



*From Strength To Success*

**hired**

2019 Annual Report

# The Hired Experience

To our friends and supporters:

What a wonderful year it was! In fiscal year 2019 Hired continued our second half-century with life-changing services for more than 6,200 individuals. Adults and young people received coaching, training and holistic support from our staff – all while assembling the skills needed for a family-sustaining job and meaningful career. Hired's scale and metro-wide reach are helping address the workforce shortage and remediate persistent racial employment disparities.

The job seekers we serve have at least one thing in common, what might be called "**the Hired experience.**" At its heart is a relationship: strong, caring, personal, and professional. We come to know our people, believing in their strengths and supporting them as they envision a hopeful, stable future. In turn, they understand we are there for them at every step.

Along with helping people in 2019, we continued our organizational trajectory toward diversity, equity and inclusion with ever greater representation of people of color on our staff and board. Having completed a new strategic plan, we embraced a new mission and vision – and in this report you are seeing the new brand identity that followed.

We had a strong year financially in 2019, as the numbers in this report will attest. We thank the many funders and donors who made "the Hired experience" possible for thousands of people – and who are helping Hired become an even stronger organization.

With gratitude,



Julie Brekke  
Executive Director



Chris Krusmark  
Board Chair



*"I am thrilled to deepen my commitment to Hired as incoming board chair. I look forward to helping Hired strengthen our local Twin Cities workforce system by producing better employment and earnings for the unemployed and underemployed."*

Chris Krusmark, Board Chair

# Our Impact



In 2019, Hired served **6,242** individuals. As a result **8,601** children experienced greater stability at home. **2,172** participants secured a job at a median salary of **\$38,480**.

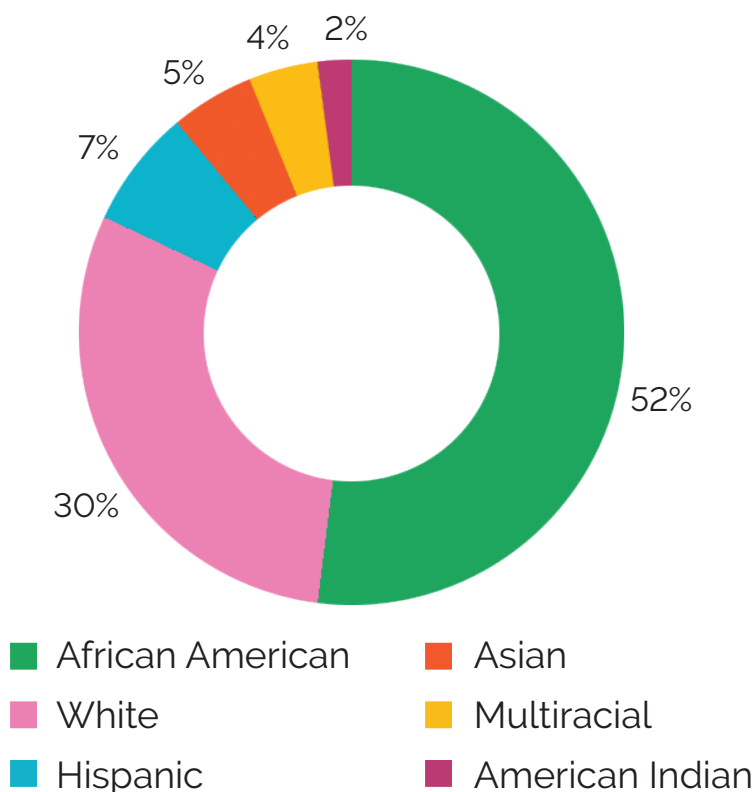
*Hired helps our neighbors who face challenges to provide for their families.*

**100%** are low-income   **70%** are people of color   **52%** are single parents

*Our programs are about more than a paycheck.  
Our programs help people:*

Discover their **potential**, provide for their **families** and pursue their **dreams**.

## Demographics



## *Destenie - Youth Program*

At the age of 21, Destenie was homeless. Every night she struggled to find a safe place to park her car so she could sleep. Despite these hardships, Destenie arrived at Hired with a positive attitude, ready for a fresh start.

"She walked in for our first meeting fully prepared," said Rachel, her employment counselor. "We began discussing her career goals and passions, and that's when we discovered Destenie's love for cooking."

With Rachel's help, Destenie was able to secure a full-time culinary position that paid \$17/hour. She found stable housing and has begun to save for her future. With a solid foundation and hope for the future, Destenie is continuing to pursue her ultimate dream: becoming a chef and owning her own restaurant.



*"It was not until I was unemployed that I found my passion for success tested. I had no real direction until I met my Hired counselor."*



## *Danny - Career Pathways*

After years working part-time at entry-level wages in a call center, Danny came to Hired in the winter of 2019 looking for a better job opportunity. Danny had been financially supporting both himself and his unemployed mother, who was living in a women's shelter down the street from the shelter where Danny stayed.

He enrolled into Hired's Medical Call Center program and worked hard to master the coursework, update his resume, and enhance his interviewing skills.

Shortly after graduation, Minneapolis Veterans Hospital hired Danny as a Medical Support Assistant in a call center position at \$17.35/hour. Danny has since signed a lease and moved into a two-bedroom apartment.



*“I feel well-equipped with a solid network and support, ready for any challenges that come.”*

## *Terri - Dislocated Worker*

Terri came to Hired after she was displaced from her previous job and joined the CLIMB program (Converting Layoffs into Minnesota Businesses) as a structural engineer. She had high hopes of starting her own business; she just needed the right tools.

