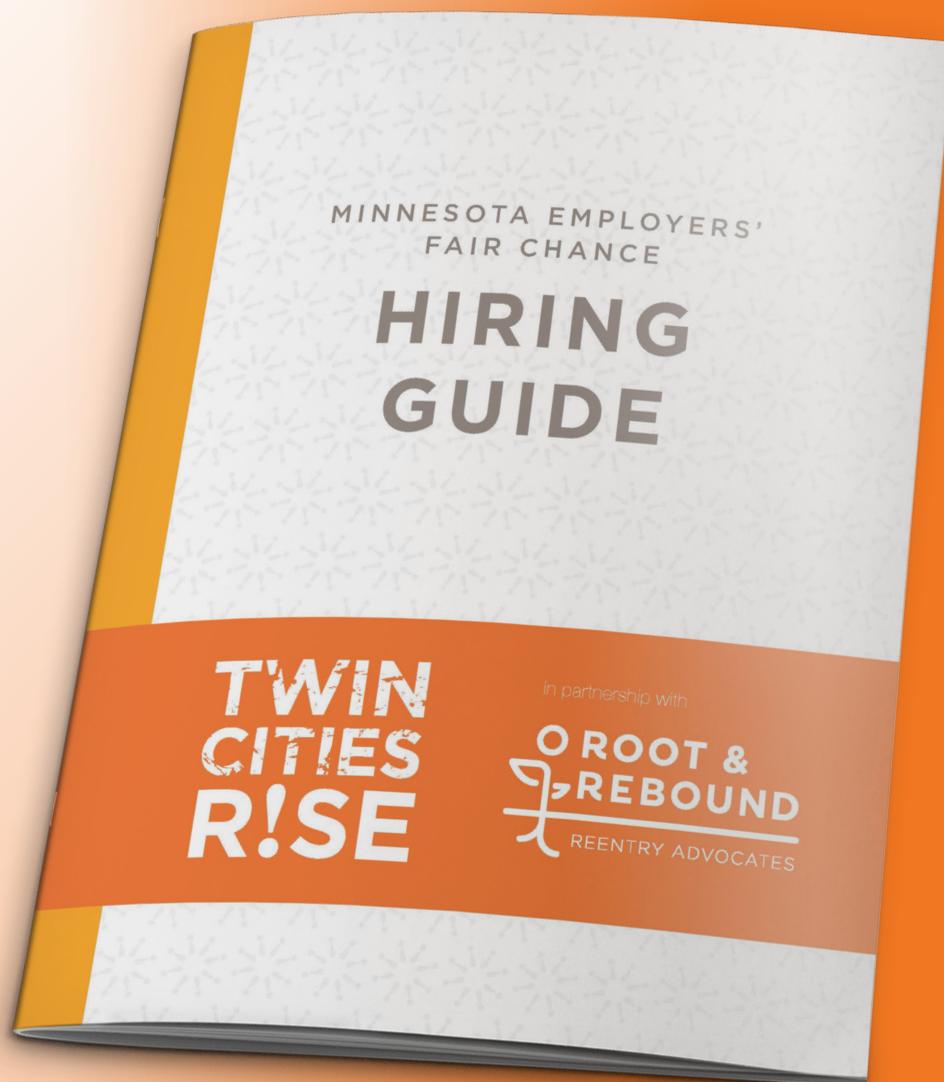


RISING UP

AN UPDATE FROM TWIN CITIES R!SE



SUMMER 2018

A NOTE FROM OUR CEO

DEAR TCR FRIENDS AND PARTNERS,

We are celebrating another record year of accomplishments and outcomes at TCR this year. You have made our ongoing success possible.

One of the highlights of this past quarter was the passage in the Minnesota Legislature of modifications to our Pay for Performance statute. This bill was the only bill to pass the Legislature last year with unanimous bi-partisan support. The overwhelming confidence shown for TCR is a testament to our long track record of success and the return on investment our model has demonstrated to the state and the taxpayers.

In May, TCR launched Minnesota's first ever Fair Chance Hiring Guide. This resource provides employers with practical advice and answers to increase and ease the hiring of people with criminal records. Since its initial launch, the demand for the Guide by employers, Chambers of Commerce, and others around the State has been overwhelming.



