

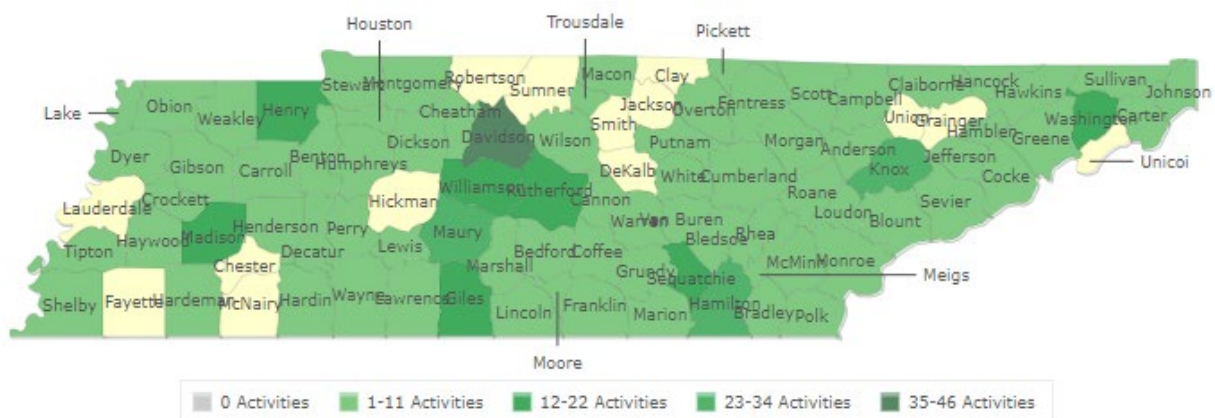
1. Grantee Name: Rural Health Association of Tennessee
2. Grant Contract Edison Number: 73441
3. Grant Term: 06/01/2022 – 05/31/2023
4. Grant Amount: 1,234,000 (Total Grant: 2,460,000)
5. Narrative Performance Details

## Narrative:

Since 1995, Rural Health Association mission is to lead the way to a healthy Tennessee through partnerships, advocacy, and resources. RHA has made great strides in addressing health disparities across the state in rural and other minority populations. In year two of the grant period, RHA established and expanded on existing goals to improve data collection, increasing workforce development enrollment, developing partnerships with new healthcare employers, certify 50 individuals through Men's Health Certificate, help with Medicaid enrollment and redetermination, and implementation of new modules on the Learning Management System.

In August 2022, RHA purchased TruServe, a web-based tracking system that allows the organization to conveniently monitor and report progress tailored to our needs. The staff has attended numerous training courses on data entry and reporting. Since implementing TruServe, RHA has been able to keep track of activities, the organizations connected with, key deliverables, and reporting. In the first year of implementation of TruServe and data entry, the tracking system has been a valuable tool in helping the organization to keep up with daily activities. One of the drawbacks to this system is that staff are still learning how to track deliverables effectively and consistently. As RHA continues to use the system, measures and key metrics will be added to better capture activities.

Since June of 2022, RHA has had at least one direct activity in 81 of 95 Tennessee Counties. This is based on TruServe from June 2022-May 2023.



Source: TruServ (Activities by TN County)

\*some activities may be missing as staff have learned how to consistently track deliverables.

The TennCare enrollment director and team has done a stellar job in the past year assisting a total of 1184, which included providing resources on COVID-19 vaccination, redetermination, enrollment in TennCare or through Affordable Care Act, and referrals. After a three-year hiatus, individuals who were already enrolled in the TennCare program were not required to participate in the redetermination program due to the COVID-19 Pandemic. In April of 2023, the hiatus ended and TennCare restarted its annual process a month before the World Health Organization (WHO) declared an end to the global Public Health Emergency for COVID-19. One of the challenges and setbacks the enrollment director and RHA staff had to prepare for before TennCare Redetermination was the fact that some people may have lost their current health coverage during the redetermination process resulting in an uptick in health insurance enrollment through the Affordable Care Act (ACA). To service more individuals and help bridge the language barrier, RHA has expanded our services to include Spanish-speaking assistance. The enrollment team also commenced operations in Murfreesboro on a weekly basis to connect and assist individuals with enrollment and referrals.

**Enrollment Data: June 2022- May 2023**

256	New TennCare Enrollment
157	Total People Renewed TennCare Coverage
162	QHP (ACA Health Insurance Coverage)
1184	Total People Assisted

**Maternal Health**

To increase awareness centered around Maternal Health outcomes, RHA set a goal to include a module on its Learning Management System (LMS). The module is called Maternal Health in Rural Tennessee and has a total of 23 resources, with topics that include: Maternal Health in Rural Tennessee, TennCare Updates & Resources, Maternal Health News & Reports, and TN Family Planning Resources to name a few. While these resources are useful, RHA plans to continue to package these into learning modules that are helpful for professionals who work and/or advocate on behalf of pregnant women.

RHA's LMS also provides a course on Building Vaccine Confidence with topics that include Addressing Vaccine Hesitancy, Strategies to Build Confidence, Tennessee Department of Health 2021-2022 updates, and a host of COVID-19 webinars that were previously recording. Resources also exist for Rural Health Clinics on topics such as applying for the National Health Service Corp, taking DATA 2000 waivers, and others meant to boost the healthcare workforce.

**A.3 Service Goals:**

RHA exceeded its goal of hosting more than six webinars that were related to COVID-19 and addressing health disparities educating more than 300 people across the state of Tennessee.

There was a total of 15 webinars delivered in the grant period. The webinars focused on topics relating to COVID-19, Rural Health Clinics (RHC), Behavioral Health, Maternal Health, Men's Health, and other topics centered around improving access to resources in rural and underserved communities.

### **15 Webinars Educating 525 Individuals**

June 2, 2022 – Time Out for Men's Health

July 8, 2022 – RHC Cost Reporting

July 22, Behavioral Health and RHC's

Aug 12, 2022 – Meeting: RHC Updates-Vaccine Mandate

August 26, 2022 - Value-Based Payments

September 9, 2022 – RHC Mock Survey

September 23, 2022- Safe Storage and Safety

October 12, 2022 – The State of Maternal Health in Rural Tennessee

October 27, 2022- Making Sense of Strategy: Protecting our Communities Amidst COVID-19

December 2, 2022 - Understanding your Patient Population to Build Appropriate Patient Engagement Strategy

December 7, 2022 - Utilizing School Health Resources

December 7, 2022 - Culturally Meaningful Storytelling as a strategy for building vaccine confidence

February 13, 2022 - Selfcare Webinar

May 16, 2022 - Signs of Suicide Webinar

May 23, 2023 - Provider Recruitment and Retention Webinar

### **Total COVID-19 & Health Disparities Resources Shared – 788 Resources**

### **Communications**

During the second-year grant period, RHA set a goal of having 1,500 individuals on the email list to receive newsletters. The Rural Health Digest Newsletter had 2,427 subscribers at the end of May 2023. The Rural Safety Net Newsletter for RHC, FQHC, CAH's. had 305 subscribers. The RCORP newsletter had 257 subscribers and the School Health newsletter had 140 subscribers. Each month there was an upward trajectory in the number of emails and newsletters sent out. Each newsletter contains resources pertaining to COVID-19, health disparities, grant funding opportunities, community events, and information relevant to providers.

<b>June 2022 – May 2023 COVID-19 Resources Shared</b>	
Emails/Newsletters:	133,309
Social Media Impressions:	6,297
Social Media Engagements:	363
<b>Annual Total of COVID-19 shares:</b>	<b>139,969</b>

## **Men's Health Certified Health Educator Certificate**

Rural men were among the most vaccine hesitant population. Through the Men's Health Network, RHA supported certification of 50 individuals through Men's Health Network Certificate Program in 13 rural counties. During the year two grant period, 54 individuals are now Certified Men's Health Educators having graduated from the Men's Health Network Certificate Program. Of those individuals, 15 graduates live in 10 rural counties. The rural counties include Decatur, Cocke, Coffee, Grundy, Hancock, Jackson, Jefferson, Lincoln, Sevier, and Smith. The program with Men's Health Network has had continuous growth in the past year giving certified participants the opportunity to utilize the skills learned to better serve in their communities and underserved communities across the state. There is a need for RHA and Men's Health Network to market to rural and underserved communities and target providers and rural health advocates.

### **A.4 Service Recipients**

A list of organizations RHA has provided resources and information to is included as an attachment to this document.

### **A.5 Service Descriptions**

**a.** Rural Health Association of Tennessee website is a hub for information on rural COVID-19 and health disparities. The website includes weekly updates that highlight workforce participants, health disparities resources, rural health clinics, advocacy, trainings, and educational tools. The resource center includes a Learning Management System that has modules on Building Vaccine Confidence, Maternal Health, Prescription Drug Take-Back Toolkit, and Workforce Readiness.

**b.** Each year, RHA hosts regional events and an annual conference centered around educational training, prevention and providing shared resources that are open to our members, communities, and community partners. Leading up to RHA's annual conference in November, the organization hosted 3 regional events in the East, Middle, and West to engage and connect with community partners in those regions. The Regional events are a 1-day event that includes three-four speakers who discuss a variety of topics surrounding health that could include Mental Health and Oral Healthcare, Teen Adolescent and Pregnancy Prevention, Overdose Prevention Training, Behavioral Health Safety Net, Billing and Coding, Health Literacy in Rural Appalachia, and Medicaid Enrollment to name a few.

- November 2022 Annual Conference- 320 attendees- 960 COVID-19 resources shared.

- March 2023 West regional event– 51 attendees, 138 COVID Resources, 46 TennCare Flyers, Maternal Health resources
- April 2023 East regional event –40 attendees, 123 COVID resources and 41 Maternal Health resources shared.
- June 2023 Middle Tennessee event - 60 attendees, 430 COVID resources, 1200 TennCare Business Cards, 50 Workforce Pamphlets, 50 RHA Org Pamphlets, 10 Maternal Health Resources, 37 TDH resources

**Total COVID-19 & Health Disparities Shares: 1,221**

c. RHA communicated with its members, community partners and stakeholders about webinars and training via the website, membership portals, newsletters, and social media to inform about any upcoming webinars, trainings, and events. Communicating across multiple platforms has allowed RHA to connect to more individuals who are in public health and or passionate about improving health in rural and underserved communities across the state.

d. RHA attended various health council meetings, met with rural health clinic providers, healthcare employers, site visits at high schools, and other community partner meetings. At these meetings, the staff carried out many different activities that include presenting about RHA and its mission and programs, providing technical assistance, distributed flyers on vaccine hesitation and RHA materials, handed out TennCare business cards, provided external trainings, and connected with universities to discuss supportive services, and with high schools and CTE directors to discuss workforce readiness curriculum.

e. RHA has contracted with two vendors who are supporting the development of standardized *CHW training* and placing on RHA's Learning Management System.

f. RHA has *increased the number of culturally appropriate* COVID-19 health education through all webinars, events, and communications, but especially through the Men's Health Certificate and topics such as Culturally Meaningful Storytelling.

g. RHA has supported individuals seeking Community Health Worker Certification through registered Department of Labor Apprenticeships. This includes approving the work process schedules, related technical education, case management support, and at times supporting other needs such as purchasing of curriculum for individuals.

RHA provided a School Health Training that highlighted the resources offered by RHA. During this training, RHA presented the three options for conducting a School Health Index, the benefits of each, and utilizing it to address health disparities in their respective districts through reports provided and implementing it into their state action plan. RHA also distributed safe storage resources for parents.

RHA provided resources to 39 school health coordinators/school health districts. RHA also purchased resources through Journey of Hope TN. Journey of Hope TN BEST GROUPS began in 2011 in Putnam County, Tennessee through a partnership with Putnam County Schools and Heart of the Cumberland, INC. BEST stands for Be Each other's Support Team. Journey of

Hope TN is a program that helps student find a safe place to explore their feelings relating to death of a parent, sibling, or close family member, divorce, foster care, or absence of a biological parent. Each peer group is facilitated by a trained professional or volunteer in a group format setting that encourages empathy and helps children name, understand, and appropriately express emotions. ([Journey of Hope TN - BEST Groups](#)) In addition to this RHA also sends out monthly school health newsletters. Anderson County Schools were also provided 400 books to support educating students in their county.

The workforce development team has really transformed and taken shape over the past year with increasing enrollment numbers, developing more partnerships across the healthcare sector and schools, and providing supportive services. The goal for the second grant year was to enroll 100 individuals in the Apprenticeship Program and during the period there were a total of 214 enrollees. 98 certificates were received through the program. The types of certificates received include CMA, CNA, Phlebotomy, and CPR. Through our workforce readiness program, RHA had 16 high schools enrolled that used our workforce curriculum in their schools. A total of 470 students completed the curriculum and received workforce readiness certificates. The total number of certificates combined is 568.

RHA also set a goal of developing 25 new healthcare partnerships. Over the course of the year the workforce team has developed a total of 49 new healthcare partnerships. Through our supportive services initiative, we have nine unique partners with Memorandum of Understanding (MOUs). RHA was able to provide supportive services and assist 86 individuals on specialized training through these unique partnerships. The workforce team continues to develop partnerships throughout the state of TN within our workforce development and workforce readiness programs to help individuals break into the healthcare field with entry level positions.

### **Mental and Behavioral Health**

Through the pandemic many communities have experienced increases in reported mental health diagnoses and/or increases in substance misuse. RHA has supported education aimed at reducing burnout, preventing suicide, and reducing stigma around mental health. This grant period RHA also supported rural communities hosting Drug Take Back Events and distributing at-home medication disposal kits.

