

WORKING TOGETHER



hired 2022 annual report



CONNECTION
COLLABORATION



2022 WAS TIME TO MOVE FORWARD, TOGETHER, TO CREATE OPPORTUNITIES FOR MEANINGFUL AND FAMILY-SUSTAINING WORK FOR ALL.

The challenges facing the workforce today are not small. Faced with severe worker shortages, employers are struggling to find people with the skills they need, while thousands of potential workers are disconnected from the workforce or are leaving it altogether.

Hired exists to connect people to the workforce. Whether it's breaking the cycle of poverty or reattaching jobseekers to the workforce, it's all about helping people find work that is meaningful to them; work with the promise of advancement that provides family-sustaining wages and benefits and allows them to advance their goals and begin building wealth.

Hired creates life-changing opportunities for people. We help families stabilize. We offer opportunities to develop the durable and digital skills needed for employment. We work with employer partners to build more inclusive workplaces and to attract and retain the workers they desperately need.

In 2022, Hired connected with our community in new and exciting ways. We hired alumni as ambassadors to broaden our reach to new neighborhoods and communities. We centered our community's voices in our program designs, plans and work. And we began a community-informed strategic planning process in the most dynamic workforce moments in recent history.

We are excited to share 2022 highlights with you in this report, and we invite you to join us! Together, we can empower people and families, prepare tomorrow's workforce, and build an inclusive economy.

In gratitude,



Julie Brekke,
Executive Director



Chris Krusmark,
Board Chair

WE ARE HIRED

OUR MISSION IS TO NURTURE PURPOSE AND ADVANCE ECONOMIC OPPORTUNITY FOR ALL THROUGH INDIVIDUALIZED EMPLOYMENT AND CAREER SERVICES.

Hired's work is centered on building trusting relationships with the people, youth, and families we work with every day. Through these relationships, our staff are coaches, trainers, and navigators as people prepare for and secure life-changing work.

Often finding a job isn't enough. Hired provides flexible support services to help people stabilize as they prepare for work: access to technology, housing assistance, food support, childcare and more. Hired advocates for policy changes that make the workforce system easier to navigate for more jobseekers. Through changes in both policies and administrative practices, people can have the critical support they need to get that job and to remain engaged in the workforce as they advance their goals, realize their dreams, and build wealth.

And Hired's commitment to equity goes beyond the individuals we serve, as we seek to build a more inclusive workforce that works for all.



The majority have low-incomes
84%

More than two thirds are women
68%

1 in 5 are young job seekers
26%

More than two thirds identify as Black, Indigenous, and People of Color
68%

Nearly half are single mothers
45%

Nearly 1 in 10 are experiencing homelessness
8%



PATTY

"If I ever need anything, I can always turn to Hired first. They are the friend you call during your good times and the bad times. The organization and staff are wonderful and welcoming to all walks of life."

Patty worked with Hired and enrolled in the Medical Call Center Training program where she earned in-demand certifications and valuable work readiness skills before graduating. After

experiencing a house fire, Patty knew that she could rely on support from Hired to get through this tragedy. Patty hopes that those closest to her can also benefit from Hired's work.

OUR 2022 IMPACT

HIRED HELPED THOUSANDS OF PEOPLE IN 2022 TO PREPARE FOR AND PURSUE CAREERS WITH ADVANCEMENT OPPORTUNITIES AND FAMILY-SUSTAINING WAGES.

Hired's community impact in 2022 was possible because our team focuses on building trusting relationships and centers community in our work. We were able to connect in-person and virtually with our participants to support them in gaining the digital and durable skills needed for tomorrow's workforce.



5,265
received job coaching to find, prepare for and secure family-sustaining employment.

6,470
children benefited from increased family stability through improved parent employment.

1,524
secured employment at an average wage of \$22.74/hour – an increase of more than \$9/hour after enrolling with Hired.

1,850
acquired critical new skills through trainings, work experiences, and internships.



\$36,990
mean annual earnings of Hired participants who secured employment.



3,657
parents were able to prepare for a career because their families basic needs were met.



PA CHIA

“I recommend this program to anyone who is in need of a career change, whether they are out of school, a college student, or anyone who just wants to learn.”

Pa Chia was looking for a change in her career, but she wasn't sure what steps she could take to make it happen. She enrolled in Hired's Career Pathways training program, where she learned skills that would help her start a career in healthcare. After graduating, Hired helped Pa

Chia find clothes for her interviews and helped with her transportation needs. Today, Pa Chia is happy working in a great new job in healthcare. She believes that without support from Hired, she would still be working an unfulfilling job.

