs4tn.gov/supply and demand data

June, 2016

For help click the question mark icon.

Your search found 297 job(s), representing at least 2,357 position(s), that matched your search criteria. Change your search criteria.

Results View: **Summary** | Detailed

To sort on any column, click a column title.

Hide potential duplicate jobs

Date Last Modified	Job Title / Description Snippet	Employer	Location	Salary	Source	Key Match	Select
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07/15/2016 8:33 40 AM	Maintenance Manager - Middleton	ThyssenKrupp Elevator Americas	Middleton, TN	N/A	PJB	3	<input type="checkbox"/>
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... industrial and chemical sectors. In North America, thyssenkrupp companies offer a range of products and services, including: high-performance alloys, automotive components, elevators, escalators and moving walks, material trading, handling and logistics, plant construction and Industrial services. In fiscal year 2013/2014, thyssenkrupp companies

07/14/2016	Maintenance / Housekeeping - Full-Time or Part-Time	Pilot Flying J	Stanton, TN	N/A	PJB	3	<input type="checkbox"/>
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... maintenance staff is responsible for maintaining the store facilities to ensure they are clean, stocked, organized, and running properly. Some of the tasks in this position include maintaining all shelves and products, cleaning shower and restroom facilities, performing general repair/maintenance of the store, and contributing to the overall focus

07/14/2016	Maintenance / Housekeeping - Full-Time or Part-Time	Pilot Flying J	Jackson, TN	N/A	PJB	3	<input type="checkbox"/>
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... maintenance staff is responsible for maintaining the store facilities to ensure they are clean, stocked, organized, and running properly. Some of the tasks in this position include maintaining all shelves and products, cleaning shower and restroom facilities, performing general repair/maintenance of the store, and contributing to the overall focus

07/13/2016 8:32:56 PM	Industrial Maintenance Technician - 9100FYV3	Not Available	Brownsville, TN	\$16.00 to \$19.00	RECT	3	<input type="checkbox"/>
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... Industrial Maintenance Technician - Brownsville, TN Manufacturing facility in Brownsville, TN is seeking an Industrial Maintenance Technician to join their organization. Job Description: * Perform machine change overs. * Assist packaging technicians and Machine Operators as necessary, including relieving for breaks or operating machines on as-ne

07/13/2016 6:40:00 PM	Maintenance Mechanics	Pinnacle Foods Inc.	Jackson, TN			3	<input type="checkbox"/>
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... industrial establishments by performing the following duties to ensure SQF Safe Quality Food; food safety and Quality Assurance of product when being produced. The incumbent prepares and monitors doll

07/13/2016 7:42:00 AM	16S-012-016 Maintenance Engineer	Packaging Corporation of America	Counce, TN	\$68,800.00 to \$86,000.00 per year		3	<input type="checkbox"/>
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... industrial facility. This position will work under the direction of the senior maintenance electrical engineer to help maintain mill wide PLC systems, AC and DC variable speed drive systems, HMI

07/13/2016	Vehicle Maintenance/Mechanics/Technicians	Penske Truck Leasing	Jackson, TN	N/A	CORP	3	<input type="checkbox"/>
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... maintenance on the newest and best maintained fleet of power, refrigerated and non-powered truck and trailer equipment in the industry. We have industry leading vehicle maintenance and repair technology, tools and experts in the maintenance field and industry. You will receive state of the art training each

Date Last Modified	Job Title / Description / Support	Employer / Insurance	Location	Salary	Source	Key Match	Select
07/11/2016 4:11:04 PM	Maintenance Manager	US Farathane	Jackson, TN	N/A	CORP	3	<input type="checkbox"/>

... Maintenance Manager for one of our manufacturing facilities.

07/11/2016	Maintenance Mechanics	Pinnacle Foods Group, LLC	Jackson, TN	N/A	PJB	3	<input type="checkbox"/>
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... industrial establishments by performing the following duties to ensure SQF (Safe Quality Food); food safety and Quality Assurance of product when being produced. The incumbent prepares and monitors dollars commitment reports on normal repair expenditures, CEA'S and REA'S as needed. Maintenance Mechanic will report to Maintenance Supervisor. Respon

07/08/2016	Toys R Us Maintenance Team Member	Toys "R" Us	Jackson, TN	N/A	PJB	3	<input type="checkbox"/>
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... maintenance on the material handling equipment and changing burnt out light bulbs. * Clean restrooms daily including all fixtures, walls, partitions, floors, vents and mirrors. Also replenish all restroom supplies. * Address all spills and hazardous conditions immediately, including wet floors, spills of all types, dangerous overstocks and any ot

07/06/2016 9:30:46 PM	Maintenance Worker	Corrections Corporation of America	Whiteville, TN	N/A	CORP	3	<input type="checkbox"/>
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... Maintenance Worker installs, maintains and repairs the facility's building structures and systems, including plumbing, electrical wiring and fixtures, machinery, equipment, electronics, vehicles and grounds.

07/06/2016	Maintenance Technician - Tire Care	Love's Travel Stops	Jackson, TN	N/A	PJB	3	<input type="checkbox"/>
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... Maintenance TechnicianTire Care Tech's help run our business by keeping a safe, clean and well-maintained stop. You'll also help your manager keep things flowing and get our customers back on the road quickly. We take a lot of pride in making customers want to come back and your work makes a big difference.We hav

06/29/2016 9:58:53 PM	Industrial Sales Rep	Tifco Industries, Inc.	Jackson, TN	N/A	PJB	3	<input type="checkbox"/>
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... Industrial, Construction, Manufacturing, Mining, Oil Field, Automotive, Government, and Institutional accounts. We give you the tools and the product line to become as successful as you want to be! Job Summary * Company Tifco Industries, Inc. * Location Jackson, TN * Job Type Full Time, Employee * Job Category: Sales/Retail/Business Developme

06/28/2016 7:40:00 AM	Industrial Maintenance Technician	Advantage Resourcing	Brownsville, TN			3	<input type="checkbox"/>
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... Industrial Maintenance Technician - Brownsville, TN Manufacturing facility in Brownsville, TN is seeking an Industrial Maintenance Technician to join their organization.

06/27/2016	Facility Lead Maintenance - Full Time or Part Time	TRAVELCENTERS of America	Denmark, TN	N/A	PJB	3	<input type="checkbox"/>
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... Maintenance person, you will need to be highly skilled in general maintenance of equipment and utilities of the facility. You must have formal training in mechanical, electrical, plumbing and HVAC to perform the wide variety of tasks or coordinate repairs with local contractors. This position requires at least 3 years of facility mainten

06/25/2016	Maintenance Technician (Warehouse)	Ryder System	Jackson, TN	N/A	PJB	3	<input type="checkbox"/>
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... Maintenance Manager/Operations Manager.Requirements:High school diploma or equivalent Strong background in maintenance repair and preventative maintenance programs Good organizational, communication, and planning skills Basic computer and parts inventory system skills Aptitude to investigate and problem-solve various mechani

Job Title / Position	Employer	Location	Salary	Source	Key Match	Select
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06/24/2016 5:40:00 PM	Industrial Mechanic	NOVOLEX	Lebanon, TN			3	<input type="checkbox"/>
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... Maintenance Manager, this position is responsible for installing, troubleshooting, and diagnosing production and process manufacturing equipment onsite, as well as performing modifications, repairs, a

06/24/2016	Maintenance	La Quinta Inns & Suites	Jackson, TN	N/A	PJB	3	<input type="checkbox"/>
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... Maintenance team member. This position offers growth and career advancement. Job responsibilities include: repairing and maintaining the interior and exterior of the hotel while following Company standards for quality, cleanliness, guest satisfaction, and safety and security. Other key duties include: ? Perform routine maintenance s

06/24/2016	Maintenance Supervisor	La Quinta Inns & Suites	Jackson, TN	N/A	PJB	3	<input type="checkbox"/>
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... Maintenance Supervisor to help keep our hotel operations running smoothly and ensure our guests have a great stay. The ideal candidate will have experience maintaining property equipment and supply inventory while performing routine maintenance throughout the hotel. These tasks will include but are not limited to: painting, carpet/floor cleaning, c

06/16/2016 7:20:27 PM	Maintenance Supervisor	Not Available	Selmer, TN	\$60,000.00 to \$650,000.00	RECT	3	<input type="checkbox"/>
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... industrial skills with some PLC experience and HVAC. Salary is \$60-\$65 Email resumes to michael@snellingms.com

06/10/2016 9:06:48 PM	Maintenance Superintendent	StoneMor Partners L.P.	Jackson, TN	N/A	CORP	3	<input type="checkbox"/>
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... MAINTENANCE SUPERINTENDENT Jackson, Tennessee StoneMor Partners, L.P. offers rewarding career opportunities. We are currently seeking a Maintenance Superintendent to join our team at Ridgecrest Cemetery. This position is responsible for the care, maintenance, and safety and security of the employees and visitors of the location while maintaining

06/09/2016 6:43:11 PM	Facility Maintenance Manager	Dodge's Southern Style	Lexington, TN	N/A	CORP	3	<input type="checkbox"/>
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Fulfill the company defined guest experience by being a friendly, available, guest focused, excited team member in a Convenience/Fast Food store environment. Maintain cleanliness of all areas of the store including pressure washing the daily, wiping pumps daily, picking up trash daily, keeping windshield washing equipment full, cleaning restroom da

06/09/2016 6:43:03 PM	Facility Maintenance Manager	Dodge's Southern Style	Savannah, TN	N/A	CORP	3	<input type="checkbox"/>
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Fulfill the company defined guest experience by being a friendly, available, guest focused, excited team member in a Convenience/Fast Food store environment. Maintain cleanliness of all areas of the store including pressure washing the daily, wiping pumps daily, picking up trash daily, keeping windshield washing equipment full, cleaning restroom da

06/08/2016 9:56:56 PM	Facility Maintenance Manager	Dodge's Southern Style	Jackson, TN	N/A	CORP	3	<input type="checkbox"/>
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Fulfill the company defined guest experience by being a friendly, available, guest focused, excited team member in a Convenience/Fast Food store environment. Maintain cleanliness of all areas of the store including pressure washing the daily, wiping pumps daily, picking up trash daily, keeping windshield washing equipment full, cleaning restroom da

06/03/2016 8:40:00 PM	Maintenance Technician (Jackson, TN)	Ingram Content Group	Jackson, TN			3	<input type="checkbox"/>
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For help click the question mark icon.

Your search found 198 job(s), representing at least 350 position(s), that matched your search criteria. Change your search criteria.

Results View: **Summary** | Detailed

To sort on any column, click a column title.

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Date Last Modified	Job Title / Description Snippet	Employer	Location	Salary	Source	Key Match	Select
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07/19/2016 11:27:00 AM	Maintenance Helper	The Royal Group	Halls, TN			3	<input type="checkbox"/>
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... maintenance work, assign work to other maintenance classifications according to their abilities and limitations. Demonstrate ability to use all aspects of the maintenance software program.

07/15/2016 9:01:00 AM	Maintenance Technician	NSK	Dyersburg, TN			3	<input type="checkbox"/>
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NSK Corporation NSK is an Equal Employment Opportunity Employer, and all qualified applicants will receive consideration for employment without regard to race, color

07/15/2016 8:58:00 AM	Maintenance Technician	NSK Americas, Inc.	Dyersburg, TN			3	<input type="checkbox"/>
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Description: Demonstrates mastery in repair and maintaining of mechanical, pneumatic and electrical components of production machines and equipment. Responsibilities:

07/14/2016 10:40:00 AM	Maintenance Manager	BONGARDS SOUTH LLC	Humboldt, TN			3	<input type="checkbox"/>
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... maintenance program. This includes a development of a forecast of planned maintenance Direct and monitor maintenance personnel regarding maintenance and repairs Oversee

07/14/2016 8:15:00 AM	Janitor/Floor Maintenance	DYERSBURG MANOR INC	Dyersburg, TN	\$8.08 per hour		3	<input type="checkbox"/>
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... maintenance/sweeping, mopping, waxing, buffing, etc-Some heavy lifting required

07/13/2016 8:32:45 PM	Industrial Cleaning - Weekends Part Time	Not Available	Lavinia, TN	\$9.00 to \$10.00	RECT	3	<input type="checkbox"/>
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... Industrial Cleaners needed for a local manufacturing facility. Shift is 8 - 12 hours Saturday & Sunday. Position will be responsible for cleaning machines in a manufacturing facility on Saturday & Sunday. There will be 2 shifts 8-12 hours each. Requirements for this position include: * Previous industrial cleaning or janitorial experience * Ab

07/13/2016 10:36:00 AM	Maintenance Worker III	Nortek Global HVAC, LLC	Dyersburg, TN			3	<input type="checkbox"/>
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... Industrial Maintenance experience Working knowledge of maintenance procedures, troubleshooting, and repair Must obtain and maintain Powered Industrial Truck certification

07/13/2016 9:59:00 AM	Janitorial Maintenance Worker	AKC Janitorial	RIPLEY, TN	\$8.00 to \$10.00 per week		3	<input type="checkbox"/>
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To clean up office building five days a week, after 5:00pm Monday thru Fri in Jackson.