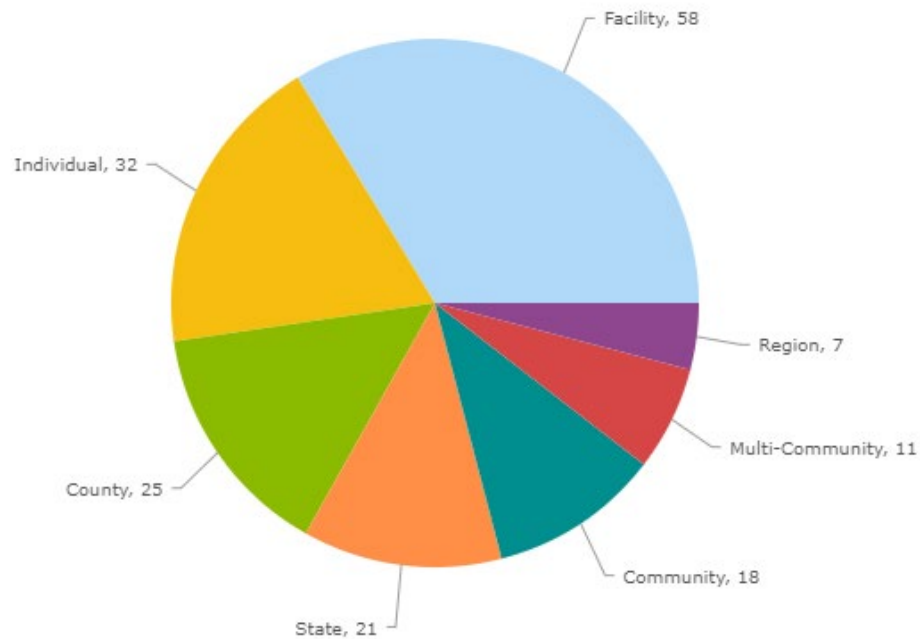
### **Administrative/Data Improvements**

As RHA works to sustain the program activities that have started as part of this grant, we have made a number of administrative and data collection improvements such as updating our financial management and personnel policies, reviewed and updated staff position descriptions and wage analysis scale, increased our data security, and implemented systems and processes to better track our outcomes.

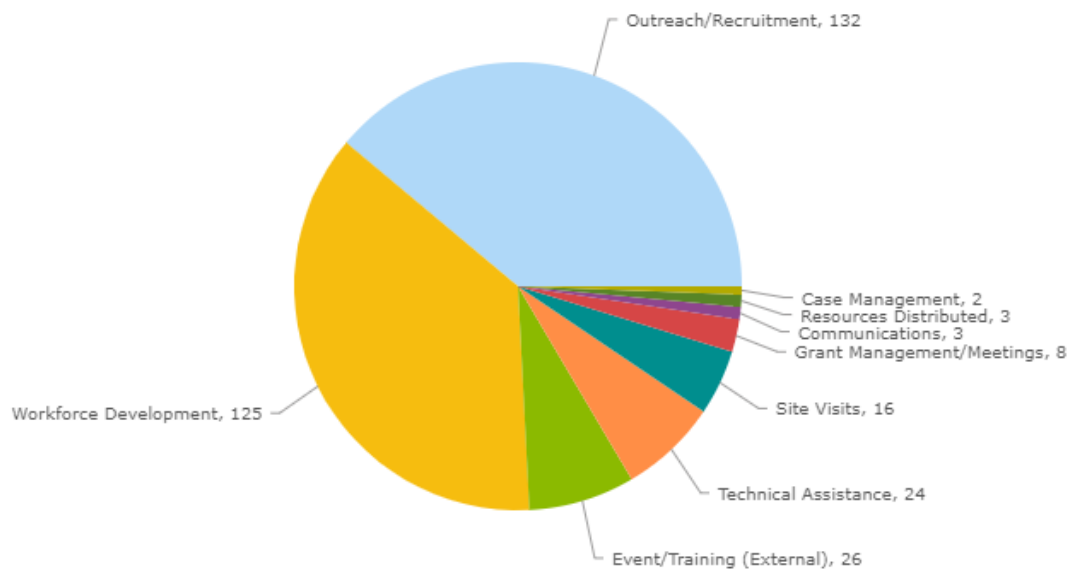
### **Challenges**

RHA continues to have work to do in training staff on how to best collect and track outcomes so that we can better report activities. This next grant period we plan to continue training in this area to better trace the impact of the program.

### Activities by Type (TruServe)



### Activities by Reach (TruServe)



## JULY 2022 CDC WORKFORCE DEVELOPMENT BULLETS

As of July 2022, there are 169 apprentices listed and 38 employers listed in ApprentiScope- statewide. Employers include K-12 schools that utilized workforce readiness curriculum, Community Colleges, non-profit employers such as charitable care clinics and for-profit health care partners such as NHC.

- A total of 83 apprentices received supportive service assistance. Of those, 63 apprentices received scrub cards, 21 received gas cards, 3 received tuition costs and 1 received funds for books

Middle	83
SE	21
East	2

- In addition to apprenticeships and case management- RHA is supporting apprentices with tuition, books, uniforms and study materials. We should have additional information on certifications earned in August.

### **Community/Employer Partners- new in the month of July:**

- 5 new employer – Chattanooga State in Hamilton County, Chattanooga State in Marion County, Cleveland State in Bradley County, NHC Cookeville, NHC Maury, Volunteer Behavioral, STRHS Pulaski
- Kristen Swann - United Way of Rutherford County
- Patrick McHale- NHC Milan
- Janet Hunt- NHC Somerville
- NHC Cookeville – will provide tuition assistance and supportive services for 3 participants in the Red Cross CNA program to begin in August 8th
- NHC Sequatchie – will provide tuition assistance and supportive services for 3 participants in the Red Cross CNA program to begin in August 15<sup>th</sup>
- NHC Maury
- STRHS Pulaski

### **Received 6 new requests from CTE and Health Science teachers for the Workforce Readiness:**

- Hardin (West – Delta)
- Moore (Middle)
- Loudon (East) – anticipates 75 students wanting to participant
- Cumberland (East) – has 30-40 Health Science students and HOSA officers to participant, range of 9<sup>th</sup>=12<sup>th</sup> grade students. She wants to be completed by first week of October
- Overton (East) – has 20-30 juniors and seniors on a career path to go to a community college or TCAT to participant. She wants to begin in November
- Marion (East)



**Highlights: (each person list a couple of highlights)**

- BK – assisting two CMA students at Chattanooga State Community College in Marion County with test fees and supportive services. They will complete July 27<sup>th</sup> and graduate August 3<sup>rd</sup>, then begin employment at their clinical sites.
- BK – assisting one Phlebotomy student at Cleveland State with tuition and supportive services. She will begin on August 8<sup>th</sup>.
- AJ – assisted one student with books for her LPN Classes
- AJ – assisted two new hires at NHC Gallatin with gas cards

**NUMERICAL DATA**

- #Meetings in July
  - BK – 6 employer meetings, 3 CTE meeting about work Readiness
  - PL-10
  - AJ - 11
  - TOTAL= 27
- # of trainings/orientations held
  - BK – 1 orientation with 17 participants. 2 meetings to plan orientations
  - PL- 0
  - AJ – 5 orientations
  - TOTAL= 6
- Workforce participants employed (new and/or total)- (38)
- # Workforce participants receiving a certificate (new) -in progress
- # incentives provided to participants- will pull from ApprentiScope- **see above** in first section.
- New Community Partners for July- approximately 20 and if April were to count partners at recent health/resource fair in Jackson, there were 14 vendors, 113 participants.

## **AUGUST 2022 CDC WORKFORCE DEVELOPMENT BULLETS**

As of August 2022, there are 169 apprentices listed and 44 employers listed in ApprentiScope- statewide.

### **Community/Employer Partners- new in the month of August:**

- **08/03 Middle TN-** Apprenticeship signing at the Lawrenceburg Chamber of Commerce. 18 individuals were present, with 3 Rural Health Apprentices participating in the signing. Audience included community partners, NHC Pulaski, state apprenticeship representation and RHA staff.
- **08/19 Southeast TN:** addended mulit-employer Healthcare Job Fair in Hamilton County. Made 10 new employer contacts, distributed business cards, flyers, CDC handouts and offered RHA employers job posting and recruiting services.
- **08/23 Middle TN:** attended chamber function and shared the Rural Health Association with 7 community partners: Jim Malone Ins Broker, Jennifer with Budget Blinds, Beth Keaton retired Chamber employee and Teresa Purcell and 3 of her employees with the accounts and budget office. Attended Kiwanis meeting in Middle TN and met with Stephanie Sinclair with LC Senior Citizens.

### **New Partners**

- West TN: Professional Allied Health in Memphis, Dyersburg State Community College
- Middle TN: Trustpoint Hospital
- Southeast: Viviant Healthcare

### **Workforce Readiness Touchpoints**

- West TN: Hardin County and Huntingdon High School
- Middle TN: Moore County High School
- Southeast: Lenoir City HS, Cumberland County HS, Livingston Academy, Rhea County HS & Bledsoe HS

### **Highlights: (each person list a couple of highlights)**

- Part-time coordinator hired to support efforts in West TN.
- Our first apprentice through the CDC grant reaches six months of employment: Please see story on Marlene Maldonado below #5.
- Two workforce development staff at RHA attended TCED Workforce Development course in Murfreesboro met 24 new people from across the state
- Skill up participant Goldie Whaley obtained her phlebotomy certification from Cleveland State, see story below #3.
- Apprenticeship Signing for Rural Health Association employees supporting their journey of becoming Workforce Development Specialist.
- Proposal from NHC Pulaski was submitted to Jacy and April for consideration
- Forms created to enhance processes
  - Purchase Order Request Form
  - Participant Reimbursement Form
  - Participant Needs Checklist

## SUCCESS STORIES & SUPPORT

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### 1. West TN- Professional Allied Health Report: (working on getting photo release)

Technically – Delta Grant supported, but new partner for us. From Pamela Prude and Tuwanna McDaniel on four employees and their journey through Phlebotomy Program:

- *The students are doing wonderful. They are all on pace to complete on time. I have attached a photo for you. They all agreed that it would be okay if you wanted to put it in your newsletter or any other reference.*



### 2. Note of Support from Metro Lynchburg - Moore County.

Thank you once again for the support of the Tennessee Rural Health Association of Tennessee. Through your generous support we were able to obtain a classroom set of Anatomy & Physiology supplemental books for our A & P students. These books will aid in seamlessly transitioning students into our TCAT Shelbyville Nursing program prerequisites, which will give our students a head start in obtaining nursing licenses. In our workforce area, as in all areas, nurses and health care workers are a huge need. Through your generous support of supplemental textbooks, workforce readiness curriculum, and student scholarships for Work Based Learning geared toward student industry credentials, we are indeed blessed. It has been such a pleasure working with you and Patty. Again, thank you so much for all you and your organization have done for the students in the Health Services field in Metro Lynchburg - Moore County.

**3. Southeast TN: Success Story from Andrea Bryley, Project Coordinator, Continuing Education, Workforce & Economic Development at Cleveland State Community College**

“The Phlebotomy class is complete, and the certification exam was given this morning. I am thrilled to report that Goldie had 100% attendance in class and passed the certification exam with flying colors! Goldie is now a Certified Phlebotomy Technician (CPT); this is an excellent complement to the Medical Assisting program that she will continue this year. Thank you for supporting Goldie through this program; I know your assistance made a difference.”

~ Andrea Bryley

“I am so grateful that this program was available because taking the Phlebotomy course has been an interest of mine since I started my journey back to college. I am a mother of two toddlers so the cost of the program was not doable at the time but Mrs. Byerly connected me to Mrs. Keylon with the Rural Health Association of TN and she exceeded my expectations in making sure I was able to take the Phlebotomy course. “

~ Goldie Whaley



**4. Grant support from Catherine Millsaps, CTE Director at Moore County in Middle TN**

*“Thank you once again for the support of the Tennessee Rural Health Association of Tennessee. Through your generous support we were able to obtain a classroom set of Anatomy & Physiology supplemental books for our A & P students. These books will aid in seamlessly transitioning students into our TCAT Shelbyville Nursing program prerequisites, which will give our students a head start in obtaining nursing licenses. In our workforce area, as in all areas, nurses and health care workers are a huge need. Through your generous support of supplemental textbooks, workforce readiness curriculum, and student scholarships*

*for Work Based Learning geared toward student industry credentials, we are indeed blessed. It has been such a pleasure working with you and Patty. Again, thank you so much for all you and your organization have done for the students in the Health Services field in Metro Lynchburg”*

*- Moore County*

**5. Middle TN Success Story below from an apprentice at Shelbyville Bedford Clinic and her supervisor**

*“First of all I want to start off by how **Rural Health Association of Tennessee** has made a huge impact in my life. This Association has helped me in so many ways, which I'm so grateful for. They have helped me secure a job in the medical field, which has always been a dream/passion of mine. They provided me with a \$125 gift card for an online scrub shop to be able to buy a few sets of scrubs, blood pressure cuff, and lab coat to start my new job in the medical field. Each month we have a meeting to go over things like, how my work is going, how my family and me are doing, and etc. They always make sure to ask if I need anything, have any questions or concerns to let them know and that they're always there for me. Also each month I provide them with a picture of my check stubs and they send me \$25 Wal-Mart gift card, or any gift card of my choice. These gift cards always come in handy for sure and so grateful for each one of them. At the 6<sup>th</sup> month mark I have received yet another gift card of \$125 for Wal-Mart, which helped me buy groceries for the week for my lovely family and me, we are absolutely so blessed and we truly appreciate it to the max. This Association has offered to pay for my tuition for school to continue my education in the medical field. Unfortunately we had to put it on hold do to that my 2yr old son becoming very ill and having many doctor appts. and procedures done, I could not continue my education until further notice. They have been very patient with me and super helpful. I love how they always stay in contact with me during a difficult time. I'm super grateful to have these amazing people to help me in my time of need. I believe that this Association will help so many more people to have better futures and impact their lives in a positive way. Looking forward to continue been in this program for another couple years. I almost forgot to mention that this Association has let me meet 2 great workers of theirs in person. These 2 amazing beautiful ladies named Patty Lane & April Judkins took time out of their busy schedules to come visit me at work. They're absolutely so sweet and humble. Got to show them my work space and what I do which at the moment I am a Spanish translator/Assistant Medical Receptionist at the Community Clinic of Shelbyville and Bedford County, Inc. Almost we manage to sit down and talk about my future and how this program can help me and other people in the future. **Rural Health Association of Tennessee** has a bright future in helping so many more people in the upcoming years. They definitely deserve any grants that come their way.”*

*Best Wishes,*

*Marsene A. Rogers*

**6. Support Letter from Supervisor at Shelbyville Bedford Clinic for Marline Rogers, apprentice mentioned above**



August 23, 2022

Ms. April Judkins  
Workforce Development, Coordinator  
Rural Health Association of Tennessee  
PO Box 656  
Decaturville, TN 38329

Subject: Letter of Support

Dear Ms. Judkins

When Patty Lane approached me about the Rural Health Association of Tennessee Workforce Development grant, I was hesitant because of the cost to our budget. As we discussed the options for an individual to receive additional medical training with the support of the grant, the CCSBC Board of Directors approved my request.

A recommendation of our Hispanic board member allowed us to discuss the options with an individual who met our qualifications of a Spanish translator. We were blessed to employ an individual with excellent customer service, computer, and medical skills.

Even though, we are paying for the individual's salary, the program has benefitted our clinics. Our dental and medical clinics serve a large population of Hispanic patients. We have allowed for the expansion of her duties to assist with the dental clinic. Therefore, she has managed two different databases—Athena and Axium.

