

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 FY23, we continued our return to welcoming job seekers in person at our downtown and South Side campuses for trainings and resource support, and placing them into transitional and permanent job opportunities. The first half of our year also saw more than 500 participants accepted into our programs or newly engaged with our services. **Learn more at www.carachicago.org**

448 TOTAL JOBS 

82 CARA JOBS

221 CLEANSLATE JOBS

87 CARA CONNECTS JOBS

58 CARA PLUS AFFILIATE JOBS



Our flagship social enterprise that transforms the landscape of our communities by providing transitional jobs in exterior maintenance. Cleanslate kicked off our FY23, by cutting the ribbon on our newly purchased 11,000-square-foot facility in the Englewood neighborhood. We are excited to continue making our new home a hub for residents of the South Side and beyond to access our workforce services and job opportunities. The first half of this year also saw us create more than 200 transitional jobs for the people we serve. **Learn more at www.cleanslatechicago.org**

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

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



Our social enterprise that functions as a mission-driven staffing firm connecting top talent with jobs at leading Chicago companies. As part of our work, we seek to form multi-dimensional partnerships with other organizations to bring our services directly to new communities – like our long-standing co-location with Northwest Center in Belmont-Cragin. In the first half of FY23, we deepened that partnership by embarking on the Corridor Ambassador program as part of the Chicago Recovery Plan's ambitious \$1.2 billion strategy for equitable economic recovery and support for thriving and safe communities. **Learn more at www.caraconnects.com**

384 PEOPLE EMPLOYED 

TOP EMPLOYERS



Our expansion arm that works with nonprofits and employers to build a more inclusive economy. Recently, Cara Plus worked with 50+ workforce development programs through the 11th cohort of their Workforce Development Solutions Lab, and through The AdvoKit, a toolkit that helps workforce development programs deepen relationships with employers in their communities. To help companies adopt more inclusive talent practices, Cara Plus also teamed up with the Corporate Coalition of Chicago and Chicagoland Workforce Funder Alliance on cohorts to help 14 companies launch pilots to better engage those with criminal records and young adults of color. **Learn more at www.caraplus.org**

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

38



AVERAGE HOURS WORKED WEEKLY

\$17.80



AVERAGE WAGE EARNED

53%



ONE-YEAR RETENTION FOR PERMANENT & LONG-TERM PLACEMENTS

66%



HAVE PERMANENT HOUSING AFTER ONE YEAR ON THE JOB

SOCIETAL IMPACT



\$4,873,477

TOTAL ANNUAL EARNINGS OF EMPLOYED CARA PARTICIPANTS



\$832,967

TOTAL ANNUAL TAX CONTRIBUTIONS MADE BY EMPLOYED CARA PARTICIPANTS



\$5.97

BACK TO SOCIETY FOR EVERY \$1 YOU INVESTED



14

REQUESTS FOR EMERGENCY RENTAL ASSISTANCE



\$9,079

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.

