

Twin Cities RISE!
Report to the Department of Employment and Economic Development
On Grant # SPAP-03-1001-P-FY04 and
Grant # 6609800

06 - 0282

February 10, 2006

I. Introduction

The mission of Twin Cities RISE! is to provide employers with skilled workers, primarily men from communities of color, by training under- and unemployed adults for skilled jobs that pay a living wage of at least \$20,000 annually plus benefits. Our philosophy is that employers are the customers of TCR!. Their needs and norms set our standards for training. Employers pay us a fee when they hire our graduates, based on the economic value we have created for them. This ensures that our graduates receive both the highest quality training and are received as assets by the employer.

Twin Cities RISE! training is comprised of basic occupational, academic and personal development skills conducted in classes, one-on-one professional coaching and on-the-job training. It is unique due to its core focus on personal development, which is taught through a series of courses called "Empowerment Skills Training". Empowerment principles emphasize respect for self and others, personal accountability, professional standards, and integrity. It provides participants with the tools needed to find solutions to problems, and to empower them to feel and act in a way that will help them accomplish their personal and professional goals.

This report is submitted to the Department of Employment and Economic Development (DEED) in compliance with requirements for Grant No. SPAP-03-1001-P-FY04 and Grant No. 6609800. The report covers two periods, July 1, 2003 through June 30, 2005 for Grant No. SPAP-03-1001-P-FY04 , and July 1, 2005 through December 31, 2005 for Grant No. 6609800.

II. Results

Participants benefit from attending Twin Cities RISE! in many ways. When considering our broadest definition of success, this includes a positive result for hundreds of participants who have achieved important milestones during training. The contract with the State of Minnesota, however, contains a very narrow definition of graduate that holds up to the highest standard: placement into a fulltime living wage job that pays \$9 per hour or more with full benefits; and retention in a fulltime living wage job for 12 months that pays \$10 or more with full benefits at the 12 month anniversary date. The contract was written this way purposefully to provide an incentive for Twin Cities RISE! to attain the best possible outcome for participants. The remainder of the report focuses on these specific outcomes for this contract.

During the period from 7/1/03 to 6/30/05:

Twin Cities RISE! graduates qualified for the total number of budgeted payments under the contract. 39 graduates were placed into living wage employment during the contract period, and 17 graduates were retained for 12 months during the contract period, for a total of 56 payments. Twin Cities RISE! has invoiced DEED \$500,000 for this activity.

Please note that an additional 15 graduates who were placed or retained met the eligibility requirements for the contract, but the budgeted amount had already been met.

During the period from 7/1/05 to 12/31/05:

Twin Cities RISE! graduates have qualified for a total of 23 budgeted payments to date. 12 graduates were placed into living wage employment during this period, and 11 graduates placed in earlier periods were retained for 12 months during this period. Twin Cities RISE! has invoiced DEED \$207,000 for this activity. Given these numbers to date, it is highly likely that by the end of the grant period, the number of placements and retentions that meet the qualification requirements will exceed available funding.

Table 1: Summary of Results 7/01/03 - 6/30/05

Category	Budget	Activity	Eligible	Total Eligible
	7/01/03 - 6/30/05	7/01/03 - 6/30/05	Not Reimbursed 7/01/03 - 6/30/05	7/01/03 - 6/30/05
Placements	37	39	8	47
12 month Retentions	19	17	7	24
Total	56	56	15	71

Table 2: Summary of Results 7/01/05 - 12/31/05

Category	Budget	Activity to Date
	7/01/05 - 6/30/07	7/01/05 - 12/31/05
Placements	22	12
12 month Retentions	12	11
Total	34	23

III. Information on Placements

During the period from 7/1/03 to 6/30/05:

- 39 graduates were placed who qualified for payment under the contract.
- Average hourly wage of \$11.33 at placement, or \$23,469 on average per year with full benefits.
- 76% of the 39 graduates who have been placed have been retained thru 12 months.
- At program start, 64% of placements were unemployed.
- Average income in the calendar year prior to starting the program was \$3985.
- The average length of time in training was 14 months.

