

NASHVILLE WORKS

Remunerative Work Training

Our remunerative work training program provides employers with access to workers that are serious about employment while saving thousands through extensive vetting, tax credits and reduced labor costs.

How Does It Work?

Our workforce is like a contingent workforce in that participants are paid by us and supervised by you. Instead of addressing variable labor needs, however, our workers fill positions that have been reclassified from your regular workforce:

- You may classify up to 15 unskilled or semi-skilled hourly posts as remunerative work training positions for Nashville Works participants.
- Qualified Nashville Works participants are matched to specifications for your consideration.
- You select the participant/s that best fit your labor needs and company culture.
- Assignments are for up to 12 months.
- Vacancies created as assignments end are filled by new Nashville Works participants.
- You may review participant performance at will.
- You may terminate participants for cause at any time.
- You may hire participants at any time without penalty.
- Participants are paid a uniform hourly rate so there is no financial motivation to prefer one assignment over another.

What Is A Qualified Nashville Works Participant?

Participants are thoroughly screened and must complete a rigorous 60-hour work-readiness course to qualify. By taking time to select just those that want to succeed and by making sure they demonstrate workplace habits employers value, we make it safe and simple for employers to consider candidates with felony convictions and find dedicated workers among this growing group of qualified job-seekers.

How Much Does It Cost?

Companies are billed \$9.65 an hour, covering the costs of applicable payroll taxes, workers' compensation and insurance.

Depending on the fully loaded cost of hourly posts at your company, the bill rate in itself may represent a substantial cost savings. Additional savings, however, can be gained through OJT funding and the Work Opportunity Tax Credit. (Visit our website for more details.)

Where Do I Start?

Start by giving us a call at 615-291-6200. We can help you determine the best positions to reclassify and how to begin.

What Is Nashville Works?

Nashville Works builds on the successful experiences of Chattanooga Endeavors, extending the organization's alternative staffing model to prison. Serving Davidson and surrounding counties, Nashville Works makes it safe and simple for companies to hire work release inmates during their transition from prison to civil society – helping to build a better community and improving their bottom-line.

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