You may recall that last year we launched a new employer-centric model to train and place individuals directly into jobs with Minnesota companies. As a result, employers such as Target, QIC, Marsden, Ajac, Aacron and UnitedHealth are now paying TCR for placing graduates into jobs within their companies. In addition, our national award-winning partnership with Metro Transit continues to graduate new diesel mechanics at very high rates.

Last month I was invited to attend a summit at the White House to discuss ongoing efforts to reduce prison sentences and make it easier for people who were formerly incarcerated to get job training and enter the labor market faster upon release. Twin Cities RISE, as demonstrated by our invitation, continues to be seen as a national leader in helping train and place people who have experienced incarceration into good jobs that support their families, which reduces their chances of returning to prison.

You, through your support of TCR, are changing our community for the better and improving the lives of thousands of graduates of our career training programs. I'm humbled and honored to continue to be a part of such a hopeful, and effective enterprise. Thank you for your support!

Sincerely,

Tom Streit, President and CEO

Rise TO THE Occasion GALA

SAVE *The* DATE

SUNDAY, OCTOBER 7 2018

FAIR CHANCE HIRING GUIDE



TCR LAUNCHES A PRACTICAL HOW-TO GUIDE THAT DISPELS THE MANY MYTHS SURROUNDING HIRING THOSE WITH CRIMINAL HISTORY IN THEIR BACKGROUNDS

In partnership with Root + Rebound, a reentry organization in California, Twin Cities RISE has created an important resource to support inclusive hiring within the State of Minnesota.

Minnesota is facing a historic labor shortage. Yet, many Minnesota residents and potential workers remain unemployed or under-employed due to a past criminal conviction, despite having served their time and wanting to be a productive, contributing member of our community.

“The Minnesota Employers’ Fair Chance’ Guide provides a clear path for Minnesota corporations and businesses to hire those with criminal convictions in their past. It is a practical ‘how-to’ guide that dispels the many myths

surrounding hiring those with criminal history in their backgrounds,” states Tom Streitz, President and CEO of Twin Cities RISE.

Minnesota Department of Human Rights Commissioner, Kevin Lindsey, hosted a panel discussion at the launch event for the Guide in April. This event presented the Fair Chance Hiring Guide to 200 employers, HR professionals, and community workforce organizations. Minnesota is the third state in the country to have this resource available, and it has become the much needed second step to the Ban the Box legislation.

The hope is that this ‘how-to’ guide will become an active road map for employers to start hiring talented individuals into their workforce. By learning how to fairly evaluate applicants, employers can increase their supply of talented employees, meet their legal obligations, and improve their communities.

At Twin Cities RISE, we feel that the time is now, for both moral and economic reasons, for Minnesota employers to engage in an intentional and proactive strategy to move marginalized workers

into the mainstream of their hiring practices.

At our guide launch event, employer panelists from companies such as Ajax Metal, McGough Industries, and UPS, who have already pioneered innovative hiring practices, discussed their methods to be fair and inclusive, they also provided ideas that every employer can consider to change the hiring dynamics for their own organization.

“This is a catalyst initiative to create change for those we serve, for the employers we partner with, and for the communities that we live and work within.”

*-Jacquelyn Carpenter,
Business Development
Director, Twin Cities RISE*

Visit www.twincitiesrise.org for more information or to download a free copy of the Employers’ Fair Chance Hiring Guide.

EMPLOYER SPOTLIGHT

QUALITY INGREDIENTS

Quality Ingredients Corporation (QIC) is a contract manufacturing company that began over 30 years ago in Minnesota. Everything that they produce is a powder, from dietary supplements, medical foods, and powder that goes into packaged foods in grocery stores and restaurants. They sell to everyone, from small businesses to Fortune 500 companies.

Isabelle Day, President and CEO of QIC, found out about TCR through an article in the Star Tribune last fall featuring a graduate of TCR who had found employment at a tire company not far from QIC. “I read the article, and I thought to myself, I want him to work here. Why is he not working here?”