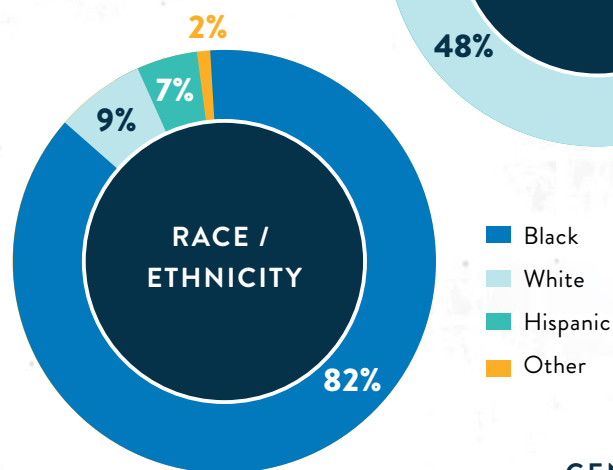
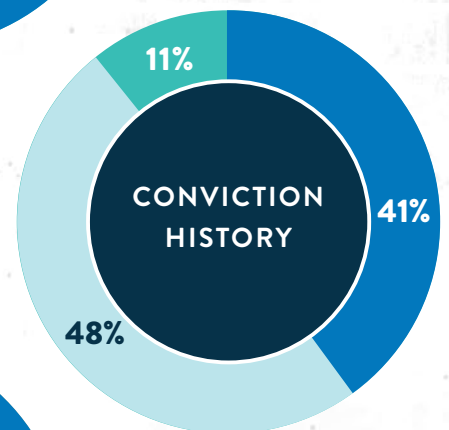
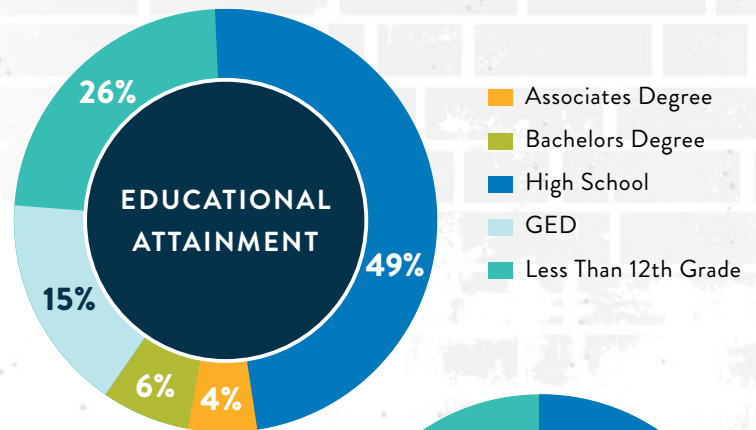
We believe we are only at our best when our participants have the abilities to reach these goals. That’s why we go beyond workforce development to also focus on socio-emotional skills. We have a well-defined, well-measured process designed to help participants navigate their personal pathway at Cara,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

PARTICIPANT IMPACT

303 PEOPLE COMPLETED CARA’S FOUNDATIONAL TRAINING

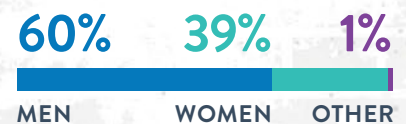
259 PEOPLE SECURED THEIR FIRST JOB, A SIGNIFICANT MILESTONE TOWARD FUTURE SUCCESSES

