Twin Cities RISE!

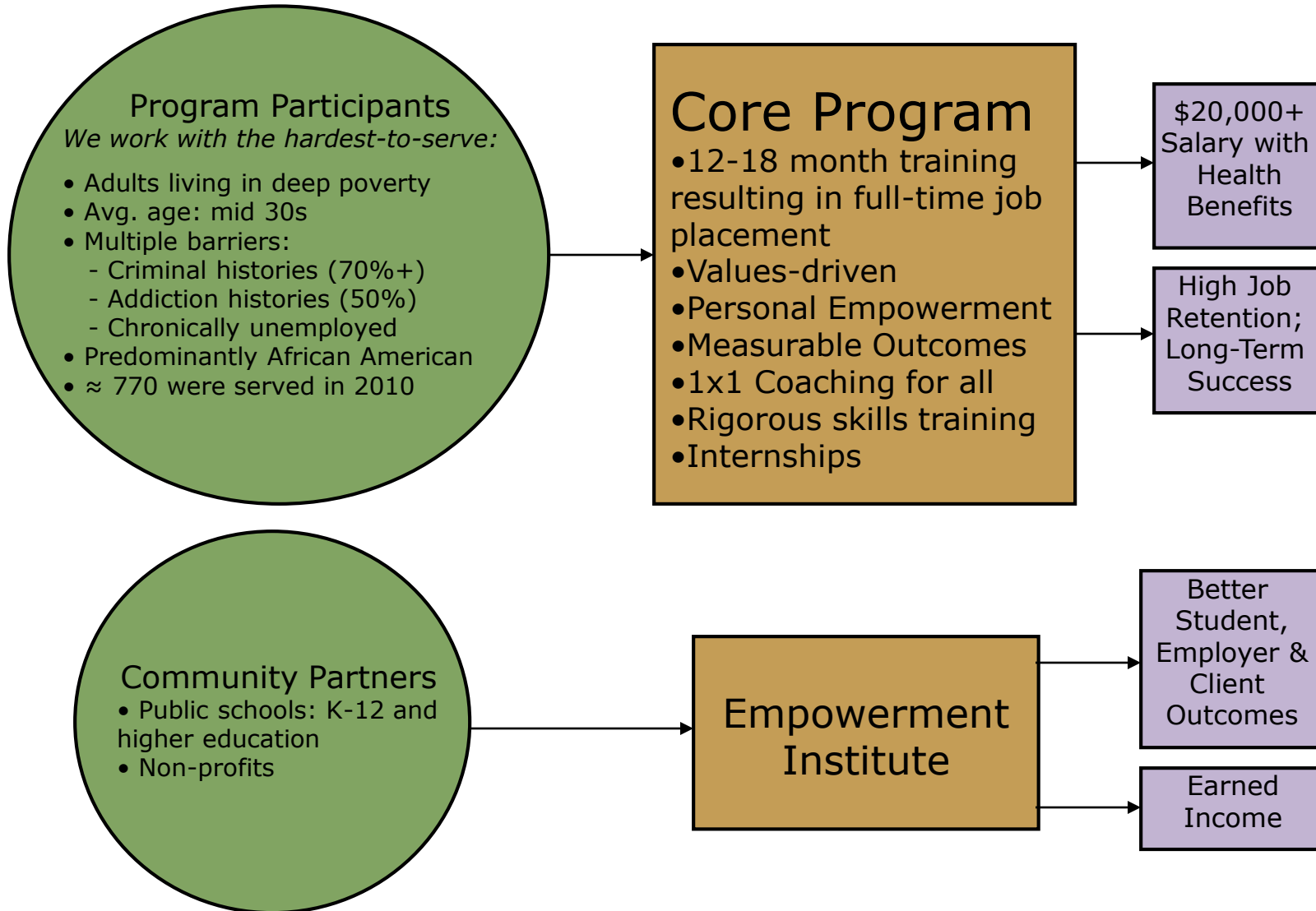**Exploring New Frontiers For Workforce Development Programs**

August 8-9, 2013

Twin Cities RISE!: Program Overview

Program Participants
We work with the hardest-to-serve:

- Adults living in deep poverty
- Avg. age: mid 30s
- Multiple barriers:
  - Criminal histories (70%+)
  - Addiction histories (50%)
  - Chronically unemployed
- Predominantly African American
- ≈ 770 were served in 2010

Core Program
- 12-18 month training resulting in full-time job placement
- Values-driven
- Personal Empowerment
- Measurable Outcomes
- 1x1 Coaching for all
- Rigorous skills training
- Internships

$20,000+ Salary with Health Benefits

High Job Retention; Long-Term Success

Community Partners
- Public schools: K-12 and higher education
- Non-profits

Empowerment Institute

Better Student, Employer & Client Outcomes

Earned Income

TWIN CITIES RISE!

