The goal of the WORC grants is to create economic prosperity and gainful employment opportunities for eligible residents in impacted ARC and DRA regions, enabling them to remain and thrive in these communities. First Tennessee Development District is partnering with Ballad Health to create gainful employment opportunities for the justice-involved and recovery population, along with recruiting/training regional employers to become “Certified Workplaces” in local high-demand areas of health care, advanced manufacturing, and construction. Staff hired by the grant will provide Navigation to assist with soft skills training; job searching; Social Determinants of Health; and assistance with basic employability needs such as valid forms of identification, birth certificates, etc. Navigators will themselves be in recovery and will serve as a dedicated point of contact with specific “touch points” occurring at predetermined intervals.