



Minnesota **Fair Chance Hiring**

With Jacquelyn Carpenter
VP of Workforce Development
at Twin Cities RISE



TWIN CITIES R!SE

Mission & Vision



Mission

To transform the lives of those impacted by racial or socio-economic barriers through Personal Empowerment, career training, and meaningful employment.



Vision

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

Twin Cities Rise is a nonprofit organization based in Minneapolis, MN that focuses on empowering individuals, primarily people of color, to achieve long-term employment and financial stability. We offer personalized coaching, job skills training, personal empowerment and other support services to help participants overcome barriers to employment and achieve professional success.



TWIN CITIES R!SE Impact Results

SROI: \$7.6 MILLION*

* Annual Social Return on Investment from 2019 Ecotone Analytics

1,193 → Total Served Across All Programming

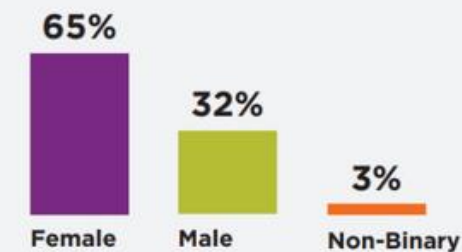
394 Enrolled In Workforce Development

86 Achieved Job Outcomes

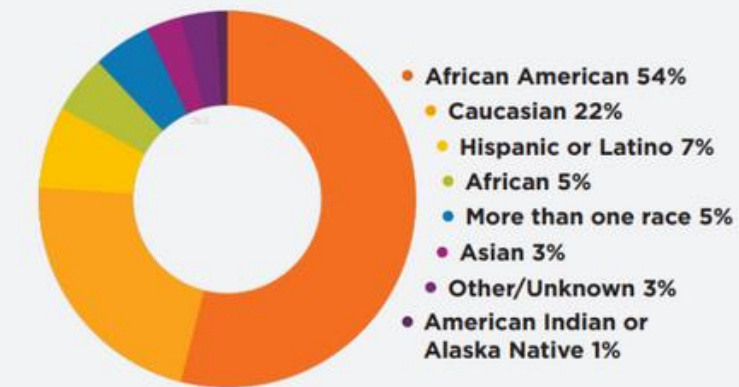
AVERAGE AGE

37

GENDER



ETHNICITY



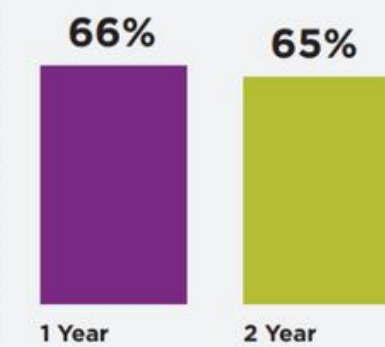
BARRIERS AT PROGRAM START



FULL-TIME, PERMANENT EMPLOYMENT INCOME CHANGE



EMPLOYMENT RETENTION - 10yr Average Retention Rates





Pioneering Justice Reform and Systems Change



Historical Milestones:

- **White House Summit:** Championed a bill reducing sentences for crack cocaine offenses, freeing thousands from federal prisons early.
- **Schroeder Litigation:** Actively involved in restoring voting rights for MN felons.



Partnerships & Collaborations:

- **National Alliance:** Teamed with Root and Rebound for re-entry and systems reform.
- **Minnesota Fair Chance:** Spearheaded the Hiring Guide and its employer training.
- **Shakopee Women's Prison & Drug Court:** Years of dedicated re-entry program collaboration.
- **Butler County PA:** Delivered DOC Empowerment Training within their Corrections Systems.
- **Community Ties:** Services with Second Chance (Fargo ND), 180 Degrees (Mpls MN), and TechDump Organization.





Pioneering Justice Reform and Systems Change (cont.)



Data-Driven Impact:

- **Reintegration:** Assisted over 6,000 individuals back into the community in 2020.
- **Ecotone SROI Report:** Criminal record holders are 7x more likely to succeed in job retention.



Minnesota Reform & Reinvestment Act:

- **Collaboration:** Worked alongside the Department of Corrections, emphasizing more release and probation.
- **Rehabilitation:** Prioritized individual plans, earned releases, and program support.
- **Justice Reinvestment:** Redirected funds to victim support, crime prevention, and community programs.



PROWD Initiative:

- **Active Role:** As a PROWD Multi-Agency Working Group member, we're at the forefront of re-entry services.
- **Nationwide Reach:** Partnerships with state, community organizations, and federal correctional institutions.
- **Reintegration Focus:** Ensuring individuals with criminal records successfully re-enter the workforce and communities.



Thought Leadership



Bringing legal resources, best practices, and innovation to Minnesota Employers! This is 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!



During our first year, we shared the guide with over 1,000 employers within Minnesota. We were the third of eleven states to launch this employer resource to elevate fair chance hiring.



**TWIN
CITIES R!SE**

in partnership with:



Five Lessons

LEGAL COMPLIANCE & MINIMIZING RISKS

1

How can employers navigate federal and state equal employment laws, background check regulations, and avoid negligent hiring liabilities? This section guides employers through essential procedures to significantly reduce potential risks.

CHOOSING A RELIABLE BACKGROUND CHECK COMPANY

2

This section offers guidance on key questions employers should ask to ensure they partner with screening companies that are both reliable and compliant with legal standards.

REWARDS OF HIRING FAIR CHANCE WORKERS

3

Discover the advantages experienced by businesses, from giants like Koch Industries to smaller entities like Dave's Killer Bread and John Hopkins Hospital, as they share the hard work and loyalty Fair Chance workers have added to their businesses.