Date Last Modified	Job Title / Description	Employer	Location	Salary	Genre	Key Match	Select
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07/11/2016 4:00:26 PM	Packaging Maintenance Technician	The Pictsweet Comp..	Bells, TN	N/A	RECT	3	<input type="checkbox"/>
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... Maintenance Technician, Level 1 - 2nd shift. REQUIREMENTS: * Two years' experience maintaining equipment such as hydraulic systems, weigh machines, pneumatic systems, baggers, metal detectors, conveyors, elevators, motors, gears and electrical controls. * Welding skills, MIG and TIG preferred. Pictsweet is a 4th generation, f

07/08/2016 4:42:16 PM	SURFACE MAINTENANCE MECHANIC INSPECTOR	Department of the Army	Trenton, TN	\$26.11 to \$30.47	GOVT	3	<input type="checkbox"/>
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... Maintenance Facility. The purpose of the position is to serve as an inspector of surface maintenance vehicles and equipment to ensure that physical and operating characteristics are within acceptable standards and specifications. Duties involve complex inspection work, requiring a wide variety of inspection processes and techniques, at remote wor

07/07/2016 9:28:38 PM	Maintenance Technician - Humboldt, TN.	Save-A-Lot	Humboldt, TN	N/A	CORP	3	<input type="checkbox"/>
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... Maintenance Technician – Humboldt, TN. Overview: Maintenance Technician assures equipment and building meets regulatory requirements for safe operation. Maintenance Technician also maintains and repairs machinery and all functions of the building, including refrigeration systems, fire systems, and alarm systems. Job Responsibilities: • Service

07/06/2016	Maintenance Technician - Tire Care	Love's Travel Stops	Dyersburg, TN	N/A	PJB	3	<input type="checkbox"/>
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... Maintenance TechnicianTire Care Tech's help run our business by keeping a safe, clean and well-maintained stop. You'll also help your manager keep things flowing and get our customers back on the road quickly. We take a lot of pride in making customers want to come back and your work makes a big difference. We hav

06/29/2016 9:33:27 PM	Maintenance Technician - Humboldt, TN	WestRock Company	Humboldt, TN	N/A	CORP	3	<input type="checkbox"/>
--------------------------	---------------------------------------	------------------	--------------	-----	------	---	--------------------------

... industrial environment. The ideal candidate will have mechanical and electrical experience, a familiarity with hydraulics and pneumatics and have basic troubleshooting experience with proven ability of machine repair. Education: High school diploma or equivalent Military training and or Technical School preferred

06/26/2016 4:40:00 AM	Maintenance Technician	Advantage Resourcing	Milan, TN			3	<input type="checkbox"/>
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... industrial environemnt. Areas of responsibility for the Maintenance Technician include repairing and maintaining wiring and electrical equipment on all machinery; repairing and replaci

06/24/2016 9:22:59 PM	Maintenance Technician - 9100GVBN	Not Available	Milan, TN	\$18.00 to \$21.00	RECT	3	<input type="checkbox"/>
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... industrial environemnt. Areas of responsibility for the Maintenance Technician include repairing and maintaining wiring and electrical equipment on all machinery; repairing and replacing gauges, valves and pressure regulators; skilled in fault analysis and recertification of production machinery; complete preventative maintenance on all equipment.

Date Added / Modified	Job Title / Description	Employer / Location	City / State	Salary	Source	Key Match	Save
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06/23/2016 4:27:22 PM	Occupational/Industrial Health Nurse	Lauderdale Community Hospital	Ripley, TN	N/A	HOSP	3	<input type="checkbox"/>
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... industrial health preferred. Ergonomics training helpful. Communication, problem solving and organizational skills a must, along with standard computer skills. Must be able to work independently. Available for after hour's phone calls.

06/15/2016	Maintenance Technician - Tire Care	Loves Travel Stops and Country Stores	Dyersburg, TN	N/A	CORP	3	<input type="checkbox"/>
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... Maintenance Technician Tire Care Tech's help run our business by keeping a safe, clean and well-maintained stop. You'll also help your manager keep things flowing and get our customers back on the road quickly. We take a lot of pride in making customers want to come back and your work makes a big difference. We have a lot to offer. * Flexible Sch

06/13/2016 4:01:33 PM	Packaging Maintenance Technician	The Pictsweet Comp..	Bells, TN	N/A	RECT	3	<input type="checkbox"/>
--------------------------	----------------------------------	----------------------	-----------	-----	------	---	--------------------------

... Maintenance Technician, Level 1 - 2nd shift. REQUIREMENTS: * Two years' experience maintaining equipment such as hydraulic systems, weigh machines, pneumatic systems, baggers, metal detectors, conveyors, elevators, motors, gears and electrical controls. * Welding skills, MIG and TIG preferred. Pictsweet is a 4th generation, family owned company

06/09/2016 6:43:25 PM	Facility Maintenance Manager	Dodge's Southern Style	Dyersburg, TN	N/A	CORP	3	<input type="checkbox"/>
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Fulfill the company defined guest experience by being a friendly, available, guest focused, excited team member in a Convenience/Fast Food store environment. Maintain cleanliness of all areas of the store including pressure washing the daily, wiping pumps daily, picking up trash daily, keeping windshield washing equipment full, cleaning restroom da

06/06/2016	Maintenance Technician Jobs	Not available	Covington, TN	\$45,000.00 to \$48,000.00	RECT	3	<input type="checkbox"/>
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... Industrial Electrician needed in Memphis, TN for heavy industrial client. You should have a strong background in electrical maintenance within a manufacturing environment and the ability to read and modify PLC programs. Experience with PLC troubleshooting, machine repair, motors, drives, hydraulics, pneumatics and preventative maintenance required.

05/11/2016 11:25:00 AM	HVAC Maintenance Technician (Heating, Ventilation and Air Conditioning Maintenance Technician)	Jeffries Heating and Air	Dyersburg, TN	\$8.50 per hour		3	<input type="checkbox"/>
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Will install air and heating system, maintaining and troubleshooting units. Job requires working in all types of weather conditions. Crawling under houses and buildings, climbing on roof tops. Som

05/09/2016 4:11:10 PM	Maintenance Mechanic HMC - 5-9-2016	Henry County Medical Center	Paris, TN	N/A	HOSP	3	<input type="checkbox"/>
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... maintenance duties. Must have good communication skills, friendly and outgoing.

Date Upd. Modified	Job Title Description	Employer	Location Address	Salary	Source	Key Match	Select <input type="checkbox"/>
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07/15/2016 5:40:00 PM	Machine Builder Troubleshooter	Parker Hannafin	GREENFIELD, TN			4	<input type="checkbox"/>
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... industrial and aerospace markets. The company employs approximately 55,000 people in 50 countries around the world. Parker has increased its annual dividends paid to shareholders for 59 consecutive fi

07/09/2016 9:40:00 AM	Machine Builder / Troubleshooter	Parker Hannifin Corporation	Greenfield, TN	\$18.30 per hour		4	<input type="checkbox"/>
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... industrial and aerospace markets. The company employs approximately 55,000 people in 50 countries around the world. Parker has increased its annual dividends paid to shareholders for 59 consecutive fi

07/08/2016 6:07:57 PM	Machine Builder / Troubleshooter	Parker Hannifin Corp	Greenfield, TN	N/A	CORP	4	<input type="checkbox"/>
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... industrial and aerospace markets. The company employs approximately 55,000 people in 50 countries around the world. Parker has increased its annual dividends paid to shareholders for 59 consecutive fiscal years, among the top five longest-running dividend-increase records in the S&P 500 index. For more information, visit the company's website at ww

Map

Source: [Preferred Employer], CORP [Corporate], EDU [Education Institution], GOVT [Government], HCSP [Hospitals], NLX [National Labor Exchange], NEWS [Newspaper], PJB [Private Job Board], RECT [Recruiter], SM [Social Media], SJB [State Job Board], VOL [Volunteer]

Key Match: 1 [Keyword or phrase matched the job title exactly], 2 [The keyword or phrase was in the job title], 3 [At least one keyword was in the job title], 4 [The exact keyword or phrase was in the job description], 5 [At least one keyword was in the job description], 6 [Keyword matched was in the occupation title], 7 [Keyword matched was in an alternative (lay) job title], 8 [Keyword matched was in occupation description]

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[Statewide search]

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Your search found more than 500 jobs. Listed below are the 500 most recent, representing at least 572 position(s), that matched your search criteria. Change your search criteria.

Results View: Summary | Detailed

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Date Last Modified	Job Title / Description Snippet	Employer	Location	Salary	Source	Key Match	Select
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07/19/2016 2:40:00 PM	Maintenance Tech I - IV (Specialist)	FedEx Ground Package System, Inc.	MEMPHIS, TN			3	<input type="checkbox"/>
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To view the complete job description click on the job title link above.

07/19/2016 2:40:00 PM	Maintenance Tech I - IV (Specialist)	FedEx Ground Package System, Inc.	MEMPHIS, TN			3	<input type="checkbox"/>
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To view the complete job description click on the job title link above.

07/19/2016 11:40:00 AM	Bus Maintenance Operations Manager	MEMPHIS AREA TRANSIT AUTHORITY	Memphis, TN	\$60,000.00 to \$65,000.00 per year		3	<input type="checkbox"/>
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... Maintenance Department in a manner consistent with FTA requirements and regulations. Implement the maintenance strategy, work priorities and standards for the Maintenance Department as set by the Dire

07/18/2016 9:19:28 PM	Maintenance Technician (Electronic Experience Preferred)	C B Richard Ellis	Memphis, TN	N/A	CORP	3	<input type="checkbox"/>
--------------------------	--	----------------------	-------------	-----	------	---	--------------------------

... industrial systems, equipment and grounds. Working under close supervision, assists in monitoring building system operations and performance. Utilizes several trade skills such as carpentry, plumbing, electrical, painting, roofing, heating and cooling. ESSENTIAL DUTIES AND RESPONSIBILITIES Complies with all applicable codes, regulations, governmen

07/18/2016 8:08:54 PM	Maintenance Tech I - IV (Specialist)	FedEx Ground (FXG)	Memphis, TN	N/A	CORP	3	<input type="checkbox"/>
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... industrial electrical machinery and equipment by completing preventive maintenance and repair. Essential Functions • Performs assigned rudimentary preventative maintenance work according to FXG standards ensuring all instructions are followed and that each step is fully executed. • Demonstrates ability to follow procedures directed by work orders

07/18/2016 8:08:53 PM	Maintenance Tech I - IV (Specialist)	FedEx Ground (FXG)	Memphis, TN	N/A	CORP	3	<input type="checkbox"/>
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... industrial electrical machinery and equipment by completing preventive maintenance and repair. Essential Functions • Performs assigned rudimentary preventative maintenance work according to FXG standards ensuring all instructions are followed and that each step is fully executed. • Demonstrates ability to follow procedures directed by work orders

07/18/2016 8:40:00 AM	Maintenance Mechanic	AmeriPride Services	Memphis, TN			3	<input type="checkbox"/>
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Date Job Modified	Job Title / Description / Subject	Employer	Location / Address	Salary	Source	Key Match	Select
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... Industrial Laundry Maintenance Certification or ability to obtain in Steam Boiler and Air Conditioning Maintenance Advanced knowledge in Electrical, Maintenance and Plumbing a pl

07/17/2016 7:00:34 PM	3rd Shift Maintenance Mechanic	Manpower	Memphis, TN	N/A	PJB	3	<input type="checkbox"/>
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... Maintenance/Repair Occupations: Equipment Install/Maintain/Repair Industry: Manufacturing - Other Reference Code: USA_306111_ Education Required: High School or equivalent Years of Experience: 1+ to 2 Years Email: Apply by Email View all ManpowerGroup job opportunities Email this job to a friend Learn about Manpower Follow us on Manpower i

07/17/2016 6:00:03 PM	Entry Level Maintenance Technician	Not Available	Memphis, TN	\$15.00 to \$16.00	PJB	3	<input type="checkbox"/>
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... industrial maintenance. This is a long term contract opportunity. Shifts Available: 1st shift Monday-Thursday 6:00AM-4:30PM 2nd shift Monday-Thursday 12:00PM-10:00PM 2nd shift Monday-Thursday 4:00PM-2:30AM 1st shift Friday, Saturday, Sunday 7:00AM-7:30PM 3rd shift Friday, Saturday, Sunday 7:00PM-7:30AM Qualified candidates please apply direc

07/17/2016 6:00:03 PM	Maintenance Technician	Not Available	Memphis, TN	\$22.00 to \$30.00	PJB	3	<input type="checkbox"/>
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... maintenance technicians to support a manufacturing and distribution company located in Memphis, TN. Qualified candidates must be able to perform electrical and mechanical repairs on conveyors, high speed packaging equipment, drives, motors, and PLCs. This is a 6 month contract to hire opportunity. 2nd and 3rd shifts available. Interested and quali

07/17/2016 4:41:47 PM	3rd Shift Maintenance Mechanic	Not Available	Memphis, TN	N/A	RECT	3	<input type="checkbox"/>
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... industrial maintenance technician. - must be able to lift up to 50lbs, stand, kneel, and bend.