The most important aspect of the program is the support from the Rural Health staff. The program is successful for our non-profit because of the professional relationship with the client.

I will continue to support this type of program because it has been successful. Patty and April provided the personal and professional support for our grantee. This program should be expanded to provide more opportunities for individuals seeking medical opportunities.

Sincerely yours,

Fredia Lusk, Executive Director

## SEPTEMBER 2022

### CDC WORKFORCE DEVELOPMENT ACTIVITIES

As of September 2022, there are 179 apprentices listed and 47 employers listed in ApprentiScope-statewide.

#### Community Outreach - new in the month of September:

- **Middle TN (11 contacts):** Staff attended Blue Cross Ribbon Cutting and met Darrin Goolsby Asst Chief of Police, Blue Cross Blue Shield and First Horizons representatives. Also attended a Health Council meeting and met Justin Owens with Systems of Care Across Tennessee and Carla Walker Youth Service Officer. Staff met Hope McDow with Workforce Development and Shannon Watson with the Lawrence County school system to discuss Workforce Readiness Program. Staff were the Director of Probation and Parole regarding supportive services.
- **Southeast TN (16 total contacts):** Staff attended multi-county Healthcare & Resource Fair for Veterans in Lenior City, TN. Made three (3) new employer contacts, distributed business cards, flyers, CDC handouts and offered RHA employers job posting and recruiting services. Staff met with the Polk County High School superintendent and Health Science Instructors regarding the Workforce Readiness Curriculum. Staff met with Kevin Treadway from UT Extension to discuss partnership and how to assist rural areas.

#### Potential New Partners

- **Middle TN (13 contacts):** Butterfly Foundation, Community Clinic of Shelbyville
- **Southeast TN (25 contacts):** Caregivers at Home, A Gentle Home Touch and the McNabb Center

#### Workforce Readiness Touchpoints

- **West TN:** Milan High School in Gibson County
- **Middle TN (5 contacts):** Robertson County HS, Giles County HS, Maury County HS and TCAT Pulaski
- **Southeast TN (6 contacts):** Sequatchie County High School and Polk County High School

#### Highlights:

- Partnered with Walter State Community College (WSCC) to fund and assist twelve (12) students at South Greene High School in the Nurse Aide Training program offered at WSCC.
- Partnered with the Red Cross and NHC Crossville to cover tuition for three (3) students that attended and completed CNA Training
- Partnered with Metro Moore County EMS to assist one (1) student with the cost of tuition for the EMT program and obtain employment.
- Two (2) additional Rural Health Association employees were registered and are being supported on their journey of becoming Registered Apprentices as Workforce Development Specialist.
- Two (2) workforce development staff at RHA attended the TPHA Annual Conference along with 500+ healthcare organizations from across the state
- Survey Monkey forms were updated to reflect new school year and gathering additional information on the purpose of request and anticipated outcomes.
- Quarterly Newsletters were created to promote RHA services
  - Apprentices Newsletters
  - Healthcare Employers Newsletters



- Forms developed or updated to enhance processes
  - Invoice specific for Workforce Readiness Program
  - Supportive Services document
  - Workforce Readiness Curriculum

## SUCCESS STORIES & SUPPORT

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### 1. Middle TN- Student receives support



Russell Riggs was super excited to receive support in obtaining his monogrammed lab coat as a CNA student at NHC Pulaski. Russell is competing in the CPR and First Aid and there are study guides that can help them with the competition.

Russell is also the President of HOSA at his high school this year and many other things at the school related to healthcare. Russell requested if RHA could assist with

funding for the HOSA students to attend Nationals where they are competing in several competitions. April Judkins, Workforce Specialist, is gathering the information to review and provide support.

### 2. Southeast TN: Students complete CNA training at NHC Cookeville

Julie Huges, instructor NHC Cookeville reported “the students are moving right along in the class. They are doing really well. Emma and Carlee have just finished training and LeAnna will completed mid-October.”

Student Emma Crockett says “Everything is going great with my CNA program! This Thursday will be my last few hours of clinicals and then I will be ready to schedule the CNA state exam! I have officially been hired at NHC Cookeville and have been working on new employment paperwork. Thank you so much for all that you do for us and this program!”

Student LeAnna Omohundro noted “everything is going very well! I have gotten my scrubs with Uniform Advantage gift card. Thank you that was a big help.”





## OCTOBER 2022

### CDC WORKFORCE DEVELOPMENT ACTIVITIES

As of October 2022, there are 181 apprentices listed and 47 employers listed in ApprentiScope- statewide.

#### Community Outreach - new in the month of October:

- **Middle TN (5 contacts):** Butterfly Foundation, Workforce Development, Health Council, First Horizons, Kiwanis
- **Southeast TN (6 contacts):** AJC Jackson, Walter State Community College, United Way Rhea County, UTK Extensions Knoxville, TN Housing Development Agency, Lifespring Community Health

#### Potential New Partners

- **Middle TN (5 contacts):** NHC Lewisburg, EMS Pulaski, STRHS Lawrenceburg, STRHS Winchester, Maury Regional
- **Southeast TN (6 contacts):** TrustPoint, TN Professional Training Institute, Aspect Care, UT Extension SMART Initiative, Care Givers at Home, NHC Sequatchie
- **West TN (3 contacts):** Brookdale, Jackson Oaks, Teladoc (statewide)

#### Workforce Readiness Touchpoints

- **West TN: (3 Contacts):** Milan Co High School, Gibson County Special School District, Hardin County High School, emailed all rural CTE Directors in the West.
- **Middle TN (5 contacts):** Moore County School System, Giles County HS, TCAT Pulaski, Jo Byrns High School, Franklin County HS
- **Southeast TN (3 contacts):** Polk Co High Schools, Meigs County High School Sequatchie County High School

#### Highlights:

- Quarterly Newsletters were created to promote RHA services
  - Apprentices Newsletters
  - Healthcare Employers Newsletters
- Forms developed or updated to enhance processes
  - Supportive Services documents updated
  - Updated Workforce Readiness Curriculum
  - Survey Monkey for Participant and Employer to provide feedback on services

#### Special Projects:

- Continued communications with Volunteer Behavioral Health with commitments to provide training in the area of EMDR and Motivational Interviewing for some of their staff.
- Director is working with Trustpoint Hospital and RHA is supporting staff in obtaining Psychiatric Technician certification from Robeson College.
- RHA is working with virtual learning contractor to enhance the Workforce Readiness Curriculum which is being utilized at the high school and college level. The contractor will also be exploring content for a Community Health Worker training, Narcan Training and Psychiatric/Behavioral Tech training.

- RHA continues to partner with Ascension Health by providing support services (scrubs) for high school students in a work-based learning capacity.
- The workforce development initiative team continues to update their policies and procedures to enhance the experience of our participants, as well as assisting employers with recruitment and retainment. Additionally, the team is reviewing internal guidance and updating external marketing materials.
- CPR training class was scheduled with Instructor Amy Key at TCAT Pulaski for 5 employees/apprentices at NHC Pulaski.
- RHA staff presented a Work Ethic's Wednesday presentation in collaboration with Lawrence County Chamber of Commerce on "Work Ethic's" for 20 seniors at Summertown High School in Lawrence County.
- RHA Staff attended a RHC meeting with Kathy Wood-Dobbins at Celebration Clinic in Lewisburg for a tour and introduction to what Rural Health Clinics provide and how they operate.
- Partnering with the Tennessee Housing Development Agency to co-host resources fairs in Cumberland County and Hamblin County early 2023

### Staffing Updates:

- Hired a Workforce Development Coordinator for EAST TN to focus on the following (and surrounding counties): Hancock, Grainger, Clairborne, Campbell, Scott and Union. Coordinator is currently onboarding, shadowing staff and conducting asset mapping.
- Interviews are underway to hire a Workforce Development Coordinator in WEST TN. In the interim, the workforce development director is reaching out to high schools in rural counties promoting RHA's workforce readiness curriculum and beginning outreach to rural healthcare employers.
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## SUCCESS STORIES & SUPPORT

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### West TN: Pine Meadows Phlebotomy

"I wanted to say your 4 clients are doing very well in the Phlebotomy Program. They had great fun learning how to do finger sticks on each other. Everyone was very attentive and engaged in class. They also have online work to complete during the course. All of your clients are 90% complete with the online work and will be ready to start on their practice exams. I wanted to share with you a couple of pictures of two of the four students from last week. I hope to get more pictures this week of everyone. Thank you so much we appreciate your partnership." Instructor, Pamela Prude



## Southeast TN: Sequatchie County High School Student

Lauren McIntyre, RN Health Science/Nursing Education Teacher at Sequatchie County High School contacted RHA staff last month indicating that Jasmine Hayes, second from the left, is a student in the CNA program. The class is scheduled for a field trip to NHC Sequatchie to tour where they would be job shadowing for their clinicals. Jasmine is the oldest of five (4) siblings being raised by their single mom. Due to a shortage of funds, Jasmine needed assistance for her scrubs and shoes to participate in the program.



RHA staff worked quickly with the Ms. McIntyre to help Jasmine get what she needed. Ms. McIntyre stated, "She is loving it and I thank you so much for helping her."

RHA staff have also been discussing the Workforce Readiness Curriculum with Ms. McIntyre. She hopes to teach the curriculum to the students in November.

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## NOVEMBER 2022

### CDC WORKFORCE DEVELOPMENT ACTIVITIES

As of November 2022, there are 184 apprentices listed and 47 employers listed in ApprentiScope-statewide.

#### Community Outreach - new in the month of November:

- **Middle TN (2 contacts):** LC Health Council, Community Clinic Shelbyville
- **Southeast TN (3 contacts):** AJC Athens, Rhea County United Way, Cleveland State
- **West TN (multiple contacts):** Introduction emails to all Chamber of Commerce in West
- **East TN (1 contact):** Maddy Rymer, new staff for East, has finished asset mapping for the East Region and begun outreach in those communities.

#### Potential New Partners

- **Middle TN (1 contacts):** Spero Health
- **Southeast TN (4 contacts):** Chattanooga State Dual Enrollment Program, Fort Loudon Medical Center, Susie Q's Scrubs, BlueCross BlueCare
- **West TN (4 contacts):** Free Medical Clinic, Frontline Mental Health, Midsouth, Catholic Medical Center

#### Workforce Readiness Touchpoints

- **Middle TN (11 contacts):** Maury County CTE teachers (8), TCAT Pulaski and Jo Byrns High School
- **Southeast TN (4 contacts):** Polk Co High School, Bledsoe County High School, Sequatchie County High School, Walter State Community College
- **West TN: (2 Contacts):** Crockett County and Milan High School
- **East TN (multiple contacts):** Campbell County and introduction emails to 37 CTE directors.

#### Highlights:

- Work Plan and Tracking Tool forms will be combined for a more seamless process when capturing services and activities.
- Staff participated in TruServ training to be utilized beginning January 2023 to track services by location via the county or zip for enhanced reporting charts and maps.
- The workforce development initiative team continues to update their policies and procedures to enhance the experience of our participants, as well as assisting employers with recruitment and retainment. Additionally, the team is reviewing internal guidance and updating external marketing materials.
- Workforce Development staff attended the RHA Annual conference and presented our Workforce Development Initiatives in a breakout session to 20 attendees representing healthcare employers from across the state.

#### Special Projects:

- Our Workforce Readiness 2.0 program has been a huge success this year. To-date, 557 students are participating, 270 completed May 2022 and the remaining 287 are in progress to complete at the end of December 2022. And we anticipate 355 more students will begin Jan 2023 and complete May 2023. With the instructor and student feedback we are already making Version 3.0 is already in process. Several high schools completed the curriculum this month, see highlights and photos in Success Story section below.

- RHA staff have partnered with the Community Clinic of Shelbyville and began the process of enrolling the first participant in the RHA Registered Medical Assistant (MA) Apprenticeship program.
- Discussions are in process with Chattanooga State's Dual Enrollment program director to partner and assist with funding for an Emergency Medical Technician (EMT) program at Rhea County High School. So far eight participants have shown interest in participating.
- RHA staff partnered with Lifespring Community Health to guide and assist with enrolling the first participant in the RHA Registered Community Healthcare Worker (CHW) Apprenticeship program.
- Working with Gibson County on sharing workforce curriculum and discussing opportunities to develop a Radiology Technician program.
- Finalized paperwork with Walter State and South Greene High School to partner and provide funding for a second cohort CNA training for no more than 12 students. Training to begin in January 2023.

#### **Staffing Updates:**

- Interviews are being conducted to hire a Workforce Development Coordinator in WEST TN. In the interim, the workforce development director is reaching out to high schools in rural counties promoting RHA's workforce readiness curriculum and beginning outreach to rural healthcare employers.

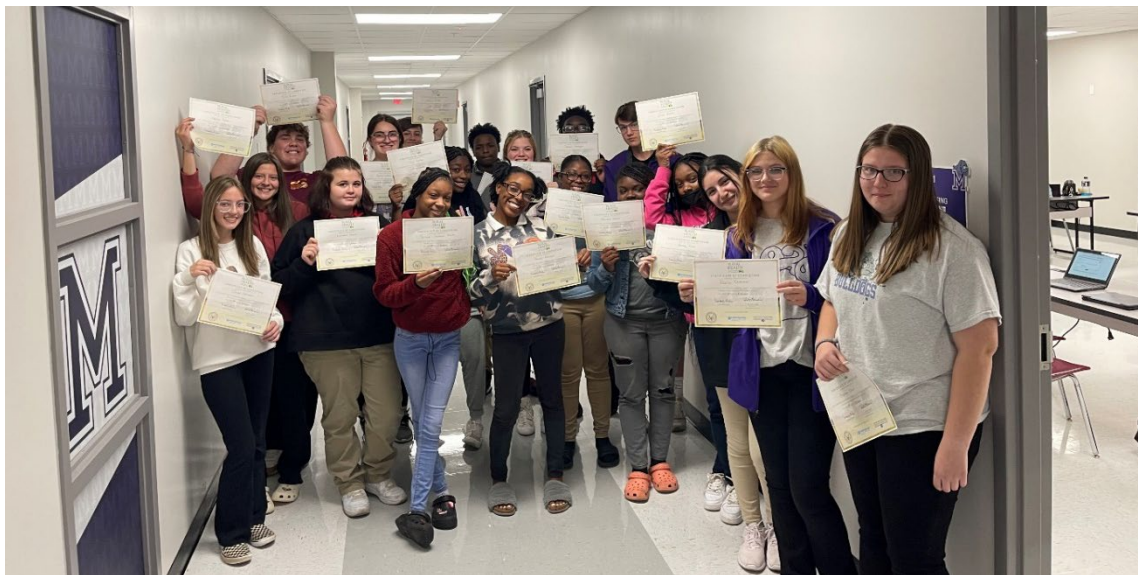
#### **SUCCESS STORIES & SUPPORT**

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##### **West TN:**

##### **11/10/2022 at Milan High School with teachers Candi Norwood and Kim Hudgins**

RHA has supported Milan High School in Gibson County for over two years. Candi and Kim Hudgins have provided our workforce curriculum to over 200 students. In addition, RHA has worked with the instructors, along with Amy Watson, to provide supportive services to students in need of scrubs, study materials and certification exams.





