

TWIN CITIES R!SE

Building Careers. Empowering Success. Transforming Lives. Delivering Results.

TWIN
CITIES R!SE



Who We Serve

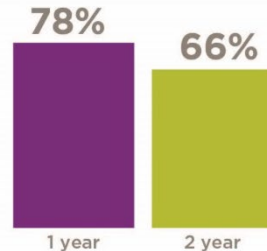
TCR PARTICIPANTS BY THE NUMBERS



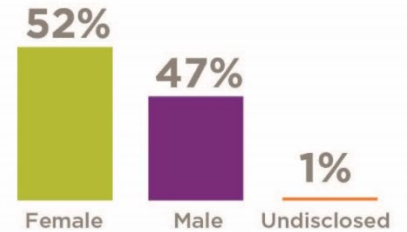
Full-time, Permanent Employment Income Change



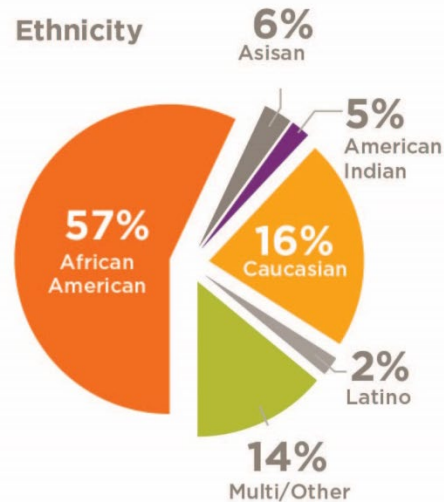
Employment Retention 10 yr Average Retention Rates



