

Who We Are

We are people who believe in opportunity. We are a community that builds success. We are made up of motivated job seekers, passionate donors, active volunteers, corporations with a conscience, and organizations united in our work. Together, we are fueling a courageous national movement to eradicate relational and financial poverty. **We are Cara Collective.**



Our signature workforce readiness program that focuses on personal and professional development through classes, workshops, and other signature trainings. In FY21, our downtown and South Side Campuses had to suspend the majority of in-person programming, but the Cara Chicago team was still able to reach more than 600 new participants via virtual trainings and other digital engagement opportunities. Learn more about Cara at www.carachicago.org



Our flagship social enterprise that transforms the landscape of our communities by providing transitional jobs in exterior maintenance. This past year, Cleanslate remained an essential part of our communities, collecting more than 1,600 tons of garbage in nearly 50 neighborhoods in Chicago and beyond. Our Cleanslate crews were able to provide more than 400 transitional job opportunities to motivated job seekers. Learn more about Cleanslate at www.cleanslatechicago.org



Our social enterprise that functions as a mission-driven staffing firm connecting top talent with jobs at leading Chicago companies. In FY21, Cara Connects was able to work with more than 150 job seekers, including people professionally displaced due to the COVID pandemic to place them in temporary and long-term employment opportunities. Learn more about Cara Connects at www.caraconnects.com



Our expansion arm that works with employers and organizations across the nation to build a more inclusive economy. Through our affiliate partners, Cara Plus co-creates workforce development programs tailored to each organization and steeped in our methodology. In FY21, Lutheran Social Services of Indiana placed 73 jobs and Atlanta Mission placed 28 jobs for participants of their programs. Learn more about Cara Plus at www.caraplus.org

1,057 TOTAL JOBS



212 CARA JOBS

420 CLEANSLATE JOBS

324 CARA CONNECTS JOBS

101 CARA PLUS AFFILIATE JOBS



722 INTERNSHIPS & TRANSITIONAL JOBS

Short-term positions meant to gain experience

335 PERMANENT & LONG-TERM PLACEMENTS

High-quality positions that provide stability and advancement opportunities

703 PEOPLE EMPLOYED



TOP EMPLOYERS

BMO Harris Bank



erie

GUARDIAN GLASS

ENGINEERED GLASS PRODUCTS

THE HABITAT COMPANY
EXPERIENCE OUR COMMITMENT TO EXCELLENCE

JPMORGAN CHASE & CO.

northwestsid
housingcenter

Schulze & Burch
Biscuit Co.

How We Measure Impact

We measure all jobs – both temporary and permanent – secured during this time period. The employment metrics on the previous page include jobs resulting from all four entities of Cara Collective, including our Cara Plus Affiliates. Note that one person may have multiple jobs in their journey (e.g. one or more transitional jobs to build marketability and one permanent placement). These numbers include participants who began their job(s) this year, whether their Cara Collective journey started this year or in a prior year.

The remainder of this report reflects Cara Chicago outcomes, including Cleanslate and Cara Connects. We measure the Employment Impact of permanent and long-term job placements, including retention and housing outcomes for those retained for a full year on their placement. Societal Impact reflects financial earnings and tax contributions resulting from all Cara Chicago, Cleanslate, and Cara Connects jobs, and also describes our Social Return on Investment. Finally, our Participant Demographics and Impact (next page) gives a sense of who comes to Cara Chicago and measures how many people began their journey and secured their first job during this time period.

