



JOBS4TN | A virtual recruitment tool where employers can browse the profiles of prospective candidates or post job openings. This digital forum can help connect the more than 350,000 jobs across the State directly to job seekers while aiding in efficient management of responses from the public. <https://www.jobs4tn.gov>

AMERICAN JOB CENTERS | locations where employers can connect with staff to help identify, attract, and select best qualified candidates to fill open positions. AJCs offer services to address diverse needs of companies across Tennessee.

MOBILE AMERICAN JOB CENTERS | When access to American Job Center (AJC) locations is limited the Mobile American Job Center can fill in for areas lacking brick and mortar locations; the mobility of the Coach provides access to those with transportation needs, in both rural and urban areas, by bringing job services directly to underserved communities.

VETERAN SERVICES | Hiring veterans can have many advantages for a company. Technological advances in military equipment, and the requisite training provided to maintain this gear, make veterans highly competitive in a broad spectrum of job positions.

WORK OPPORTUNITY TAX CREDIT | WOTC is a federal program, administered by each state, intended to incentivize businesses to hire specific target groups that typically face significant barriers to employment. These target groups include but are not limited to: Supplemental Nutrition Assistance Program (SNAP) benefit recipients, Temporary Assistance for Needy Families (TANF) recipients, veterans, ex-felons, and the long-term unemployed. Within 28 days of the hire date of an individual in one of the categories, an employer can apply for the tax credit. If the employee is eligible under the program, then the company can receive a tax credit ranging from \$1,200 to \$9,600, depending on the target group.

APPRENTICESHIP TRAINING GRANT | Tennessee employers with an authorized Registered Apprenticeship Program by the US Department of Labor may be eligible to receive a training grant to assist with the required costs of on-the-job learning (OJL) or related technical instruction (RTI).

ON-THE-JOB TRAINING GRANT | The On-the-Job Training Grant (OJT) encourages employers to hire individuals without prior experience by paying up to 50% of the trainee's wages during a specified training period; to receive this grant the company agrees to continue to employ the trainee upon successful completion of the program.

INCUMBENT WORKER TRAINING GRANT | The Incumbent Worker Training Grant (IWT) is a competitive grant intended to upgrade the skills of existing full-time employees through continued education. This program incentivizes retention of current workers who will become more knowledgeable and productive through skills attainment.

PAID WORK EXPERIENCE | Provides an opportunity for businesses to secure eligible young adults and other individuals with limited work experience to work at no cost to you, including wages and worker's compensation being paid.

LABOR MARKET INFORMATION | Find up-to-date information at <https://www.jobs4tn.gov>

FEDERAL BONDING | The U.S. Department of Labor established The Federal Bonding Program to provide Fidelity Bonds for "at-risk," hard-to-place job seekers. The program targets individuals whose backgrounds can pose significant barriers to securing or retaining employment. FBP bonds protect the employer against losses caused by the bonded employee. Bonds may be issued with values ranging from \$5,000 to \$25,000 for the first six months of employment at no cost to the job

applicant or the employer.

RAPID RESPONSE | By law Tennessee employers are required to provide written notice to the Dislocated Worker Unit within 60 days of a mass layoff that affects 50 or more workers. Work Adjustment and Retraining Notification (WARN) notices are then generated, and sent within 48 hours, to the Rapid Response team to mitigate a meeting with businesses to discuss transition services for employees.

VOCATIONAL REHABILITATION | Receive assistance with Americans with Disabilities Act (ADA) Compliance, including training on hiring and interviewing candidates, Disability Etiquette Training, and ADA (Accessibility and Accommodations Surveys) to ensure businesses' compliance with ADA.

ADULT EDUCATION | Can work with Businesses on industry-specific skills in reading, writing, mathematics, OSHA-10, and other industry-required certifications, and can adapt and focus training on whatever the business needs. IELCE (Civics, Citizenship, and English Language Acquisition) assists businesses with employees who need additional training such as soft skills, advancing conversational English, and workplace skills.

TANF | Temporary Assistance for Needy Families Program assists area employers with identifying potential employees who have received work skills and job readiness training. The Work Opportunity Tax Credit (WOTC) is available for businesses that hire individuals from this targeted group to provide possible tax credits.

COURSERA | provides employees access to the free Coursera platform for professional development. Providing access to the entire catalog of courses and assistance is available to curate specific courses important to their development within your organization. <https://www.tn.gov/workforce/coursera.html>

SENIOR WORK EXPERIENCE (SCSEP) | provides work-based training for unemployed seniors 55+ who need to update their skills. <https://www.tn.gov/workforce/jobs-and-education/services-by-group/services-by-group-redirect/senior-work-experience-program.html>

CONTACT A BUSINESS SOLUTIONS REPRESENTATIVE

For the Counties of:	Contact:
Benton, Carroll, Crockett, Dyer, Gibson, Henry, Lake, Obion, Weakley	Dayton (Benny) Roberts dayton.roberts@tn.gov / 731-352-8815 Or Laura Delgadillo laura.delgadillo@tn.gov / 731-501-1193

ADDITIONAL RESOURCES

- **Work Opportunity Tax Credit:** <https://www.tn.gov/workforce/article/work-opportunity-tax-credit>
- **Federal Bonding:** <http://bonds4jobs.com/>
- **Grants for: On-the-Job Training, Incumbent Worker Training, and Apprenticeship Training:** <https://www.tn.gov/workforce/employers/training-redirect/grants-for-training.html>

For more information on Training Grants, contact Maleia Evans evans@nwtworks.org (Northwest - Benton, Carroll, Gibson, Henry, & Weakley) Lana Wood wood@nwtworks.org (Northwest - Crockett, Dyer, Lake, & Obion) ▪

Coursera: <https://www.tn.gov/workforce/coursera.html>

AJC Dresden Weakley Co. Courthouse 116 W Main St	AJC Dyersburg 313 West Cedar Street Dyersburg, TN 38024 (731) 501-1109	AJC Huntingdon 470 Mustang Dr Huntingdon, TN 38344 (731)
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Dresden, TN 38225 (731) 364-0100		352-8898
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