“We were struggling to hire people, and keep the people we were hiring. I gave my staff until October 1st to fill the openings, and if the jobs were not filled, we were going to call TCR. “

The HR staff at QIC had tried conventional hiring methods such as Indeed and temp agencies, but they were not having much luck finding the right employees.

Today, 10 percent of QIC’s employees are former TCR participants.

“I would like every opening within this company to be filled by TCR participants. There is just a better match between what TCR teaches employees in their Empowerment program and how we bring them in than what we find in



Quality
Ingredients

corporation

the average person off of the street,” says Isabelle.

Isabelle, a long-time believer in fair chance hiring, says, “The difference between a person off of the street with a criminal background and the person from TCR with a criminal background is night and day. The person off of the street is not ready. They are not ready for full-time employment and they haven’t turned their life around. I have to turn them down. The difference is people that come from TCR are READY!”

“The difference is TCR’s Personal Empowerment program. I think everyone should go through Personal Empowerment.”

“A great place for a new beginning QIC starts their employees off with a livable wage of \$15 per hour, plus benefits, including a pension plan. It’s possible to earn over \$40,000 annually at QIC without a college degree. It’s

hard work, but it’s a pretty neat place. Employees can look at the end of the day and see the work they have done, the tangible products they have made. “We want our employees to have a good life. To build savings, get a car, and save for a down payment on a house.”

“I feel like companies and society have been so hard on the people that have been through what these people have been through. It’s so hard to find a job when you have a record, but I think it’s a crying shame.

“These returning citizens are capable of so much more than a minimum wage job.”

If you are interested in connecting with Twin Cities RISE for customized solutions for your hiring needs, contact Jacquelyn Carpenter, Business Development Director, at 612-666-8026 or jcarpenter@twincitiesrise.org.

I WAS LOOKING FOR CHANGE



“Empowerment was one of the best classes that I took.”

Emmanuel came to Twin Cities RISE (TCR) after hearing the testimony of TCR recruiter, Quinten Osgood, and at the urging of his mother. Quinten’s story of moving past multiple felonies, a hardened past to obtaining a fulfilling career and becoming a respected member of the community spoke to him.

Not a stranger to overcoming obstacles himself, Emmanuel, the youngest of seven children, grew up in a single parent home in Chicago. His mother worked every night, often late hours. “Chicago was very rough at the time. You couldn’t go outside without being involved in a shootout. There were gangs everywhere.”

Two years before moving to Minnesota, Emmanuel did what everyone said

that he couldn’t. He turned his life around, enrolled in a 2-year college, and completed his AA degree. He also reached a long-term goal of applying and being accepted to DePaul University.

However, after a night of celebrating his accomplishments, Emmanuel found himself in the back of a police car facing felony assault charges, from a bar fight where he believed himself to be the victim. He sat in jail for 6 months with no money for bail, fighting the case by himself and was kicked out of DePaul, the school that he had worked so hard to get in to.

After accepting a lesser charge, Emmanuel struggled to find work. “The jobs that I did find were always low paying and often times temporary. I felt less of a person after I caught that charge.”

Emmanuel moved to Minnesota and

enrolled at TCR. “It was different at TCR, they had a very strict dress code. You had to dress everyday like you were going to work and carry yourself in professional manner. Everyone was very adamant, you could tell that they enjoyed what they did. I took a lot from the people that I was around at TCR.”

“They made you feel that you were worth something. And they taught you to never let anyone take that away from you. Empowerment was one of the best classes that I took. You walk away being able to believe in yourself. Telling yourself that you are loveable, valuable, and important. That you are worth something.”

“I learned how to put people in the front row or back row of my life. It made be a better person. If it wasn’t for the staff at TCR, constantly encouraging me, providing me with resources and pushing me to go after what I want in life, I wouldn’t be where I am today.”

And where is Emmanuel today? He’s currently employed with the City of Minneapolis. He has moved from making \$9.00 per hour at Family Dollar to now earning over \$22 per hour. And he got married, to another TCR graduate.

Emmanuel has this advice for someone considering Twin Cities RISE: “Come in with an open mind. I tell people, they don’t have anything to lose, everything to gain.

Everyone has different obstacles to overcome, but I feel like if someone is willing to listen and take advice. TCR will work for them. It worked for me!”

TCR IS A PLATINUM ORGANIZATION!