Twin Cities RISE! Key 2012 Outcomes

Total Numbers Served

Core Program	624
Empowerment Institute	845
Total	**1,469**

Graduate Income

Pre-Program	$6,105
Post-Program	$25,077 + benefits
Change, $	$18,972
Change, %	311%

ROI to State of Minnesota More than **$7** for every **$1** invested

Job Retention

12 months	82%
24 months	71%

Core Program Success Rate 67%

Twin Cities RISE! Job Retention Rate:
Twice the National Average*

82%

42%

Twin Cities RISE!

National Average:
TCR! Peer Group
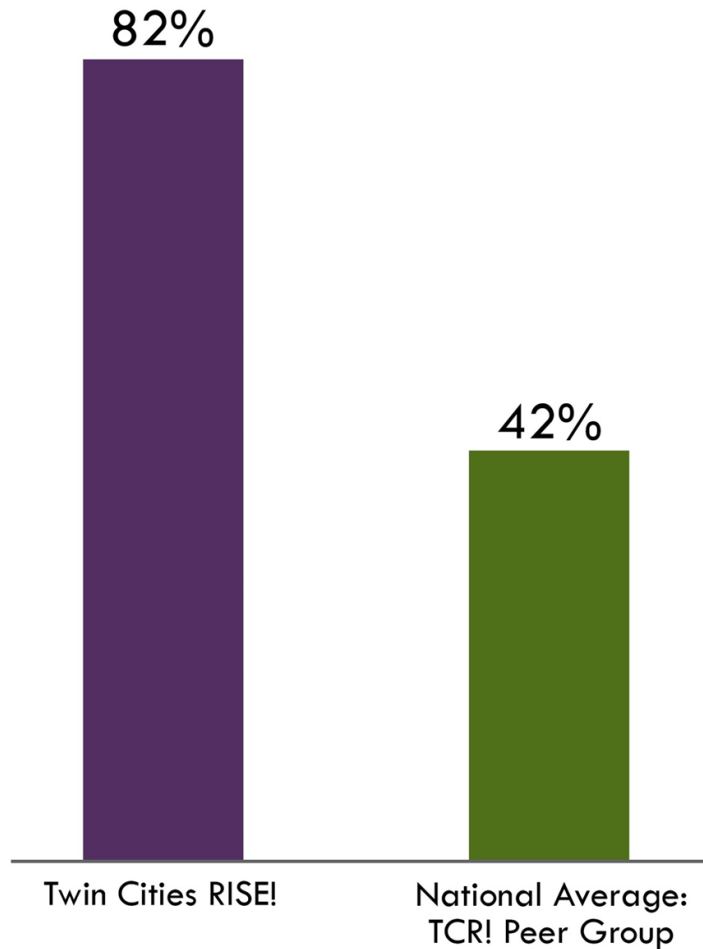
Median 12-month job retention:
- TCR! = 82%
- All programs = 62%
- Programs serving mostly individuals with criminal records = 42%

*According to a Benchmarking Project study conducted by The Corporation for a Skilled Workforce and funded by the Annie E. Casey Foundation (May 2013): http://www.skilledwork.org/Newsletter/ApplesToApples.pdf

