

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 the first part of FY22, we began welcoming participants back to our downtown campuses for trainings and resource support, while still reaching job seekers virtually and wherever else they needed us. So far this year, more than 500 participants were accepted into our programs or newly engaged with our services. 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. In addition to creating more than 200 transitional jobs in the first half of FY22, Cleanslate launched an Ambassador program. By working with the Uptown and West Loop neighborhoods, we not only continued providing services like litter abatement, but also served as a positive presence, making residents, business owners, and visitors feel safer and more welcome in the community. 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. Through our co-location partnership with Northwest Center, Cara Connects is able to bring our services and resources to Belmont-Cragin and surrounding communities. This included enrolling more than 40 residents in Adelante, a digital literacy training program made possible through UnidosUS and Verizon Wireless, in the past six months. Learn more about Cara Connects at www.caraconnects.com



Our expansion arm that works with companies and nonprofits across the nation to build a more inclusive economy. In the first half of FY22, Cara Plus strengthened workforce development and employer practices with more than 20 organizations through our signature Labs. Additionally, our affiliates in Fort Wayne, IN, and Atlanta increased their permanent and long-term placements by 45% from last year. Learn more about Cara Plus at www.caraplus.org

441 TOTAL JOBS

113 CARA JOBS

201 CLEANSLATE JOBS

79 CARA CONNECTS JOBS

48 CARA PLUS AFFILIATE JOBS



272 INTERNSHIPS & TRANSITIONAL JOBS

Short-term positions meant to gain experience

169 PERMANENT & LONG-TERM PLACEMENTS

High-quality positions that provide stability and advancement opportunities

370 PEOPLE EMPLOYED

TOP EMPLOYERS



BMO Harris Bank



erie GUARDIAN GLASS ENGINEERED GLASS PRODUCTS

THE HABITAT COMPANY
EXPERIENCE OUR COMMITMENT TO EXCELLENCE

JPMORGAN CHASE & 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 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, 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 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

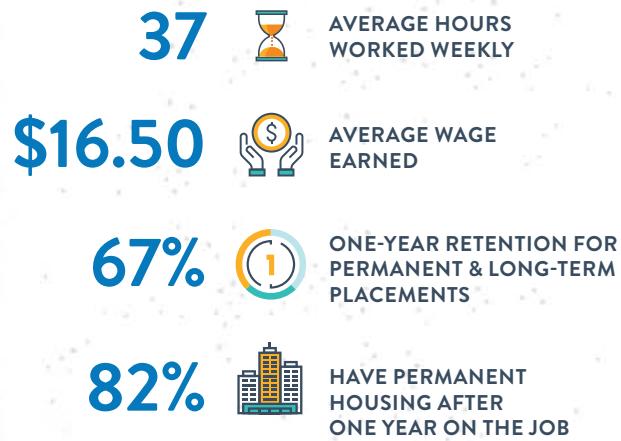
When people are employed, their lives improve. The income they earn and the confidence they gain means employed Cara participants start saving money, move into stable housing, reunite their families, and do their part to make our communities better for all of us. **Your help transforms lives.**

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

EMERGENCY RENTAL ASSISTANCE

As part of our commitment to our participants, we walk alongside them on every step of their journey, including during their first year on the job. This ensures we are able to offer any coaching or resource support needed to help mitigate any of life's unexpected events that could knock someone off their path. One of these resources is Emergency Rental Assistance. With your support, we are able to offer direct financial assistance to our employed participants to access once during their first year on the job. **Thank you for helping our job seekers stay on their pathway out of poverty.**

