

## 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 FY22, we welcomed participants back to our downtown and South Side campuses for trainings and resource support, while still reaching job seekers virtually and wherever else they needed us. Additionally, more than 1,000 participants were accepted into our programs or newly engaged with our services. Learn more about Cara at [www.carachicago.org](http://www.carachicago.org)



Our flagship social enterprise that transforms the landscape of our communities by providing transitional jobs in exterior maintenance. In FY22, Cleanslate created nearly 375 transitional jobs for individuals, often with some of the toughest barriers to employment. We also marked a new chapter by purchasing our very own 11,000-square-foot facility in the Englewood neighborhood. We look forward to contributing to the revitalization of this community as we finish our move by the end of summer. Learn more about Cleanslate at [www.cleanslatechicago.org](http://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. Learn more about Cara Connects at [www.caraconnects.com](http://www.caraconnects.com)



Our expansion arm that works with employers and nonprofits to build a more inclusive economy. Through our affiliates, Cara Plus has helped partners in Fort Wayne and Atlanta move job seekers into 250+ quality jobs. Additionally, we increased reach, job placement, or retention for organizations impacting 1,000+ job seekers annually and trained 20+ companies on inclusive employment practices. Learn more about Cara Plus at [www.caraplus.org](http://www.caraplus.org)

**946** TOTAL JOBS 

**230** CARA JOBS

**377** CLEANSLATE JOBS

**238** CARA CONNECTS JOBS

**101** CARA PLUS AFFILIATE JOBS



**602** INTERNSHIPS & TRANSITIONAL JOBS  
Short-term positions meant to gain experience

**344** PERMANENT & LONG-TERM PLACEMENTS  
High-quality positions that provide stability and advancement opportunities

**671** PEOPLE EMPLOYED 

### TOP EMPLOYERS

 Advocate Aurora Health

  Harris Bank

 THE HABITAT COMPANY  
EXPERIENCE OUR COMMITMENT TO EXCELLENCE

 LETTUCE ENTERTAIN YOU  
RESTAURANTS

 Northwestern Medicine

 Quari  
HANDCRAFTED ICE

 Schulze & Burch  
Biscuits

# 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/](http://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](http://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