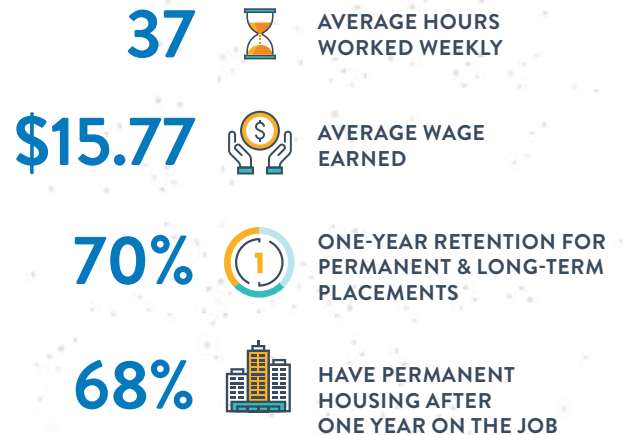
For a full breakdown of how numbers were determined, see our appendix at www.caracollective.org/about/reports/

How You Make A Difference

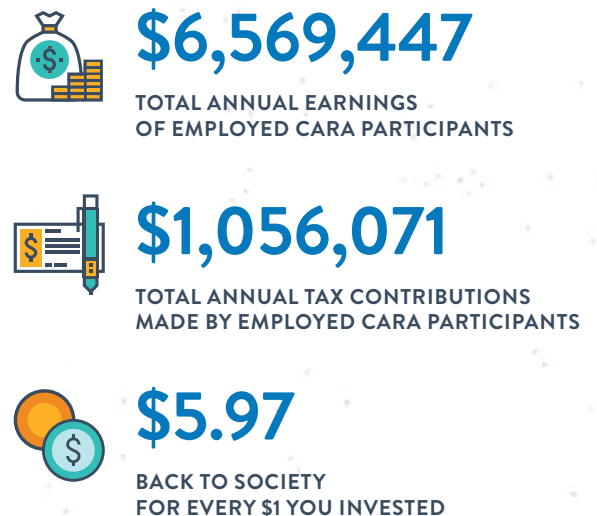
When people are employed, their lives improve. The income they earn and the confidence they gain means employed Cara participants start saving money, move into stable housing, reunite their families, and do their part to make our communities better for all of us. **Your help transforms lives.**

To make a donation to support this work, please visit www.caracollective.org/donate

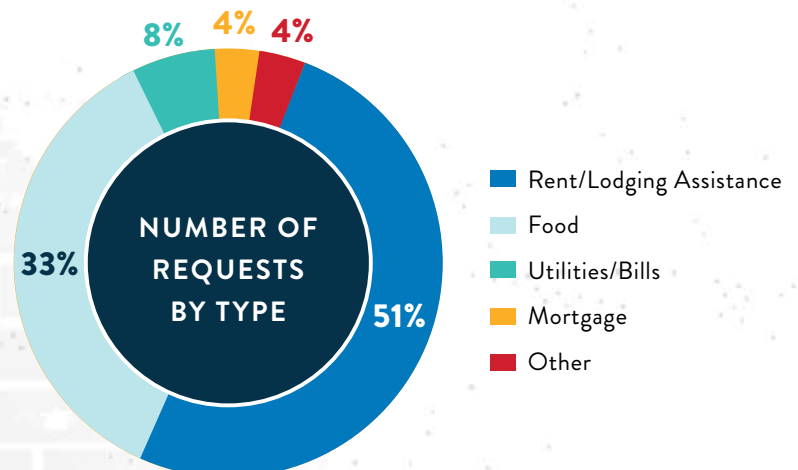
EMPLOYMENT IMPACT



SOCIETAL IMPACT



COVID EMERGENCY FUND IMPACT



COVID Emergency Fund data reflects activity between March 13, 2020 and June 30, 2021.

Who Comes to Cara

Our participants are motivated adults who want to break the cycles of poverty and homelessness by finding more than “just a job.” They are ready for **gainful employment** – a situation where the net pay, at the very minimum, meets basic-living needs. It is employment through which an individual derives a sense of purpose, pride, and growth; and it is employment that fuels momentum towards a career – the kind of success that, once people have a taste of, pushes them to better themselves, their families, and their communities.