NAVIGATING A NEW WORKFORCE

IN 2022, THE WORLD BEGAN TO RECONNECT MORE IN-PERSON AND FORM DEEPER CONNECTIONS. HIRED WAS ABLE TO ADVANCE OUR CONTINUING WORK WITH JOB SEEKERS, WHILE ALSO LAUNCHING NEW EFFORTS TO EXPAND OUR REACH.

We launched new services to help internationally trained healthcare professionals obtain licensure to practice in Minnesota. Hired's Youth Input Committee guided the creation of our Corridors to Careers youth work readiness and career exploration program. We were out in the community in new and different ways, connecting with job seekers in their own spaces. Through our Get Out the Vote efforts, we helped people access and engage in the fundamental right to vote. Along with our partners we built a transit ad campaign, launching in early 2023, that will market employment training and career services to more job seekers in the community.

Despite the record numbers of job vacancies in the Twin Cities, there are still thousands of people in our community who can't access these jobs. We are committed to bridging this divide and upholding our values by putting people first, working together, and advancing equity.

Connecting
93,311+
times through
calls and meetings
to support our
participants

Providing
\$1.5M
to help families
gain stability

Providing nearly
300
computers to help
individuals complete
online trainings and
apply for jobs.

Connecting
1,685
participants with
support to stabilize
their lives and
prepare for work.

Provided financial counseling
and coaching to more than
500
participants

ON THE HORIZON

**CENTERED IN COMMUNITY, BUILDING TRUSTING RELATIONSHIPS
AND GROUNDED IN THE WORK TO ADVANCE EQUITY.**

Hired will begin implementing our new strategic plan in 2023! The plan builds upon the firm foundation that has been developed over the past 54 years and calls for Hired to be agile and innovative for this dynamic and historic moment in time. It centers around advancing equity through employment and career services, embraces the unique and powerful voices of the people we serve, and the employer and community partners with whom we share this work.

Our evolving work will call for increased investments in our talented and dedicated staff, as well as strengthening the structures and systems that enable Hired to remain a leading voice in this work. Using data to drive our impact, we will continue to sharpen our services and supports, while also addressing more of the root causes that keep too many Minnesotans disengaged from meaningful and sustaining work.

Building Skills for Meaningful Work:

Providing training, support and access to opportunities that prepare job seekers with the skills to secure and retain sustainable employment.

Expanding & Deepening Employer Partnerships:

Growing new and supporting existing employer partnerships and creating more inclusive, responsive, and reflective workspaces through additional services to support employee retention and advancement.

Centering Community Voice & Presence:

Actively engaging with people, neighborhoods and communities through intentional outreach to seek feedback and increased engagement.

Collaborating with Community Partners:

Providing a broader array of services, building, and influencing policy and systems change to work for people.



JOEL

“Hired helps the community, not just the individual. My coach helped me make new connections to build my business, but more than that, she uplifted me and supported me through personal hardships. It’s made such a difference for my family.”

Joel first came to Hired last year, after starting his own contract cleaning company. He wanted help building the business. His Hired coach connected him with financial support to grow his business and walked alongside him, out in the community, connecting him with new

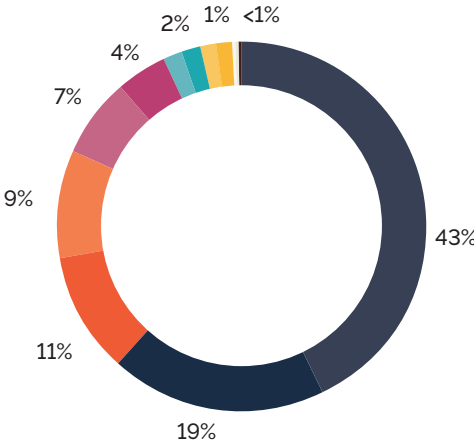
clients while also providing emotional support. Today, Joel’s business is doing well, with several commercial contracts and employees. He believes he wouldn’t be where he is today without the support of Hired.



FINANCIALS

“It has been a pleasure joining forces with Hired and their Medical Call Center training program. Hired has invited us to share our company culture and career opportunities with individuals seeking work in health care. Hired candidates are qualified for various roles at CVS, including customer services and pharmacy service representatives. We look forward to continuing to work with Hired!”

