



## OUR POSITION:

To provide comprehensive services and long-term empowerment, to transform lives.

## OUR VISION:

We envision a community of empowered individuals, especially men of color, who achieve long term job success to support their families.

## OUR MISSION:

Transforming lives out of through meaningful employment.

## ! WHO WE ARE

Twin Cities R!SE is a job training organization serving the Twin Cities metro area.

### OUR PROGRAM INCLUDES:

- » Comprehensive training in interpersonal skills
- » Personal Empowerment training and Coaching
- » Employment placement services
- » Support services and referrals to help participants overcome challenges
- » Internship opportunities with hiring partners to support job readiness preparation
- » Training partnerships with employers like Target, QIC, and Metro Transit.

## ! PERSONAL EMPOWERMENT

We consider Personal Empowerment the key to long term, sustainable change for participants. It teaches core **emotional intelligence** skills that are critical for long term success.

Empowerment helps participants to grow in self-confidence, regulate emotions, develop problem solving skills, and take responsibility for their own future.

## ! WHO WE SERVE

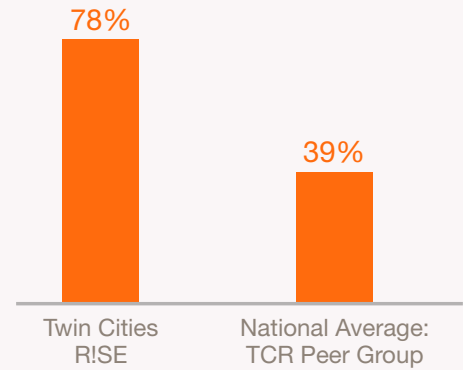
- **Our programs served 823 low income adults in FY2018.**
- TCR serves adults who are experiencing multiple barriers to stable employment and are interested in changing their lives:
  - » chronic unemployed (82% unemployed at start)
  - » criminal histories (51%)
  - » chemical dependency (52%)
  - » mental health issues
  - » homelessness or unstable housing
  - » generational poverty
- TCR works predominately with people of color, with a special focus on serving African-American men. although our program is open to all.

## PROGRAM OUTCOMES



- We use long-term metrics to measure our success.
- FY2018 graduates' average starting income: \$28,513 plus benefits, up from less than \$8,000 at program start.
- Achieved 242 job outcomes in FY2018 across all programming.
- TCR helped low-income adults increase total annual earnings by more than \$3.5million in FY2018.
- Served 500 low-income adults through employment training.
- Dramatic reduction in recidivism for those previously incarcerated
  - » TCR Graduate Recidivism Rate = 16%
  - » National Recidivism Rate = 61%

12-Month Job Retention Rates Are Twice the National Average



## PAY FOR PERFORMANCE (PFP) MODEL

Twin Cities RISE is a pioneer in performance-based funding, partnering with the State of Minnesota in 1997 to develop PFP funding based on the Return on Investment provided to state taxpayers.

- » **Return on Investment of 600%**  
Over 15 years, the ROI is more than \$7 received in benefits for every \$1 invested.  
High income change and long term job retention of graduates results in high ROI:
  - Increased tax receipts
  - Reduced government support
  - Reduced criminal justice costs
- » **Codified through State of MN Legislation 1997-2020**  
TCR paid only when a participant is placed into a job earning \$20,000/year or more, with an income change of at least \$10,000

## CONTACT

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