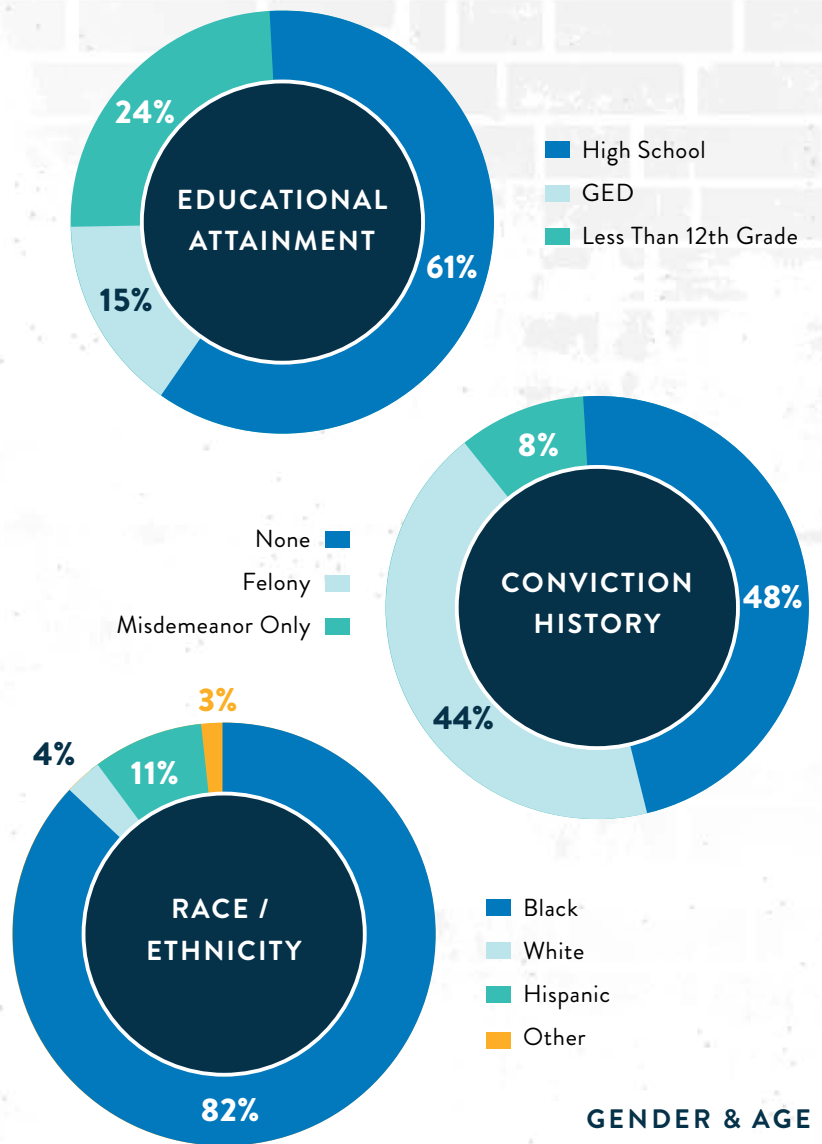
We believe we are only at our best when our participants have the abilities to reach these goals. That’s why we go beyond workforce development to also focus on socio-emotional skills. We have a well-defined, well-measured process designed to help participants navigate their personal pathway at Cara, ensuring they have the tools needed to hit every milestone along their journey to self-sufficiency.