**Southeast TN:**

**11/16/2022 at Livingston Academy High School – Workforce Readiness Program**

RHA Staff, Beth Keylon, met with Aleshia Reeder the Health Science teacher of 54 students (3 groups) that completed the Workforce Readiness Curriculum. Staff presented them with their certificates and t-shirts. The students gave positive feedback on the program. They were asked to provide the career path they had chosen; many aspire to be nurses, physical therapist, a midwife, phlebotomists, dental assistants and many more.



## 11/21/2022 Lenior City High School – Workforce Readiness Program

Donna Burks owner of Caregivers at Home and Tammy McClain HR Specialist at Fort Loudon Hospital met with 38 students that completed the Workforce Readiness Curriculum. Beth Keylon presented them with their certificates and t-shirts. Ms. Burks and McClain gave them information on the requirements and expectations needed to apply for openings at both facilities. The students were very receptive. Several came up after the presentation and got contact information so they could apply. Ms. Keylon will follow up with both employers to see if any students are hired and placed.





**Middle TN:**

**11/11/2022 at Maury County CTE Meeting**

RHA Staff, April Judkins, had the privilege of meeting a great group of Health Science CTE instructor's and some of their partners yesterday. We discussed how we could help the upcoming group of students better prepare for the workforce today. We discussed job shadowing, communication and responsibility being the things that seem to be lacking the most right now with the new workforce. I will be sending out survey monkeys to the CTE instructors today so we can hopefully get started in this partnership soon. I will also be following up with the great connections I made hopefully assisting in the job shadowing. I have a feeling this is going to be a great group for us.





## DECEMBER 2022

### CDC WORKFORCE DEVELOPMENT ACTIVITIES

As of December 2022, there are 184 apprentices listed and 47 employers listed in ApprentiScope-statewide.

#### Community Outreach - new in the month of December:

- **Middle TN (1 contact):** TN Medical Foundation
- **Southeast TN (4 contacts):** Rhea United Way, Amerigroup, EmPower Upper Cumberland, TCCN Network
- **West TN (2 contacts):** National Frontline Mental Health, Mental Health America
- **East TN (multiple contact):** all TCATS and Community colleges in East

#### Potential Employer Partners

- **Middle TN (3 contacts):** Lewisburg Celebration Clinic, Spero Health, Omni Vision
- **Southeast TN (4 contact):** Aspect Care, Rhea Medical Center, Blue Cross Blue Shield, Pathways Towards Success
- **West TN (3 contacts):** TrustPoint Hospital, Network4Health, Catholic Medical Center
- **East TN (2 contacts):** Cambell County Health Coordinator, Walter State

#### Workforce Readiness Touchpoints

- **Middle TN (8 contacts):** met with eight teachers with Maury County High schools
- **Southeast TN (3 contacts):** followed up with Health Science teachers at Bledsoe, Meigs, and Polk County schools regarding Work Readiness Program in 2023
- **West TN: (2 Contacts):** Milan County High School, Gibson County HS
- **East TN (multiple contacts):** sent introduction email using asset mapping with CTE directors

#### Highlights:

- As RHA staff look to add new participants in 2023, we have developed a more robust set of goals and criteria to encourage the participant to be more engaged. We have placed high emphasize on case management and mentoring services with a goal of obtaining credentials, long term employment and participant in Registered Apprenticeship programs. In addition to funding supportive service, such as tuition, work tools and test fees; RHA will also provide the participants with career services to enhance their awareness of rural health issues, access to free healthcare webinars, employment and training opportunities, as listed below.
  - RHA Quarterly E-Newsletters specifically for participants.
  - RHA membership, free for one year
  - TeleDoc membership free for one year
  - Connections to community resources and RHA partnerships
- Staff have also developed new processes and procedures that align with the importance for grant deliverables for community partners and engage employers - noting some partners may just be an outreach, others you will form deeper engagement. Our potential partners remain Chambers of Commerce, workforce staff/board, health department contacts, employers, TN Housing Authority, Vocational Rehab, WIOA, School Administrators and CTE Directors, TCATS, Community Colleges, Extension Agents
- As a part of our outreach, RHA staff plan to coordinator with new partners by:
  - Attending job fairs to network with healthcare providers
  - Attend a health fair to recruit new participants
  - Find opportunities to partner with TCATS or community college events
  - Conduct or co-host resource fairs

### Special Projects:

- During the month of December, RHA Workforce staff identified several employers and four participants that we considered Rockstars during the program. These participants went above and beyond to exceed their requirements and accomplish goals. These attended up skills training leading to credentials in healthcare that lead to employment or pay increases if already employed. RHA was proud to sponsor these participants with funds to obtain these credentials. See Success Stories below for photos and bios from the participants.

### Staffing Updates:

- An offer was made and accepted to fill the position covering West TN. Christie Belong will begin with RHA as the new Workforce Development Specialist on January 2, 2023. She has 6 years' experience in rural communities assisting children and families with housing, education, childcare assistance and much more. She will be a great asset to our team.

## SUCCESS STORIES & SUPPORT

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### West TN: Rock Stars Lenette McNeil & Quintessa Hamer

#### TESTIMONIALS FROM TWO PARTICIPANTS AT PROFESSIONAL ALLIED HEALTH

Lenette McNeil graduated as a Phlebotomy tech. "I work for Mid-South Health Net. I have been employed there for 8 months now. My hobbies include reading and watching TV. Ms. Patty was very nice to work with and I am thankful for my paid tuition for the Phlebotomy Program at Professional Allied Health LLC. Ms. Tuwanna and Ms. Pam are very professional. They make sure you understand the material and give you confidence to pass your National Phlebotomy Certification. I would recommend this school to anyone pursuing a career in Phlebotomy, CNA, or Patient Care Technician."



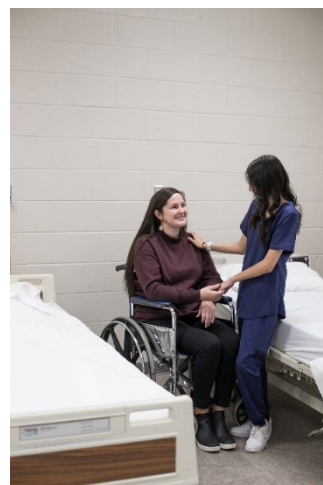
Quintessa Hamer graduated as a Phlebotomy tech. "I have been working for Western Mental Health Institute for 5 years now. My hobbies include reading, shopping, and TikTok. Ms. Patty was very nice and professional. She made this entire process very smooth. I am glad she gave me a chance and allowed me to take the Phlebotomy Class at Professional Allied Health LLC. I loved everything about the Phlebotomy Program at Professional Allied Health LLC. The teachers were extremely helpful and professional. They made sure we completed the program with all the knowledge necessary to be successful on our National Certification test. They still reach out and assist us even though we have completed the program. I would recommend this school to anyone."

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### Middle TN: Moore County High School CNA students



Catherine Millsaps, CTE Director for Moore Co HS, stated in her survey, “Students in high school do not seem to see the seriousness of work/careers. Hopefully, workforce prep programs and WBL/on the job will assist. The Workforce Readiness Curriculum was excellent. This is such a valuable part of the high school education program that gets lost in the shuffle, and having a prepackaged program was a great way to integrate that into the classroom.”



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### Southeast TN: Rockstar Goldie Whaley



My name is Goldie Whaley and I have been employed with Nationwide Recovery service since Feb. 9, 2015 as a debt collector, which the title speaks for itself. I have attempted college twice since graduating high school in 2011 but never followed through with it using the excuse school is just not for me but after having my two daughters being a debt collector just wasn't enough for me anymore so I applied to Cleveland State Community Colleges Medical Assisting 2-year program and I am now finishing up my third semester, expecting to graduate May 2023 and couldn't be more excited about it. During this past summer I received an email from Andrea Byerly about a Phlebotomy course but I was not able to afford the cost of the program in time and I did not meet the qualifications for the scholarship and I expressed that to Ms. Byerly. The next week, I got an email

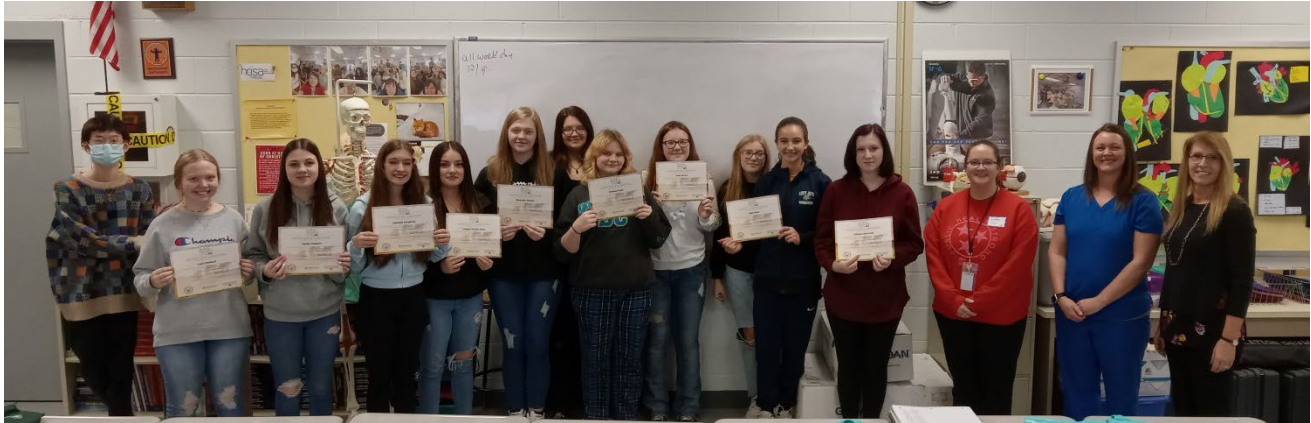
from Mrs. Byerly telling me about the Rural Health Association and connecting me with Ms. Keylon and she explained what all RHA does and that they have a program that will fund the Phlebotomy course. I completed the training and as nerve wrecking as it was, I passed the exam which now makes me a Certified Phlebotomist. Even after the program was finished Ms. Keylon continued to check in with me via email and video chats continuing to get to know me, my life and how school is going and It's really meant a lot to me and I couldn't be more grateful for having the opportunity to cross paths with Ms. Byerly, Ms. Keylon and the Rural Health Association.





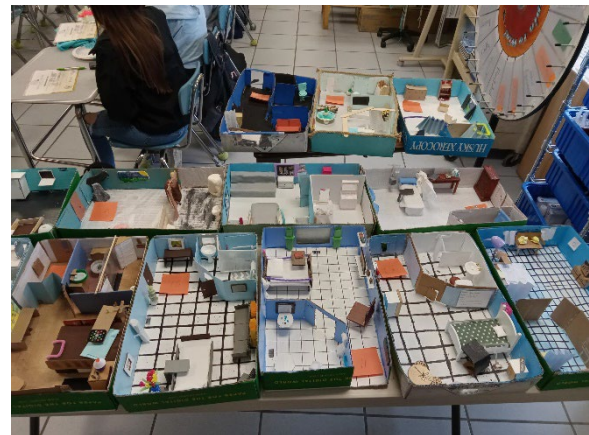
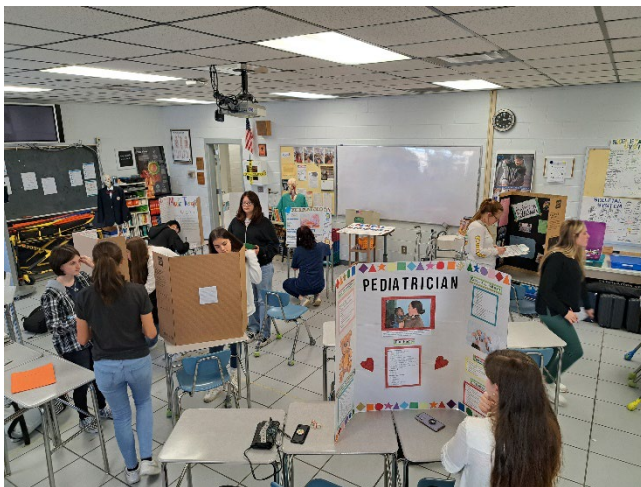
## **Southeast TN: Cumberland County High School – Workforce Readiness Program**

Beth Keylon, Linday Bice-Shirley with Tennessee Department of Health and Shye Thomason, Nurse Assistant with Good Samaritans Healthcare met Laura Gilpin, Health Science Educator and 16 students that completed the Workforce Readiness Curriculum. We presented them with their certificates and t-shirts. Ms. Gilpin provided refreshments and invited us to judge a health project in which the students created their idea of the perfect living environment for a nursing home patient. The event was a welcoming and exciting celebration. This class is fun and engaging to keep the students motivated to remain in a healthcare pathway. Great collaboration and partnership!!!



## **Nursing Home Living Space Project**

### **Healthcare Occupational Job Boards**



### **Celebration Refreshments**



January 2023

## CDC WORKFORCE DEVELOPMENT ACTIVITIES

As of January 2023, there are **36 participants and 4 apprentices** listed and **49** employers listed in ApprentiScope-statewide. Please note: going forward participants are individuals receiving RHA services and apprentices are receiving RHA services and registered apprentices with TNDOL.

