



**Reimagining the  
education to workforce  
pipeline in Haywood,  
Tipton, and Lauderdale  
Counties**

**June 29th, 2023**

# HTL University will be the first rural district collaborative in the nation to respond in partnership to industry investment.



BlueOval City presents a once in a lifetime catalytic opportunity for West Tennessee.



By proactively leading this effort, HTL will position K-12 students and families for the jobs of the future.



A distinctive, cross-district partnership will generate collective power and unlock economies of scale.

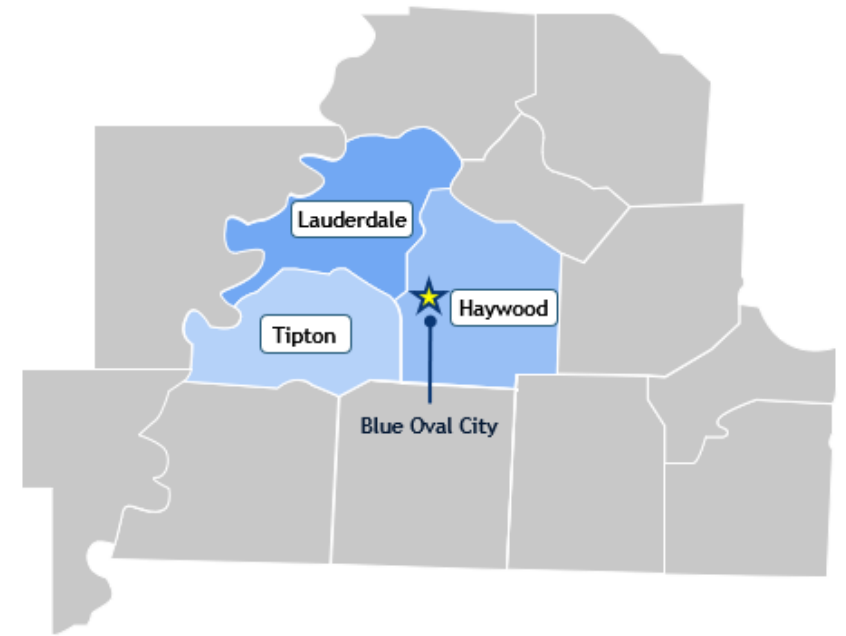


HTL University will inform a blueprint for alignment and growth in West Tennessee and for other rural counties.

# Haywood, Tipton, and Lauderdale (HTL) – Who We Are

## Haywood, Tipton, and Lauderdale Counties

- » HTL **geographically surrounds** BlueOval City.
- » To meet the demands of the projected **5,800 jobs** at BlueOval City, HTL has:
  - » **55,266** adults ages 25-64
  - » **12,088** adults with an associate's degree or higher
  - » **~16k** students across 13 elementary, 6 middle, and 6 high schools
  - » **1,200** high school graduates every year
- » HTL **K-12 system leaders are ready to partner together** to respond to the industry needs that will emerge in this region.



*“When you look at just my three counties — **Haywood, Tipton, and Lauderdale** — 72% of our workforce, or over 22,000 people a day, drive out to work in a larger county. So, we've got enough people in my three counties today who could man a car plant three or four times over.”*

*Mark Herbison, November 11, 2021*

# Our vision



**Every student** in the HTL footprint will graduate high school with a valuable credential, an associate degree or degree from a TCAT, progress towards a 4-year degree, or a guaranteed apprenticeship opportunity.

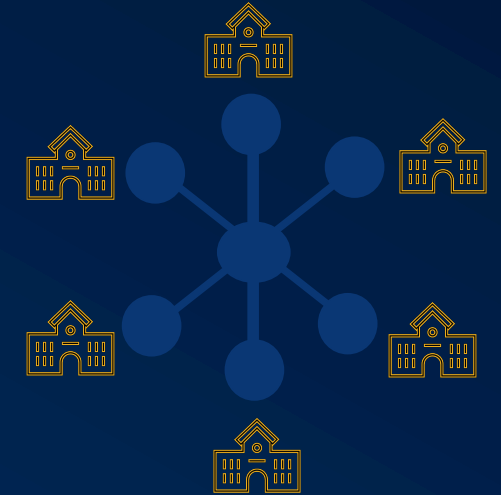


**Every educator** in the HTL footprint will be equipped to support students with foundational STEM skills, specialized technical skills, or navigation of postsecondary options.



**Every family** in the HTL footprint will be informed regarding potential career opportunities for themselves and their students along with the requirements necessary to succeed.

## HTL University Network of Schools



HTL produces over 5,000 graduates every 5 years

HTL will flood the region with graduates and adults *who are ready*

HTL University will be the first rural district collaboration in the nation to respond in partnership to industry investment in Tennessee.