- The Twin Cities RISE! Story
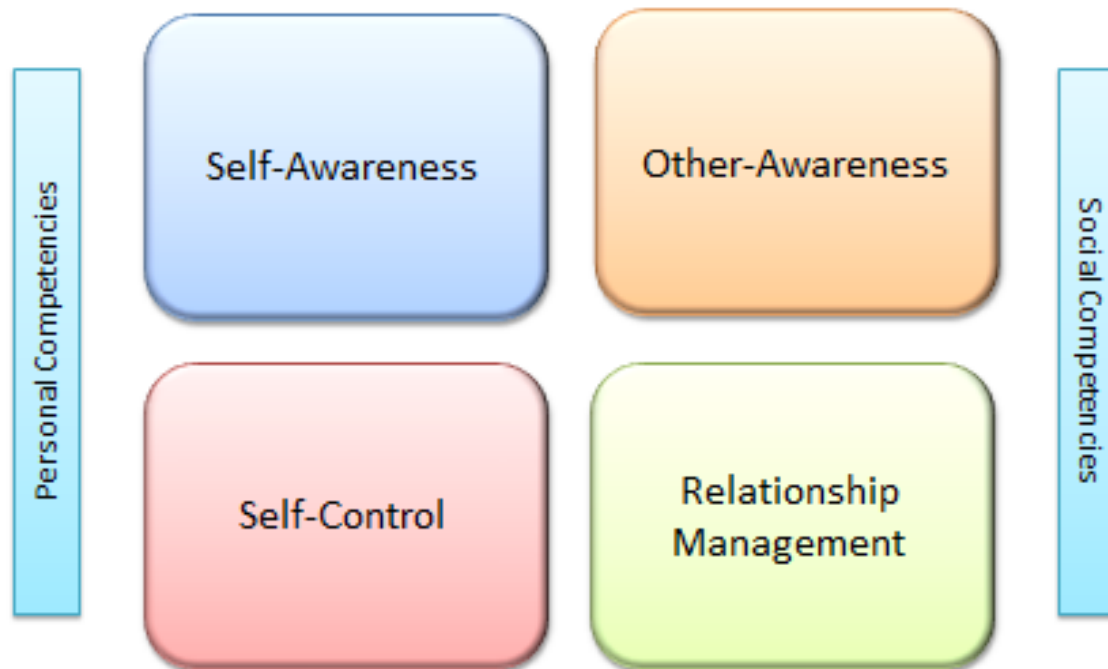
What is it?

- Facilitator-Led Personal Skills Training

- Emotional Intelligence & Cognitive Restructuring

  - Psychological & Educational Principles

  - Social Research

  - Brain Neuroscience

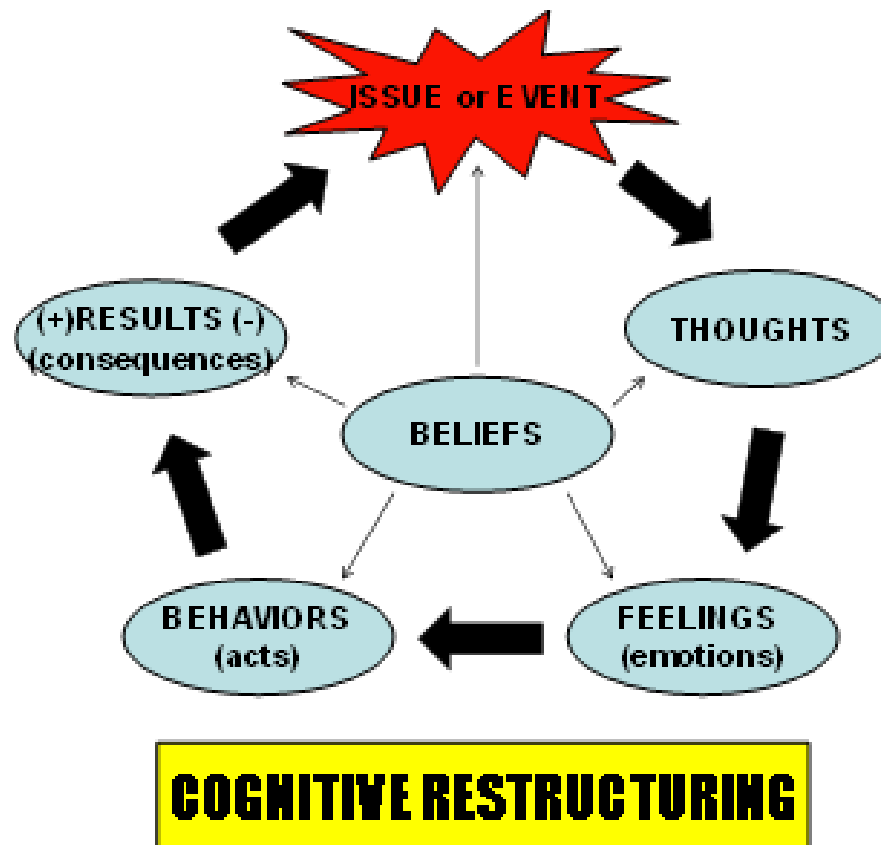# **Personal Empowerment:** Psychological & Educational Principles

Emotional Intelligence Building Blocks

Personal Empowerment: Psychological & Educational Principles

Personal Empowerment: Social Research

- Poverty & Social Strata:

  - Research by Ruby Payne, Ph.D.

- Trauma:

  - Vincent Felitti and Robert Anda ACE Study

  - SAMHSA

Personal Empowerment: Brain Neuroscience

- Prefrontal Cortex

- Amygdala

- Neuroplasticity

What's next?

- Personal Empowerment in an Organizational Anti-Poverty

  Strategy:

- Capacity building

- Sustainability