38



AVERAGE HOURS  
WORKED WEEKLY

\$16.87



AVERAGE WAGE  
EARNED

66%



ONE-YEAR RETENTION FOR  
PERMANENT & LONG-TERM  
PLACEMENTS

79%



HAVE PERMANENT  
HOUSING AFTER  
ONE YEAR ON THE JOB

## SOCIETAL IMPACT



\$7,047,381

TOTAL ANNUAL EARNINGS  
OF EMPLOYED CARA PARTICIPANTS



\$1,131,082

TOTAL ANNUAL TAX CONTRIBUTIONS  
MADE BY EMPLOYED CARA PARTICIPANTS



\$5.97

BACK TO SOCIETY  
FOR EVERY \$1 YOU INVESTED



55

REQUESTS FOR EMERGENCY  
RENTAL ASSISTANCE



\$31,854

TOTAL FUNDS REQUESTED

## 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

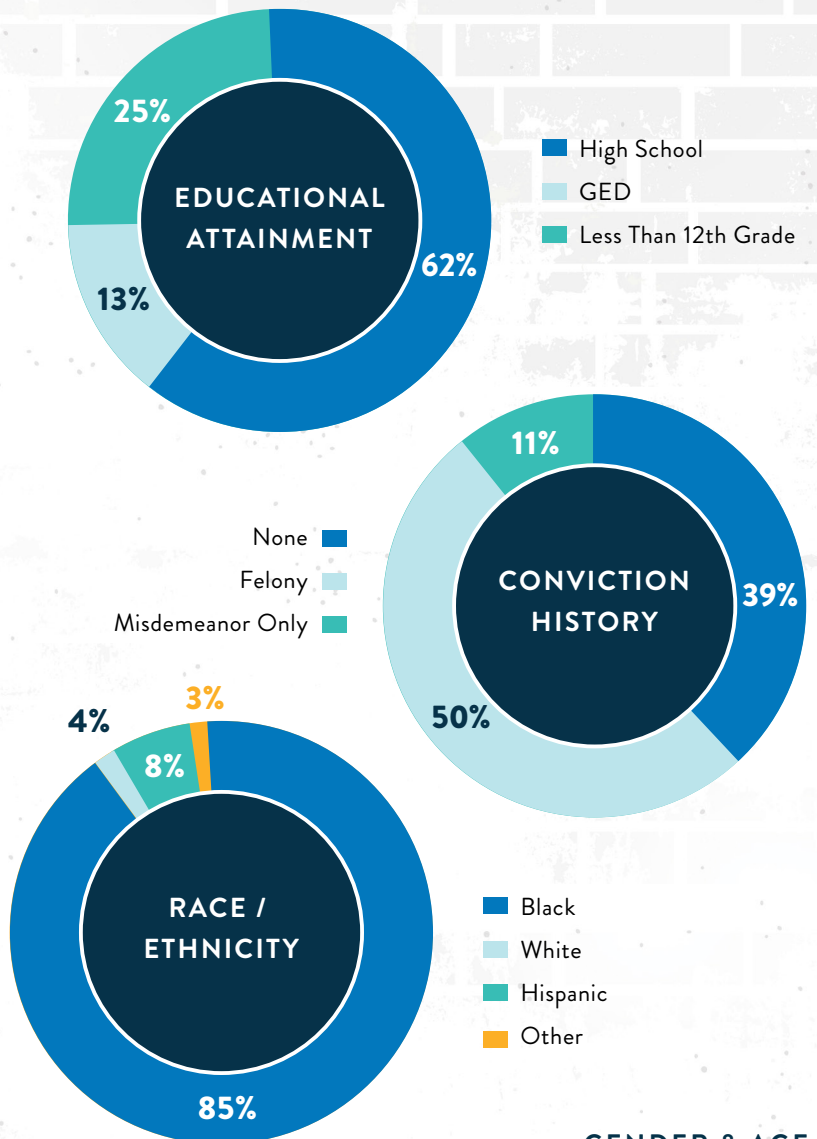
612

PEOPLE COMPLETED CARA’S  
FOUNDATIONAL TRAINING

465

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

### PARTICIPANT DEMOGRAPHICS



### GENDER & AGE

39



AVERAGE  
AGE

65%

MEN

35%

WOMEN

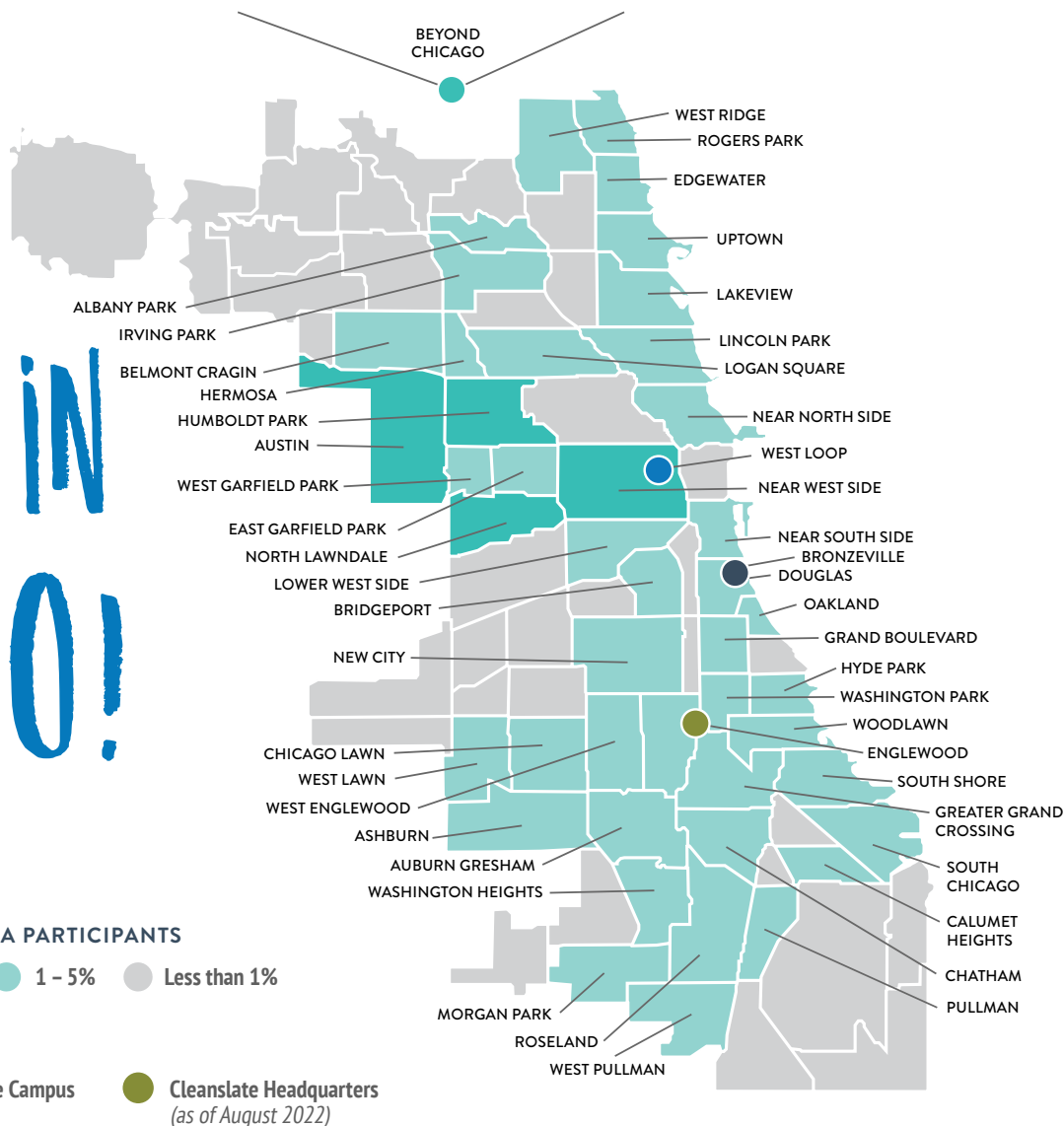


CARA TAUGHT ME  
HOW TO  
STAY MOTIVATED.

For 30 years, Constance was running away from finishing her GED. This left her working unfulfilling jobs and struggling to get her life in order. Then she came to Cara and found the motivation and support to transform her life.

READ HER FULL STORY AT  
[www.caracollective.org/constance](http://www.caracollective.org/constance)

READY.  
MOTIVATED.  
MADE IN  
CHICAGO!



## 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](mailto: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](mailto: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 Lisa Schreck at 312-798-3331 or [lschreck@carachicago.org](mailto:lschreck@carachicago.org)



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# PERFORMANCE UPDATE

## APPENDIX

**FY22**  
(JULY 2021 - JUNE 2022)

METRIC	NOTE
946 Total Jobs	The total number of jobs secured during FY22. Includes 602 internships and temporary jobs and 344 permanent and long-term placements.
671 People Employed	The unduplicated number of people securing jobs during FY22. Includes 465 people in 602 internships and temporary jobs and 329 people in 344 permanent and long-term placements.