07/17/2016 6:40:00 AM	Maintenance Apprentice level 2	The Hershey Company	Memphis, TN			3	<input type="checkbox"/>
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... Industrial Electrical Systems Industrial Robotics Motion Control Process Control & Instrumentation Motors and Controls (AC and DC) Analog and Digital Devices

07/15/2016 9:19:50 PM	Field Sales Engineer- Industrial Process Control Top Echelon Network Memphis, TN	Top Echelon Network	Memphis, TN	N/A	PJB	3	<input type="checkbox"/>
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... Industrial Process Control Field Sales Engineer. They develop technology-based measuring solutions that push the physical limits, as they work to break new ground for measuring systems and sensors that meet extreme challenges. The companys technology measures pressure, force, acceleration and torque. Their instruments are used to measure and analyz

07/15/2016 5:56:16 PM	MAINTENANCE MECHANIC	Shelby County, TN	Memphis, TN	N/A	GOVT	3	<input type="checkbox"/>
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... maintenance work and perform other generalized duties in the operations of County facilities. SALARY: \$20.85 Hourly Minimum Qualifications 1. Two (2) years of work experience as a maintenance mechanic; and 2. Graduation from an accredited high school or possess a GED. 3. PROOF OF EDUCATION, TRAINING, AND/OR EXPERIENCE IS REQUIRED Special Requireme

			Memphis, TN			3	<input type="checkbox"/>
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Date Applied / Modified	Job Title / Description	Employer	Location	Salary	Source	Key Match	Select
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07/15/2016 4:40:00 PM Maintenance/Ammonia Technician The Kroger Co.

... maintenance. Obtain and monitor operation set points, control points, and daily events related to hazardous materials and refrigeration. Make the decisions of a profes

07/15/2016 HVAC Technician Level 3 - Facility Maintenance/Management Lee Company Memphis, TN N/A PJB 3

... maintenance and service for our commercial HVAC customers, utilize our technology, technical capability, and customer service to provide a great experience to our customer. Primarily responsible for performing installs, repairs and maintenance to a variety of equipment including: refrigeration, air conditioning, electric motors, heating units, heat

07/14/2016 10:36:16 PM Industrial Support Associate - Full Time | Red Wing Shoe Company | Memphis, TN Red Wing Shoe Company Memphis, TN N/A PJB 3

... Industrial Support Associate - Full Time City: Memphis State: TN Description: Take a look at the Red Wing Shoes video series. Job: Industrial Support Associate & Back-up Mobile Truck driver Fit is important in the shoes we make and in the people we hire. We have a long tradition (110 + years!) of making the most comfortable work, outdoor and her

07/14/2016 8:40:00 PM Building Maintenance Technician Sears, Roebuck and Co Memphis, TN 3

... Maintenance Technician II (QMTII) will provide unit level support for maintenance and safety standards, to include the performance of Preventative Maintenance Checks (PMs), and review of in-store main

07/14/2016 7:41:29 PM Maintenance Technician IV Jabil Memphis, TN N/A CORP 3

Jabil offers competitive compensation, a comprehensive benefits program, and a supportive environment that provides learning and career development opportunities. Jabil is an equal opportunity employer. Job Summary Develops, motivates and challenges all Facilities Support Team Members to perform to their full potential through direct and timely fo

07/14/2016 5:57:03 PM Maintenance Mechanic Climate Controls & Security Collierville, TN N/A CORP 3

... maintenance career, then we have a great opportunity for you. Responsibilities include: Perform mechanical maintenance functions related to plant facilities and/or equipment. Install, test, trouble shoot, maintain, repair, overhaul, etc., any type of machine, fabricating machine, processing equipment or facility. Check equipment and notify Supe

07/14/2016 5:02:00 PM Maintenance Courtyard Germantown Germantown, TN N/A PJB 3

Position Description You've always been curious about how things work. And when things stop working, you can't help taking them apart and putting them back together so they DO. Easy breezy. Then, working as a Class I Engineer with Interstate may be just the right place for you to use your technical knowledge and knack for fixing. As a Class I Engi

Memphis, TN 3

Date Last Modified	Job Title / Description / Subject	Employer	Location	Salary	Source	Key Match	Alert
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07/14/2016 12:40:00 PM Automotive Tire Maintenance Technician / Mechanic
 Bridgestone Retail Operations

... Maintenance Technician / Mechanic Store Address 6100 Winchester Rd Employee Type Regular Full-Time Degree Preferred High Sc

07/14/2016 12:40:00 PM	Maintenance Planner	The Hershey Company	Memphis, TN			3	<input type="checkbox"/>
------------------------	---------------------	---------------------	-------------	--	--	---	--------------------------

... Industrial/Manufacturing environment required Minimum of 2 years maintenance planning OR combination of Maintenance Planning and Maintenance Supervisor experience required Consumer Pac

07/14/2016 8:39:51 AM	Maintenance Person I- 16.50/HR	HMSHost	Memphis, TN	N/A	PJB	3	<input type="checkbox"/>
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... Maintenance Person I is responsible for performing general maintenance and repair for the location; ensuring that the location meets local-state-federal laws and regulations; maintaining control over the approved maintenance budget; performs all other responsibilities as directed by the business or as assigned by management. This is a non-exempt p

07/14/2016 2:40:00 AM	Retread Maintenance - (Memphis) JR-40003110	The Goodyear Tire & Rubber Company	Memphis, TN			3	<input type="checkbox"/>
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... Maintenance Technician you will perform repair and maintenance on a wide variety of equipment used in the retread shop. This includes retreading equipment such as the chamber where tread is affixed to

Map

Source: [Preferred Employer], CORP [Corporate], EDU [Education Institution], GOVT [Government], HOSP [Hospitals], NLX [National Labor Exchange], NEWS [Newspaper], PJB [Private Job Board], RECT [Recruiter], SM [Social Media], SJB [State Job Board], VOL [Volunteer]

Key Match: 1 [Keyword or phrase matched the job title exactly], 2 [The keyword or phrase was in the job title], 3 [At least one keyword was in the job title], 4 [The exact keyword or phrase was in the job description], 5 [At least one keyword was in the job description], 6 [Keyword matched was in the occupation title], 7 [Keyword matched was in an alternative (lay) job title], 8 [Keyword matched was in occupation description]

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[Statewide search]

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Your search found 6 job(s), representing at least 6 position(s), that matched your search criteria.
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Date Last Modified	Job Title / Description Snippet	Employer	Location	Salary	Source	Key Match	Select <input type="checkbox"/>
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07/13/2016 3:40:00 PM	Welder	NCI Group, Inc.	LEXINGTON, TN			5	<input type="checkbox"/>
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... welders, measuring tools, grinders, torches, other hand tools and hammers. Good communication skills. Experience in overhead crane operation helpful. Must be able to meet criteria.

06/28/2016 6:42:51 PM	Pipefitter	S.M. Lawrence Company, Inc.	Jackson, TN	N/A	PJB	5	<input type="checkbox"/>
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S.M. Lawrence has been doing it right for nearly 100 years. Our foundation of uncompromising integrity, unequalled service and effective project management has led us to where we are today. We are always searching for new and talented people who share our values and are dedicated to the continued success of this company. Job Description: We are s

06/28/2016 6:35:42 PM	Pipefitter	Comfort Systems USA	Jackson, TN	N/A	CORP	5	<input type="checkbox"/>
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We are seeking experienced field pipe fitters in the Jackson, TN area. This position requires a self-motivated, competent individual with a high energy level who is able to work alone or with others in a field environment. Job duties would include assisting field welders by fitting various sizes of pipe. Compensation will be based on experience.

06/28/2016 4:35:11 PM	Pipefitter	S.M. Lawrence Company, Inc.	Jackson, TN	N/A	PJB	5	<input type="checkbox"/>
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S.M. Lawrence has been doing it right for nearly 100 years. Our foundation of uncompromising integrity, unequalled service and effective project management has led us to where we are today. We are always searching for new and talented people who share our values and are dedicated to the continued success of this company. Job Description: We are s

06/24/2016 5:40:00 PM	Industrial Mechanic	NOVOLEX	Lebanon, TN			5	<input type="checkbox"/>
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... welders, acetylene torch and various other hand tools is essential. Electrical Aptitude: Electrical knowledge helpful, but not required. <

05/04/2016 11:40:00 AM	Maintenance Technician	NOVOLEX	Lebanon, TN			5	<input type="checkbox"/>
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... welders, acetylene torch and various other hand tools is essential. Electrical Aptitude: Electrical knowledge helpful, but not required. <

Map

Source: [Preferred Employer], CORP [Corporate], EDU [Education Institution], GOVT [Government], HOSP [Hospitals], NLX [National Labor Exchange], NEWS [Newspaper], PJB [Private Job Board], RECT [Recruiter], SM [Social Media], SJB [State Job Board], VOL [Volunteer]

For help click the question mark icon.

Your search found 5 job(s), representing at least 6 position(s), that matched your search criteria. Change your search criteria.

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Date Last Modified	Job Title / Description Snippet	Employer	Location	Salary	Source	Key Match	Select <input type="checkbox"/>
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07/15/2016 5:40:00 PM	Machine Builder Troubleshooter	Parker Hannafin	GREENFIELD, TN			5	<input type="checkbox"/>
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... welders, sheet metal brakes, cutting torches and plasma cutters. Knowledge and experience in computer aided drafting CAD is a plus. At a minimum, the candidate should be able to hand draw a couple of d

07/09/2016 9:40:00 AM	Machine Builder / Troubleshooter	Parker Hannafin Corporation	Greenfield, TN	\$18.30 per hour		5	<input type="checkbox"/>
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... welders, sheet metal brakes, cutting torches and plasma cutters. Knowledge and experience in computer aided drafting CAD is a plus. At a minimum, the candidate should be able to hand

07/08/2016 6:07:57 PM	Machine Builder / Troubleshooter	Parker Hannafin Corp	Greenfield, TN	N/A	CORP	5	<input type="checkbox"/>
--------------------------	----------------------------------	----------------------	----------------	-----	------	---	--------------------------

... welders, sheet metal brakes, cutting torches and plasma cutters. • Knowledge and experience in computer aided drafting CAD is a plus. • At a minimum, the candidate should be able to hand draw a couple of different views of a tool on graph paper to articulate the idea to the team. • Ability to work day shift and is flexible to be able to work daily

06/24/2016 2:40:00 PM	Machine Operator	GMP Metal Products	Humboldt, TN			5	<input type="checkbox"/>
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... welders, drill press, hand tools, etc. Should be familiar with the different types measuring devices in checking parts: to include micrometers, squares, calipers, etc. Must be able

06/10/2016 1:40:00 PM	HVAC Service Technician (Heating, Ventilation, Air Conditioning Service Technician)	COMFORT DYNAMICS LLC	Munford, TN	N/A		5	<input type="checkbox"/>
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... pipefitters, and steamfitters. Boiler systems are often installed by a boilermaker. In addition, home appliance repairers usually service window air conditioners and household refrigerators.

Map

Source: [Preferred Employer], CORP [Corporate], EDU [Education Institution], GOVT [Government], HOSP [Hospitals], NLX [National Labor Exchange], NEWS [Newspaper], PJB [Private Job Board], RECT [Recruiter], SM [Social Media], SJB [State Job Board], VOL [Volunteer]

Key Match 1 [Keyword or phrase matched the job title exactly], 2 [The keyword or phrase was in the job title], 3 [At least one keyword was in the job title], 4 [The exact keyword or phrase was in the job description], 5 [At least one keyword was in the job description], 6 [Keyword matched was in the occupation title], 7 [Keyword matched was in an alternative (lay) job title], 8 [Keyword matched was in occupation description]

For help click the question mark icon.

Your search found 19 job(s), representing at least 19 position(s), that matched your search criteria. Change your search criteria.

Results View: **Summary** | Detailed
To sort on any column, click a column title.

Hide potential duplicate jobs

Date Last Modified	Job Title / Description Snippet	Employer	Location	Salary	Source	Key Match	Select
07/17/2016 5 11:25 PM	Heavy Construction - Superintendent, Crane, Welder, Driver	James Construction	Memphis, TN	N/A	PJB	5	<input type="checkbox"/>

Heavy Construction Professionals We are looking to fill several positions from top to bottom in several different trades-crafts & management roles. Our current projects involve mostly bridge work and are located about 20 miles west of Memphis on I-40. * Superintendent/Foreman * Crane Operators * Welders / Pile Drivers * truck drivers * CARP

07/14/2016 12:40:00 PM	Pipe Fitter/Plumber	Mechanical Systems Company, LLC	MEMPHIS, TN	N/A		5	<input type="checkbox"/>
---------------------------	---------------------	---------------------------------	-------------	-----	--	---	--------------------------

... Solders, screws, welds, and glues pipe components by torching, screwing, and applying plastic solvent to the specified components in order to connect and complete pipe installation.

07/14/2016 2:40:00 AM	Journeyman Pipefitter	Trillium Construction	Memphis, TN	\$1.00 to \$2.00 per year		5	<input type="checkbox"/>
--------------------------	-----------------------	-----------------------	-------------	---------------------------	--	---	--------------------------

... Pipefitters for long-term work! This position involves little to no travel and is 40+ hours per week. No per diem is available for this position. If you are interested and meet the quali

07/12/2016 6:04:51 PM	MIG Welders in Arkansas	LSI	Memphis, TN	N/A	RECT	5	<input type="checkbox"/>
--------------------------	-------------------------	-----	-------------	-----	------	---	--------------------------

LSI A Leader In Staffing Innovations The qualified team of HR experts at LSI has provided employment opportunities and staffing solutions to businesses in Arkansas, Mississippi and Tennessee for almost four decades. Areas of specialization include staffing for office, industry and hospitality. Now hiring for: MIG welders for Production and Fabrica

07/12/2016 6:04:23 PM	MIG Welders in TN	LSI	Memphis, TN	N/A	RECT	5	<input type="checkbox"/>
--------------------------	-------------------	-----	-------------	-----	------	---	--------------------------

LSI A Leader In Staffing Innovations The qualified learn of HR experts at LSI has provided employment opportunities and staffing solutions to businesses in Arkansas, Mississippi and Tennessee for almost four decades. Areas of specialization include staffing for office, industry and hospitality. Now hiring for: MIG welders for Production and Fabrica

07/07/2016 4:40:00 PM	Supervisor - Rail Maintenance	Illinois Central Railroad	Memphis, TN			5	<input type="checkbox"/>
--------------------------	-------------------------------	---------------------------	-------------	--	--	---	--------------------------

To view the complete job description click on the job title link above.