### Community Outreach

- **Middle TN (2 contact):** Senator Page Walley, South Central Consultant
- **Southeast TN (6 contacts):** Bradley/Polk County Walkin Clinic, Women's Care of East TN, Restoration Clinic, Ocoee Regional Health Center TCCN Network, UT Extensions
- **West TN (1 contact):** American Job Center
- **East TN (2 contact):** Loudon County Education Foundation, Alzheimer's of Tennessee

### Employer Partner Outreach

- **Middle TN (4 contacts):** SSickle Cell Foundation, NHC Pulaski, NHC Scott, Partners for Healing,
- **Southeast TN (4 contacts):** NHC Sequatchie, TN Board of Regents, Good Samaritan Center, Cornerstone of Recovery, Vanderbilt University
- **West TN (1 contact):** TCAT Paris
- **East TN (2 contacts):** Cambell County Health Department

### Workforce Readiness Touchpoints (name of schools)

- **Middle TN (14 contacts):** Bedford Co, Coffee Co, Franklin Co, Giles Co, Hickman Co, Lawrence Co HS, Lewis Co, Maury Co, Moore County HS., Perry Co, Sumner Co, Tullahoma Co HS, Jo Byrns High School, Wayne Co HS
- **Southeast TN (3 contacts):** Sequatchie Co HS, Meigs County HS, Cumberland Co High
- **West TN: (2 Contacts):** Henry Couty, Carroll County
- **East TN (1 contact):** Loudon County School Board, HOSA Conference Director, Knox County Schools

### Highlights:

- The RHA Workforce team partnered with Volunteer Behavioral Health at the Murfreesboro campus to support and fund nineteen (19) employees that received completion certifications in EMDR and Motivational Interviewing. Three completed Eye Movement Desensitization and Reprocessing (EMDR) and sixteen (16) Motivational Interviewing. This training will allow these employees to be better equipped to evaluate patient needs.
- In West TN, RHA staff has partnered with Professional Allied Health and enrolled nine (9) new participants in the Certified Nursing and Phlebotomy programs.
- The RHA workforce team has been working with the Shelbyville Clinic to enroll two(2) employees in Apprenticeship programs. One employee will be in the Medical Assistant Registered Apprenticeship program and a new employee will be enrolled in the Community Health Worker Registered.
- Jennifer Cleveland the Health Science teacher reported that a few students from the Workforce Readiness Program applied with Fort Loudon Hospital, and one got hired! Ms. Cleveland add that she will be presenting the WFR material with two groups in April 2023; the health science students (25) and the medical therapeutics students (16).

### Special Projects:

- The RHA Workforce team in Middle TN has partnered with Dr. Lametra Scott with Breaking The SSickle Cell Cycle Foundation, Inc. We will be sponsoring four (4) employees that will be participating in the Community Health Worker (CHW) training taught by the Sickle Cell Disease Association of America (SCDAA). The training will begin on March 6<sup>th</sup> and end on May 1<sup>st</sup>. This CHW training has sections specific to the education and training needs for Sickle Cell patients.

- ✓ RHA Workforce staff attended the Henry County Health Council meeting. The meeting was held at Henry County Hospital. Ashleigh Chapman presented a power point presentation on Human Trafficking called Engage Project TN. Staff made contact with a Henry County staff member who informed that there is now a new HR manager, Janet James. Staff will Janet to discuss how we Rural Health can be of support.

## SUCCESS STORIES & SUPPORT

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### Southeast TN: Wendy Wellington, the 1<sup>st</sup> Communtiy Health Worker Registered Apprentice

On February 8<sup>th</sup>, Wendy Wellington will be celebrated as she signs with the TNDOL and RHA as the first Registered Apprentice Community Health Work in the State of Tennessee. She began working as a Community Health Worker at Lifespring Community Heath in Chattanooga, TN in August of 2022. She will complete her apprenticeship in August 2023.



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### Southeast TN: Brianna Copeland ~ Certified Nurse Assistant at NHC Sequatchie

Brianna Copeland completed her Certified Nursing Assistant program in January through the American Red Cross. Brianna is now employed fulltime at NHC Sequatchie. Briann is interested in skilling up and obtaining her EKG certification. She has been researching programs at TCAT Chattanooga.





February 2023

### CDC WORKFORCE DEVELOPMENT ACTIVITIES

As of February 2023, there are **39 participants and 6 apprentices** listed and **51** employers listed in ApprentiScope-statewide. Please note: going forward *participants* are individuals receiving RHA services and *apprentices* are receiving RHA services and registered apprentices with TNDOL.

#### Employer Partner Outreach

- **Middle TN (3 contacts):** Breaking SSickle Cell Cycle Foundation, Shelbyville Clinic, Partners for Healing
- **Southeast TN (3 contacts):** Sweetwater Family Medicine, NHC Sequatchie, Life Spring Community Center
- **West TN (1 contact):** West TN Health Care
- **East TN (3 contacts):** Free Medical Clinic Oak Ridge, Jefferson County EMS, Ballad Health

#### Community Outreach

- **Middle TN (5 contact):** Maury County Chamber of Commerce, NHC Pulaski, Meharry Medical College, Maury Regional Hospital, Tennessee Justice Center
- **Southeast TN (3 contacts):** Cleveland State Community College, TN Professional Training Institute, Vanderbilt University
- **West TN (8 contact):** Henry County Health Coalition, Jackson State Community College, Professional Allied Health, American Job Center Carroll County, Lambuth University, TCAT Jackson, TCAT Paris, Northwest Head Start
- **East TN (3 contacts):** Sevier County McNabb Center, TCAT Knoxville, Columbia State Community College

#### Workforce Readiness Touchpoints (name of schools)

- **Middle TN (1 contacts):** Green Hill High School
- **Southeast TN (4 contacts):** Sequatchie County High School, Cumberland County High School, Rhea County HS, Bledsoe County HS
- **West TN: (5 Contacts):** Milan High School, Henry County High school, Fayette County School System, Hardeman Co Schools, Henderson Co HS.
- **East TN (4 contacts):** Santa Fe, Hampshire Unit School, Culleoka Unit School, Knox County Education Foundation

#### Highlights:

- Our workforce initiative continues to leverage internal resources to build on individual and organizational benefits. Workforce Coordinators have promoted RHAs client navigator support, which includes free enrollment help to the Healthcare.gov or TennCare opportunities. RHA utilizes a 1-866 number for easy connection or individuals can connect [@TNRuralHealth.org/Enroll](https://www.tn.gov/healthcare/enroll). Recent connections to the client navigator include: Lambuth College, Jackson State Community College, TCAT Knoxville, EMS Training Center, Ballad Health, and the McNabb Center.

#### Special Projects:

- RHA staff have partnered with Dr. Lametra Scott, founder of the Breaking the Ssickle Cell Cycle Foundation in Nashville. RHA will fund the cost of tuition and support four (4) employees that will attend Community Health Worker Training with specific modules for sickle cell social services. The training is provided by the Sickle Cell Disease Association of America. Training will begin in the middle of March and complete in May.

- Our workforce team met with Jeremy Sutton and Angie Bowen of Jefferson County EMS to discuss RHA and workforce initiative. RHA will be supporting and funding tuition costs for three (3) students that will train and gain their Basic EMT training at Jefferson County EMS department.
- The Workforce Readiness Curriculum is currently being utilized by multiple high schools in several counties across the state. In middle Tennessee, Santa Fe Unit School, Hampshire Unit School, and Culloeka Unit school are teaching the curriculum to approximately 40 students. In east and southeast Tennessee the curriculum is being presented in Meigs County HS, Bledsoe County HS and Cumberland County HS to approximately 60 students. Also note the completion of Sequatchie County HS featured in the success stories below.

## SUCCESS STORIES & SUPPORT

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### West TN:

Professional Allied Health based out of Memphis had seven (7) students complete and receive skilling up certifications; four (4) Certified Nursing Assistants and three (3) Phlebotomy students on February 17<sup>th</sup>, 2023. One (1) student gained also gained her CMA certification on January 24<sup>th</sup>, 2023.





## Southeast TN:

**Sequatchie County High School** – Beth Keylon presented Certificates of Completion to thirty-four (34) Health Science Students completed the Workforce Readiness Program. Ms. Keylon advised the class of the importance of continuing education and retaining completion certificates for their resume. Visitors from Marathon Health located in Chattanooga spoke to the students about various levels of healthcare occupations from the physician to the medical assistant as well as social workers assisting with behavioral issues. It was explained the level of education required for these occupations and the salary of each position. The students were engaged and had lots of great questions.



**March 2023**

### **CDC WORKFORCE DEVELOPMENT ACTIVITIES**

As of March 2023, there are **53 participants and 6 apprentices** listed and **57** employers listed in ApprentiScope-statewide. Please note *participants* are individuals receiving RHA supportive services and *apprentices* are receiving RHA supportive services as registered apprentices with TNDOL.

#### **Employer Partner Outreach**

- **Middle TN (4 contacts):** Breaking SSickle Cell Cycle Foundation, Shelbyville Clinic, Partners for Healing, NHC Pulaski, Maury Regional Health
- **Southeast TN (3 contacts):** NHC Sequatchie, Life Spring Community Center, Restoration Clinic , volunteer Behavioral
- **West TN (1 contact):** West TN Health Care Pathways
- **East TN (3 contacts):** Free Medical Clinic Oak Ridge, Jefferson County EMS, Ballard Health

#### **Community Outreach**

- **Middle TN (7 contact):** Maury County Chamber of Commerce, Meharry Medical College, Tennessee Justice Center, Bedford County Health Department, Marshall County Health Department, Vanderbilt University,
- **Southeast TN (4 contacts):** Cleveland State Community College, TN Professional Training Institute, American Job Center Athens, Sawanee University
- **West TN (8 contact):** TCAT Paris, Jackson State Community College, TCAT Jackson, Professional Allied Health, American Job Center, Vocational Rehabilitation Center, TCAT Jackson
- **East TN (4 contacts):** Sevier County McNabb Center, TCAT Knoxville, Columbia State Community College, Jefferson County Chamber of Commerce

#### **Workforce Readiness Touchpoints (name of schools)**

- **Middle TN (3 contacts):** Green Hill High School, Franklin County High School, Giles County High School
- **Southeast TN (3 contacts):** Lenior City High School, Cumberland County High School, Meigs County HS
- **West TN: (5 Contacts):** Henry County High School, Milan High School, Crockett County High School, Fayette-Ware High School, Bolivar High School
- **East TN (4 contacts):** Santa Fe, Hampshire Unit School, Culleoka Unit School, Knox County Education Foundation

#### **Highlights:**

- The TN Department of Health is hosting Regional Health Council meetings titled “Community of Practice Kickoff” happening in West, Middle and East TN during the month of April. Workforce staff will attend West and East events to seek out 2-3 Community Health Clinics to connect with beyond the event to forge new relationships. Staff will share Save the Date cards for the RHA Annual conference and encourage the CHCs who received grants from TDH to submit proposals to present. Staff will also print and provide packets related to CDC initiatives.
- Workforce Coordinator in East TN, Madison Rymer will be a speaker at the Annual HOSA conference in Knoxville, TN. She will speak to an audience of high school student and teachers about healthcare occupational shortages and how to design a resume and prepare for the interview.
- RHA is hosting an East Regional Conference in Johnson City and presenting information on topics including substance misuse and Naloxone Training, dental health, workforce in West TN, and more. Speakers include Kahla Cobb, with the Tennessee Department of Mental Health and Substance Abuse Services, Dr. Tom Kincer, with ETSU Quillen College of Medicine's Rural and Community Programs, Sarah Boop, with the Tennessee Department of Health. Workforce staff will attend and network with healthcare professionals, and more!

## Special Projects:

- Workforce Development staff in the West region have developed a relationship with Dress for Success Memphis. Dress for Success Memphis provides professional attire for individuals who need to look professional for interviews or, professional dress for new job positions. Eligible participants will be able to utilize this service once the relationship is confirmed.
- Workforce staff in Southeast partnered with Sweetwater Family Medicine to assist CPR certifications for six (6) staff. This allowed existing staff to retain certification as required for employment.
- Nicole Briley-Earp (Career Training Coordinator) with Vocational Rehabilitation Services is working with a client who has completed a program, and is in need of some dental work due to drug abuse. The client, Theodore Chapman is in the process of looking for employment and would like for his teeth to look presentable. West Workforce staff provided contact information for Sabrina Blue-Parker the founder of Helping Hands of TN to Ms. Briley-Earp. Helping Hands of TN aid individuals that are lacking healthcare coverage such as dental insurance.
- Macie White contacted Christy Belong West Workforce Coordinator regarding funding assistance a phlebotomy class at Jackson State Community College. Ms. White is very interested in the program. However, Ms. White lives in Carroll County (Bruceton, TN), she is unemployed with a young child, and wants to start working towards having a career to support her and her child. I explained RHA services and connected her to Chrystal Taylor at Jackson State Community College to discuss enrollment.
- Workforce staff have partnered with Partners for Healing to enroll two (2) employees in the Community Health Worker Registered Apprenticeship program. One staff, Jessica Rackley, is an existing employee and will be given credit for RTI and OJL hours for her previous work. The other staff, Diseree Mullis, is a new hire and very excited for the opportunity to further her education as a CHW. RHA staff are managing all TNDOL documents and providing ongoing technical assistance to the employer and the participants.

## SUCCESS STORIES & SUPPORT

### Southeast TN: Graduation – March 16, 2023

Workforce Development Assistant Director, Beth Keylon, partnered with Jakia Holland, lead nurse at NHC Sequatchie to assist three participants (Joyce Jordy, Abbie Boston, and Rylee Marshall) with tuition and scrubs to obtain their CNAs certification and graduate on March 16<sup>th</sup>. All three were hired upon completion at NHC as certified nurse assistants. Each works 40 hours a week making \$14.00 an hour.

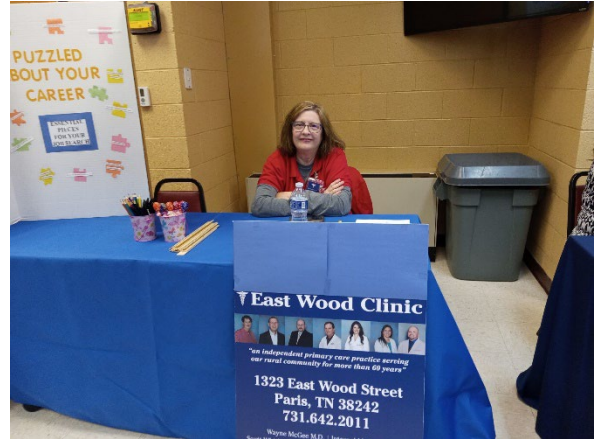




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## West TN: TCAT Paris Career Fair – March 28, 2023

West Workforce Coordinator, Christy Belong, attended the Career Fair at TCAT Paris On March 28<sup>th</sup>. Present were several Health Care employers at the Career Fair. Ms. Belong passed out CDC flyers, Rural Health brochures, business cards, and networked with several the employers. Ms. Belong was also able to talk to some TCAT Paris students that were at the career fair. RHA Workforce is providing supportive servies to the twelve (12) LPN students by providing scrubs and nursing shoes.



April 2023

## CDC WORKFORCE DEVELOPMENT ACTIVITIES

As of April 2023, there are **56 participants and 7 apprentices** listed and **59** employers listed in ApprentiScope-statewide. Please note *participants* are individuals receiving RHA supportive services and *apprentices* are receiving RHA supportive services as registered apprentices with TNDOL.

