Letter from President & CEO

The last year has brought many new partnerships and for EMERGE. Plans to expand our services and programs in the Cedar Riverside neighborhood brought along a unique and innovative project aimed at improving program offerings to the immigrant and East African residents of the neighborhood. The Cedar Riverside Opportunity Center project brought together the City of Minneapolis, Hennepin County, Minneapolis Community and Technical College (MCTC) and Hennepin County Library to provide a holistic workforce development and education system that aims to assist in the minimization of unemployment and undereducation in the area.

The plan for the Cedar Riverside Opportunity Center is to be a one-stop shop for educational and workforce resources and a pipeline to good jobs for people of all ages through the committed presence of public and private sector employers. The ultimate goal of the Opportunity Center is to reduce unemployment and increase higher educational attainment and enrollment within the Cedar Riverside neighborhood. The autumn groundbreaking of the center was a great success and brought many government, academic and agency officials together. We all are partnering together to offer helpful services to those who most need them.

All who require these services are welcome to seek out the Cedar Riverside Opportunity Center and the anchor partners providing services there. EMERGE works every day to assure that those who are in need are able to access services, regardless of whether the services are offered by EMERGE. This focus on collaboration and partnership in all we do is why we are able to increase our impact on the community by diversifying the services we offer.

After renovating and opening the EMERGE Career & Technology Center, our teams got to work increasing the number of trainings and programs made available at the center. Since its renovation and opening, the Emerge Career & Technology Center has become a go-to location for career and education services in North Minneapolis. In addition to CISCO IT Essentials training, CompTIA certification was offered to participants. These trainings propel individuals into long-term well-paying IT jobs. The open lab has also played an integral role in increasing individual's access to technology required to perform job seeking tasks and keep their materials updated. The empowerment we see every day at ECTC is incredible.

We're proud to stand with the communities we serve and listen to their needs. Transitions and change can be difficult, but through it all, we focused our efforts on the participant. What matters to us here at EMERGE us that we listen to what the community needs and plan our agenda accordingly. We look forward to continuing this important relationship with the community in the future. We couldn't do what we do without those who are in need of what we offer.

Mike Wynne
President and CEO
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Mike Wynne, Ex-Officio
President and CEO, EMERGE Community Development
Who we served in 2016

EMERGE is a community and workforce development organization based in North Minneapolis and Cedar Riverside, neighborhoods that have struggled with some of the metro area’s highest rates of unemployment and most concentrated poverty. EMERGE helps people facing significant obstacles redefine themselves. In 2016, EMERGE served 2,996 people: 784 gained jobs, 341 participated in career training, 306 people learned financial skills, and 85 formerly homeless families gained or maintained housing. We offer adult and youth workforce services, combined with a range of other services, along a continuum from basic job search coaching up to long-term intensive career training, tailored to the specific needs of the participant. Every year the people we serve are approximately 90% people of color; 95% low-income with more than 60% under the poverty-line. About one-third are overcoming a criminal background; and 15% over 21 with no high school diploma/GED.
Career & Technology Training

Every year, hundreds of individuals enter our doors seeking career or technology training in order to increase their earning potential. During 2016, EMERGE and a number of partnering organizations offered the following trainings to those participants:

- CNC Machining
- MIG Welding
- Machinist Training
- Property Maintenance Technician
- CISCO IT Essentials or IT Ready
- CompTIA A+

360 Participants were involved in 456 Career Trainings

- HIGHLIGHTS
  - 14 participants gained a CDL License
  - 31 participants in Personal Care Assistant or Certified Nursing Assistant training
  - 51 participants completed IT Essentials or IT Ready
  - 26 participants completed CompTIA A+

“"My eyes have been opened to so many new opportunities. Before taking this class, I had no idea how much technology affects us and how all the systems work together. I now know all the different ways I can enter the field and plan to begin volunteering to gain more experience in the field. The wonderful instructors and the great members of the cohort really made this class worthwhile.”

–Abduselam, EMERGE CISCO IT Essentials training participant speaking at the cohort's graduation
Financial Wellness

951 financial services were delivered in 2016

- 244 participants worked with a Financial Coach
- 152 attended financial classes embedded in other training
- 89 attended Four Cornerstones of Financial Literacy
- 152 incarcerated men received pre-release financial education
- 161 AmeriCorps members received a workshop on budgeting and understanding the impact of credit
- 153 people received free income tax services
- 153 people saved an average of $250+ in income tax fees and 127 people received a tax refund

Seek out a support system find your ground, I found that at EMERGE. Find your roots. Find people or a person – it starts with one person – find strong roots. If your roots are strong, there’s no way you won’t succeed. [Your life] will stay beautiful and bright. If you have a strong root system, then everything grows fresh, straight, and stronger than ever.”

Frank, EMERGE Workforce Services Participant
EMERGE Enterprises

EMERGE ENTERPRISES, newly expanded through a 2015 merger with Momentum Enterprises, operates four social enterprise businesses with the joint goals of building employability skills, providing 350+ people with temp/temp-to-perm jobs, offering transitional supported employment to 80+ hard-to-employ adults, and contributing to our bottom line.