COMMON QUESTIONS ABOUT BUSINESS INSURANCE

4

In this section, we debunk myths about rising insurance costs and offer an insight into how business insurance can safeguard against various risks.

BEST PRACTICES FOR ONBOARDING & TRAINING FAIR CHANCE WORKERS

5

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.



Highlights



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Nature – Time – Nature

Nature of offense,
time of situation,
nature of the job.



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Rewards

See examples of
employer success
that positively
impacts
communities.



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Cost vs. ROI

Mitigating liability
and risk.



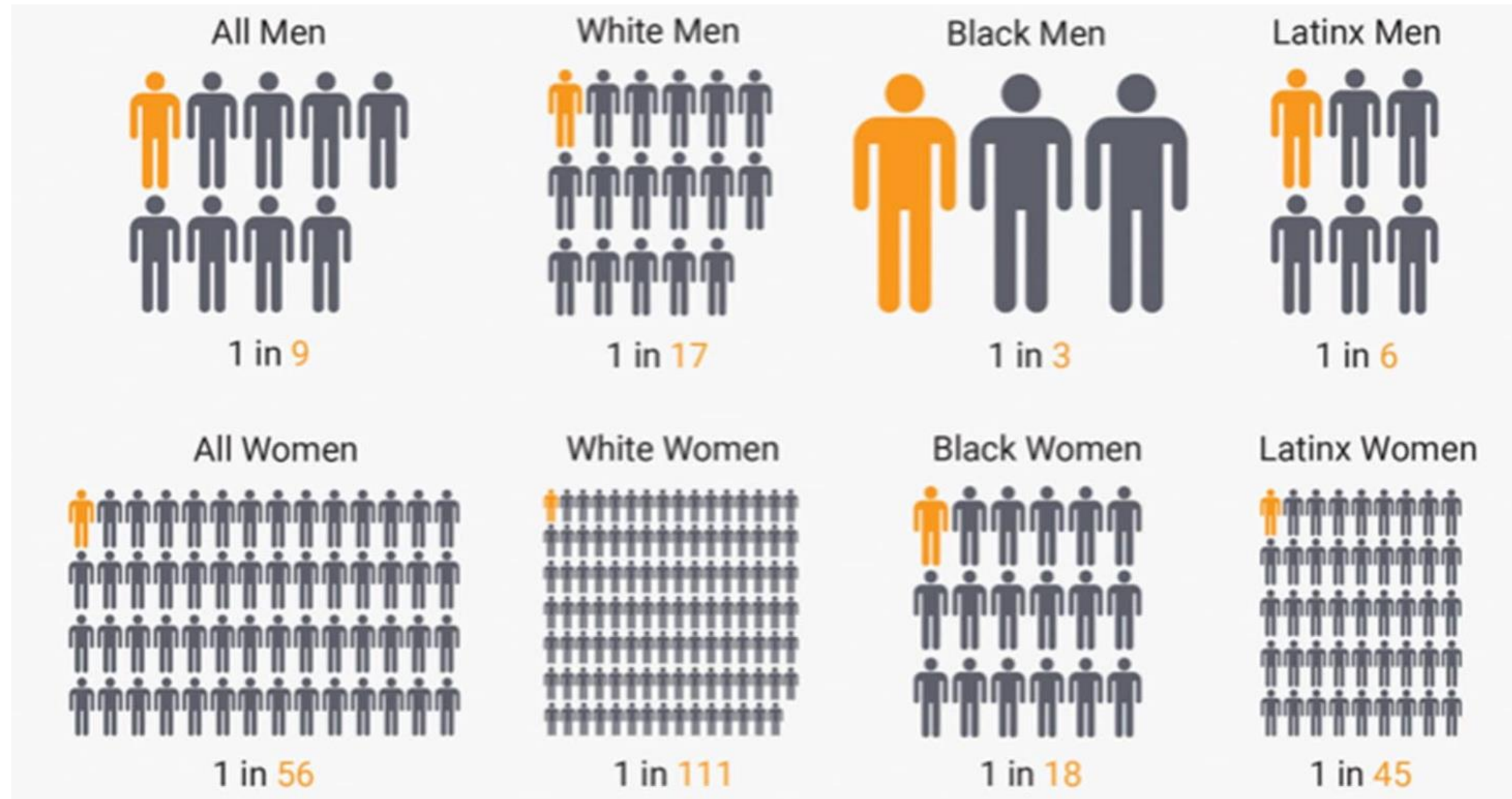
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Evidence of Rehabilitation

Considering all
options for present
and future state,
versus past.



Lifetime Likelihood of Imprisonment



19

Currently there are 19 million Americans that have a felony conviction and are searching for work.

m

7x

On average, TCR participants with a criminal record or history are 7 times more likely to remain on the job.

65%

On average, 65% of TCR participants have a criminal record or history.



Success

TWIN
CITIES
R!SE

In partnership
with:
**ROOT &
REBOUND**
REENTRY ADVOCATES

Sponsored by:
**MCKNIGHT
FOUNDATION**
Stand+together

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Ajax
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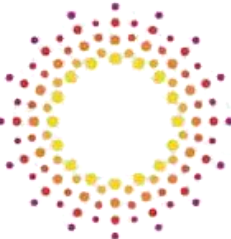

McGough

 **Minneapolis**
City of Lakes

m1 DEPARTMENT OF
HUMAN RIGHTS

 **MSPWin**

MINNESOTA WORKFORCE
MWCA
COUNCIL ASSOCIATION

SUNRISE  BANKS

ups





**At Twin Cities RISE, our rich history,
strategic partnerships, and tangible results
are testaments to our dedication.**

**Join us as we continue to
make a difference.**

Thank You!