07/02/2016 6:40:00 AM		Sears, Roebuck and Co	MEMPHIS, TN			5	<input type="checkbox"/>
--------------------------	--	-----------------------	-------------	--	--	---	--------------------------

Date List Modified	Job Title / Description / Script	Employer / Title	Location / Instructions	Salary	Source	Key Match	Submit
--------------------	----------------------------------	------------------	-------------------------	--------	--------	-----------	--------

General Maintenance Associate

... welders, bandsaws and tablesaws * Basic knowledge of carpentry, painting, plumbing and small machines * Ability to understand and follow written and oral instructions * Ability to lift and move mer

07/01/2016 6:05:59 PM	Welders	Not Available	Memphis, TN	\$26.00	RECT	5	<input type="checkbox"/>
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Manpower is seeking experienced Stick and Pipe Fitting Welders for the Millington, TN area. If you are a Welder with at least 5 years of experience this is your chance to advance your career.

06/30/2016 4:06:06 PM	General Maintenance Associate	Sears Holdings Corporation	Memphis, TN	N/A	CORP	5	<input type="checkbox"/>
--------------------------	-------------------------------	----------------------------	-------------	-----	------	---	--------------------------

... welders, bandsaws and tablesaws * Basic knowledge of carpentry, painting, plumbing and small machines * Ability to understand and follow written and oral instructions * Ability to lift and move merchandise, parts and tools, typically a minimum of 30 lbs., but could be as much as 70 lbs. * Ability to perform repetitive bending, lifting, stretching,

06/23/2016 7:06:25 PM	Welder Journeyman	Tradesmen International, Inc.	Memphis, TN	N/A	RECT	5	<input type="checkbox"/>
--------------------------	-------------------	-------------------------------	-------------	-----	------	---	--------------------------

Tradesmen International is seeking experienced Welders to join our team. If you are a Journeyman Welder with at least 5 years of welding experience this is your chance to advance your career! We are recognized internationally as a leading source for reliable, skilled craftsmen with thousands of employees across North America. With more than 5,000

06/21/2016 5:13:56 PM	Pipe Fitters	Ameritech Staffing, Inc.	Memphis, TN	N/A	PJB	5	<input type="checkbox"/>
--------------------------	--------------	--------------------------	-------------	-----	-----	---	--------------------------

... Pipefitters to work in the Memphis TN area. This project is predicted to take 6-10 weeks. We are offering an \$18 /hr. wage and \$135 /day Per Diem All candidates must meet the following requirements: · Valid TWIC card · Ability to pass hair follicle DISA drug screening (6 month window) · Experience running screw pipe (c

06/21/2016 1:40:00 PM	Manufacturing Specialist	Mahaffey Fabric Structures	Memphis, TN	N/A		5	<input type="checkbox"/>
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To view the complete job description click on the job title link above.

05/24/2016 10:40:00 AM	Construction Trades Contractor	Kiewit Power Contractors	Memphis, TN			5	<input type="checkbox"/>
---------------------------	--------------------------------	--------------------------	-------------	--	--	---	--------------------------

... Pipefitters, Sprinkler Fitters, Electricians, Boilermakers]Pay/BenefitsVaries for each craft and skill levelHow to ApplyTVA Allen Combined Cyc

05/04/2016 5:50:46 PM	Plumber/Pipe Fitter	Mechanical Systems	Memphis, TN	\$10.00 to \$30.00	PJB	5	<input type="checkbox"/>
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... Solders, screws, welds, and glues pipe components by torching, screwing, and applying pl

03/12/2016 4:44:55 PM	PHYSICIAN (FAMILY PRACTICE)	Department of the Navy	Millington, TN	\$99,957.00 to \$215,000.00	GOVT	5	<input type="checkbox"/>
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Date Posted / Modified	Job Title / Description Snippet	Employer	Location	Salary	Source	Key Match	Select
------------------------	---------------------------------	----------	----------	--------	--------	-----------	--------

... pipefitters to accountants, scientists to engineers, doctors to nurses-the careers and opportunities to make a difference are endless. Civilian careers-where purpose and patriotism unite! The Bureau of Medicine and Surgery provides high quality patient- and family-centered medical care in wartime and peacetime. Civilian healthcare professionals wo

02/05/2016	Skilled Tradespeople	Not Available	Memphis, TN	\$13.00	SJB	5	<input type="checkbox"/>
------------	----------------------	---------------	-------------	---------	-----	---	--------------------------

... Welders, Maintenance Workers, HVAC, Installers, Construction Laborers. Qualifications: 6 months of experience; Background check and drug test required; Personal protective equipment provided for each job. Pay is DOE

02/01/2016 9:30:50 PM	Welders	Not Available	Memphis, TN	N/A	RECT	5	<input type="checkbox"/>
--------------------------	---------	---------------	-------------	-----	------	---	--------------------------

Ready to put your skills to work? When you join CLP, you'll work for large and small companies, national and local, that need skilled tradespeople. You have expertise and reliability. CLP has jobs. CLP is currently hiring Apprentice & Journeymen Welders for an upcoming project in the Memphis, Tennessee area. Put your experience to work. Contact C

07/25/2015 4:12:24 PM	Fabrication Shop - Memphis Location	The Kelly Group	Memphis, TN	N/A	CORP	5	<input type="checkbox"/>
--------------------------	-------------------------------------	-----------------	-------------	-----	------	---	--------------------------

The Kelly Group is Looking for You! Fabrication and Construction Experts with a commitment to Safety as strong as the projects we build. Established in 1983 in Decatur, IL with facilities in Decatur, IL, Reserve, LA and Lafayette, IN. More than 700 employees company wide over a 9-State Construction Market. Excellent compliance record, revenue gro

05/28/2015	Commercial Service Plumber	Mechanical Systems	Memphis, TN	\$10.00 to \$30.00	PJB	5	<input type="checkbox"/>
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... Solders, screws, welds, and glues pipe components by torching, screwing, and applying plastic solvent to th

[Map](#)

Source: [Preferred Employer], CORP [Corporate], EDU [Education Institution], GOVT [Government], HOSP [Hospitals], NLX [National Labor Exchange], NEWS [Newspaper], PJB [Private Job Board], RECT [Recruiter], SM [Social Media], SJB [State Job Board], VOL [Volunteer]

Key Match: 1 [Keyword or phrase matched the job title exactly], 2 [The keyword or phrase was in the job title], 3 [At least one keyword was in the job title], 4 [The exact keyword or phrase was in the job description], 5 [At least one keyword was in the job description], 6 [Keyword matched was in the occupation title], 7 [Keyword matched was in an alternative (lay) job title], 8 [Keyword matched was in occupation description]

Records per page:

[\[Change job search criteria \]](#)

[Save this Job Search](#)

If you would like to save this search criteria that found these results and setup a schedule to be notified when new jobs have been found matching this criteria, click the *Save search* button below.

(listed in order from most distressed to least): Hancock, Lake, Scott, Bledsoe, Lauderdale, Grundy, Cocke, Van Buren, Hardeman, McNairy, Perry, Haywood, Wayne, Campbell, Claiborne, Union, and Fentress. (See Table 2.)

Since 2010, Hancock County's population has steadily contracted, falling from 6,819 in 2010 to 6,572 in 2015. With only 2,079 people, the labor force in Hancock County is Tennessee's third smallest. The three-year average (2013 to 2015) growth rate in private covered employment for the county is only 1.2 percent. According to the Bureau of Labor Statistics' Quarterly Census of Employment and Wages (QCEW) database, in 2014 there were only 48 private establishments with 413 employees in the county. The annual average pay for these employees was \$24,428.

The story for the second-most distressed county, Lake County, is much the same. Lake County's resident population has also been declining, dropping from 7,832 in 2010 to 7,576 in 2015. Lake County has the smallest labor force in Tennessee (1,977 people). Private covered employment in the county has contracted over the

three-year period 2013 to 2015 with an average growth rate of -1.6 percent. QCEW lists only 82 establishments with 845 employees in Lake County in 2014. The average annual wage for these workers was \$28,524.

At-Risk counties are those that rank between the worst 10 percent and 25 percent of all U.S. counties and are considered to be at risk of becoming economically distressed. There are 35 at-risk counties in Tennessee (Figure 8).

Transitional counties are those that rank between the worst 25 percent and the best 25 percent of all U.S. counties. The status of the economies of these counties is deemed as being in transition between a strong and a weak economy.

There are 41 transitional counties in Tennessee.

Competitive counties are those that rank between the best 10 percent and 25 percent of the nation's counties and are deemed able to compete in the national economy but are not in the highest 10 percent of the nation's counties. Wilson County is the only competitive county in Tennessee.

Since 2010, Wilson County's population has steadily expanded, growing from 113,993 in 2010 to 128,911 in 2015 (13.1 percent). With

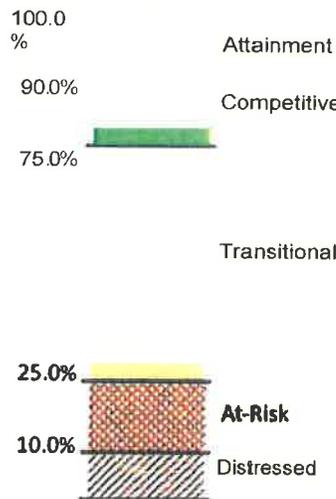
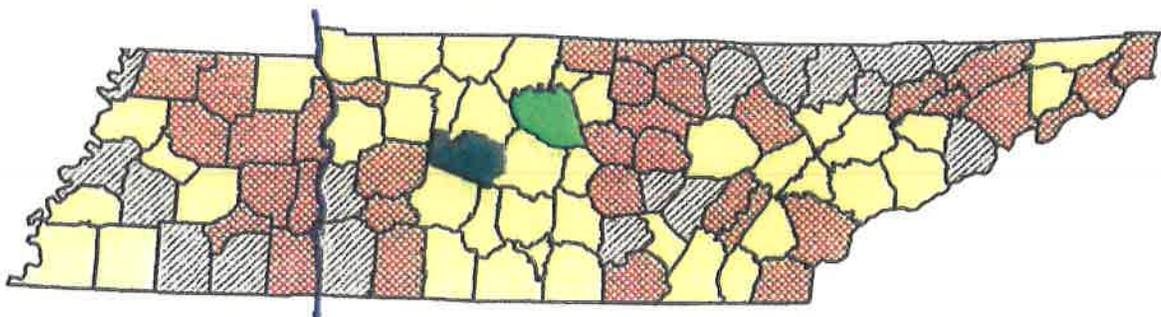


Figure 8: County Economic Status, Fiscal Year 2017



Swee Appalachian Regional Commission, Mardi 2016



Manufacturing Skills
Standards Council

Dual-Enrollment Opportunities in Advanced Manufacturing Technology

High School students have another opportunity to earn credit both at their high school and their local TCAT:

High School CTE Course	Augmented with CPT Courses	TCAT Credit Course
<i>Principles of Manufacturing</i> (CTE Course #: 5922)	Safety Quality Practices & Measurement	Principles of Manufacturing (*120 Contact Hours)
<i>Manufacturing Applications</i> (CTE Course #: 5926)	Manufacturing Processes & Production Maintenance Awareness	Manufacturing Applications (*120 Contact Hours)
<i>Mechatronics I</i> (CTE Course # 6156) or <i>Project Lead the Way</i> (CTE Course #: 6143)	Green Production	Mechatronics (*100 Contact Hours)
<i>Dual-Enrollment Welding I</i> (CTE Course #: TBD) <u>and</u> <i>Dual Enrollment Principles of Machining I</i> (CTE Course #: 5929)	N/A	Intro to Industrial Machinery (*140 Contact Hours)

* TCAT Program of Study (Certificate Level):
Advanced Manufacturing Technology (864 Contact Hours)

"TCATs: Taking Charge of Applied Training in West Tennessee"

Lead Entity:

Southwest TN Development District

Partner Higher Education Institutions:

TCAT Jackson - fiscal agent

TCAT Covington

TCAT Crump

TCAT McKenzie

TCAT Memphis

TCAT Newbern

TCAT Paris

TCAT Ripley

TCAT Whiteville

Partner LEA/School Districts

Bartlett City Schools, Shelby County

Chester County Schools

Dyersburg High School, Dyer County

Fayette County Schools

Hardin County Schools

Haywood County Schools

Henderson County Schools

Henry County Schools

Lauderdale Co. Schools

McKenzie Special Schools, Carroll County

Milan Special Schools, Gibson County

Tipton County Schools

Weakley Co. Schools - 4 schools

Employer Partners

Bennett's Inc., Dyersburg

Cupples J&J, Newbern/Ripley

DANA Power Technologies, Paris

Denson Manufacturing - Arkansas

Design Team Signs, Savannah

Dynametal Technologies, Brownsville

GMMDC, Memphis

ICI, Paris

Indmar Marine Engines, Millington

Marvin Windows & Doors, Ripley

Mueller Fittings, Covington

ProMED Concepts, Covington

Republic Doors, McKenzie

SRG Global, Newbern

Stanley/Black & Decker, Jackson

Thyssenkrupp, Middleton

Tipton County Mayor

Supporting Partners

Batelle for Kids

Tennessee Organization of School Superintendents

Northwest Tennessee Development District

Southwest TN, Department of ECD

Northwest TN, Department of ECD

West TN Workforce Development Board, Region 11

Northwest TN Workforce Board, Region 12

Workforce Investment Network, Region 13

Pathways Southwest TN



Southwest Tennessee Development District

102 E. College Street

Jackson, Tennessee 38301

731.668.7112 • 731.668.6421 fax

www.swtdd.org • swtdd@swtdd.org

Joe W. Barker, Executive Director

Robert W. King, Chairman

Franklin Smith, Vice Chairman

Jerry Gist, Secretary-Treasurer

Serving the counties of Chester, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy

July 15, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Commitment to Workforce Development in West Tennessee
and the Memphis Regional Megasite

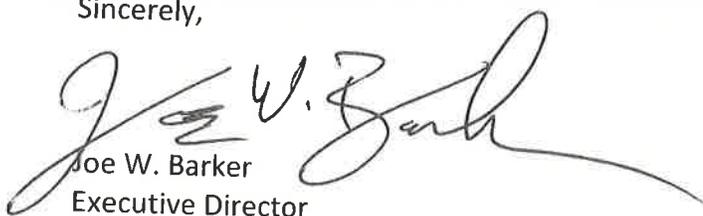
Dear Mr. Johnston:

Southwest Tennessee Development District is honored to be the lead entity for the LEAP 2.0 grant application, in partnership with the nine Tennessee Colleges of Applied Technology (TCAT) in West Tennessee. We believe this unprecedented coalition among the TCATs is a significant step to maximize our limited regional resources, while presenting a coordinated front in ongoing efforts to narrow the skills gap in our working age population.

Workforce development and the enhancement of meaningful career alignment remain a top priority for Southwest Tennessee. With existing industry projecting significant retirements over the next 3-5 years and the anticipated workforce needed for the proposed Memphis Regional Megasite, our challenge in Southwest Tennessee is to meet this growing demand while creating meaningful career opportunities for our area. SWTDD stands at the forefront in addressing these gaps for our District and all of West Tennessee, and we look forward to coordinating the LEAP 2.0 efforts upon approval of this grant request.

Thank you for your serious consideration of this application, and please contact me if you need additional information. We know this tangible investment in the future of our area will result in a more qualified workforce for Southwest and all of West Tennessee.

Sincerely,


Joe W. Barker
Executive Director

"This institution is an equal opportunity provider."



**TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY**
JACKSON

TCAT Letter of Participation

July 15, 2016

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

I am writing to commit the Tennessee College of Applied Technology Jackson to participation in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT Jackson and be farther along their chosen career path at high school graduation.

To that end, TCAT Jackson commits to the following:

1. Add a Machine Tool Technology dual enrollment program at Chester County High School to include CPT and NIMS certifications, add Mechatronics/Advanced Manufacturing program to Milan High School to include CPT and NIMS certifications, and expand the existing Advanced Manufacturing program of study with Lexington High School to include NIMS certification.
2. Partner with Stanley/Black & Decker to provide paid work-based learning opportunities over the grant period

We are excited about the collaborative spirit across all nine TCATs in West Tennessee, our participating LEAs, and industry in our community to develop our workforce to meet current and future industry needs. Please contact me if you have any questions, and thank you for your consideration of our TCATs' commitment to workforce development for West Tennessee and the Memphis Regional Megasite.

Sincerely,

Jeff Sisk, Ed. D.
Director

2468 Technology Center Drive - Jackson, Tennessee 38301
Phone: 731-424-0691 Fax: 731-424-0807 www.tcatjackson.edu

A Tennessee Board of Regents Institution



**TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY**
COVINGTON

P. O. Box 249 | 1600 Highway 51 South | Covington, TN 38019 | Phone 901-475-2526 | Fax 901-475-2528

www.tcatcovington.edu

Date: July 14, 2016

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

I am writing to commit the Tennessee College of Applied Technology-Covington to participation in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT- Covington, and be farther along their chosen career path at high school graduation.

To that end, TCAT - Covington commits to the following:

1. Begin a new Machine Tool Technology program with Tipton County Schools as part of their Career Technical Education Program that is currently be offered at each High School.
2. Add a Machine Tool Technology dual enrollment program at Covington High School, Tipton County, to graduate qualifying students with the NIMS credential.
3. Partner with Indmar Marine Products, Mueller Industries, Cupples J& J to provide co-operative work study opportunities to area students over the grant period.

We are excited about the collaborative spirit across all nine TCATs in West Tennessee, our participating LEAs, and industry in our community to develop our workforce to meet current and future industry needs. Please contact me if you have any questions, and thank you for your consideration of our TCATs' commitment to workforce development for West Tennessee and the Memphis Regional Megasite.

Sincerely,

Youlanda Jones
Director



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
CRUMP

July 11, 2016

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the Memphis Regional Megasite

Dear Mr. Johnston:

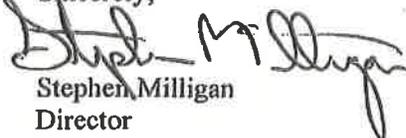
I am writing to commit the Tennessee College of Applied Technology - Crump to participate in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical Education students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT Crump, and be farther along their chosen career path at high school graduation.

To that end, TCAT - Crump commits to the following:

1. Begin a new Welding Technology program in cooperation with Hardin County Schools as part of a new Welding Program of Study to be offered at Hardin County High School.
2. The Welding Technology dual enrollment program at Hardin County High School will allow students to achieve the following certifications: Welder Helper, Tack Welder, Shielded Metal Arc Welder, Gas Metal Arc Welder. The Welding Technology program at TCAT Crump is an American Welding Society (AWS) School Excelling through National Skills Standards Education (SENSE) certified program.
3. Partner with Design Team Sign Company, LLC to provide cooperative work-study opportunities to area students over the grant period.

We are excited about the collaborative spirit across all nine TCATs in West Tennessee, our participating LEAs, and industry in our community to develop our workforce to meet current and future industry needs. Please contact me if you have any questions and thank you for your consideration of our TCATs' commitment to workforce development for West Tennessee and the Memphis Regional Megasite.

Sincerely,



Stephen Milligan
Director



TENNESSEE COLLEGE OF APPLIED TECHNOLOGY

MCKENZIE

(731) 352-5364
FAX (731) 352-3258

16940 Highland Drive • McKenzie, TN 38201

7/13/16

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

I am writing to commit the Tennessee College of Applied Technology-McKenzie to participation in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT McKenzie, and be farther along their chosen career path at high school graduation.

To that end, TCAT-McKenzie commits to the following:

1. TCAT McKenzie is looking to expand our welding program into Weakley County, TN. The need for this expansion is to accommodate dual enrollment students from Dresden, Gleason, and Greenfield high schools in Weakley County.
2. TCAT McKenzie has partnered with ICS, Profile Metal and MTD in the past and have been assured that this relationship will continue to offer our students opportunities to learn and grow in their field of study.

We are excited about the collaborative spirit across all nine TCATs in West Tennessee, our participating LEAs, and industry in our community to develop our workforce to meet current and future industry needs. Please contact me if you have any questions, and thank you for your consideration of our TCATs' commitment to workforce development for West Tennessee and the Memphis Regional Megasite.

Sincerely,


Bradley W. White, Ed.D.

Director TCAT McKenzie/Paris



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
MEMPHIS

Main Campus • 550 Alabama Avenue • Memphis, TN 38105-3604
901-543-6100 • FAX: 901-543-2461

Extension Campus • 3435 Tchulahoma Road • Memphis, TN 38118-2718
901-543-6180 • FAX: 901-543-6183

07/11/2016

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

I am writing to commit the Tennessee College of Applied Technology-Memphis to participation in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT-Memphis, and be farther along their chosen career path at high school graduation.

1. Add a Machine Tool Technology dual enrollment program at Bartlett High School, Shelby County, to graduate qualifying students with the NIMS credentials in Safety and Measurement, CNC Turning: Operator, and CNC Milling: Operator.
2. Begin a new evening Machine Tool Technology program at Bartlett High School and Southwest Career and Technical Center (SCS) as part of the new Machine Tool Technology program of study to be offered at each school.
3. Partner with the Greater Memphis Medical Device Council (GMMDC) to provide co-operative work study opportunities to area students over the grant period.

We are excited about the collaborative spirit across all nine TCATs in West Tennessee, our participating LEAs, and industry in our community to develop our workforce to meet current and future industry needs. Please contact me if you have any questions and thank you for your consideration of our TCATs' commitment to workforce development for West Tennessee and the Memphis Regional Megasite.

Sincerely,



Roland Rayner
Director



TENNESSEE COLLEGE OF APPLIED TECHNOLOGY

NEWBERN

July 13, 2016

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Ms. Johnston

I am writing to commit the Tennessee College of Applied Technology-Newbern to participation in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT – Newbern, and be farther along their chosen career path at high school graduation.

To that end, TCAT-Newbern commits to:

1. Begin new Machine Tool Technology training at Dyersburg High School, Dyer County Tennessee, as part of the Advanced Manufacturing Career Cluster.
2. Graduate students with at least two National Institute for Metalworking Skills (NIMS) certifications and four Certified Production Technician Certifications.
3. Partner with Bennett's Tool and Die, J & J Cupples, Denso Manufacturing, and ABB Manufacturing to provide work-based learning opportunities to students as they progress through the Machine Tool Technology Program.

TCAT-Newbern is excited to collaborate with all nine West Tennessee Colleges of Applied Technology, our participating LEAs, and numerous industries in our region to develop our workforce to meet current and future industry needs. Feel free to contact me with questions. Thank you for your consideration of West Tennessee TCATs commitment to workforce develop and the Memphis Regional Megasite.

Workforce Development is What We Do!! Workforce Development is ALL We Do!!

Sincerely

Donna Hastings, Director



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
PARIS

312 South Wilson St., Paris TN 38242
Phone 731-644-7365 | Fax 731-644-7368

tcatparis.edu

7/13/16

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

I am writing to commit the Tennessee College of Applied Technology-Paris to participation in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT Paris and be farther along their chosen career path at high school graduation.

To that end, TCAT-Paris commits to the following:

1. TCAT Paris will be expanding its Welding and Machine Tool Technology program. We are getting more requests for dual enrollment students and need additional equipment to accommodate the request. The welding equipment will allow us to serve more students from Henry County High School. The equipment for Machine Tool Technology will help us train students on coordinate measuring machines that are being used by local industry.
2. Students will have the opportunity to become certified by the National Institute of Metalworking Skills (NIMS). NIMS operates under rigorous and highly disciplined processes as the only developer of American National Standards for the nation's metalworking industry.
3. We have partnered with DANA and EURO to provide cooperative work study opportunities to area students over the grant period.

We are excited about the collaborative spirit across all nine TCATs in West Tennessee, our participating LEAs, and industry in our community to develop our workforce to meet current and future industry needs. Please contact me if you have any questions and thank you for your consideration of our TCATs' commitment to workforce development for West Tennessee and the Memphis Regional Megasite.

Sincerely,

Bradley W. White, Ed.D.
Director TCAT Paris/McKenzie



TENNESSEE COLLEGE
OF APPLIED TECHNOLOGY
RIPLEY

127 Industrial Drive | Ripley, TN 38063 | Phone 731-635-3368 | Fax 731-635-4674

Date: July 14, 2016

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

I am writing to commit the Tennessee College of Applied Technology-Ripley to participation in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT- Ripley, and be farther along their chosen career path at high school graduation.

To that end, TCAT - Ripley commits to the following:

1. Begin a new Machine Tool Technology program with Lauderdale County Schools as part of their Career Technical Education Program that is currently be offered at each High School.
2. Add a Machine Tool Technology dual enrollment program at Ripley High School, Lauderdale County, to graduate qualifying students with the NIMS credential.
3. Partner with Indmar Marine Products, Mueller Industries, Cupples J& J to provide co-operative work study opportunities to area students over the grant period.

We are excited about the collaborative spirit across all nine TCATs in West Tennessee, our participating LEAs, and industry in our community to develop our workforce to meet current and future industry needs. Please contact me if you have any questions, and thank you for your consideration of our TCATs' commitment to workforce development for West Tennessee and the Memphis Regional Megasite.