TCR IS A PLATINUM ORGANIZATION!

Great news! Twin Cities R!SE (TCR) just earned the 2018 Platinum Seal of Transparency from GuideStar, the world's largest source of nonprofit information. We chose to display quantitative metrics such as job retention, change in participant income, and average hourly wage of participants after training completion, to show how hard TCR is working toward achieving our mission. By sharing these metrics, we're helping the sector move beyond simplistic financial ratios to assess nonprofit progress.

Accountability and transparency are integral to the foundation of our organization. We're proud to use GuideStar to share our full and complete story with the world. To achieve a Platinum Seal of Transparency, we added extensive information to our Nonprofit Profile: basic contact and organizational information, in-depth financial information, and quantitative information about goals, strategies, and progress toward our mission. Visit guidestar.org for more information.

PARTNERSHIP MAKES A DIFFERENCE

The work that we do at Twin Cities R!SE is made possible in large part by the outstanding Employer and Community Partners that support TCR in our mission to transform lives through meaningful employment.

This year, we recognized Target as our Employer Partner of the Year at our Annual Stakeholder's Luncheon. Target has hired several TCR participants and is partnering with us in a specialized training initiative.



MicroGrants was named as our Community Partner of the Year. MicroGrants has been a critical TCR community partner for several years, whether providing a participant with the necessary funds to repair a broken car so they can get to work, or helping with a security deposit for a place of their own, MicroGrants provides a bridge to continued success and eliminates barriers for TCR participants.



INTERESTED IN GETTING INVOLVED AT TCR?

“I volunteer to make a difference in the lives of people. But you receive more than you give, really.”

- LOIS BELL,
TCR VOLUNTEER SINCE 2000

- » **HELP WITH MOCK INTERVIEWS:**
Act as a potential employer and help with interviewing practice!
- » **BECOME A TUTOR OR IN-CLASS ASSISTANT:**
Do you know about computers, writing, or financial literacy? We're always looking for help in these courses: Intro to Computers, Workplace Communication, Applied Math, and Speechcraft.
- » **PRESENT A WORKSHOP:**
Workshop presenters provide a unique opportunity for our participants to learn about a variety of topics during workshop week. Examples of past topics include: Powerful Investments, Expungement, Nutrition, Child Support, and Managing Your Debt.
- » **HOST AN INTERN AT YOUR WORKPLACE:**
Provide on-the-job experience for participants.
- » **HELP OUT WITH EVENTS AND SPECIAL PROJECTS:**
Events like our Gala require support at the event as well as in the planning stages. There are also opportunities to volunteer for special projects that require administrative support.
- » **DONATE TO TWIN CITIES RISE**
Every donation makes a difference. To donate, visit www.twincitiesrise.org.

For more information on any of these opportunities, give us a call at (612) 279-5867 or email Tynaia at tpittman@twincitiesrise.org

EMPOWER YOURSELF!

TCR'S EMPOWERMENT INSTITUTE IS OFFERING AN EMPOWERMENT FOR LEADERS COURSE - SPECIFICALLY DESIGNED FOR EXECUTIVES, MANAGEMENT, AND OPEN TO THE PUBLIC!

Empowerment for Leaders helps individuals make the personal, internal changes necessary to achieve long-term success. Using a structured curriculum that teaches emotional intelligence, motivation, self-awareness, emotional regulation, self-esteem, and empathy, our signature Empowerment program sets up individuals and organizations for success. Here's what prior clients have said about the Empowerment course:

“This is the best class I've taken in my 20+ year academic career!”

“It would be an investment in you and well worth it.”

“This course changed my life professionally and personally!”

Empowerment for Leaders will meet twice a week for four weeks, beginning in September. Contact us with any questions or to enroll today!

(612) 279-5831
jcarpenter@twincitiesrise.org

TWIN CITIES R!SE

1301 Bryant Ave N
Minneapolis, MN 55411

Phone 612-338-0295

Fax 612-338-0191

1600 University Avenue, #8

St. Paul, MN 55104

Phone 651-603-8520

Fax 651-603-1935

www.twincitiesrise.org



YOU MAKE TRANSFORMATION POSSIBLE.