PARTICIPANT IMPACT


624 PEOPLE COMPLETED CARA'S FOUNDATIONAL TRAINING


511 PEOPLE SECURED THEIR FIRST JOB, A SIGNIFICANT MILESTONE TOWARD FUTURE SUCCESSES

PARTICIPANT DEMOGRAPHICS



GENDER & AGE

37  AVERAGE AGE

37%  WOMEN

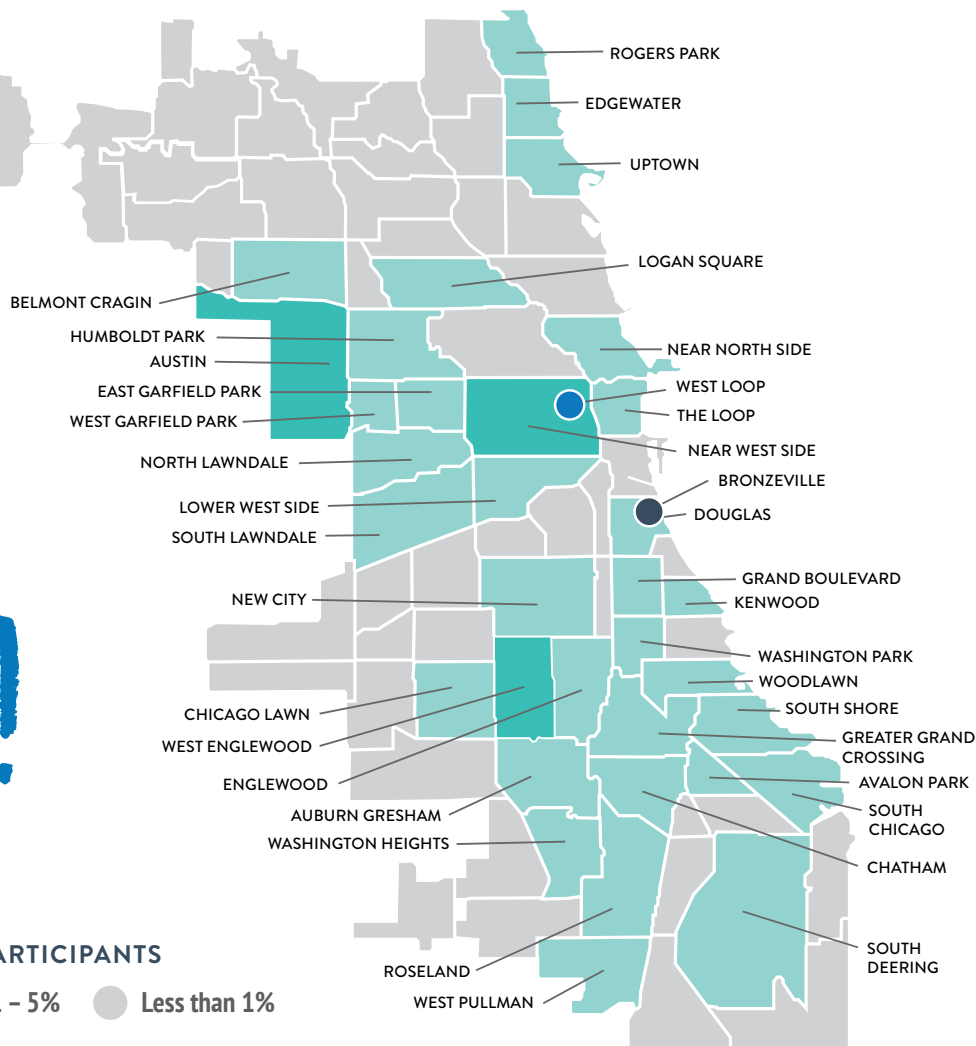


ONCE I GOT MY
GLEANSLATE UNIFORM,
I HAD A REASON TO LIVE.

Lawrence was determined to change his ways and build the life he always wanted. That was when he found our social enterprise Cleanslate and the opportunity to transform his life.

READ HIS FULL STORY AT www.caracollective.org/lawrence

READY.
MOTIVATED.
MADE IN
CHICAGO!



COMMUNITY OF ORIGIN FOR CARA PARTICIPANTS

- Greater than 10%
- 6 - 10%
- 1 - 5%
- Less than 1%

CARA LOCATIONS

- Downtown Campus
- South Side Campus

Hire Our Participants

Cara participants are motivated, trained, and ready to work. To learn more, contact **Kathie Stokes** at **312.798.3348** or **kstokes@carachicago.org**

Learn With Us

We are helping employers and non-profits work more effectively with communities hit hardest by poverty. Contact **learn@caraplus.org** for more information.