Sincerely,

Youlanda Jones

Director



TENNESSEE COLLEGE OF APPLIED TECHNOLOGY

WHITEVILLE

July 13, 2016

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

RE: LEAP 2.0 Application: TCAT's: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

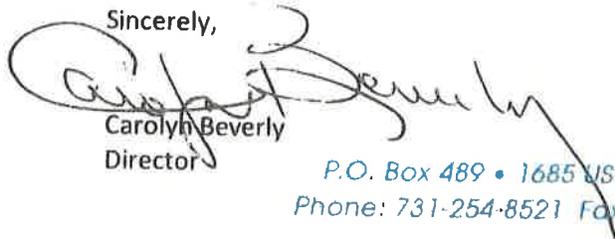
I am writing to commit the Tennessee College of Applied Technology-Whiteville to participation in the LEAP 2.0 application led by the Southwest Tennessee Development District, and co-sponsored by all nine TCATs in West Tennessee. Our goal is to accelerate the learning and certification processes for high school Career & Technical students in Machine Tool Technology and Welding Technology, by providing equipment and certification access to high schools in our service area. By moving the early phases of these programs into high schools, students can earn valuable credits and diploma hours through dual enrollment with TCAT-Whiteville, and be farther along their chosen career path at high school graduation.

To that end, TCAT-Whiteville commits to the following:

1. To offer dual enrollment Welding Technology and Certified Production Technician (CPT) to interested juniors and seniors at Haywood and Fayette County High Schools.
2. Welding Technology dual enrollment students beginning in their junior year will have the opportunity to graduate with up to two TCAT certificates toward the welding diploma. Students enrolling in the CPT program can possibly graduate with two or more Manufacturing Skill Standards Council (MSSC) certifications.
3. ThyssenKrupp and Dynametal Corporation have agreed to partner in this endeavor and offer paid work-based learning opportunities over the grant period.

We are excited about the collaborative spirit across all nine TCATs in West Tennessee, our participating LEAs, and industry in our community to develop our workforce to meet current and future industry needs. Please contact me if you have any questions and thank you for your consideration of our TCATs' commitment to workforce development for West Tennessee and the Memphis Regional Megasite.

Sincerely,



Carolyn Beverly
Director

P.O. Box 489 • 1685 US Hwy. 64 - Whiteville, Tennessee 38075
Phone: 731-254-8521 Fax: 731-254-9558 www.tcatwhiteville.edu

A Tennessee Board of Regents Institution

Bartlett City Schools, Bartlett, Tennessee

July 18, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

Bartlett City Schools is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

Bartlett City Schools believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 901-389-0962.

Sincerely,



Clark Knight
CTE Director

Shared Service for Arlington, Bartlett, Collieriville, Germantown, and Millington School Districts

Bob Moore, Chairman
2435 Old Friendship Rd.
Finger, TN 38334

Norris Frank
320 Tignor Store Road
Luray, TN 38352

Ronald Johnson
P.O. Box 96
Henderson, TN 38340



Chester County Board of Education

P.O. Box 327 • 970 East Main • Henderson, TN 38340

Phone: 731-989-5134

Fax: 731-989-4755

Troy Kilzer, II Superintendent

Dwight Bingham, Vice Chairman
P.O. Box 251
Henderson, TN 38340

Shane Connor
632 Magnolia Lane
Henderson, TN 38340

Glenn Naylor
3420 Old Finger Rd.
Finger, TN 38334

7/18/2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the Memphis
Regional Megasite

Dear Mr. Johnston:

Chester County School District is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

Chester County School District believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 731-989-5134.

Sincerely,

Troy Kilzer, II
Superintendent of Schools

DYERSBURG HIGH SCHOOL

KIM WORLEY, *Principal*
HARRY FERRELL, *Assistant Principal*
JOY NORMAN, *Assistant Principal*
KAMELA ROGERS, *Director of Curriculum*



A Southern Association School
125 HIGHWAY 51 BY-PASS WEST
DYERSBURG, TN 38024
731-286-3630
Fax 731-286-2209

June 18, 2016

To Whom It May Concern

The Tennessee College of Applied Technology-Newbern (TCAT-N) is proposing to introduce Machine Tool Technology as a dual enrollment program at Dyersburg High School in Dyersburg, Tennessee, as part of LEAP 2.0.

The administration is in full support of the proposal. As part of our Science, Technology, Engineering, and Math (STEM) programs we are currently teaching, the LEAP 2.0 initiative fully aligns. We will begin our freshmen and sophomores in the courses that are considered prerequisites to the more robust programs such as CNC programming that leads to NIMS certifications for our juniors and seniors, which will be taught by TCAT Newbern.

The Tennessee College of Applied Technology-Newbern will furnish equipment and the instructor for the LEAP 2.0 initiative: Certified Production Technology (that will lead to national certifications), machining skills, and CNC skills (that will lead to NIMS certifications).

The demand for CNC machinist in the medical field and manufacturing is strong with two jobs for every graduate of the machine tool technology program from the Tennessee Technology program at TCAT Newbern.

Neel Durbin, Dyersburg Schools Director

Kim Worley, Dyersburg High Principal

A UNITED STATES
DEPARTMENT OF EDUCATION



RECOGNIZED
SCHOOL OF EXCELLENCE



Fayette County Public Schools

Family – Optimism – Courage – Unity – Service

Nekita Johnson
Dean of School

Voice: 901-465-9837
FAX: 901-465-9810
Nekita.Johnson@fcsk12.net

P.O. Box 849
13520 Highway 59 West
Somerville, TN 38068

July 15, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the Memphis
Regional Megasite

Dear Mr. Johnston:

Fayette County Public Schools is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

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

Sincerely,


Nekita Johnson
Dean of College & Career Technical Education



13520 Highway 59 □ Somerville, TN 38068 □ 901-465-9837 office □ 901-465-9810 fax □ www.fcsk12.net

Hardin County Schools

Michael Davis, Director of Schools

July 11, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

The Hardin County School System and the Tennessee College of Applied Technology Crump will collaborate to establish a new Welding Technology program on the campus of Hardin County High School. Our goal is to accelerate the learning and certification process for high school Career & Technical Education students in Welding Technology allowing students to be farther along in their chosen career path at high school graduation.

There is strong demand from local industry for highly skilled welders and welding fabricators. The food service fabrication industry that is such a large part of the local economy needs skilled welders for stainless steel welding and fabrication. The new welding program will help prepare a highly skilled workforce to meet this demand. Sixty (60) students are expected to enroll in the welding program at Hardin County High School.

Thank you for the opportunity to serve the needs of local industry through this grant competition. If you have any questions or need additional information please feel free to contact me at 731-925-3943.

Sincerely,



Michael Davis, Director
Hardin County Schools



Career and Technical Center

1175 East College Street
Brownsville, Tennessee 38012
731-772-4221 office
Pamela Diebold, Director

Teresa Russell
Superintendent

July 19, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the Memphis
Regional Mega site

Dear Mr. Johnston:

Haywood High School Career and Technical/Haywood County Schools is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

Haywood High School Career and Technical/Haywood County Schools believe this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 731-780-1528.

Sincerely,

Pamela G. Diebold

Executive Director of Career and Technical Education

Board of Education
Van Bledsoe
Jeff Camper
Tommy Gordon, Chairman
Bobby Harrington
Daniel Lewis
Dennis Ray McDaniel
John Wood

35 E. Wilson Street
Lexington, Tennessee 38351
Telephone: 731.968.3661
FAX: 731.968.9457

Henderson County Public Schools

July 18, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and
the Memphis Regional Megasite

Dear Mr. Johnston:

Henderson County Schools is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

Henderson County Schools believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 731-968-3661.

Sincerely,



Lisa Lewis-Evans
CTE Director

Steve Wilkinson, Superintendent



Henry County School System

217 Grove Boulevard
Paris, Tennessee 38242
731-642-9733
Fax: 731-642-8073



7/13/16

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the Memphis Regional Megasite

Dear Mr. Johnston:

Henry County Board of Education is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCAT in our area to offer the following:

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

The Henry County school district believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 731-642-9733.

Sincerely,

J. Brian Norton
Director of Schools
Henry County

Lauderdale County Department of Education

Mr. Shawn Kimble, Superintendent
BOARD MEMBERS:
Mr. Robert Harris, Chair
Mr. Austin Thompson, Jr., Vice-Chair
Mrs. Eva Drain
Mr. Bob Ennis
Mrs. Cynthia Glenn
Dr. Roy Harkness
Mrs. Melinda Hutcherson
Ms. Linda Jennings



PO Box 350
321 Armory Avenue
Ripley, TN 38063
731-635-2941
Fax: 731-635-7985
www.LCED.net

2014-2015 Tennessee Exemplary School District

July 13, 2016

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

**RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite**

Dear Mr. Johnston:

The Lauderdale County School District is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

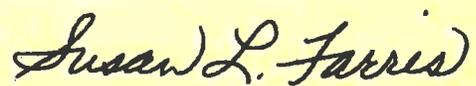
We will coordinate with the TCATs in our area to offer the following:

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

The Lauderdale County School District believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our

community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 731-635-2941.

Sincerely,

A handwritten signature in cursive script that reads "Susan L. Farris". The signature is written in black ink and is positioned above the printed name and title.

Susan L. Farris
Director of Career-Technical Education



**MCKENZIE SPECIAL SCHOOL DISTRICT
BOARD OF EDUCATION**

114 Bell Ave.
McKenzie, TN 38201
Phone: 731-352-2246
Fax 731-352-7550

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

McKenzie Special School District is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

McKenzie Special School District believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 731-352-2246.

Sincerely,

Lynn Watkins
Superintendent

MILAN SPECIAL SCHOOL DISTRICT

"Teaching and Learning with Pride"

7/18/2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

Milan Special School District is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

Milan Special School District, believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at my cell, 731-414-2713.

Sincerely,


Guy Causey, CTE Director

Cell: 731-414-2713 Office: 731-686-0841 ext. 41
7060 Van Hook Street
Milan, Tennessee 38358



Dr. William E. Bibb, Director of Schools

1580 Highway 51 South, Covington, TN 38019

Phone: (901) 476-7148 • Fax (901) 476 4870

July 21, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

The Tipton County School System is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical Students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

The Tipton County School System believe this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 901-476-7148.

Sincerely,



William E. Bibb
Director of Schools





WEAKLEY COUNTY SCHOOLS

"Lighting The Way To A Brighter Future"

8319 Highway 22, Suite A, Dresden, Tennessee 38225
731-364-2186/2247

7/13/16

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee and the
Memphis Regional Megasite

Dear Mr. Johnston:

Weakley County Board of Education is pleased to partner with the Southwest Tennessee Development District and the nine TCATs in West Tennessee to apply for LEAP 2.0 funding. We join forces with these and other partners to accelerate the learning and certification processes for our Career & Technical students in Advanced Manufacturing.

We will coordinate with the TCATs in our area to offer the following:

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

The Weakley County school district believes this approach to meet current and future demands for a qualified workforce is the ideal way to increase the number of skilled employees. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee. If you have any questions, please feel free to contact me. I may be reached at 731-364-2247.

Sincerely,

Randy Frazier
Director of Schools
Weakley County

June 24, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston,

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Stanley Black and Decker, in Jackson, TN site is the largest manufacturing site in all of Stanley Black and Decker in the United States where the precision machining of steel and aluminum component parts for power tools (gears, shafts, housings, etc.) and assembly of 4 and 6 gallon hand carry air compressors are assembled, packaged and shipped to other sites and customers. Our specific workforce development needs are for highly skilled Production Machinists, Industrial Multi-Craft Maintenance Technicians, Welders, Fabricators, CNC Machine Operators, and programmable logic skills. Furthermore, we anticipate 62% highly skilled labor retirements over the next 3-5 years which will result in over 100 open positions; and the projected workforce needed for the Memphis Regional Megasite places additional strain on our ability to hire and retain qualified workers with these skills. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work diligently and tirelessly with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, **Stanley Black and Decker**, commits to provide 9 co-operative work studies to area students; and to invest \$491,400 in paid work-based learning opportunities for these students over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-660-9302 or via email at ellen.hudson@sbdinc.com.

Sincerely,



Ellen Hudson, PHR
HR Manager
Stanley Black and Decker, Inc.

Bennett's Inc./Impressive Mfg.

2255 Industrial Drive

Dyersburg, TN 38024

(731) 285-8351

(731) 285-7119 Fax

June 20, 2016

RE: LEAP 2.0 Grant Initiative

To Whom It May Concern:

Bennett's Inc. is a Tool & Die and Fabrication Company. We have worked with the Tennessee College of Applied Technology-Newbern (TCAT-N) for many years and depend on them to supply us qualified machinist and Computer Numerical Control (CNC) operators. We have served on its advisory board and we used their students in co-op work agreement in our facility on a continuous basis.

Bennett's Inc. is in full support of expanding the machine tool technology program into the high school setting. There is a tremendous shortage of quality, trained individuals in the field of machining, CNC operation, and basic tool and die knowledge. My understanding of the LEAP 2.0 Grant is to offer beginning machine tool technology training at Dyersburg High School during the student's junior and senior years. This training will then transfer into the post-secondary training offered at TCAT Newbern.

Bennett's Inc. has continuous need for machine tool trained graduates. We foresee a greater shortage of trained individuals in the future due to the aging workforce and industry growth.

Sincerely,



Steve Bennett

Owner, Bennett's Inc. Dyersburg, TN



Cupples' J&J Co., Inc
Dyersburg Division

2700 Hoff Ave. P.O. Box 705 Dyersburg, TN 38025
731-286-0963 Fax 731-286-2073

June 21, 2016

To Whom It May Concern

The J & J Co.; Cupples' J&J Co., Inc. is a design, fabricator, and installer of specialty parts or equipment in Northwest Tennessee. J & J relies heavily on the Tennessee College of Applied Technology-Newbern for graduates in our welding, and machining operation.