## HTL University Partnerships and Advocacy

### Students

#### STEM FOUNDATIONS

□ Implement rigorous math and science curriculum

- Integrate project-based learning into current curriculum
- Create innovation studios/maker spaces
- Offer STEM extracurriculars

#### CAREER EXPOSURE

□ Establish registered apprenticeships

- Identify early interests and aptitudes in middle school
- Create opportunities for career exploration in middle school
- Create opportunities for post-secondary exploration for middle and high schoolers
- Increase work-based learning in high school

#### PATHWAYS

□ Offer aligned, in-demand pathways with a focus on mechatronics

- Enhance engineering, transport, and tool and die pathway(s)
- Increase access to current CTE pathways through creative scheduling
- Expand dual enrollment and dual credit

### Educators

#### DEVELOPMENT

□ Offer a STEM Fellowship for existing and new educators

- Incorporate educator training and stipends for STEM and in-demand pathways
- Partner with post-secondary for occupational license pathways
- Expose teachers to local industry
- Invest in shared educators for specialty areas like mechatronics

#### ADVISING

□ Provide comprehensive advising support to all high school students

- Train current counselors to support students with advisement on postsecondary and workforce opportunities
- Hire additional capacity to connect student interest with industry and postsecondary
- Pilot Advanced Manufacturing distinction