38 Average Hours Worked Weekly	Applies to 257 permanent and long-term placements secured by Cara participants in FY22.
\$16.87 Average Wage Earned	Applies to 257 permanent and long-term placements secured by Cara participants in FY22, excluding 32 advancement placements (average wage of \$21.95) and excluding other outliers (\$11.74 and lower and \$22.75 and higher; \$17.24 if outliers included).
66% One-Year Retention	Includes Cara participants placed into permanent and long-term jobs in FY21 and retained in FY22, for whom retention was tracked. Includes 110 participants retained of 166 participants tracked.
79% Have Permanent Housing	Housing status after one year of employment for Cara participants placed in permanent and long-term jobs in FY21 and retained in FY22, for whom housing data was reported. Includes 98 participants retained, of whom 77 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.
\$7,047,381 Total Annual Earnings	Includes \$5,532,499 in actual annual earnings from permanent and long-term placements and \$1,514,882 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.
\$1,131,082 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: <a href="http://www.caracollective.org">www.caracollective.org</a>
612 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 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.
465 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 FY22.
"Participant Demographics" and "Gender & Age" Sections	Includes 612 participants completing Cara's foundational training in FY22.
"Community of Origin" Section	Includes 612 participants completing Cara's foundational training in FY22.
"Top Employers" Section	Highlights companies and organizations among the most active in hiring Cara participants into permanent and long-term placements in FY22. Number of hires for each employer ranges from 7 to 28.