The LEAP 2.0 initiative that will start high school students in their training for machining and CNC programming is exactly what we need to fill the many jobs we have. While our current need for highly trained Machine Tool Technology graduates is steady, our future needs will be staggering with the aging population, increased manufacturing operations, and talent leaving the area for better paying jobs.

J & J Co. regularly partners with TCAT-Newbern in a co-op situation. We interview and take students from the Machine Tool Technology program that are in their last couple of trimesters and put them to work in our facility. This partnership is a win-win for all concerned: J & J Co. , TCAT-Newbern, and the co-op student get a good understanding of the job requirements and determine if there is a good fit.

J & J Co. strongly supports LEAP 2.0 and the efforts of the Tennessee College of Applied Technology-Newbern to take machining and CNC programming training into Dyersburg High School.

Sincerely yours

A handwritten signature in black ink, appearing to read "Paul Slater Jr.", written over a horizontal line.

Paul Slater Jr.
Machine Shop Manager
Cupples J & J Co., Inc.
Dyersburg Division
2700 Hoff Road
Dyersburg, TN 38024

July 6, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

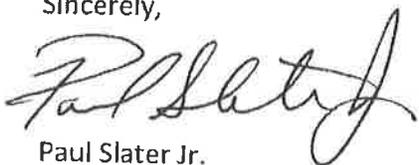
I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Cupples J & J Co. Inc. produces fabricated metal products. Our specific workforce development needs are for machinist, welders, robotic techs, cnc programmers and operators. Furthermore, we anticipate numerous retirements over the next 3-5 years; and the projected workforce needed for the Memphis Regional Megasite places additional strain on our ability to hire and retain qualified workers with these skills. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Cupples J & J Co. Inc. commits to provide co-operative work studies to area students; and to invest in paid work-based learning opportunities for these students over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-286-0963.

Sincerely,



Paul Slater Jr.
Machine Shop Manager



Dana Holding Corporation
Power Technologies

July 6, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Dana Holding Corporation produces rubber floppy gaskets, rubber over-molded gaskets, plastic cam covers, and oil cooler systems. Our specific workforce development needs are for Industrial Maintenance and Automation. We are currently finding a lack of qualified candidates in these areas. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Dana Holding Corporation commits to provide paid work-based learning opportunities for these students over the next two years as the business needs allow. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-231-1540.

Sincerely,

A handwritten signature in cursive script that reads "Andrea Gooch".

Andrea Gooch
HR Manager
Dana Paris, TN
100 Plumley Drive
Paris, TN 38242
Phone: 731-231-1540
Fax: 731-641-8500

DENSO

MANUFACTURING – ARKANSAS

100 Denso Road

Osceola, Arkansas, 72370

June 20, 2016

Dear Donna,

This letter is a whole-hearted endorsement of your efforts to create a program at the Tennessee College of Applied Technology - Newbern specifically aimed at instructing students in all aspects of machine tool technology. As you know, Denso Manufacturing – Arkansas has already hired several recent graduates of TCAT-Newbern into various positions, including the position of tool and die technicians, Computer Numerical Control (CNC) programmers/technicians, and production machinist.

Machine Tool Technicians, as well as Tool and Die Specialists are always in high demand at our Arkansas facility. Our plant has an open budget for these highly trained graduates and we will hire as many as you can graduate with full CNC credentials. There is definitely a need in industry for trained machining technicians, and Denso Manufacturing – Arkansas fully supports your efforts to create such a program at TCAT-Newbern.

We understand the LEAP 2.0 Grant initiative will put equipment and an instructor in Dyersburg High School for beginning training in the machining /tool and die profession. Starting high school students training for this profession is an innovative way to make sure the students want to continue in this lucrative career and will pursue their education at the Tennessee College of Applied Technology-Newbern after high school graduation. Denso Manufacturing-Arkansas is in full support of the LEAP 2.0 initiative.

Bruce Cole

PLE Section Leader

DENSO Manufacturing – Arkansas

870-622-9500



SIGN COMPANY LLC.

July 12, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Design Team Sign Company, LLC. Produces awnings, signs, LED and neon lit products, custom lighting, décor packages, custom powder coated railings, screen-printed products, custom structures and towers, large scale graphics, as well as custom fabricated packages for hotels, retail establishments, corporate and restaurant franchises, and the automotive and service industry. Our specific workforce development needs are for welders and fabricators. Furthermore, we anticipate numerous retirements over the next 3-5 years; and the projected workforce needed for the Memphis Regional Megasite places additional strain on our ability to hire and retain qualified workers with these skills. Finally, we support the LEAP 2.0 goal to begin the Certified Production Technician and National Career Readiness Certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Design Team Sign Company, LLC will support the grant initiatives by working with TCAT Crump to provide paid cooperative work-study opportunities to qualified, eligible students in areas of need over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-925-4448.

Sincerely,

A handwritten signature in blue ink that reads "Keith Pierce". The signature is written in a cursive style.

Keith Pierce
Co-owner/Secretary

350 Pinhook Drive • Savannah, TN 38372 USA

Toll Free: 800.649.SIGN (7446) • 800.95DESIGN (953-3744) • Office: 731.925.2084 • Fax: 731.926.2022

Email: kpierce@designteam.net • www.designteam.net



June 22, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Dynametal Technologies, Inc produces powder metal parts for appliances, automobiles, outdoor power equipment, compressors and farm implements. Our specific workforce development needs are for industrial maintenance, welders, fabricators, CNC operators, programmable logic, computer applications skills and communications. Furthermore, we anticipate numerous retirements over the next 3-5 years; and the projected workforce needed for the Memphis Regional Megasite places additional strain on our ability to hire and retain qualified workers with these skills. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Dynametal Technologies, Inc. commits to provide co-operative work studies to area students; and to invest in paid work-based learning opportunities for these students over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-779-3511.

Sincerely,

A handwritten signature in blue ink, appearing to read "Robert L. Nolan", is written over a white background.

Robert L. Nolan, President
Dynametal Technologies, Inc.
400 Dupree Ave.
Brownsville, TN 38012



July 11, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by the Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

The Greater Memphis Medical Device Council (GMMDC) is an organization made up of Medical Device companies with the targeted mission to create a pipeline of skilled employees to meet the needs of our members. Our specific workforce development needs are for Machinists, Metal Finishers, Quality Inspectors, Packagers, and Device Repair/Refurbishment technicians. In addition to the current need, we anticipate numerous retirements over the next 3-5 years; and the projected workforce needed for the Memphis Regional Megasite could place additional strain on our ability to hire and retain qualified workers with these skills. We support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, the GMMDC would commit to working with our member companies to place dozens of students in the Greater Memphis Area into advanced manufacturing Apprenticeships over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 901.490.2578.

Sincerely,

A handwritten signature in black ink that reads "Roy Smith". The signature is fluid and cursive, with a large initial "R" and "S".

Roy Smith
Executive Director, GMMDC



7/13/2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Institutional Casework Incorporated produces metal and wooden casework, fume hoods and blanket warmers for schools, medical facilities and labs all over the country. Our specific workforce development needs are for, Industrial Maintenance, welders, fabricators, and CNC operators. Furthermore, we anticipate numerous retirements over the next 3-5 years; and the projected workforce needed for the Memphis Regional Megasite places additional strain on our ability to hire and retain qualified workers with these skills. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Institutional Casework Incorporated commits to provide co-operative work studies to area students; and opportunities for these students over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-642-4251.

Sincerely,

Mike Hodge
Director of Human Resources

Indmar

M A R I N E E N G I N E S

June 23, 2016

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

RE: LEAP 2.0 Application

Dear Mr. Johnston:

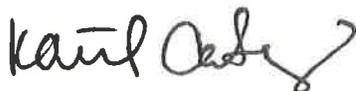
I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee.

Indmar Products Co., Inc., located in Millington, Tenn., is the world's largest privately-held manufacturer of inboard marine engines. Our specific workforce development needs are for welders, fabricators, CNC operators and machinists. Indmar has developed a great working relationship with the TCAT programs in Covington and Memphis. Currently, we have two employees participating in the Machine Tool Cooperative Program and one Information Technology student that began as an Intern, but is now a full-time associate and a great asset to our team. We are happy to support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will continue to work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Indmar commits to provide cooperative work studies to students in the areas of Machine Tool and other departments as business allows. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 901-353-9930.

Sincerely,



Katie Cabay, SHRM-CP
Human Resources



Built around you.

July 20, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Marvin Windows and Doors produces high quality, made-to-order windows and doors. Our specific workforce development needs are for industrial maintenance, electricians, fabricators, CNC operators, programmable logic, etc. Furthermore, we anticipate numerous retirements over the next 3-5 years; and the projected workforce needed for the Memphis Regional Megasite places additional strain on our ability to hire and retain qualified workers with these skills. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

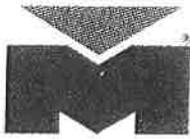
We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Marvin Windows and Doors plans to provide 5 co-operative work studies to area students; and to invest \$40,000 in paid work-based learning opportunities for these students over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-635-5190.

Sincerely,

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

Emily Land
Human Resources Manager



Mueller Fittings Co., Inc.
3400 Mueller Brass Road
Covington, TN 38019
P 901 476 5858

June 23, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Mueller Fittings Company, Inc. produces copper fittings. Our specific workforce development needs are for industrial maintenance, CNC operators, programmable logic, machinists, etc. Furthermore, we anticipate numerous retirements over the next 3-5 years. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Mueller Fittings Company, Inc. commits to provide co-operative work studies to area students. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 901-476-5858.

Sincerely,

Kevin Gay
Plant Manager



12Jul2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

ProMED Concepts, LLC produces special and custom surgical instruments. Our specific workforce development needs are for manual machinists, CNC machinists/programmers, metal finishers, & welders. Furthermore, we anticipate numerous retirements over the next 3-5 years; and the projected workforce needed for the Memphis Regional Mega site places additional strain on our ability to hire and retain qualified workers with these skills. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, ProMED Concepts, LLC commits to provide co-operative work studies to area students; and to invest in paid work-based learning opportunities for these students over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 901-476-8330.
Sincerely,

A handwritten signature in blue ink, appearing to read "Dustin McLemore", is written over a light blue circular stamp.

Dustin McLemore
General Manager

7/11/2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Republic Doors and Frames produce Steel Doors. Our specific workforce development needs are for welders and fabricators. Furthermore, we anticipate numerous retirements over the next 3-5 years; and the projected workforce needed for the Memphis Regional Megasite places additional strain on our ability to hire and retain qualified workers with these skills. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As an employer partner in this grant, Republic Doors and Frames commits to provide 5 co-operative work studies to area students; and to invest in paid work-based learning opportunities for these students over the next two years. We know this tangible investment in the future of our area will result in a more qualified workforce for our community and West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-352-3383.

Sincerely,



Rex Brown
Information Technology Executive



June 20, 2016

To Whom It May Concern:

SRG Global Newbern is a leading manufacturer of value added plastic components; these components are supplied to OEM automobile assembly plants. Our facility has filled maintenance positions with graduates of the Machine Tool Technology class, as well as the Industrial Maintenance program for many years.

SRG Global Newbern is in full support of expanding the machine tool technology program into the high school setting. There is a tremendous shortage of quality, trained individuals in the field of machining, CNC operation, and basic tool and die knowledge. My understanding of the LEAP 2.0 Grant is to offer beginning machine tool technology training at Dyersburg High School during the student's junior and senior years. This training will then transfer into the post-secondary training offered at TCAT Newbern.

SRG Global Newbern has continuous need for machine tool trained graduates. We foresee a greater shortage of trained individuals in the future due to the aging workforce and industry growth.

Scott Hammond
Maintenance Manager, SRG Global Newbern
Newbern, TN 38059



thyssenkrupp

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

06.23.2016

From: **Dennis House**

RE: **LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee**

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

ThyssenKrupp Elevator produces over two hundred passenger elevators each week. Our specific workforce development needs are for industrial maintenance, welders, CNC operators, and Electronic testers. Furthermore, we anticipate production growth and with employee retirements over the next few years; the projected workforce needed for ThyssenKrupp Elevator will grow. Finally, we support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in high schools in our area, enabling students to attain skills at a faster pace.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources.

If you have any questions, please feel free to contact me. I may be reached at 662-223-6152.

Sincerely,

Dennis House
Test Engineer II
Dennis.house@thyssenkrupp.com

TIPTON COUNTY

JEFF HUFFMAN
COUNTY EXECUTIVE
PHONE (901) 476-0200
FAX (901) 476-0227



July 5, 2016, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

I am writing this letter to give my full-throated support of the LEAP 2.0 application, submitted by the Southwest Tennessee Development District and the nine TCATs in West Tennessee. Tipton County Government is fully committed to focusing on aligning local workforce skills with education outcomes in our area.

Tipton County is focused on building our current workforce, particularly through the training that is available at Tennessee Colleges of Applied Technology. Our specific workforce development needs are for advanced manufacturing skills such as industrial maintenance, welding, CNC operators, and fabricators. In particular, with the aggressive marketing of the Memphis Regional Megasite by the Tennessee Department of Economic and Community Development, the need for a labor force with a higher skill level is critical. We support the LEAP 2.0 goal to begin the CPT and NCRC certifications through dual enrollment in our high schools. Participation in TCAT dual enrollment has not been impressive. Hopefully, by providing the necessary equipment and by concentrating on TCAT training, TCAT dual enrollment can improve dramatically.