### Employer Partner Outreach

- **Middle TN (8 contacts):** UnitedHealthcare Community Plan of Tennessee, NHC Lawrenceburg, TCCN Network, Volunteer Behavioral Health, NHC HealthCare Pulaski, Maury Regional Health, Shelby County Health Department, Family Children's Services
- **Southeast TN (3 contacts):** NHC Sequatchie Health, Sweetwater Family Medicine, Lifespring Community Health
- **West TN (3 contact):** AHC Paris Nursing home, Foust Clinic, West TN Healthcare
- **East TN (6 contacts):** Cherokee Health Systems of Newport and Morristown, Frontier Health Peer Support Centers, Free Medical Clinic Oak Ridge, Jefferson County EMS, Ballard Health

### Community Outreach

- **Middle TN (4 contact):** Vanderbilt University School of Nursing, SNAP E&T Extension, Columbia State Community College, Breaking the SSickle Cell Cycle Foundation, Inc.
- **Southeast TN (2 contacts):** St. Mary's Catholic Church, Southern Adventist University (SAU)
- **West TN (8 contact):** UT Martin, Hero Health Training Institute, Jackson State Community College, Professional Allied Health, Obion Health Council, American Job Center, TCAT Jackson, TCAT Paris
- **East TN (10 contacts):** Volunteers of America, Catholic Charities of East Tennessee, Tennessee Department of Health, University of Tennessee Knoxville – Anderson County Extension, Anderson County Coordinated School Health, Claiborne County Police Department, Sevier County McNabb Center, TCAT Knoxville, Jefferson County Chamber of Commerce, The University of Tennessee, Knoxville College of Nursing

### Workforce Readiness Touchpoints (name of schools)

- **Middle TN (4 contacts):** Giles County High School, Santa Fe High School, Hampshire Unit School, Culleoka High School
- **Southeast TN (5 contacts):** Bledsoe County HS, Meigs County HS, Sequatchie County HS, Livingston Academy, Cumberland County HS
- **West TN: (4 Contacts):** Milan High School, Fayette-Ware High School, Obion County School, Inman Middle School
- **East TN (4 contacts):** South Green High School, Knox County Schools, Carter County High School, Lenior City High School

### Highlights:

- East Health Council Conference – Knoxville, TN. RHA staff attended the event and networked with 6-8 agencies and organizations to share contact information for future meetings. Staff were able to hand out RHA and Workforce brochures along with Save the Date Cards for the Annual Rural Health Conference to the 60+ participants in attendance.
- EMS Regional Meeting – Knoxville, TN – Staff attended and presented at the EMS Region 2 meeting where health professionals across region 2 in TN can collaborate and network. RHA of TN presented to the Region 2 professionals discussing who RHA of TN is and the workforce initiatives. Through this meeting the coordinator was able to connect with organizations such as Anderson County EMS, The University of Tennessee Medical Center, and UT LifeStar Aeromedical Services.

- West Health Council Conference – Jackson. Staff attended the Health Council Kick off in Jackson Tn. Participated in a break-out session on community networking. Connected with a youth Screen Site Coordinator for the West Tn area, as well as the Health Coalition Director for Lauderdale County in West Tn, also made a connection with CTE director, Chasity Chroma for Obion school system.

### Special Projects:

- Building a relationship with Dress for Success Memphis. Dress for Success provides professional attire for individuals who need to look professional for interviews or, professional dress for new job positions. Participants will be able to utilize this service once the relationship is confirmed.
- Workforce Development Assistant Director, Beth Keyton, presented at the HOSA conference in Knoxville, Tennessee. Beth spoke about the importance of developing a robust resume and how to properly conduct yourself in an interview. In addition, self-care was a topic that she focused on as a reminder to be aware of your own needs both physically and mentally. At the RHA information tables, Beth spoke with five (5) teachers and twenty (20) students in attendance to explain RHA services and distributed literature.
- RHA of TN has partnered with Volunteer Behavioral Health in Murfreesboro to distribute RHA brochures at your community events and outreach programs. I will have these things mailed from the home office. If you guys are presenting or attending 15-20 meetings or events and hand out 30-40 flyers, brochures, and pamphlets at each event that would be 500 total. Do you think 500 each is enough or too much? Attached are the Informational flyers that describe our Workforce programs. They are self-explanatory. I also included the Employer PowerPoint that also covers our services offered.
- In an effort to better train and equip clinical staff, Kim Parker the West TN Pathways Director of Family Services reached out the Director of Workfoce Development to request funding and supportive services for 12-15 clinicial staff. The clinical staff will attend a wide variety of trainings and receive certicifations upon completion. By providing the specified training opportunities, West TN Pathways is confident they can achieve the following goals: retain our employees, empower our employees, improve client engagement, develop future leaders, maintain and improve positive employee engagement.

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## SUCCESS STORIES & SUPPORT

### EAST TN

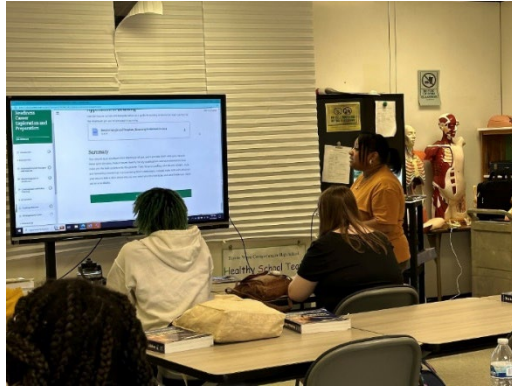
Angie Bowen was thrilled to report our EMT-Basic class is wrapped up at JCEMS. As you know, we started with 13 students. We ended with 12. We graduated proud 12 students on Monday night, April 24. They took their class practical tonight and will take their state practical next Thursday. We expect to have a 100% success rate. Thank you for the gracious offer of \$2400 or \$200 per student to cover the cost of textbooks and a clinical shirt, and the remaining money to help offset state testing fees.





## WEST TN

Christy Belong, Workforce Coordinator for West TN visited Fayette-Ware High School's Certified Nursing Assistant Class the week of April 10<sup>th</sup> -14<sup>th</sup>. Christy partnered with Nurse Aiesha Jones and shared with the class the RHA of TN Workforce Development Readiness Curriculum. The class was enthused and engaged while participating in the curriculum. A few of the



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## WEST TN

PAH Graduates! Desma Griggs, and Chelsea Hunt completed their phlebotomy course at Professional Allied Health in Memphis, Tn. Chelsey Hunt received three certifications at graduation. Chelsey received an I. V. Tech Certification, Phlebotomy Certification.



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## SOUTHEAST TN

The Rural Health Association of TN recently partnered with the Sweetwater Family Medicine, a rural health clinic in Monroe County, to support five (5) of their employees and provide funding assistance to renew their CPR training certifications to stay compliant with healthcare requirements and guidelines. Dr. Sigrid Johnson was very grateful, confirming the assistance took a financial burden off the clinic and the employees.



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## EAST TN

Walters State Community College's Second Certified Nursing Aide high school class officially started January 17, 2023 at South Greene High School located in Greeneville, TN 37743. Already the success of the Fall 2022 class at South Greene has sparked interest at other high schools across WSCC's 10-county region. Currently other high schools showing interest are in Sevier, Claiborne, and Greene counties.

At South Greene for Spring 2023 semester, seven (7) students are enrolled from the Fall 2022 and Spring 2023 South Greene High School classes.





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## SOUTHEAST TN

Workforce Staff partnered with Jakia Holland, lead nurse at NHC Sequatchie to assist three participants with tuition and scrubs to obtain their CNAs certification and graduate on April 27<sup>th</sup>. All three were hired upon completion at NHC as certified nurse assistants. Each works 30-40 hours a week making \$14.00 an hour.



May 2023

### CDC WORKFORCE DEVELOPMENT ACTIVITIES

As of May 2023, there are **73 participants and 6 apprentices** listed and **63** employers listed in ApprentiScope-statewide. Please note *participants* are individuals receiving RHA supportive services and *apprentices* are receiving RHA supportive services as registered apprentices with TNDOL.

#### Employer Partner Outreach

- **Middle TN (9 contacts):** Southern Tennessee Regional Health System Pulaski, Family Children's Services, United Healthcare Community Plan of Tennessee, Volunteer Behavioral Health, Shelby County Health Department, Tennessee Primary Care Association, Sumner County Health Dept, TrustPoint, Gideons Army
- **Southeast TN (6 contacts):** NHC Sequatchie Health, Lifespring Community Health, Priority Care Medical Clinic, Spring City Rehabilitation and Care Center, Beersheba Springs, The Crumley House Brain Injury
- **West TN (5 contact):** Pine Meadows, Knowledge Quest, West TN Healthcare- Pathways, AHC Paris Nursing home, Foust Clinic
- **East TN (6 contacts):** UT Extension SNAP Knoxville, UT of Knoxville College of Nursing, Beech Tree Manor, Cherokee Health Systems of Newport and Morristown, Frontier Health Peer Support Centers, Jefferson County EMS

#### Community Outreach

- **Middle TN (4 contact):** Anderson County Health Council, Vanderbilt University School of Nursing, SNAP E&T Extension, Methodist LeBonheur
- **Southeast TN (3 contacts):** QuiLTSS, Tennessee Board of Regents, Rhea Interagency Council
- **West TN (8 contact):** UT Martin, Hero Health Training Institute, Jackson State Community College, Professional Allied Health, Obion Health Council, American Job Center Henderson, TCAT Jackson, TCAT Paris
- **East TN (18 contacts):** Youth Village Knoxville & Chattanooga, Walter State Community College, Amerigroup East Region, Campbell County Health Department, Servolution Claiborne County, University of Tennessee Knoxville College of Nursing, University of Tennessee Extension Anderson County, Volunteers of America, Catholic Charities of East Tennessee, Tennessee Department of Health, University of Tennessee Knoxville – Anderson County Extension, Anderson County Coordinated School Health, Claiborne County Police Department, Sevier County McNabb Center, TCAT Knoxville, Jefferson County Chamber of Commerce, The University of Tennessee, Knoxville College of Nursing

#### Workforce Readiness Touchpoints (name of schools)

Since January 2023, the Rural Health Association partnered with and supported eleven (11) high schools across the state. The Health Science teachers at the school taught our workforce readiness curriculum to 271 students. Workforce Development staff visited some of the schools upon completion to speak with students about the importance of training and healthcare employment in rural areas. All students received completion certificates. We have already had seven (7) schools request to teach the curriculum again to new students this Fall. In July of 2023, the Workforce Development Coordinators will be presenting at the annual 2023 CTE Innovation conference in Chattanooga. Below is a list of schools assisted in Spring of 2023.

- **Middle TN (4 contacts):** Giles County High School, Santa Fe High School, Hampshire Unit School, Culleoka High School
- **Southeast TN (5 contacts):** Bledsoe County HS, Meigs County HS, Sequatchie County HS, Livingston Academy, Cumberland County HS
- **West TN: (1 Contacts):** Milan High School
- **East TN (1 contacts):** Lenior City High School

## Highlights:

- In May 2023, Patty Lane, Chief Program Officer for the Rural Health Association completed the Workforce Development Specialist Registered Apprenticeship program with the State of Tennessee. Patty excelled in the course work by attending and participating in countless workshops, seminars, and webinars. She was credited with 1000 hours of on the job learning for her many years of experience.
- The partnership with West TN Pathways Family Services has been a huge success! To date, thirty-six (36) employees have registered for up to twelve (12) different courses related to Acceptance Therapy, Autism De-Escalation, Disordered Eating, Facilitating Family Therapy, Polyvagal Therapy, Strengths Based Suicidality Intervention, Compassion Fatigue and more. These supervisory employees will now be able to train other staff these skills.
- Madison Rymer, Workforce Development Coordinator East, and Patty Lane, Chief Program Officer, attended the Maternal Health Event held at Servolution in Speedwell, Tennessee. Through this event, Madison and Patty were able to provide resources surrounding rural health and maternal health in Tennessee, but to also connect with community members and other health-oriented organizations within Claiborne County.
- Madison Rymer, Workforce Development Coordinator East, attended the Anderson County Health Council where RHA of TN and workforce initiatives were presented to twelve (12) individuals who represented their respective organizations within Anderson County. From this presentation, Madison was able to make connections that will expand its reach in East Tennessee and lead to many fruitful relationships within the region.
- Christy Belong, Workforce Development Coordinator West, attended Henry County Council meeting at Henry County Hospital. Henry County Health Coalition is doing amazing work with community drug take back activities. Christy made connections with representatives that could make introductions to CTE director for Henry County High School for future partnerships with the RHA workforce readiness curriculum program.

## Special Projects:

- Karen Ramos, Nurse Manager at Lifespring Community Health reached out to RHA of TN to partner and assist two (2) employees with up skilling training and testing to obtain certifications in Certified Medical Assistant (CMA) and Certified Phlebotomy Technician (CPT). With these additional skill sets, this will make both long term employees invaluable to the organization.
  - While presenting Workforce Readiness Certificates to Meigs County high school students, two (2) seniors expressed an interest in Phlebotomy training at Cleveland State Community College. RHA staff have partnered with their teacher Ms. Hurst and the community college to enroll the students as RHA participants to assist with the costs of the training and purchase scrubs for their clinical training.
  - The Workforce Coordinator in West was contacted by two (2) rural health participants expressing an interest in taking Phlebotomy training at Hero Health Training Institute. RHA West Coordinator reached out to JaMarcus Corlew, the instructor at Hero Health Institute. Hero Health Training Institute is a state-approved allied health training center, in Dickson, Tennessee. They help students gain the career-focus education needed to start a career. They provide an enriched learning environment that seeks to help countless students obtain accredited certification in 2 medical professions, Phlebotomy Technician Program (CPT) and Medical Assistant (CCMA). RHA of TN looks forward to this partnership.
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## SUCCESS STORIES & SUPPORT

### Meigs County High School – Southeast TN

In May 2023, thirty-six (36) students at Meigs County High School completed the Workforce Readiness program. RHA staff coordinated a celebration event and presented employment and training opportunities to the students.

Ashley Hurst, Health Science teacher stated “she was very grateful for the Workforce Readiness Curriculum. She indicated the RHA program paired nicely with the current class materials.”

When asked, she stated the funding received will be used for Classroom supplies, HOSA trips.



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### Livingston Academy – Southeast TN

Aleshia Copeland-Reeder, HOSA Advisor, shared that fifteen (15) students at Livingston Academy who participate in the Workforce Readiness program attended an industry onsite visit hosted by Level One Accountability @ Volunteer State Gallatin Campus.