Through the CLIMB program's educational investment funds, Terri took small business training. She never missed an opportunity to utilize the funds she gained to further her expertise.

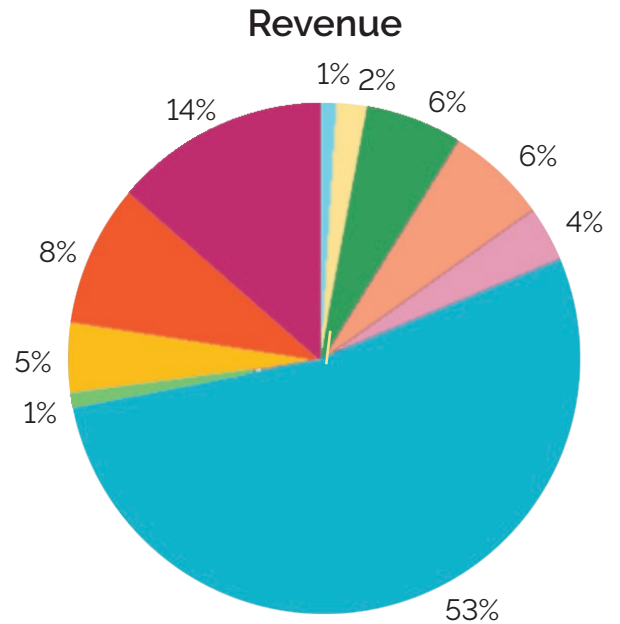
Terri spent the fall of 2018 establishing her company, including getting certified as a Woman Owned Small Business. She opened her business and spent the first quarter of 2019 knocking on doors and developing a starting client base. Now Terri's company is thriving!



# Fiscal Year 2019 Financials

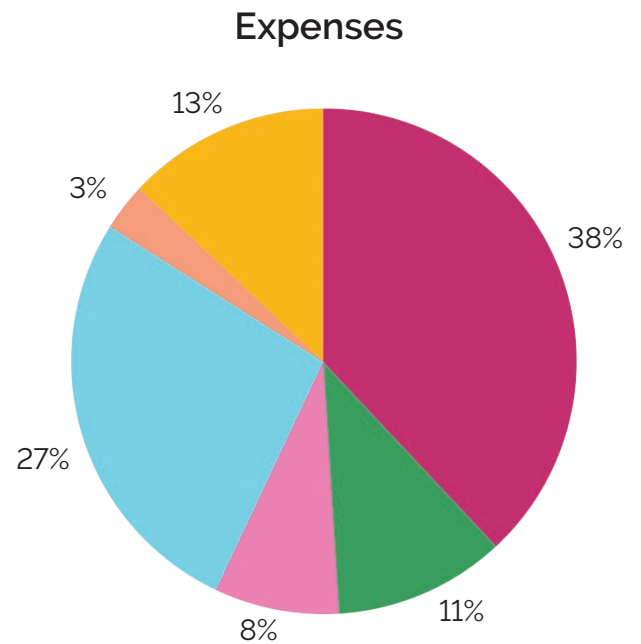
## Revenue

City of Minneapolis	\$610,481
Dakota County	\$375,476
Hennepin County	\$5,466,804
Minnesota Department of Public Safety	\$82,601
Minnesota Department of Human Services	\$453,738
Minnesota Department of Employment & Economic Development	\$894,440
Ramsey County	\$1,427,389
Foundations & Corporations	\$635,333
Individual Donations	\$237,721
In-Kind/Volunteer Contributions	\$31,500
<b>Total Revenue</b>	<b>\$10,217,160</b>



## Expenses

Career Pathways	\$1,142,432
Family Stability	\$3,854,529
Dislocated Worker	\$2,715,644
Opportunity Youth	\$800,618
Fundraising	\$326,799
Administration	\$1,309,962
<b>Total Expenses</b>	<b>\$10,169,984</b>



# 2019 Donors

## \$1,000+

Arthur and \*Kate Berman  
Julie Brekke and Jeff Walden  
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If we omitted or misspelled your name, please contact us at: 612-808-9480 or fundraising@hired.org.

\*The asterisk signifies a deceased donor.

# 2019 Funders

## Foundation and Corporate Funders

Allianz Life Insurance Company of North America  
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Associated Bank  
Carlson Foundation  
Jaye F. and Betty F. Dyer Foundation  
Ecolab Foundation  
F.R. Bigelow Foundation  
Fred C. & Katherine B. Anderson Foundation  
Graves Foundation  
Greater Twin Cities United Way  
Horizon Roofing  
Newman's Own Foundation  
Northside Achievement Zone  
Otto Bremer Foundation  
RBC Foundation  
Richard E. Schulze Family Foundation  
Robert Half International  
Securian Financial Foundation  
Sleep Number  
Tennant Foundation  
The Saint Paul Foundation  
Thrivent Foundation  
U.S. Bank  
Wells Fargo  
Xcel Energy

## Government Funders

City of Minneapolis Career Pathway Fund  
City of Minneapolis Employment & Training Program  
Dakota County  
Hennepin County Children, Family & Adult Services  
Hennepin County Human Services and Public Health Department  
Hennepin County Medical Center  
Hennepin County Public Works Department  
MN Department of Employment & Economic Development  
MN Department of Human Services  
MN Department of Public Safety  
MN Job Skills Partnership  
MN Visiting Nurse Agency  
Northside Achievement Zone  
Ramsey County Workforce Solutions  
U.S. Department of Agriculture  
U.S. Department of Health & Human Services  
U.S. Department of Housing & Urban Development  
U.S. Department of Justice  
U.S. Department of Labor

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