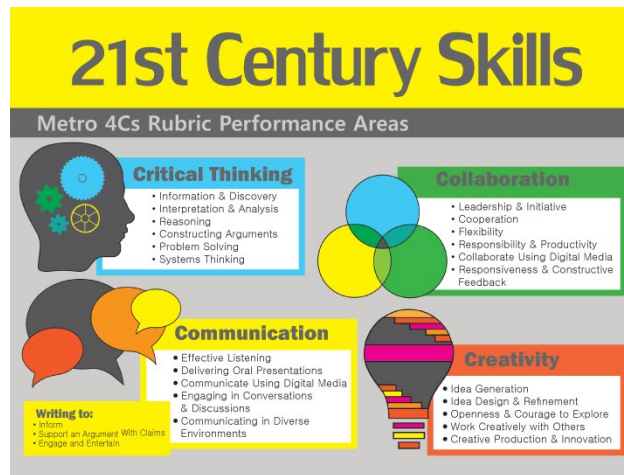


## EDUCATION AND PROGRAM DETAILS

### 21<sup>st</sup> Century Skills:

This can simply be defined as *the skills, character, and competencies that are essential for success in this New Economy*. Hanover Research put together one of the best lists of 21<sup>st</sup> Century Skills and identified 27 attributes that that were included in one or all the six evaluated programs. Employers specifically identified 10 of these skills as essential for participating in today’s workforce. Employers advocate for these skills to be included in today’s educational curriculum, yet it has not evolved into that within public school systems yet. The specific 10 top skills identified by employers include:

- Collaboration and Teamwork- ability to work well in teams and with co-workers
- Creativity and Imagination- ability to think beyond structure and limits
- Critical Thinking- ability to identify issues, gather information, and evaluate alternatives
- Problem Solving- ability to collaborate to develop mutually agreeable solutions
- Flexibility and Adaptability- ability to adjust and change direction when required
- Oral and Written Communication- ability to communicate ideas and information effectively
- Initiative- ability to take the lead when necessary and not wait to be told what to do
- Curiosity and Inquisitiveness- ability to ask questions and explore
- Information Analysis- ability to use relevant information and resources to develop solutions
- Entrepreneurialism- ability to think with passion, vision, and leadership

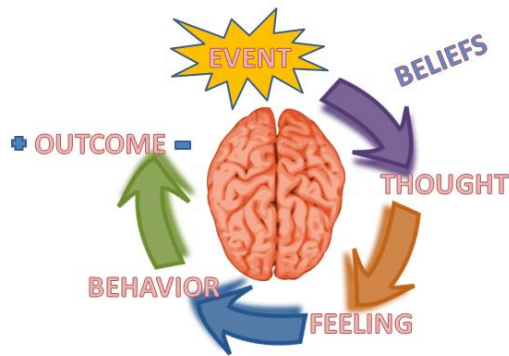


Yes, professionalism, time management, dependability, and the other “soft skills” of the Old Economy are still relevant. However, these skills are now expected of today’s workforce. They are no longer “soft” they are required.

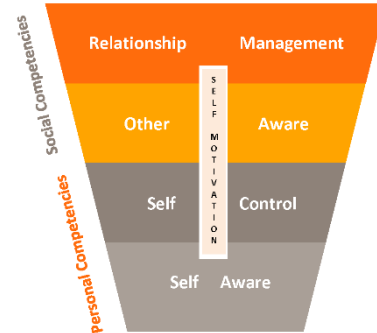
Historical and traditional lessons focused on memorization of information and tests. 21<sup>st</sup> Century Skills are developed through application, practice, interaction, and experiential learning.

**Personal Empowerment:**

This curriculum is the intellectual property of Twin Cities R!SE; it is emotional intelligence training delivered in a very transformational method. We created the curriculum in the late 90's in collaboration of work by Daniel Goldman. We adapted the four emotional building blocks of his work into our program such as **1) self-aware 2) self-control 3) other-aware 4) relationship management**. We also created facilitation methods of emotional intelligence with the work of esteemed psychologist Steven Stozney, specific to his leading efforts within Cognitive Behavioral Therapy. We infused adaptive facilitation methods into our curriculum to achieve personal transformation, assuring that this program will not ever be a 'knowledge acquisition' based model ~ but an integrated and life-changing model. We utilize cognitive behavioral therapy methods into our emotional concept lessons and rely heavily on meta-cognition theories to think about our thoughts. The training is inclusive to over 40 emotional concepts, that are delivered with a spiral facilitation method allowing for processing time, practice, habit building and stacked learning.