Students were able to speak with Physicians, Nurses, Paramedics, & Paramedic Students about careers & were able to visualize different manikin SIMS procedures.

Employment skills related to this visit are Organization, Problem-Solving, Reliability, Teamwork.

The Clinical Internship class enjoyed an Observation SIMS lab class hosted by Level One Accountability @ Volunteer State Gallatin Campus.



Ms. Reeder stated “HOSA plans to use the funds for our student field trips miscellaneous items which may arise in the future for classroom needs. We do enjoy the curriculum and appreciate the opportunity to work with you.”

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### **Bledsoe County High School – Southeast TN**

In May 2023, thirteen (13) students at Bledsoe County High School completed the Workforce Readiness Curriculum. RHA staff visited the school and presented their certificates. During the presentation, several students expressed interest work-based learning programs during the summer. RHA staff coordinated with Ashley Fife, Health Science teacher to provide contacts and support for the students. Ms. Fife stated the funding will be used to purchase materials for training and industry certifications.



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### **Cumberland County High School – Southeast TN**

In May 2023, ten (10) students completed the Workforce Readiness Curriculum program.

Laura A Gilpin, RN Health Science Educator and CCHS HOSA Advisor stated she plans to use the funding received for materials for projects and information sharing (posters, markers) also hands on skills work (first aid material).

Ms. Gilpin hosted a celebration event to congratulate the students on their accomplishments.



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### **Milan High School Students – West TN**

A total of thirteen (13) students completed the Workforce Readiness Curriculum under the instruction of Mr. Justin Carr, who is the career coach at Milan High School.

Mr. Carr, stated “I enjoyed the videos, so the students just don't have to listen to me talk.” Workforce Development Coordinator, Christy Belong, presented the students with Certificates.



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### **Fayette-Ware High School – West TN**



Workforce Development Coordinator, Christy Belong provided certificates to TCAT Jackson, CTE Nursing instructor at Fayette-Ware High School, LPN Aiesha Jones. The twenty-three (23) CNA students completed the Workforce Readiness Curriculum. The students had an amazing awards day, and plan to continue their education in the healthcare field.

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### **Professional Allied Health – West TN**

Four (4) students completed their courses and received healthcare certifications.

- Jerrian Romero – Phlebotomy Technician
- Kenisha Whitelow – Phlebotomy Technician
- Bralyn Harris – Phlebotomy Technician
- Cache Lewis – Certified Nurse Assistant





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### **Lenoir City High School – East TN**

In May, RHA of TN staff visited Lenoir City HS and presented a total of forty-nine (49) students that participated and completed the Workforce Readiness program with their certificates. Of those twenty (20) are seniors, not is photo below due to graduation activities on this day. Ten of them participated in Dual enrollment classes and received certifications leading to post-secondary education. Jennifer McCombs-Cleveland noted in her survey, the resume building for high schoolers helped with making it look nice even without a lot of information on it. She also suggested the curriculum needed more interactive opportunities and gamification.



Organization	Activities	Type
Access Medical Care of Monroe County	2	Rural Health Clinic
Access TeleCare	2	Other
ACTION Coalition	1	Nonprofit
Adams Place	1	Nonprofit
Addus Homecare	1	Nonprofit
Adoration Hospice Care - Whitwell	1	Other
Affect Therapeutics	1	Other
Affordable Medical Credentialing	1	Other
AHC Paris Nursing Home	1	Other
Alamo City Schools	2	K-12 Education & School Health
Alcoa City Schools	4	K-12 Education & School Health
Aliant Health Solutions	1	Other
AllerNow Clinic	1	Other
Alliance for Healthier Generation	2	Nonprofit
Alliant Health Solutions	1	Health Department
Alzheimer's Association	3	Nonprofit
American Heart Association	1	Nonprofit
American Job Center - Campbell County	1	Employer Partner
American Job Center - Carrol County	4	Other
American Job Center - Chattanooga	1	Other
American Job Center - Cleveland	1	Other
American Job Center - Henry County	2	Other
American Job Center - Marion County	1	Employer Partner
American Job Center - Morristown, East Affiliates	2	Nonprofit
American Job Center - Murfreesboro	1	Other
American Job Center Knoxville	1	Other
Amerigroup Tennessee Inc	12	Other
Anderson County EMS	1	Emergency Management
Anderson County Schools	6	K-12 Education & School Health
ANEW FAMILY MEDICAL PLLC - HENDERSON	1	Rural Health Clinic
Appalachian Healthcare Training and Consulting	1	Other
Arch Pro Coding	1	Other
Arkansas Department of Health	1	Health Department
ARMOUR FAMILY MEDICINE, PLLC	1	Rural Health Clinic
ASAP of Anderson	1	Nonprofit
Ascension - ANTIOCH	4	Other
ASCENSION SAINT THOMAS THREE RIVERS PRIMARY CARE	6	Rural Health Clinic
Aspect Care	4	Employer Partner
Association of Infant Mental Health in Tennessee	1	Nonprofit
Athens City Schools	1	K-12 Education & School Health
Atrium Health	1	Other
Avalon Center	1	Other
Azalea Health	1	Other
B167 PEDIATRIC ASSOCIATES OF WEST TENNESSEE PLLC-Dyer	1	Rural Health Clinic
Ballad Health	5	Other
Baptist Health Sciences University	2	College/Technical School/University
Baptist Memorial Hospital - Carroll County	1	Critical Access Hospital
Baptist Memorial Hospital - Tipton	1	Critical Access Hospital
Baptist Memorial Hospital - Union City	1	Critical Access Hospital
Bedford County Department of Education	1	K-12 Education & School Health
Bedford County Health Department	1	Health Department
Beech Tree Manor	2	Critical Access Hospital
Benton County Schools	3	K-12 Education & School Health
Bethel University	2	College/Technical School/University
Big South Fork Medical Center	3	Critical Access Hospital
Birchwood Health Center	1	Health Department
Bledsoe County Highschool	8	College/Technical School/University
Blessing Health System	1	Other
BlueCross BlueShield of Tennessee, BlueCare	7	Nonprofit
Bolivar/Camden General Hospital	1	Critical Access Hospital
Boyd Family Eye Care	1	Employer Partner
Bradford Special School District	2	K-12 Education & School Health
Bradley County School System	1	K-12 Education & School Health
BRADLEY POLK WALK IN CLINIC	3	Rural Health Clinic



Breaking The SSickle Cell Cycle Foundation, Inc.	3	Nonprofit
Buffalo Valley Inc	1	Other
Bureau of TennCare	2	Health Department
Burrows Consulting	2	Nonprofit
Butterfly Foundation	1	Nonprofit
Call a Doctor Plus	1	Other
Calvary Baptist Church of Union City	1	Other
Camelot Care Centers	3	Other
Campbell County Health Department	3	K-12 Education & School Health
Cannon County Schools	3	K-12 Education & School Health
Caregivers at Home	1	Other
Carey Counseling Center, Inc.	1	Nonprofit
Carter County Schools	3	College/Technical School/University
Cause Impact	7	Other
CDC Foundation, Atlanta	2	Other
CELEBRATION FAMILY CARE PLLC	3	Rural Health Clinic
Centerstone	1	Nonprofit
Charis Health Center	1	Nonprofit
Chattanooga State Community College	2	College/Technical School/University
Chattanooga State Community College- Kimball Site	1	College/Technical School/University
Cherokee Health Systems	4	Nonprofit
Choice Health Network	1	Nonprofit
CHRISTIAN FAMILY MEDICINE OF BOLIVAR	1	Rural Health Clinic
Clairborne County Health Dept.	1	Health Department
Cleveland City School System	1	K-12 Education & School Health
Cleveland State Community College	5	College/Technical School/University
Clinton City Schools	2	K-12 Education & School Health
Coffee County BOE	1	K-12 Education & School Health
Columbia State Community College	2	College/Technical School/University
Comcast	1	Other
Comfort Keepers	1	Other
Community Clinic of Shelbyville & Bedford County	8	Rural Health Clinic
Community Education Group	1	Nonprofit
Community Health of East Tennessee	1	Health Department
Concord Medical Group	1	Other
Congregational Health & Education Network (Meharry)	1	College/Technical School/University
Coordinated School Health	3	K-12 Education & School Health
Covenant Health	1	Other
Crockett Medical Clinic Inc	1	Other
Crusader Claims Revenue Cycle Management	1	Other
Culleoka High School	3	K-12 Education & School Health
Cumberland County Board of Education	1	K-12 Education & School Health
Cumberland County Health Department	1	Health Department
Cumberland County High School	5	K-12 Education & School Health
Cumberland County Hospital	1	Other
Cumberland Family Care, PC	1	Other
Cumberland Medical Center	1	Critical Access Hospital
CUMBERLAND PEDIATRIC ASSOCIATES PC - Gordonsville	3	Rural Health Clinic
Cumberland Pediatric Associates PC - Lebanon	3	Rural Health Clinic
Cumberland Prevention Coalition	1	Nonprofit
Dayton City School	1	K-12 Education & School Health
Decatur County Bank	1	Other
Department of Mental Health and Substance Abuse Services	3	Nonprofit
Dickson Medical Associates	1	Rural Health Clinic
DICKSON MEDICAL ASSOCIATES CRESTVIEW WALK-IN	1	Rural Health Clinic
Division of TennCare	1	Employer Partner
Dobbins Government Relations	2	Other
Doing Unto Others, Life Church	1	Other
Dress for Success	1	Other
East Tennessee Human Resource Agency	1	Other
East Tennessee State University	4	College/Technical School/University
Eastern Tennessee State University	3	College/Technical School/University
Elizabethton City Schools	3	K-12 Education & School Health
Emmaus Consulting	5	Other
Empower Upper Cumberland	1	Nonprofit

Engooden Health	2	Other
Enhabit Health	1	Nonprofit
Etowah City School System	4	K-12 Education & School Health
ETSU - Equip Students	1	College/Technical School/University
ETSU - Rural and Community Programs	1	College/Technical School/University
ETSU Center for Rural Health Research	9	College/Technical School/University
ETSU Health Mountain City Extended Hours Health Center	2	Rural Health Clinic
ETSU Rural Primary Care Track	2	College/Technical School/University
FAITH FAMILY WELLNESS CLINIC PLLC	2	Rural Health Clinic
Family & Children's Service - Nashville	2	Nonprofit
Family and Children's Service	1	Nonprofit
FAMILY CARE CLINIC LLC	1	Rural Health Clinic
Family Childrens Services	1	Nonprofit
Family Health Center of Ashland City PLLC	3	Nonprofit
FAMILY MEDICAL CLINIC OF TREZEVANT	1	Rural Health Clinic
Fayette County Public Schools	2	K-12 Education & School Health
Fayette-Ware High School	1	K-12 Education & School Health
Fayetteville City Schools	1	K-12 Education & School Health
Fayetteville Lincoln County Chamber of Commerce	1	Other
Fentress County Schools	1	K-12 Education & School Health
Fillmore County Medical Center	1	Other
Find Help	1	Nonprofit
Fletcher Group	1	Other
Fort Loudoun Medical Center	1	Rural Health Clinic
Forvis	2	Other
FOUST MEDICAL CLINIC LLC	2	Rural Health Clinic
Fovier	1	Other
Franklin County High School	1	K-12 Education & School Health
Franklin Special School District	2	K-12 Education & School Health
Free Medical Clinic of Oak Ridge, LLC	2	Nonprofit
Friends in Need Health Center	5	Nonprofit
Frontier Health	5	Nonprofit
Giles County Career and Technical Education	1	Other
Giles County High School	6	K-12 Education & School Health
Giles County Schools	4	K-12 Education & School Health
Grace Givers Home Care	1	Other
Great Plains Regional Medical Center	1	Other
Greater Nashville Regional Council	1	Other
Green Hill High School	1	K-12 Education & School Health
Greene County Schools	2	K-12 Education & School Health
Group Effort of TN	1	Nonprofit
Grundy County CSH	1	K-12 Education & School Health
Grundy Safe Communities Coalition	1	Nonprofit
Hamilton County Schools	1	College/Technical School/University
Hampshire Unit School	5	K-12 Education & School Health
Hancock County Schools	1	K-12 Education & School Health
Hardeman County Memorial Hospital	1	Other
Hardeman County Schools	3	K-12 Education & School Health
Hardin County Regional Health Center DBA Lifespan Health	2	FQHC
Hawkins County Schools	1	K-12 Education & School Health
Healing Hands Health Center	1	Rural Health Clinic
Health Connect America	1	Nonprofit
Health Management Associates	1	Other
Healthcare Business Specialist	5	Employer Partner
Healthy Parks Healthy People	3	Other
Helen Ross McNabb Center	2	Nonprofit
Helping Hands of Tennessee	1	Other
Henderson County Health Department	1	Health Department
Henderson County Schools	1	K-12 Education & School Health
Henderson Health	1	Health Department
Henry County Health Department	1	Other
Henry County High School	1	K-12 Education & School Health
Henry County Medical Center (HCMC)	6	Other
Hero Health Training Institute	1	College/Technical School/University
HOHENWALD MEDICAL CENTER	1	Rural Health Clinic