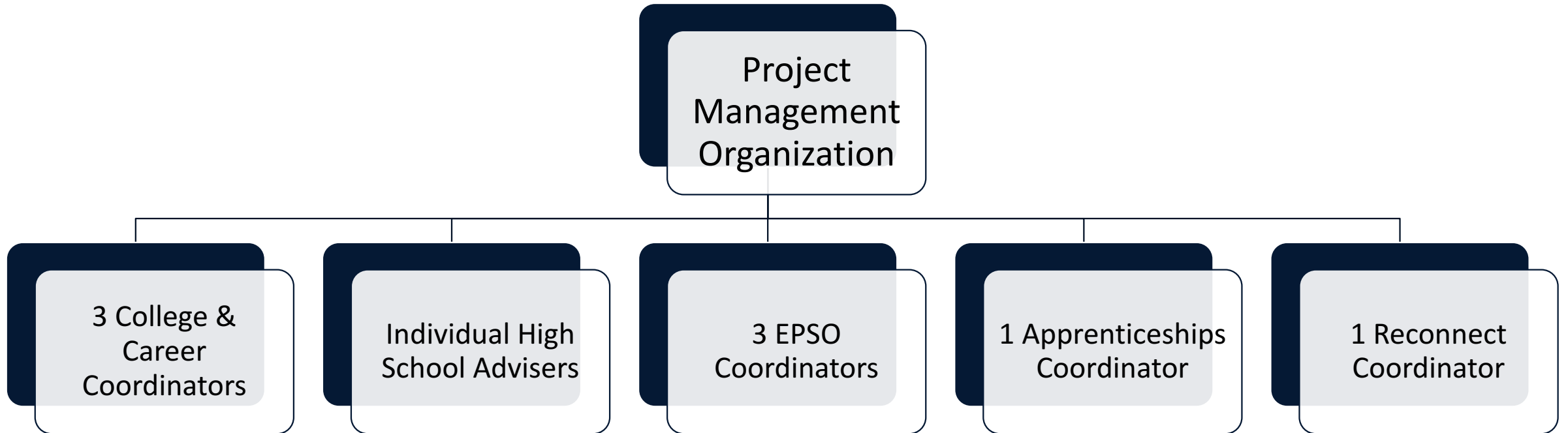
### Families

#### FAMILY CONNECTIONS

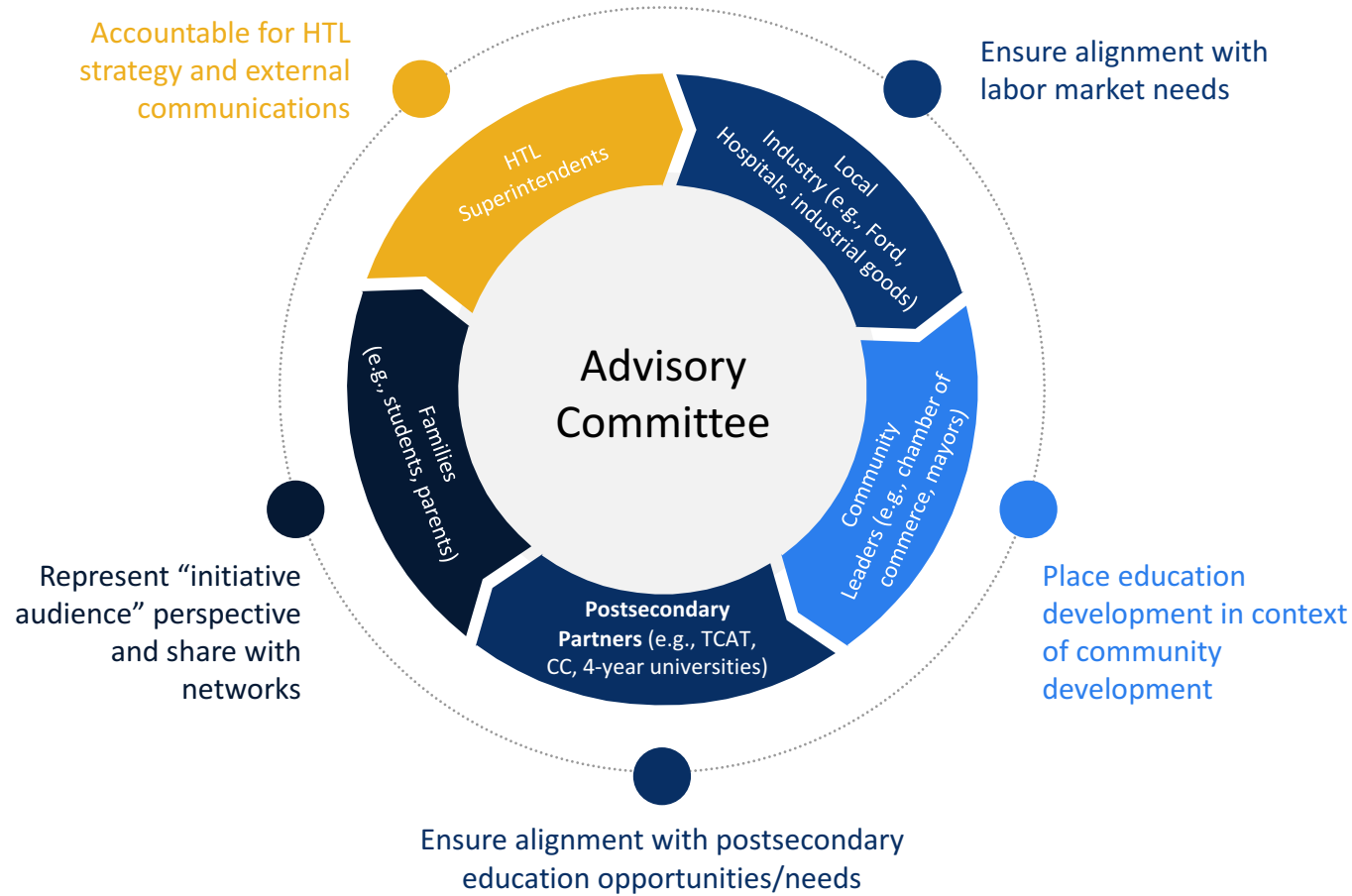
□ Facilitate Reconnect coordination for HTL families

- Offer college courses for families
- Host family learning series with Ford and other local industry partners
- Expose students and family to potential STEM paths through physical and virtual postsecondary and corporate field trips

# HTL University initiatives will be management and supported by an Education to Workforce Leadership Team.



# HTL will be supported by an Advisory Committee made up of key HTL stakeholder groups and perspectives.



## Roles/Responsibilities

- Initiative rollout
- Impact tracking
- Strategy support
- Funding support

## Commitment

- Monthly meeting during first 6 months
- Quarterly meeting moving forward



The key to the success of HTL University rests on strong partnerships, accountability and transparency, and committed resources.

## Strong Partnerships



**Secure partners** through ongoing engagement and by requesting letters of support and Advisory Committee participation.



**Secure funding** to establish the PMO and Education to Workforce Leadership Team.

## Accountability & Transparency



**Hit key milestones and share outcomes** through regular engagement with the PMO and Advisory Committee.



**Openly share resources and learnings** for the betterment of education in West TN, Tennessee, and beyond.

## Impact



**HTL University consistently graduates thousands of student and adult who are ready for the workforce in West Tennessee.**

**HTL University learnings are shared to expand the work to additional partner districts in West Tennessee.**





**DISTRICT PLANNED INVESTMENT** for STEM, college and career exploration for students, educators, and families, high school advising, dual credit and enrollment, mechatronics.

**\$8  
Million**



**NEEDED YEAR 1 LAUNCH FUNDS**

- *HTL University PMO Support (\$1,000,000)*
- Education to Workforce Alignment Staff
  - HTL EPSO Coordinators (\$187,500\*3)
  - HTL Apprenticeships Coordinator (\$62,500\*1)
  - HTL Reconnect Coordinator (\$62,500\*1)
- Mechatronics Labs + Instructors (\$2,000,000)

**\$3  
Million**



**NEEDED, AVG. RECURRING FUNDS – 4 YEARS**

- HTL University PMO (\$228,793)
- Education to Workforce Alignment Staff (\$326,846)
- Rural STEM Fellowship (\$600,000)
- Elementary STEM Foundations (\$814,000)
- STEM and Lab Maintenance (\$165,000)
- STEM Teacher Stipends (\$1,520,000)

**\$16  
Million  
(*\$4M yearly*)**

**Total Cost For Five Years**

**\$27 Million**



**Total Cost Per Student Per Year**

**\$339**

The path forward to help transform the region and provide a roadmap for this model are...



HTL University Initiatives require **\$3M to launch** and **\$4M to maintain.**