Gender



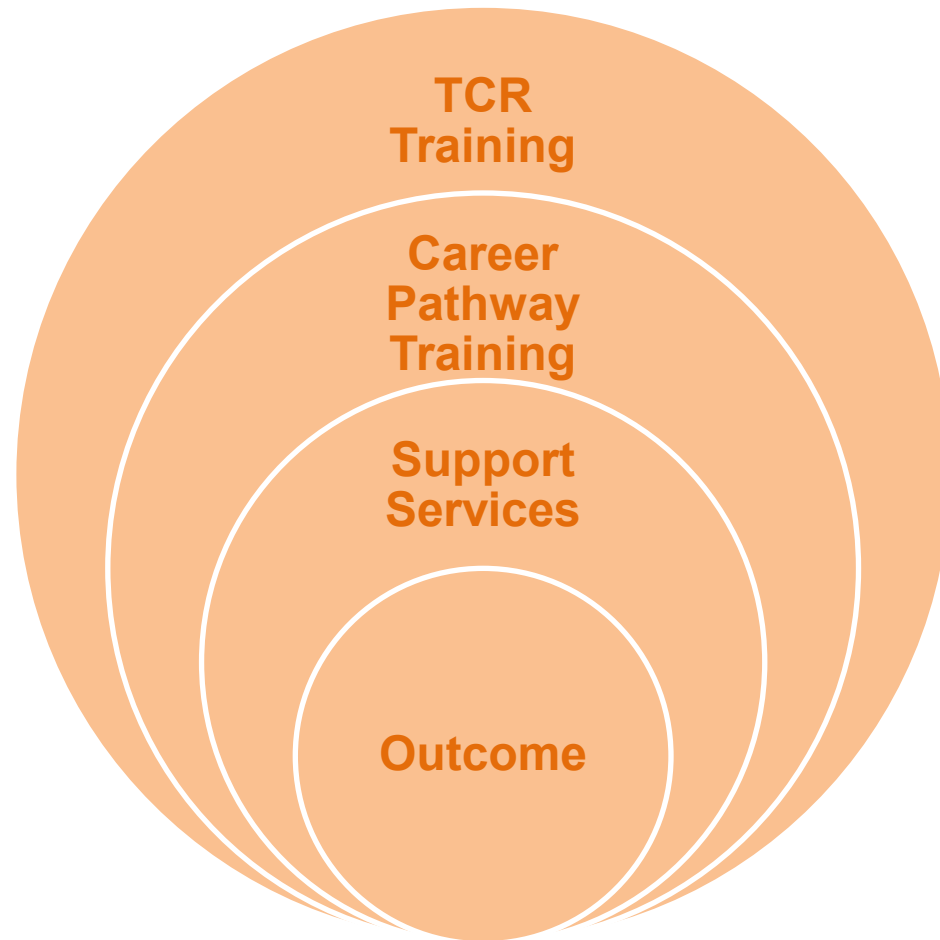
Ethnicity



Barriers at Program Start



The Solutions – Training options at TCR



The Solutions – CORE Training

TCR Training Program

- Personal Empowerment Training = 30 total hours
- 21st Century Skills = 12.5 total hours
- Career Preparation = 12.5 total hours
- Technology = 12.5 total hours
- Workshops to Success = 9 total hours
- 76.5 total training hours

Prerequisites inquiries:

- Annual income/wage
- Criminal history, no CSC/Arson
- Ability to work full time
- Identification



The Solutions – Employer Pathways Training



Mfg/Prod

- 12 segment training hours



Call Center

- 20 segment training hours



Maintenance

- 20 segment training hours

CUSTOMIZED PARTNERSHIPS:

- We have flexible options to deliver training content, flexible schedules to meet timelines, and can create enhanced training focus per topics that are relevant to the employer, the job and the organization
- Partnership clients for each sector are invested in the TCR program with;
- Co-branding/co-recruiting, paying for services and referral programs
- Expanding outcomes and supporting training costs
- Internships and volunteering
- Fast track to interview

Empowerment Institute

a Division of Twin Cities RISE

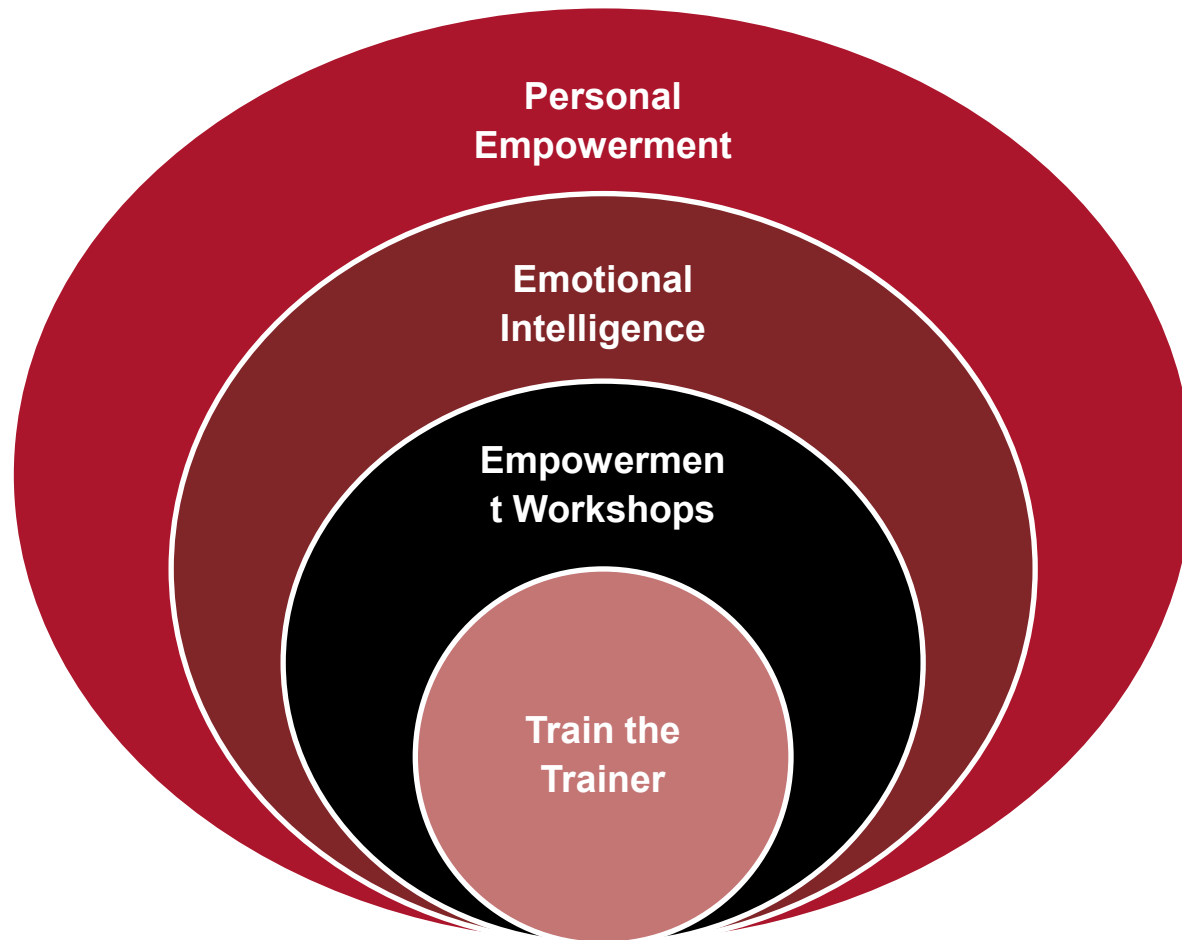
Empowering Success through Emotional Intelligence