We will work with our local area high school and the Tennessee Colleges of Applied Technology to ensure our current and future workforce development needs are addressed through LEAP 2.0 and other sources. As a partner in this grant, Tipton County will work with TCAT to facilitate the programs needed to strengthen our workforce. Tipton County is fully engaged in preparing our labor force for higher skilled manufacturing jobs.

If you have any questions, please feel free to contact me. I may be reached at 901-476-0200.

Sincerely,

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

Jeff Huffman
County Executive, Tipton County



July 19, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, initiated by Southwest Tennessee Development District and the nine TCATs in West Tennessee.

Battelle for Kids has worked closely with the Tennessee Organization of School Superintendents (TOSS) and many of Tennessee's public school and district leadership. We believe aligning the skills, passions, and interest of students to the workforce needs in their region is critical work. We have been actively engaged in this work balancing the needs of employers and school district for several years. We see the value in a partnership among the TCATs and view it as a significant step to maximize limited resources in the West Tennessee region. With existing industry projecting significant retirements over the next 3-5 years, the workforce needed for the proposed Memphis Regional Mega site is a challenge in West Tennessee and we view this LEAP 2.0 grant as having the opportunity to positively impact this need area.

We will work with our state's education leaders, the Tennessee Colleges of Applied Technology, and other partners to ensure our current and future workforce development needs are addressed through LEAP 2.0. We know this tangible investment will result in a more qualified workforce for all of West Tennessee.

Battelle for Kids can provide direct consulting and a series of courses to aide in these efforts. If you have any questions, please feel free to contact me at 513-309-5652.

Sincerely,

Tony Bagshaw
Managing Director, Strategic Engagement
Phone (614) 488-KIDS (5437) x227 | Cell (513) 309-5652



July 19, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Workforce development and the enhancement of meaningful career alignment is an important initiative for the Tennessee Organization of School Superintendents (TOSS). We work closely with all of Tennessee's public school and district leadership. We believe a partnership among the TCATs is a significant step to maximize limited resources in the West Tennessee region, while presenting a coordinated front in our, and many other, efforts to narrow the skills gap in our working age population. With existing industry projecting significant retirements over the next 3-5 years and the workforce needed for the proposed Memphis Regional Megasite, a challenge in West Tennessee is to meet that growing demand while creating meaningful career opportunities for the area.

We will work with our state's education leaders, the Tennessee Colleges of Applied Technology, and other partners to ensure our current and future workforce development needs are addressed through LEAP 2.0. We know this tangible investment will result in a more qualified workforce for all of West Tennessee.

If you have any questions, please feel free to contact me at 615-254-1955.

Sincerely,



Wayne Miller, Executive Director



July 11, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Workforce development and the enhancement of meaningful career alignment remain a top priority for Northwest Tennessee Development District. We maintain close relationships with all the postsecondary institutions in West Tennessee; and believe this unprecedented partnership among the TCATs is a significant step to maximize our limited regional resources, while presenting a coordinated front in our, and many other, efforts to narrow the skills gap in our working age population. With existing industry projecting significant retirements over the next 3-5 years and the workforce needed for the proposed Memphis Regional Megasite, our challenge in Northwest Tennessee is to meet this growing demand while creating meaningful career opportunities for our area.

We will work with our local area high schools, the Tennessee Colleges of Applied Technology, and other partners to ensure our current and future workforce development needs are addressed through LEAP 2.0. We know this tangible investment in the future of our area will result in a more qualified workforce for Northwest Tennessee and all of West Tennessee.

If you have any questions, please feel free to contact me.

Sincerely,

A handwritten signature in blue ink that reads "John A. Bucy".

John A. Bucy, Executive Director
Northwest Tennessee Development District

124 Weldon Dr.
P.O. Box 963
Martin, TN 38237-0963
Phone: 731-587-4213
1-800-750-6866
Fax: 731-587-4587

Chairman
Kenny McBride
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Department of Economic and Community Development

Randy Boyd
Commissioner

Bill Haslam
Governor

July 8, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Workforce development and the enhancement of meaningful career alignment remain a top priority for the Tennessee Department of Economic Development. We maintain close relationships with all the postsecondary institutions in West Tennessee; and believe this unprecedented partnership among the TCATs is a significant step to maximize our limited regional resources, while presenting a coordinated front in our, and many other, efforts to narrow the skills gap in our working age population. With existing industry projecting significant retirements over the next 3-5 years and the workforce needed for the proposed Memphis Regional Megasite, our challenge in Southwest Tennessee is to meet this growing demand while creating meaningful career opportunities for our area.

We will work with our local area high schools, the Tennessee Colleges of Applied Technology, and other partners to ensure our current and future workforce development needs are addressed through LEAP 2.0. We know this tangible investment in the future of our area will result in a more qualified workforce for not only Southwest Tennessee but for all of West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-414-4463.

Sincerely,

Tracey Exum
Regional Director, Southwest Tennessee
Tennessee Department of Economic and Community Development



Department of Economic and Community Development

Randy Boyd
Commissioner

Bill Haslam
Governor

July 19, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Workforce development and the enhancement of meaningful career alignment remain a top priority for Tennessee Economic and Community Development. We maintain close relationships with all the postsecondary institutions in West Tennessee; and believe this unprecedented partnership among the TCATs is a significant step to maximize our limited regional resources, while presenting a coordinated front in our, and many other, efforts to narrow the skills gap in our working age population. With existing industry projecting significant retirements over the next 3-5 years and the workforce needed for the proposed Memphis Regional Megasite, our challenge in Northwest is to meet this growing demand while creating meaningful career opportunities for our area.

We will work with our local area high schools, the Tennessee Colleges of Applied Technology, and other partners to ensure our current and future workforce development needs are addressed through LEAP 2.0. We know this tangible investment in the future of our area will result in a more qualified workforce for Northwest TN ECD and LWDDA 13 and all of West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-437-9443.

Sincerely,

A handwritten signature in black ink, appearing to read "Blake Swaggart", is written over a white background.

Blake Swaggart
Northwest Regional Director



**West Tennessee Workforce
Investment Board**
www.westtennesseecareers.org

P.O. Box 264
1527 White Avenue
Henderson, TN 38340
Phone: 731-989-0533
Fax: 731-983-3149

Craig S. Butler
WIA Board Chair

Mike Smith
Executive Director

July 7, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

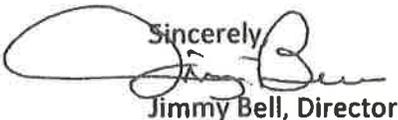
I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Workforce development and the enhancement of meaningful career alignment remain a top priority for the West Tennessee Workforce Development Board. We maintain close relationships with all the postsecondary institutions in West Tennessee; and believe this unprecedented partnership among the TCATs is a significant step to maximize our limited regional resources, while presenting a coordinated front in our, and many other, efforts to narrow the skills gap in our working age population. With existing industry projecting significant retirements over the next 3-5 years and the workforce needed for the proposed Memphis Regional Mega-site. Our challenge in Southwest Tennessee is to meet this growing demand while creating meaningful career opportunities for our area.

We will work with our local area high schools, the Tennessee Colleges of Applied Technology, and other partners to ensure our current and future workforce development needs are addressed through LEAP 2.0. We know this tangible investment in the future of our area will result in a more qualified workforce for LWDA 11 and all of West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-983-3688.

Sincerely,



Jimmy Bell, Director

West Tennessee Workforce Development Board



A UNITED WAY OF WEST TENNESSEE, INC. AGENCY

NORTHWEST TENNESSEE
WORKFORCE
BOARD

Northwest Tennessee Workforce Board
Administrative Office
313 West Cedar Street * Dyersburg, TN 38024
(731) 286-3585 • Fax (731) 286-3584
TDD (731) 286-8383 * Toll Free: 866-286-3585

July 11, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee
Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Workforce development and the enhancement of meaningful career alignment remain a top priority for the Northwest TN Workforce Board and American Job Centers. We maintain close relationships with all the postsecondary institutions in West Tennessee; and believe this unprecedented partnership among the TCATs is a significant step to maximize our limited regional resources, while presenting a coordinated front in our, and many other, efforts to narrow the skills gap in our working age population. With existing industry projecting significant retirements over the next 3-5 years and the workforce needed for the proposed Memphis Regional Megasite, our challenge in northwest TN is to meet this growing demand while creating meaningful career opportunities for our area.

We will work with our local area high schools, the Tennessee Colleges of Applied Technology, and other partners to ensure our current and future workforce development needs are addressed through LEAP 2.0. We know this tangible investment in the future of our area will result in a more qualified workforce for Local Workforce Development Area 12 and all of West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 731-286-3585, ext. 16.

Sincerely,



Margaret Prater
Vice President for Workforce Development



Local Workforce Development Area 12
Benton-Carroll-Crockett-Dyer-Gibson-Henry-Lake-Lauderdale-Obion-Tipton-Weakley
www.northwesttncareercenter.org
Dyersburg State Community College - Fiscal Agent & Administrative Entity





July 22, 2016

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

RE: LEAP 2.0 Application: TCATs: Taking Charge of Applied Training in West Tennessee Grant Application

Dear Mr. Johnston:

I am writing this letter in support of the LEAP 2.0 application, led by Southwest Tennessee Development District and the nine TCATs in West Tennessee, to encourage and facilitate the alignment of local workforce needs with education initiatives in our area.

Workforce development and the enhancement of meaningful career alignment remain a top priority for Local Workforce Development Area 13 (LWDA 13-Workforce Investment Network). We maintain close relationships with all the postsecondary institutions in West Tennessee; and believe this unprecedented partnership among the TCATs is a significant step to maximize our limited regional resources, while presenting a coordinated front in our, and many other, efforts to narrow the skills gap in our working age population. With existing industry projecting significant retirements over the next 3-5 years and the workforce needed for the proposed Memphis Regional Megasite, our challenge in the Greater Memphis Area is to meet this growing demand while creating meaningful career opportunities for our area.

We will work with our local area high schools, the Tennessee Colleges of Applied Technology, and other partners to ensure our current and future workforce development needs are addressed through LEAP 2.0. We know this tangible investment in the future of our area will result in a more qualified workforce for LWDA 13 and all of West Tennessee.

If you have any questions, please feel free to contact me. I may be reached at 901-636-6811.

Sincerely,

A handwritten signature in blue ink that reads "Kevin Woods".

Kevin Woods
Executive Director





July 14, 2016

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

RE: LEAP 2.0 Application: TCATS: Taking Charge of Applied Training
A Workforce Development Commitment to West Tennessee
and the Memphis Regional Megasite

Dear Mr. Johnston:

Pathways Southwest TN is honored to partner with the Southwest Tennessee Development District and all nine West Tennessee Colleges of Applied Technology (TCAT) in the LEAP 2.0 grant initiative.

Pathways to Prosperity is a statewide program, endorsed by the State Departments of Economic Development, Education, Labor & Workforce Development, Tennessee Higher Education Commission, and others, as part of the Governor's "Drive to 55" initiative. Pathways' goal is to provide Tennessee students in grades 7-14/16 access to academic and career pathways, which are linked with local labor market needs, to develop a workforce that is educated and skilled in their chosen fields.

The unprecedented partnership among all the TCATs in West Tennessee to enable high school students to begin their career pathway at an accelerated pace, through strategic placement of equipment and dual enrollment programs in numerous school districts in our area complements and parallels the goals of Pathways. We see this initiative as a significant way to further the establishment of meaningful career opportunities for our youth, as well as "push down" to the secondary education level meaningful credentialing and instruction avenues for students throughout West Tennessee. With earlier access to certifications and hands-on experience, these young people will be able to attain a post-secondary certification (a key goal of Drive to 55) while filling a significant gap in skilled workers for local labor markets.

LEAP 2.0 will help secondary and post-secondary education achieve these goals in ways not currently available to school systems with limited resources; and we wholeheartedly endorse and partner with SWTDD and TCATs in this effort. Please contact me if you need additional information, and thank you in advance for your serious consideration of this application.

Sincerely,

A handwritten signature in blue ink, appearing to read "Jo Matherne".

Jo Matherne
Project Manager

Southwest Tennessee Development District, 102 East College Street, Jackson, TN 38301
731.668.6408 jmatherne@swtdd.org

References

- Tennessee Higher Education Commission. *2016 Academic Supply and Occupational Demand in Tennessee.*
- Tennessee Department of Labor & Workforce Development. *Tennessee Industry and Occupational Employment Projections 2012-2022*
- Tennessee Department of Labor & Workforce Development. Jobs4TN.gov Website (June 2016) *Labor Market Information: Supply & Demand Data/Occupational Projections*
- Tennessee Department of Labor & Workforce Development. Jobs4TN.gov Website (June 2016) *Job Seeker Solutions/Featured Jobs/Job Seeker Services/Find Job Openings*
- SWTDD Executive Committee meeting, Wednesday, July 20, 2016. *Remarks by Memphis Regional Megasite Board Chair and Haywood County Mayor Franklin Smith*
- Boyd Center for Business & Economic Research, Haslam College of Business, UT, Knoxville. *Tennessee Business and Economic Outlook: Spring 2016*
- Tennessee Higher Education Commission. *Labor Education Alignment Program (LEAP) Annual Report 2016*