**Building Blocks of Emotional Intelligence**



Personal Empowerment is for all human beings, it allows for everyone to respect and honor inherent value for ourselves and each other. It connects individuals to their self-worth, which assist in building one's self-confidence. It provides resources for self-control, which can assist in behavioral outcomes. It allows for social lessons that build a stronger self-interest for one's future. The common theme in our feedback of this program is building hope. We attribute this specific method of facilitation to be a key to the success of achieving personal transformation. There are many mainstream methods of learning emotional intelligence in today's market. However, none of them have created a space and method of processing, practice, and application. Through the efforts of a collaborative partnership with SixSeconds, we are validating our efforts with pre- and post-assessments to gain metrics and insight to the specific components of individuals transformation.

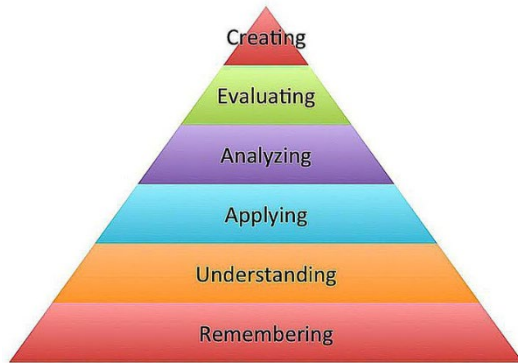
**Twin Cities R!SE E-Learning Community (LEARNING MANAGEMENT SYSTEM)**

The learning management system concept emerged directly from e-Learning in the later 1990's. Twin Cities R!SE implemented this concept into our strategic plans as a method to grow the organization beyond the 7-county metro market. Through the fast pivot of services due to Covid-19, the organization moved quickly into implementation of an LMS system during 2020 to continue our workforce training programs in a virtual modality. In April, Twin Cities R!SE selected Appinium Group as our vendor partner for the LMS. This is a software that integrates to our internal system of Salesforce very well.

Our unique model integrates Empowerment, 21<sup>st</sup> Century Skills, Coaching Support, and Career Planning into an interactive system. We have customized the curriculum and modules that integrate best practices into on-line and digital learning. Our system capabilities include training and curriculum administration, documentation, tracking, reporting, automation, and delivery of all Twin Cities RISE educational courses.

Within the Learning Management System, we have also adapted Blooms Taxonomy as a style to our lessons. This assures the lessons allow for adaptive learning including all six stages of gaining new skills.

The New Version of Bloom’s Taxonomy



Through collaborative efforts of EquipStudios, we are also adding in four validation points to each lesson to assure the participant is adapting the lessons into their life. The four methods include.

- 1) Reflection activities – allowing for processing of the curriculum
- 2) Quiz – review understanding to curriculum
- 3) Tasks – driving action and habit building of the curriculum
- 4) Story board – inclusive to all the above and experiential learning

Within the learning management system TCR participants engage with a total of 82 curriculum hours.

CURRICULUM LESSONS	TOTAL LMS TIME
Personal Empowerment Curriculum	48 total hours
21 <sup>st</sup> Century Skills Training Curriculum	24 total hours
Group Coaching	24 total hours

In addition to the curriculum, we also offer a suite of services within our training programs such as.

- Two weekly Coaching Sessions per week (1:1 and Group Cohort Sessions)
- A suite of workforce development workshops for additional learning
- Financial literacy and training
- Resource Navigation support for personal and professional barriers
- Career Club refresher training for up to an additional 12-weeks
- 1:1 Employer Services coaching support for career search and job placement
- Engagement with volunteers and employers for mock interviews and HR spotlights
- Retention support for on-the-job support
- Alumni connections for ongoing connection to community and TCR engagement
- Personal Empowerment Maintenance for continued application and success with emotional concepts