PARTICIPANT DEMOGRAPHICS



GENDER & AGE

43 AVERAGE AGE

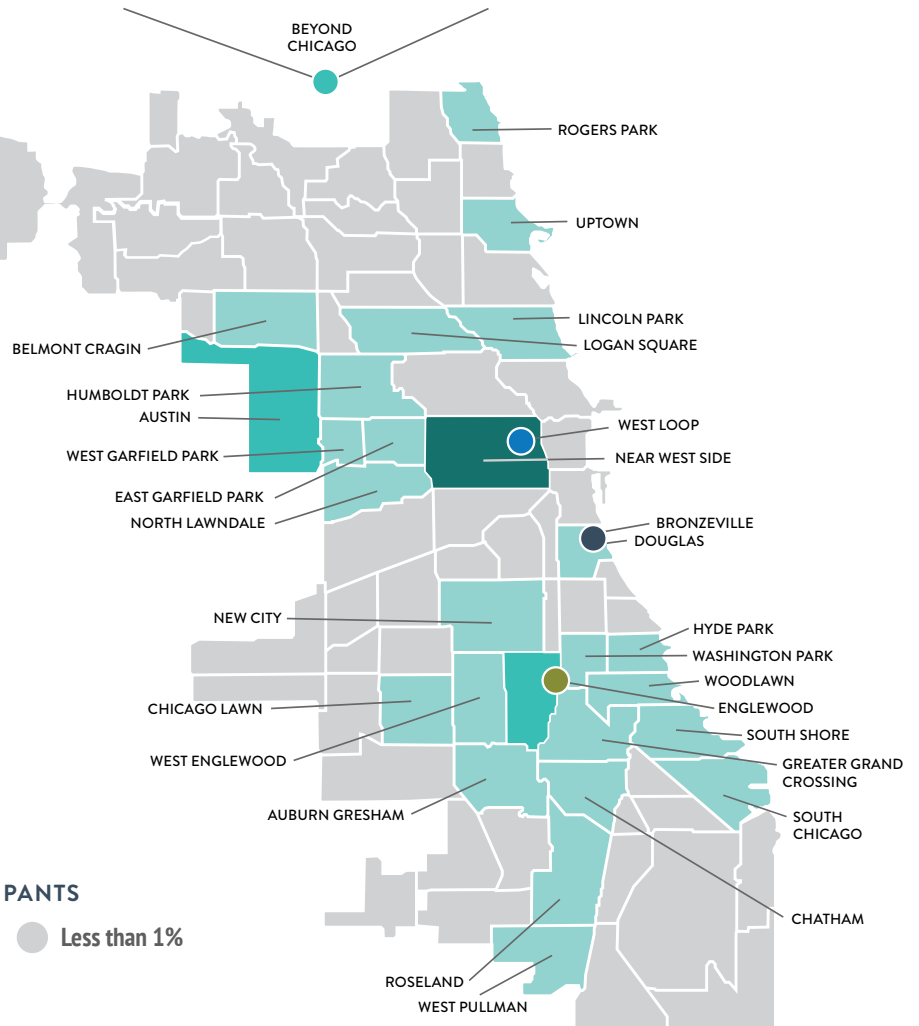


GARA GAVE ME THE STABILITY I NEEDED.

Theresa was newly in recovery, stuck in a cycle of working temporary jobs, and searching for a stable lifestyle. She came to Cara ready to lift her spirits and find a quality job. She gained that and so much more.

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

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

Come For A Visit

Want to see the way we start our day? Contact **Robyn El Kay** at 312.798.3321 or relkay@carachicago.org to schedule a visit to attend Motivations.

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



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CARACOLLECTIVE.ORG

PERFORMANCE UPDATE

APPENDIX

FY23 MID YEAR
(JULY 2022 - DECEMBER 2022)

METRIC	NOTE
448 Total Jobs	The total number of jobs secured during the first half of FY23. Includes 154 placements and 294 internships and temporary jobs.
384 People Employed	The unduplicated number of people securing jobs during the first half of FY23. Includes 231 people in 294 internships and temporary jobs and 153 people in 154 permanent and long-term placements.
38 Average Hours Worked Weekly	Applies to 101 permanent and long-term placements secured by Cara participants in first half of FY23.
\$17.80 Average Wage Earned	Applies to 101 permanent and long-term placements secured by Cara participants in the first half of FY23, excluding 17 advancement placements (average wage of \$22.27). Median average wage earned is \$17.22.
53% One-Year Retention	Includes Cara participants placed into permanent and long-term jobs in FY22 and retained in first half of FY23, for whom retention was tracked. Includes 61 participants retained of 116 participants tracked.
66% Have Permanent Housing	Housing status after one year of employment for Cara participants placed in permanent and long-term jobs in first half of FY22 and retained in first half of FY23, for whom housing data was reported. 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.
\$4,873,477 Total Annual Earnings	Includes \$2,998,725 in actual annual earnings from permanent and long-term placements and \$1,874,752 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.
\$832,967 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.caracolletive.org
303 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 first half of FY23. "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.
259 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 FY23.
"Participant Demographics" and "Gender & Age" Sections	Includes 303 participants completing Cara's foundation training in first half of FY23.
"Community of Origin" Section	Includes 303 participants completing Cara's foundation training in first half of FY23.
"Top Employers" Section	Highlights companies and organizations among the most active in hiring Cara participants into permanent and long-term placements in first half of FY23. Number of hires for each employer ranges from 4 to 11.