EMPLOYMENT IMPACT



SOCIAL IMPACT

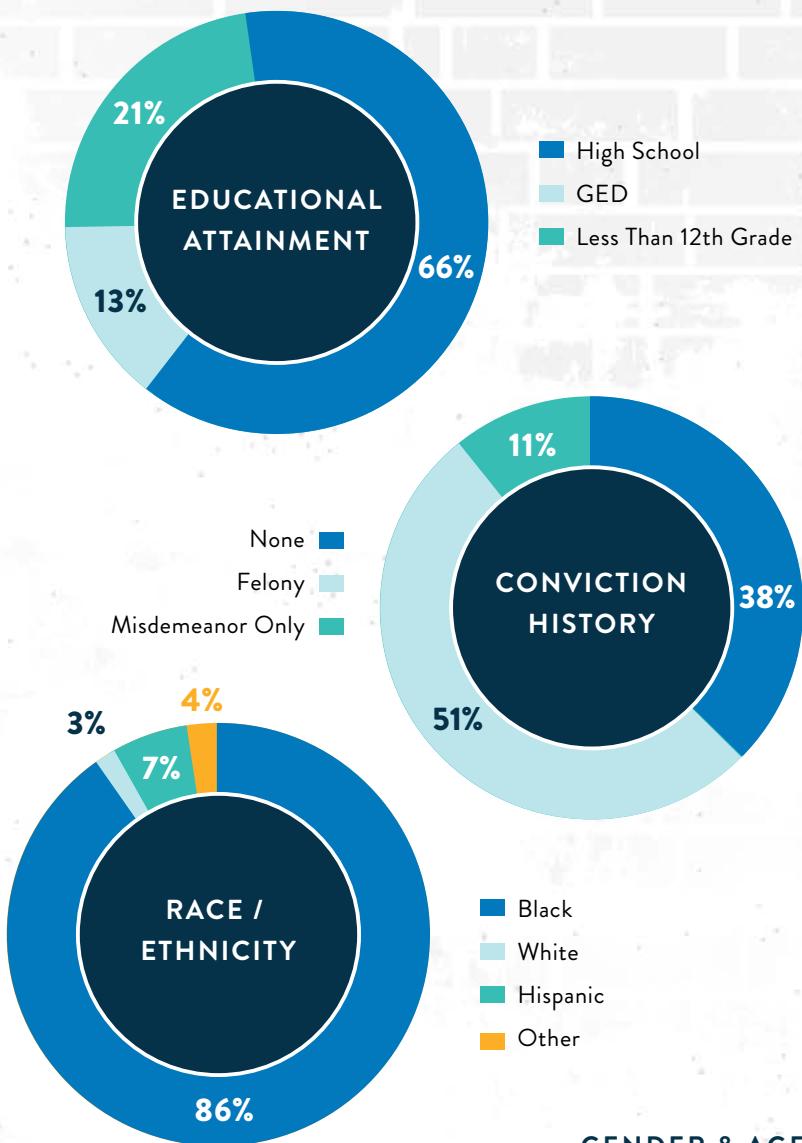


Who Comes to Cara

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 DEMOGRAPHICS



PARTICIPANT IMPACT

304 PEOPLE COMPLETED CARA'S FOUNDATIONAL TRAINING

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



CARA WAS
DETERMINED TO HELP
ME GET A JOB.

Shakiera felt stuck. Every job she worked, she was unfulfilled and couldn't see a future for herself. That's when she found Cara and learned how to unlock her power and purpose.

READ HER FULL STORY AT
www.caracollective.org/shakiera



AVERAGE AGE

37% WOMEN

READY. MOTIVATED. MADE IN CHICAGO!