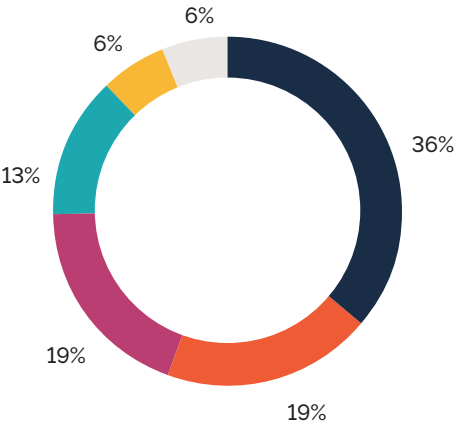
MELANIE KRAMER, SR. MANAGER, WORKFORCE INITIATIVES — CVS HEALTH



REVENUE

■ Hennepin County	\$3,936,960
■ Ramsey County	\$1,720,043
■ Foundations and Corporations	\$982,149
■ Minnesota Department of Employment & Economic Development	\$853,811
■ City of Minneapolis	\$648,368
■ Dakota County	\$387,964
■ Minnesota Department of Public Safety	\$153,927
■ Minnesota Department of Human Services	\$150,766
■ Individual Donations	\$131,633
■ Hennepin Healthcare	\$129,456
■ Miscellaneous	\$31,194
■ In-Kind/Volunteer Contributions	\$26,050
■ State of Minnesota-State Colleges and University	\$6,000
■ East St. Paul XChange Program	\$2,000

Grand Total **\$9,160,321**



EXPENSES

■ Family Stability	\$3,312,785
■ Adult Services	\$1,779,863
■ Youth Employment Coaching	\$1,771,726
■ Program Leadership & Administration	\$1,166,330
■ Career Pathways	\$560,407
■ Advancement	\$545,211

Total **\$9,136,322**

KEY PARTNERS

GOVERNMENT FUNDERS

City of Minneapolis
Dakota County
Hennepin County
Hennepin Healthcare/MVNA
Minnesota Department of
Employment & Economic
Development

Minnesota Department
of Human Services
Minnesota Department
of Public Safety
Ramsey County



THANK YOU, ALL



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Robert Half International, Inc.
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Saturday Properties
Securian Financial Foundation
Shavlik Family Foundation
Sheehy Construction
Company
Sleep Number
Sundance Family Foundation

Target Foundation
Tennant Foundation
The Lehman Group
The Saint Paul & Minnesota
Fundators Network Foundation
Thomson Reuters Corp
Thrivent
UnitedHealth Group
US Bank
Walser Foundation
Workforce Matters
Xcel Energy

KEY COMMUNITY PARTNERS

*Hired is honored to work with 75+ employer partners and 180+ community partners. This is a selection of some of the key partners who advance our work.

ActivStyle	Medtronic	North Hennepin	The Price Dynamic
Allina Health	MicroGrants	Community College	The Sanneh
AmeriCorps	Minneapolis College	North Memorial	Foundation
Associated Bank	Minnesota	Hospital	Tickets for Kids
Be the Match	Employment	NorthPoint Health	Touchstone Mental
Brooklynk	Services Consortium	and Wellness Center	Health
CAPI	(MESC)	Northside	Twin Cities Rise
CareerForce	Minnesota State	Achievement Zone	United Health Group
Century College	Colleges and	Osseo Area Schools	University of
Children's Hospital	Universities	ABE	Minnesota
City of Red Wing	Minnesota Trades	Ready for Success	University of St
CLUES	Academy	RealTime Talent	Thomas
Conway	NdCAD	Robert Half	Workforce Matters
CVS Health	Neighborhood House	Saint Paul College	World Youth Connect
Eastside xChange	New Horizons	Second Harvest	YouthLink
Elpis Enterprises	Normandale	Heartland	Youthprise
For Goodness Cakes	Community College	Sholom Home	
M Health Fairview		SPNN	

“Hired is an important partner and has helped us grow our talent pipeline in new and different ways through their connections to community and their innovative approaches. Be the Match values diversity and partnering with Hired has brought new and creative perspectives as we grow an inclusive organizational culture.”

KARI ELIAS, SR. MANAGER, TALENT ACQUISITION — BE THE MATCH

“We partner with Hired to recruit and train new talent and are starting a new job retention project to support our manufacturing employees. Our managers and supervisors can quickly identify Hired program graduates, and they recognize their potential to become long-standing and valued employees at Medtronic.”

DONA IBE, SENIOR HUMAN RESOURCES CONSULTANT — MEDTRONIC

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