

EMPLOYER TOOLKIT

Tennessee Technology Workforce Alliance

GETTING AMERICANS BACK TO WORK

Funded by the Economic Development Administration (EDA), the Tech Alliance is part of the Good Jobs Challenge (GJC) dedicated to help train Americans for good jobs by developing and strengthening regional workforce training systems and sectoral partnerships.



PERSEVERE

Persevere is the Backbone Organization of the Tech Alliance. Persevere is a national non-profit organization whose mission is to empower justice-impacted men and women and individuals at risk for justice involvement to succeed as productive members of society.

THE TECH ALLIANCE

The Tennessee Technology Workforce Alliance (Tech Alliance) is a statewide alliance of over 72 employers, state agencies, local governments, workforce development agencies, service providers, advocacy organizations, trainees, and service recipients—all committed to meeting the needs of employers and job seekers through technology training and placement in high quality jobs in the information technology industry.

THE PERSEVERE JOURNEY



Persevere teaches full stack development to incarcerated men and women



Persevere provides life skills and reentry services to ensure success



Persevere provides on-the-job training at Banyan Labs upon release from prison



Banyan Labs finds internships, and full-time jobs for the new developers

≡ The Tech Alliance: A Lofty Goal

Over the next three years, the Tech Alliance will provide technology training, career readiness instruction, wraparound case management, job placement, and long time follow up and support services to over 1,700 Tennesseans.

WHAT WE DO:

- Train Participants to Become Certified Full-Stack Web Developers
- Provide Career Readiness Instruction and Coaching
- Ensure Job Placement Upon Completion
- Provide Follow Up and Support Services

WAYS TO GET INVOLVED:

- Referrals and Co-Enrollment
- Training and Resource Collaboration
- Employment and Internship Partners
- Alternative Pathways Partnerships
- Mentoring and Career Coaching
- Co-Location Partnerships



PARTICIPANT (DEVELOPER) SPOTLIGHT



“Persevere has gone so far beyond what I imagined. They not only taught me to be a full stack developer but helped me reconnect with my youngest son - the most important part of my life.”

Alex Marston, Software Developer at Indeed

≡ Employer Incentives

In addition to enjoying the benefit of having access to highly qualified developers trained for success, the employer partner can save money in the following ways:

FINANCIAL INCENTIVES FOR EMPLOYERS



- **WIOA Workforce Innovation and Opportunity Act (OJT OPPORTUNITIES):**

A generous state grant program through the State of Tennessee that offers reimbursement of 50%-75% of gross wages/employee for up to 6 months.

To learn more visit: <https://www.dol.gov/agencies/eta/wioa/>

- **WOTC (TAX CREDIT):**

The WOTC is a program sponsored by the United States Department of Labor to promote the hiring of people from specific target groups that experience barriers to employment. It gives companies an opportunity credit of 25% of the first year's wages and 40% of the second year.

To learn more visit: <https://www.dol.gov/agencies/eta/wioa/>

- **APPRENTICESHIPS:**

Employer Partners often look to Apprenticeship Programs to upskill existing employees or to recruit and train new talent. The Tennessee Department of Labor and Workforce Development provides apprenticeship grants that are distributed to employers via local workforce boards. These reimbursement funds are limited to \$2,500 per first-year apprentice, and the terms and amounts may vary from year to year.

EMPLOYER PARTNER SPOTLIGHT



"It's an honor to be able to work daily with graduates of the program and watch as they take the skills they've learned, and be able to put them to use in the real-world."

Eric Jacky, COO at Banyan Labs

≡ You Can Make a Lasting Impact

When you partner with Persevere, you make a direct impact on an underserved and overlooked population just waiting for a chance to succeed. In addition, you cast a vote against the stigma of former incarceration and you show that you believe in second chances.

Persevere is thankful to be partnered with the following organizations (among many others):



PERSEVERE WORKS: SUCCESS AT A GLANCE



Questions? Contact Us Today!

877-260-7299 | 901-552-7318

employmentspecialist@perseverenow.org