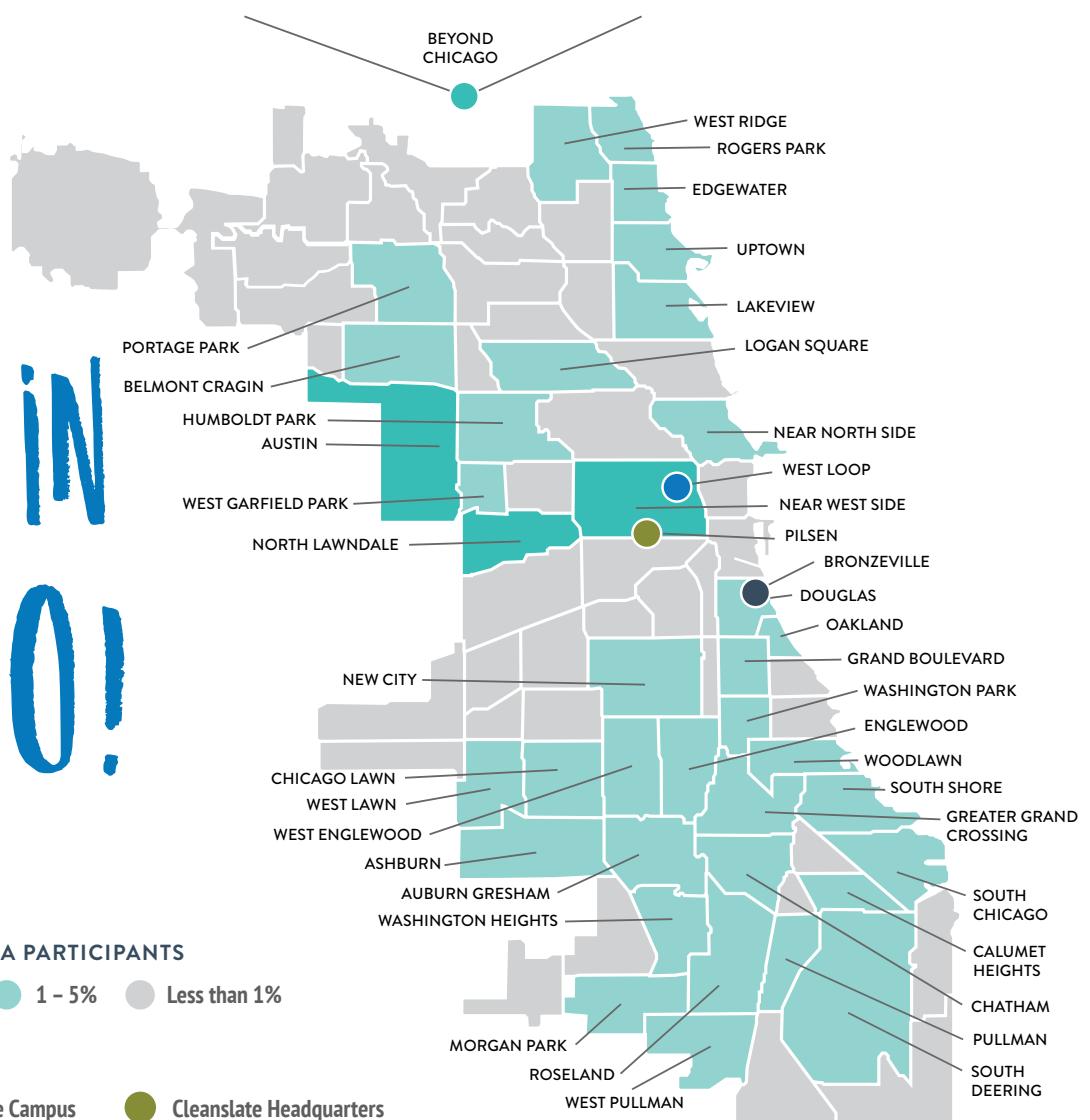
COMMUNITY OF ORIGIN FOR CARA PARTICIPANTS

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

OUR LOCATIONS

● Downtown Campus ● South Side Campus

● Cleanslate Headquarters



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 nonprofits 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

PERFORMANCE UPDATE

APPENDIX

FIRST HALF FY22 (JULY 2021 - DECEMBER 2021)

METRIC	NOTE
441 Total Jobs	The total number of jobs secured during the first half of FY22. Includes 272 internships and temporary jobs and 169 permanent and long-term placements.
370 People Employed	The unduplicated number of people securing jobs during the first half of FY22. Includes 238 people in 272 internships and temporary jobs and 169 people in 169 permanent and long-term placements.
37 Average Hours Worked Weekly	Applies to 127 permanent and long-term placements secured by Cara participants in the first half of FY22.
\$16.50 Average Wage Earned	Applies to 127 permanent and long-term placements secured by Cara participants in the first half of FY22, excluding 15 advancement placements (average wage of \$22.12) and excluding other outliers (\$11.20 and lower and \$22.40 and higher; \$16.80 if outliers included).
67% One-Year Retention	Includes Cara participants placed into permanent and long-term jobs in the first half of FY21 and retained in the first half of FY22, for whom retention was tracked. Includes 56 participants retained of 84 participants tracked.
82% Have Permanent Housing	Housing status after one year of employment for Cara participants placed in permanent and long-term jobs in the first half of FY21 and retained in the first half of FY22, for whom housing data was reported. Includes 50 participants retained, of whom 41 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.
\$3,424,054 Total Annual Earnings	Includes \$2,687,696 in actual annual earnings from permanent and long-term placements and \$736,358 in actual annual earnings from internships and temporary jobs, up to one year per Cara participant. All jobs started in the previous year, to allow for retention outcomes to accrue.
\$548,873 Total Annual Tax Contributions	Includes federal and state taxes paid on total annual earnings of Cara participants. 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
304 Completed Cara's Foundational Training	Includes participants across Cara's four programmatic pathways (Cara Classic, Cleanslate Direct, Connects Direct, and Workshop Direct) who began programming in the first half of FY22. "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.
240 Secured Their First Job	Includes participants across Cara's four programmatic pathways (Cara Classic, Cleanslate Direct, Connects Direct, and Workshop Direct) who secured their first job through Cara in the first half of FY22.
"Participant Demographics" and "Gender & Age" Sections	Includes 304 participants completing Cara's foundational training in the first half of FY22.
"Community of Origin" Section	Includes 304 participants completing Cara's foundational training in the first half of FY22.
"Top Employers" Section	Highlights companies and organizations among the most active in hiring Cara participants into permanent and long-term placements in the first half of FY22. Number of hires for each employer ranges from 4 to 12.