Invest In This Work

Your donation will give a motivated person the chance to overcome poverty with a quality job. Contact **Gabriel Pachter** at **312.798.3304** or **gpachter@carachicago.org**



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PERFORMANCE UPDATE

FY21 JULY 2020 - JUNE 2021

APPENDIX

METRIC	NOTE
1,057 Total Jobs	The total number of jobs secured during FY21. Includes 696 internships and temporary jobs and 260 permanent and long-term placements secured through Cara Chicago, Cleanslate, and Cara Connects, and 26 internships and temporary jobs and 75 permanent and long-term placements secured through Cara Affiliates, Lutheran Social Services of Indiana and Atlanta Mission.
703 People Employed	The unduplicated number of people securing jobs during FY21. Includes 608 people in 956 jobs secured through Cara Chicago, Cleanslate, and Cara Connects; 69 people in 73 jobs secured through Lutheran Social Services of Indiana; and 26 people in 28 jobs secured through Atlanta Mission.
“Top Employers” Section	Highlights companies and organizations among the most active in hiring Cara Chicago participants into permanent and long-term placements in FY21. Number of hires for each employer ranges from 9 to 20.
37 Average Hours Worked Weekly	Applies to 260 permanent and long-term placements secured in FY21 through Cara Chicago, Cleanslate, and Cara Connects.
\$15.77 Average Wage Earned	Applies to 260 permanent and long-term placements secured in FY21 through Cara Chicago, Cleanslate, and Cara Connects, excluding 31 advancement placements (average wage of \$19.21) and excluding other outliers (\$10.04 and lower and \$22.03 and higher; \$16.03 if outliers included).
70% One-Year Retention	Includes participants placed into permanent and long-term jobs in FY20 through Cara Chicago, Cleanslate, and Cara Connects and retained in FY21, for whom retention was tracked. Includes 107 participants retained of 154 participants tracked.
68% Have Permanent Housing	Housing status after one year of employment for Cara participants placed in permanent and long-term jobs in FY20 through Cara Chicago, Cleanslate, and Cara Connects and retained in FY21, for whom housing data was reported. Includes 94 participants retained, of whom 64 were in permanent housing after one year on the job. Permanent housing is defined as independent housing without a specified end date, where the participant is able to pay their own rent (or their own share of rent) and is listed on a lease, or is a homeowner.
\$6,569,447 Total Annual Earnings	Includes \$5,092,409 in actual annual earnings from permanent and long-term placements and \$1,477,038 in actual annual earnings from internships and temporary jobs secured through Cara Chicago, Cleanslate, and Cara Connects, up to one year per participant. All jobs started in the previous year, to allow for retention outcomes to accrue.
\$1,056,071 Total Annual Tax Contributions	Includes federal and state taxes paid on total annual earnings. Federal rates are primarily 12% for permanent and long-term placements and 10% for internships and temporary jobs but range from 10 to 22% based on actual annual earnings, and the state rate is 4.95% for both types of jobs.
\$5.97 Back to Society for Every \$1 You Invested	Cara’s Social Return on Investment (SROI), including contributions to society (i.e. income tax, social security, sales tax) and savings to society (i.e. housing expenses, cash assistance, unemployment benefits, rearrests costs, etc.) resulting from one year of placements. If you’d like to learn more about Cara’s SROI calculation, please visit our website. www.caracollective.org
“Participant Demographics” and “Gender & Age” Sections	Includes 624 participants completing Cara Chicago’s foundational training in FY21.
624 Completed Cara’s Foundational Training	Includes participants across Cara Chicago’s four programmatic pathways (Cara Classic, Cleanslate Direct, Connects Direct, and Workshop Direct) who began programming in FY21. “Foundational training” is defined uniquely for each pathway and is internally considered the “point of traction”, i.e. the point at which the participant has been exposed to enough of our enterprise service delivery and mission that meaningful intervention has occurred and program outcomes can begin to be considered.
511 Secured Their First Job	Includes participants across Cara Chicago’s four programmatic pathways (Cara Classic, Cleanslate Direct, Connects Direct, and Workshop Direct) who secured their first job through Cara in FY21.
“Community of Origin” Section	Includes 624 participants completing Cara Chicago’s foundational training in FY21.