

"It was like I could see a little light,
like this might just work for me...
TCR gave me the hope to keep
moving forward."
- Chris B., TCR Graduate



OUR MISSION:

To transform the lives of those impacted by racial or socio-economic barriers through Personal Empowerment, Career Training and Meaningful Employment.

OUR VISION:

A community where all individuals, especially people of color, have attained financial independence through employment success.

OUR PROMISE:

To provide the tools, skills, resources, and support needed for participants to become EMPOWERED and EMPLOYED.

Real Impact, Real Results (Since 7/1/23)

For every **\$1** invested in Twin Cities R!SE, the community gets **\$7** back from more jobs, reduced recidivism, and economic growth.

Participants are employed in full-time positions at top companies such as:

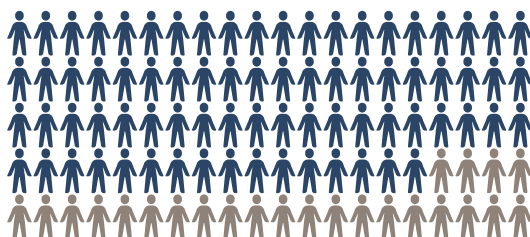
431 Participants Served

72% Unemployment

39% Criminal History

24% Unstable Housing

76% People of Color



Xcel Energy



Metro Transit



Park Nicollet
Clinic HealthPartners



CATHOLIC CHARITIES
Twin Cities

\$14,346

Average
Pre-Program
Income

\$44,163

Average
Post-Program
Income

\$0,000 \$10,000 \$20,000 \$30,000 \$40,000 \$50,000

+\$29,591

Average Increase
of Income

Meeting the Demand

We are on track to serve 575 TCR Participants this year, placing at least 175 into stable, employment opportunities. Of those, at least 75 will meet the Pay-for-Performance standards of full-time employment, with benefits and at least a five-figure salary increase, these targets exceed our current pay for performance funding allotment. This demonstrates both the need and our capacity to achieve more. By creating clear pathways to better employment, we support employers in finding skilled talent and help participants secure a brighter future for themselves and their families.

Pay-for-Performance Funding Request: \$1,000,000 Annually

With this investment, Twin Cities R!SE will:

1. Expand Opportunities

- Place and retain at least 80 participants annually in pay-for-performance qualifying jobs, expanding employment opportunities to more Minnesotans who are often unemployed, under employed or recently out of incarceration.

2. Strengthen Retention & Career Advancement

- Currently the TCR 1-year retention rate is 76% far above the national average of 53%*. Participants are offered dedicated post-placement coaching, ensuring ongoing growth and stability.

3. Broaden Employer Partnerships

- Connect with a diverse range of industries, building a strong talent pipeline that enriches Minnesota's workforce.

A Strong Return on Investment

For every \$1 invested, TCR delivers a \$7 return, driven by higher tax revenues, reduced reliance on assistance, and lower justice system costs. This impact goes beyond economics—it fosters safer neighborhoods, stronger local businesses, and more stable households.



"Twin Cities R!SE gave me the tools and confidence needed to pursue my dreams and goals." - Nala B., TCR Graduate



*Source: <https://peoplethrivers.com/what-is-a-good-employee-retention-rate>