Poverty Breakdown – 96% of EmergeWORKS participants came to us while living under the federal poverty line.
Breaking Ground at Cedar Riverside

In October 2016, EMERGE proudly celebrated the groundbreaking of our newest site—the Cedar Riverside Opportunity Center. In partnership with Hennepin County, Minneapolis Community and Technical College, the city of Minneapolis, and an array of community entities, employers and educational institutions, EMERGE will present opportunities to the neighborhood in a new way: a one-stop shop of employment, education and individualized coaching, all in a highly accessible space.

The plans for the center evolved in response to requests from the community, and the desire for programs that are better-tailored to its unique needs and demographic mix: for many residents, barriers to employment and education often faced by immigrant populations—such as access to technology, language-learning needs, difficulty entering the workforce, and the scarcity of culturally-specific programming—intersect with the challenges of being young, poor, and unemployed in the city. So, it’s only fitting that the center’s approach be as unique as the community it will serve.

"There has never been a program that was tailored towards meeting [this] community’s needs,” said Abdi Warsame, City of Minneapolis Councilmember. “This is what the opportunity hub presents.”

Abdi Warsame, City of Minneapolis Council Member, Ward 6

Cedar Riverside Opportunity Center goals

Employment and education will be the primary focus:

• Cut unemployment in half for residents 16 and older, from 17.8% to 8.9%
• Increase higher educational attainment by 50 percent, from 33% to 66%

Partners

• Hennepin County Workforce Development
• Hennepin County Library
• City of Minneapolis
• Minneapolis Community and Technical College
Youth – BUILD Leaders

In 2016, the Minneapolis Health Department worked with several youth-serving programs to offer BUILD Youth Violence Prevention curriculum training. The program would both employ a group of 18-24 year old young adults as BUILD leaders and trainers, and offer the BUILD curriculum to 9-12 year olds in North Minneapolis during afterschool/out-of-school-time hours.

BUILD Program helps kids stay away from violence, and choose positive alternatives. During 2016, EMERGE worked with a number of young adults and youth in collaboration with the City of Minneapolis and other agencies involved in the training process. The young adults were offered internships and a number of trainings including CPR/First Aid.

Our BUILD Leaders were involved in youth violence prevention classes at North Minneapolis Elementary and Middle Schools. These young adults worked with those younger than themselves in order to teach mediation techniques and decrease tendencies for violence or confrontation. Their training will have a lasting impact, not only on our Leaders, but on the lives of those young people they worked with.

Housing

Chronic homeless devastates families and children and the difference between success and failure rests heavily on the shoulders of parents. At the EMERGE Villages housing program most of the families we serve are headed by single fathers, many struggling with mental and chemical health problems or criminal backgrounds. Most have been evicted or fired from jobs many times. Every new rejection adds to the stress and trauma they must overcome to give their children the future they deserve.

That is where Family Housing Advocate Larcell Mack can help.

Like many of the people EMERGE serves, Larcell has spent time in prison. He used his time well, building skills and getting ready to succeed. However, despite his best efforts, when he first got out, the only job open to him was through EMERGE Second Chance Recycling breaking down old mattresses and his housing options were very limited. But he did not give up. He learned, he worked and he saved. Today he owns his own home and works at EMERGE supporting people struggling with the same issues he once faced. His example gives hope, proving to frustrated parents facing multiple barriers to success, that stability for their children is possible. Just this year, through his guidance a father, who survived prison and addiction, has moved from living in shelter to getting ready to buy a home for himself and his teenage son.

Larcell is just one of many EMERGE staff who know firsthand the challenges EMERGE families are facing and who work every day to make sure they get what they need to succeed: Better jobs. Better Lives. Better community.
Support Services

Support Services Data/Graph - 2016

Total number of participants offered support services = 1006
Total = $358,266.67

- Transportation: 51.60%
- Housing: 6.40%
- Education: 7.40%
- Interview/Employment: 31%
- Other: 3.60%
AmeriCorps at EMERGE

In 2016, EMERGE hosted volunteers from 4 AmeriCorps programs:

- 4 full-time MOC members (Minnesota Opportunity Corps) who provided job placement and employment readiness skills
- 2 full-time CTEP members (Community Technology Empowerment Project), who provided introductory and advanced-level computer classes
- 3 full-time AmeriCorps VISTA members (Volunteers in Service to America) who helped build the capacity of EMERGE’s programming behind the scenes, by researching, writing, networking, and organizing. Additionally, EMERGE hosts a cohort of 9 total VISTA members, who work at nonprofits around the Twin Cities. This is the only VISTA cohort in the country that is centered on re-entry projects!
- 2 part-time Summer Reads VISTAs, who helped develop and administer an academic mentoring program

EMERGE is so proud of all the hard work done by its AmeriCorps members—from writing unique curricula, to teaching fun and engaging classes, to writing grants, to forming new relationships with nonprofits all over the state. We can’t wait to see what they accomplish next!
Income and Expenses

2016 INCOME - Total Income: $9,202,280

- Foundation, Corporate, and Individual Contributions, $2,431,088
- Government, $3,389,813
- United Way, $699,169
- Program Fees, $222,008
- Production and Sales Revenue, $2,437,400
- Investment and Other Income, $22,802

Total Income: $9,202,280

Program: 87%
Management & General: 10%
Fundraising: 3%

2016 Expense - Total Expenses: $8,902,157

- Program: 87%
- Management & General: 10%
- Fundraising: 3%
We thank our Corporate & Foundation Funders

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