

BECOME A NICE CERTIFIED PREFERRED EMPLOYER



HOW YOU CAN PROMOTE A WELCOMING WORKPLACE FOR OUR NEW NEIGHBORS

REFUGEES IN THE WORKPLACE BRING:

- **A LEGAL WORKFORCE**- Refugees are fully authorized to work in the United States as soon as they arrive and do not require sponsorship from their employer.
- **DIVERSE BACKGROUNDS** - Many new arrivals come with advanced degrees, certifications, or years of professional experience.
- **LANGUAGE SKILLS** - Refugee team members often speak multiple languages, a skill that is critical to fostering cohesion between employees of different backgrounds.
- **FINANCIAL GROWTH - FOR EVERYONE!** Research shows that refugee employees contribute trillions of dollars to the Tennessee economy.

*We're creating a
Nashville where
everyone belongs, no
matter how far you've
come to get here.*



empowernashville.org/employers

HOW CAN YOU PROMOTE A MORE ACCESSIBLE WORKPLACE AT YOUR COMPANY?



NASHVILLE INTERNATIONAL
Center for Empowerment

- **ON-SITE ENGLISH CLASSES AND LANGUAGE SUPPORT** - Invest in your team's success by offering on-site ESL classes to current and incoming employees.
- **TRANSPORTATION ASSISTANCE** - Make your workplace more accessible with services like carpooling, public transit passes, company-operated transportation, and ride-share programs.
- **SUPPORT OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT** - Connect team members with opportunities for upward mobility, like certification and training courses.
- **CORPORATE VOLUNTEERING AND DONATIONS** - Get your staff involved by offering paid volunteer hours every month or by becoming a consistent donor to NICE's life-changing work across Middle Tennessee.

HOW CAN NICE HELP?

- **CULTURAL COMPETENCY TRAININGS** - Invite our team to visit your workplace to give your staff members the tools to be more supportive of colleagues from across the globe.
- **EMPLOYMENT TRAINING FOR NEW HIRES** - All refugee job-seekers going through NICE's employment programs attend job readiness training prior to starting work.
- **COMMUNITY CONNECTIONS** - Our employment team can connect you with new candidates, workforce development services, and volunteer opportunities to help your organization get further connected within local refugee communities.

For more information, contact:

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