Below is a list of placement companies and positions:

ACS / Team Lead
African American Family Services / Family Preservation Specialist
African American Family Services / Secretary
Armstrong, Subway, Inc.
Bench Dog / Assembly (3 placements)
Crompton, Seager & Tuft, LLC / File Clerk
Deluxe Corporation / Customer Management
Experior Assessments, LLC / Candidate Support Specialist
Express Scripts / Customer Service Associate
Faegre & Benson, LLC / Receptionist
Faegre & Benson, LLC / Legal Assistant Trainee
Kinko's / Branch Shipping Specialist
MDI / Administrative Assistant
MN Life / Messenger
Money Gram / Record Storage Clerk
Nash Finch / Mail Clerk
Pearson Professional Testing
RBC Dain Rauscher / Document Processing and Distribution Associate
Regulus / Mail Processor
Shadin Company / Administrative Assistant
SuperValu / Order Selector
Target Corporation / Backroom Team Member
Target Corporation / Collector
Target Corporation / DC File Clerk
Target Corporation / TSC Operations Team Member
TCF Bank / Receptionist
The Gavzy Group / Caretaker
The Goodin Company / Warehouse Worker
Turning Point / Billing Clerk
U.S. Bank / In Store Banker
U.S. Bank / Research Clerk
University of Minnesota / Junior Cashier
Viacom Outdoor
Walmart / Tire Lube Service Manager
Wells Fargo / Teller
Wells Fargo Home Mortgage / Administrative Assistant II
Wells Fargo Mortgage / Work Director

During the period from 7/1/05 to 12/31/05

- 12 graduates were placed who qualified for payment under the contract.
- Average hourly wage of \$12.51 at placement, or \$26,390 on average per year with full benefits.
- 100% of the 12 graduates who have been placed have been retained to date.
- At program start, 67% of placements were unemployed.
- Average income in the calendar year prior to starting the program was \$6854.
- The average length of time in training was 12.5 months.

Below is a list of placement companies and positions:

Midwest Special Services / Program Assistant
Banta Catalog Group / Bindery General Helper
Crompton Seager & Tufte / File Clerk
Faegre & Benson / Legal Assistant Trainee
Lindquist & Vennum / General Office Clerk
Partners in Pediatrics Ltd / Patient Care Coordinator
Reuben Lindh Family Services / Receptionist
SCC Janitorial
Smith Foundry Co. / Pourer & Shifter
Target Corporation Employment / Verification Clerk
US Bank
Way to Grow / Administrative Assistant

IV. Information on All Graduates

The following information is provided for all individuals who were received state pay-for-performance funding under the contract for placement and retention, broken out by reporting period.

During the period from 7/1/03 to 6/30/05:

Demographic Information:

- Ethnicity/Race:
 - 63% are African American
 - 13% are Caucasian
 - 13% are African
 - 9% are Asian/Pacific Islander
 - 2% are Latino
- 78% are female
- 20% are immigrants or refugees
- Average age is 34 years, median age is 31 years
- 72% are custodial or non-custodial parents

Information on Barriers to Employment:

- Graduates experience on average three barriers to employment

- Top barriers:
 - Unemployed at program start (65% of graduates)
 - Receiving public assistance at or within 6 months of program start (46%)
 - History of criminal conviction (41%)
 - History of substance abuse (37%)

During the period from 7/1/05 to 12/31/05

Demographic Information:

- Ethnicity/Race:
 - 70% are African American
 - 13% are African
 - 9% are Asian/Pacific Islander
 - 8% are Caucasian
- 57% are female
- 17% are immigrants or refugees
- Average age is 36 years, median age is 31 years
- 56% are custodial or non-custodial parents

Information on Barriers to Employment:

- Graduates experience on average three barriers to employment
- Top barriers:
 - Unemployed at program start (65% of graduates)
 - Receiving public assistance at or within 6 months of program start (48%)
 - History of criminal conviction (43%)
 - History of substance abuse (35%)

V. Financial Information

Twin Cities RISE! budgets on a calendar year basis, so requested financial information has been provided below for all of 2005.

Table 2: Twin Cities RISE! 2005 Revenue

Revenue Source	2005 Preliminary Revenue
Philanthropy	1,311,168
United Way	147,453
Employer Fees / Foundation pay-for-performance fees	112,817
State Contract (2005)	221,000
ABE Funding	151,328
Other	48,000
Total	\$1,991,766