Be Smarter with Feelings;
Aware, intentional, and purposeful

It's a teachable skill that is measurable, scientifically validated and instills a higher impact on effective relationships, mindfulness, and valuable quality of life.

Twin Cities RISE has established Emotional Intelligence Curriculum for nearly 25 years. We successfully focus on the personal transformation by using very engaged facilitation methods that teaches the four building blocks of EQ through an interactive and guided cohort model.

Empowerment Training options at TCR



Thought Leadership

- Bringing legal resources, best practices and innovation to Minnesota Employers! This as step-two of 'Ban the Box', allowing more inclusive hiring in our State!
- This 'how to guide' is showcasing successful examples and processes to elevate hiring practices!
- Since kick-off in April, we have shared the guide with nearly 1,000 change agents in the State of Minnesota! We are the third state to have this resource, and know of two more to follow!



Five Lessons

1. LEGAL COMPLIANCE & MINIMIZING RISKS

How can employers meet their competing legal obligations under federal and state equal employment laws, background check laws, and negligent hiring risks? In this section, employers will learn basic procedures to virtually eliminate the associated risks of liability.

2. CHOOSING A RELIABLE BACKGROUND CHECK COMPANY

By following the tips in this section and asking a few basic questions, employers can avoid untrustworthy companies and work with screening partners that will help them comply with the law.

3. REWARDS OF HIRING FAIR CHANCE WORKERS

In this section, hear from both large and small employers such as Koch Industries, Dave's Killer Bread, and Johns Hopkins Hospital, who highlight the benefits that Fair Chance workers' loyalty and hard work have brought to their businesses and operations.

4. COMMON QUESTIONS ABOUT BUSINESS INSURANCE

This section dispels this myth of insurance hikes and gives a general overview on how business insurance can help mitigate a variety of risks.

5. BEST PRACTICES FOR ONBOARDING & TRAINING FAIR CHANCE WORKERS

Onboarding, training, and retaining any employee is tough, and requires a serious investment of employers' time and resources. Choose the best practices that will help your business identify, onboard, and train these potential new hires to meet your business needs.

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Highlights

What did we learn?

- **Page 12**
 - Nature – Time – Nature (nature of offense, time of situation, nature of the job)
- **Page 23**
 - Rewards (see examples of employer success that positively impacts communities)
- **Page 28**
 - Cost vs. ROI (mitigating liability and risk)
- **Page 34**
 - Evidence of Rehabilitation (considering all options for present and future state, vs. past)

Success

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in partnership with:



Sponsored by:

McKNIGHT FOUNDATION
Stand+together

Supported by:



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