Hometown Health Clinic - Mansfield	2	Rural Health Clinic
HOMETOWN HEALTH CLINIC & CONVENIENT CARE	3	Rural Health Clinic
HOMETOWN HEALTH CLINIC-Carroll	1	Rural Health Clinic
HOMETOWN HEALTH CLINIC-Mc Kenzie	1	Rural Health Clinic
Hope Alive Center	3	Other
Houston County Schools	1	K-12 Education & School Health
INFINITY FAMILY HEALTH LLC	1	Rural Health Clinic
Infocare Healthcare	1	Health Department
Jackson Madison County School System	2	K-12 Education & School Health
Jackson State Community College	13	College/Technical School/University
JACOBA (Jackson Area Council on Alcoholism and Drug Dependency)	2	Nonprofit
Jefferson County Chamber of Commerce	1	Other
Jefferson County EMS Training Center	6	Employer Partner
Journey of Hope TN	1	Nonprofit
KIDZCARE PEDIATRICS	1	Rural Health Clinic
Knox County Education Foundation	1	K-12 Education & School Health
Knox County Schools	2	K-12 Education & School Health
Knoxville Area Project Access	2	Other
Kraft Healthcare Consulting	1	Other
Lake County Schools	1	K-12 Education & School Health
Lakeside Health Clinic	3	Other
Lambuth University	1	College/Technical School/University
Lawrence County Health Council	1	Health Department
Lawrence County School System	1	K-12 Education & School Health
Lawrence County, TN Chamber of Commerce	1	Other
Lawrenceburg Kiwanis	2	Nonprofit
Lee University	1	College/Technical School/University
Lenior City High School	5	K-12 Education & School Health
Lenoir City Schools	2	K-12 Education & School Health
Lewis County School District	1	K-12 Education & School Health
Lewisburg Board of Education	1	K-12 Education & School Health
Lewisburg Family Practice	1	Rural Health Clinic
Lewisburg Housing Authority	1	Other
LIBERTY MEDICAL CLINIC	1	Rural Health Clinic
Life Care Centers of Cleveland	1	Nonprofit
Lifeline Peer Project	1	Nonprofit
Lifepoint Health	1	Other
Lifepoint Health - STRHS (Southern Tennessee Regional Health System Lawrenceburg)	1	Other
LifeSpring Community Health	7	Other
Lincoln County CSH	1	K-12 Education & School Health
Lincon Memorial University	5	Other
Loudon County Schools	3	K-12 Education & School Health
Macon Community Hospital	1	Critical Access Hospital
Macon County Schools	2	K-12 Education & School Health
Madison County Juvenile Court Services	1	Other
MAIN STREET FAMILY CARE PLLC	1	Rural Health Clinic
Main Street Rural Health	1	Other
Manchester City Schools	6	K-12 Education & School Health
Marathon Health	1	Employer Partner
March of Dimes	2	Nonprofit
Marion County Schools	2	K-12 Education & School Health
Marryville City Schools	1	K-12 Education & School Health
Marshall County CSH	1	K-12 Education & School Health
Marshall County Health Council	1	Other
Marshall County Prevention Coalition	1	Other
MARTIN MEDICAL CENTER PC	4	Rural Health Clinic
Maryville City Schools	1	K-12 Education & School Health
Maury County Chamber and Economic Alliance	4	Other
Maury County College, Career, and Technical Education	1	College/Technical School/University
Maury County High School	4	K-12 Education & School Health
Maury Regional Medical Center	4	Other
McMinn County School System	1	K-12 Education & School Health
Mcnabb Center	2	Other
MD Clinical Solutions	2	Other
Medical RCM Solutions	1	Other

Meharry Medical College	6	College/Technical School/University
Meigs County School System	6	K-12 Education & School Health
Men's Health Network - Tennessee	1	Nonprofit
Mens Health Network	2	Nonprofit
Mental Health America of the MidSouth	3	Other
Mental Health Association of East Tennessee	1	Other
Mental Health Cooperative	2	Other
Mercy Chronic Care Management	1	Other
Methodist Lebonheur Community Outreach	1	Nonprofit
Midwest Healthcare, INC	2	Employer Partner
Milan High School	4	Other
Milan Polk Clark Enrichment Center	1	K-12 Education & School Health
Milan Special School District	2	K-12 Education & School Health
Millington Municipal School District	1	K-12 Education & School Health
Minidoka Memorial Hospital	1	Other
MONTEREY MEDICAL LLC	2	Rural Health Clinic
Moore County Schools	1	K-12 Education & School Health
Morgan County Medical	1	Critical Access Hospital
Mothers Against Drunk Driving (MADD)	1	Nonprofit
MOUNTAIN CITY EXTENDED HOURS	1	Rural Health Clinic
Mountain Hope Good Shepherd Clinic	5	Other
MTSU Center for Health and Human Sciences	3	College/Technical School/University
Myrtle Recovery Centers Inc.	2	Rural Health Clinic
Nashville Diaper Connection	2	Nonprofit
National Black Nurses Foundation	1	Nonprofit
National Health Career Association	1	Other
National Rural Health Resource Center	1	Nonprofit
NHC -Central Region, Chattanooga centers	1	Other
NHC Cookeville	5	Other
NHC Dickson	1	Other
NHC Eastern Region	1	Other
NHC Lawerenceburg	2	Other
NHC Murfreesboro	5	Other
NHC Oakwood	2	Other
NHC Pulaski	4	Other
NHC Scott	1	Other
NHC Sequatchie	7	Other
No Kid Hungry Tennessee	1	Nonprofit
No Organization - Individual	4	Other
North American HMS	3	Employer Partner
Northern Middle Tennessee Workforce Board	1	Other
Northwest Tennessee Development District (TN SHIP)	2	Nonprofit
Obion Co Health Council	2	Other
Ocoee Regional Health	2	Other
Office of Inspector General	2	Other
ONE Tennessee	2	Nonprofit
Oneida County Schools	1	K-12 Education & School Health
OPYS Physician Services	1	Other
Orange Grove	1	Other
Overton Co - Livingston Academy	6	K-12 Education & School Health
Pacira BioSciences	1	Other
Paris-Henry County Healthcare Foundation	1	Critical Access Hospital
Partners for Healing	7	Nonprofit
Partners Healthcare	1	Other
Patagonia Health	1	Other
Pathways West TN Healthcare	2	Employer Partner
Pediatric Place of Union City	1	Other
Perry County Medical Center (Three Rivers Community Health	2	Critical Access Hospital
Pickett County Schools	1	K-12 Education & School Health
PIKEVILLE URGENT CARE, PLLC-2	1	Rural Health Clinic
Pine Meadows Healthcare and Rehabilitation Center	1	Other
PIONEER PEDIATRICS PLLC	1	Rural Health Clinic
Polk County High School	2	K-12 Education & School Health
Polk County School System	4	K-12 Education & School Health
Porter-Leath	1	K-12 Education & School Health

Power of Putnam	2	Nonprofit
PREMIER FAMILY CARE, INC	1	Rural Health Clinic
Prime Healthcare Services	1	Nonprofit
Priority Care Medical Clinic	1	Rural Health Clinic
Professional Allied Health LLC	4	College/Technical School/University
Project Access West Tennessee	1	Health Department
Project Transition	1	Nonprofit
PruittHealth Hospice	1	Health Department
Quad A	1	Nonprofit
Quillen College of Medicine	1	College/Technical School/University
Rainbow Pediatric Center	1	Other
RAINBOW PEDIATRIC PC	3	Rural Health Clinic
Reddy Family Medical Clinic	1	Critical Access Hospital
RESTORATION CLINIC	5	Rural Health Clinic
Rhea County School System	3	K-12 Education & School Health
Rhea Medical Center	4	Critical Access Hospital
Rhea Richland Senior Neighbors	1	Other
Richard Hardy Memorial School	1	K-12 Education & School Health
Rockcastle Regional Hospital	1	Other
Rural Health Association of Tennessee	8	Nonprofit
Rural Health Clinic of Moultrie County LLC	1	Rural Health Clinic
Rural Healthcare Group	1	Rural Health Clinic
Russell County Hospital	1	Other
Saint Louise Medical Center	2	FQHC
Santa Fe High School	4	K-12 Education & School Health
Savoy Medical Center	1	Other
Scott County Family Resource	1	Nonprofit
Scott County School District	1	K-12 Education & School Health
Second Harvest Food Bank - Middle Tennessee	1	Nonprofit
Seedco	2	Other
Sequatchie County Coordinated School of Health	1	K-12 Education & School Health
Sequatchie County High School	8	K-12 Education & School Health
Sequatchie County Schools	2	K-12 Education & School Health
Sertoma	1	Other
SERVOLUTION HEALTH SERVICES INC	5	Rural Health Clinic
Sevier County Cares	1	Other
Sevier County School System	1	K-12 Education & School Health
Sewanee University of the South	3	College/Technical School/University
Shelby County Health Department	2	Health Department
Shelby County Schools	1	K-12 Education & School Health
Silver Angels of TN	1	Other
SOTSOG	1	Other
South Central Kansas Clinic LLC	1	Other
Southeast Tennessee Human Resource Agency	1	Nonprofit
Southern Tennessee Regional Health System-STRHS	1	Other
Spartan Medical, Inc.	1	Other
Spring City Care Center	1	FQHC
St. Mary's Legacy Clinic	2	Nonprofit
Stant	1	Other
Staunton Clinic	1	Other
Stewart County Schools	2	K-12 Education & School Health
Sullivan County Anti Drug Coalition	3	Nonprofit
Sullivan County Schools	1	K-12 Education & School Health
Sumner County Health Department	2	Health Department
Sweetwater City School System	1	K-12 Education & School Health
Sweetwater Family Medicine	2	Rural Health Clinic
Syneos Health	1	Other
Systems of Care Across Tennessee	1	Nonprofit
TAADAS	1	Nonprofit
TCAT Chattanooga	2	College/Technical School/University
TCAT Crossville	2	Other
TCAT Jackson	9	College/Technical School/University
TCAT Knoxville	2	College/Technical School/University
TCAT Murfreesboro	1	College/Technical School/University
TCAT Oneida	1	College/Technical School/University



TCWD	1	Other
TDH Office of Policy and Sustainable Practices	3	Other
Telebehavioral Health Partner	1	Other
Tennessee Area Health Education Centers	3	College/Technical School/University
Tennessee Association of Mental Health Organizations (TAMHO)	1	Nonprofit
Tennessee Association of Nurse Anesthetists	1	Nonprofit
Tennessee Center for Health Workforce Development	2	Nonprofit
TENNESSEE CHARITABLE CARE NETWORK (TCCN)	11	Nonprofit
Tennessee College of Applied Technology - Pulaski	2	College/Technical School/University
Tennessee College of Applied Technology- Paris	2	College/Technical School/University
Tennessee Commission Children and Youth	2	Other
Tennessee Community Health Worker Association	2	College/Technical School/University
Tennessee Dental Hygienists Association	1	Nonprofit
Tennessee Department of Education	2	K-12 Education & School Health
Tennessee Department of General Services	1	Other
Tennessee Department of Health	24	Nonprofit
Tennessee Department of Labor / Apprenticeship Office	6	Other
Tennessee Department of Mental Health and Substance Abuse Services	2	Other
Tennessee Department of Veterans Service	1	Other
Tennessee Disability Determination Services	1	Nonprofit
Tennessee Federation of Fire Chaplains	1	Nonprofit
Tennessee Health Care Campaign	1	Nonprofit
Tennessee Hosa - Future Health Professionals	5	Nonprofit
Tennessee Hospital Association	1	Nonprofit
Tennessee Justice Center	6	Other
Tennessee Pharmacists Association	2	Pharmacists
Tennessee Primary Care Association	3	Other
Tennessee Psychiatric Association	2	Nonprofit
Tennessee Public Health Association	2	Nonprofit
Tennessee Senior Medicare Patrol	1	Nonprofit
Tennessee State University	1	College/Technical School/University
Tennessee Suicide Prevention Network	2	Other
The Compliance Team, Inc	1	Rural Health Clinic
The Daily Memphian	1	Other
The Farms of Puyear Nursing Home	1	Employer Partner
The Healing Trust	1	Nonprofit
The Quiltss Institute	1	Nonprofit
The University of Memphis	1	College/Technical School/University
Thrive Community Healing Cooperative	1	College/Technical School/University
Tipton County Schools	1	K-12 Education & School Health
TN Council on Developmental Disabilities	1	Other
TN Department of Health	1	Health Department
TN Housing Development Agency	2	Other
TN Labor & Workforce Development	2	Nonprofit
TN Medical Foundation	3	Employer Partner
TN Professional Training Institute	3	College/Technical School/University
TN Voices	1	Nonprofit
Tomorrow's hope	1	Other
Trace Regional Health System	1	Other
Trenton Special School District	1	K-12 Education & School Health
Trevecca Nazarene University	1	College/Technical School/University
Trousdale County CSH	2	K-12 Education & School Health
Trustpoint Hospital	1	Other
Tullahoma City Schools	1	K-12 Education & School Health
TULLAHOMA PEDIATRICS PLLC	1	Rural Health Clinic
Union University College of Pharmacy	1	College/Technical School/University
United Healthcare	2	Employer Partner
United Way of Rhea County	2	Nonprofit
United Way of West Tennessee	2	Nonprofit
United Way Polk County	1	Other
UnitedHealthcare of Tennessee	3	Employer Partner
UnitedHealthcare of Tennessee Inc - Community Plan of Tennessee	1	Nonprofit
Unity Medical Center	1	Critical Access Hospital
University of Arkansas for Medical Services	1	Other
University of Tennessee College of Medicine	2	College/Technical School/University

University of Tennessee College of Nursing	2	College/Technical School/University
University of Tennessee College of Social Work	3	College/Technical School/University
University of Tennessee Health Science Center	4	College/Technical School/University
University of Tennessee Institute for Public Service	1	College/Technical School/University
University of Tennessee Knoxville	11	College/Technical School/University
UT Extension - Anderson County	2	College/Technical School/University
UT Extension - Bradley County	1	Other
UT Extension - Henry County	1	College/Technical School/University
UT Extension - Knoxville	4	College/Technical School/University
UT Martin	1	College/Technical School/University
UTHSC College of Pharmacy	4	Pharmacists
Van Buren School District	3	K-12 Education & School Health
Vanderbilt University Medical Center	26	College/Technical School/University
Veterans Memorial Hospital - Iowa	1	Other
Vine Extension Mobile Telehealth Clinic	1	Other
Voices of Savannah Prevention Coalition	1	Other
Volunteer Behavioral Health - Franklin	1	Other
Volunteer Behavioral Health Care System - Murfreesboro, Chattanooga, Gallatin	7	Other
Volunteer Behavioral Health Murfreesboro Campus	1	Health Department
Von Lehman CPA & Advisory Firm	1	Other
Walters State Community College	7	College/Technical School/University
Warren County CSH	1	K-12 Education & School Health
Wayne County High School	1	K-12 Education & School Health
Wayne Medical Center	1	Critical Access Hospital
Weakley Co. Prevention Coalition	1	Nonprofit
Weakley County EMS	3	Emergency Management
West Care Foundation	1	Nonprofit
West Tennessee Healthcare	7	Other
West Tennessee Healthcare - Bolivar Hospital	2	Critical Access Hospital
West Tennessee Healthcare - Camden Hospital	6	Other
West Tennessee Healthcare - Savannah	1	Rural Health Clinic
West Tennessee Healthcare - Volunteer Hospital	1	Critical Access Hospital
West Tennessee Healthcare Milan Hospital	1	Other
West TN Healthcare Jackson	4	Employer Partner
WGU	1	College/Technical School/University
Wilson County Schools	2	K-12 Education & School Health
WOMEN'S CENTER OF EAST TENNESSEE	2	Rural Health Clinic
WOODLAND WELLNESS INC	1	Rural Health Clinic
Workforce Essentials	1	Nonprofit
Workforce Innovations, Inc.	1	Other
WW Medical Outsourcing	1	Other
Young Leaders Council	1	Other
Youth Villages	1	Nonprofit
<b>Total</b>	<b>497</b>	