

BECOME A CARA AFFILIATE

Build a Workforce Development Program for Your Community

THERE ARE **17.8 MILLION** UNEMPLOYED ADULTS IN THE U.S.

More than 39% of unemployed individuals lack a Bachelor's degree. Additionally, people with a criminal record are 5x more likely to be unemployed. **These untapped talent pools are most at risk of being locked out of economic opportunity and mobility.**

Cara Collective is a Chicago-based workforce development organization that runs trainings and social enterprises to help people affected by poverty get back to work.

Leveraging Cara Collective's 30+ years of experience, Cara Plus helps bring our method to cities around the country.



CARA COLLECTIVE'S IMPACT



14,500+

JOB;
1,000+ jobs annually



65%

ONE-YEAR, SAME-FIRM
RETENTION RATES



\$9.2M

ANNUAL EARNINGS
OF EMPLOYED
PARTICIPANTS



69%

IN PERMANENT HOUSING
WITHIN A YEAR

WHAT AFFILIATION LOOKS LIKE

For organizations that want a way to move people experiencing poverty to economic self-sufficiency, Cara Plus provides hands-on assistance and resources to help you co-create a workforce development program based on Cara's proven method, customized to your organization's context, population, and needs.

Through affiliation, our partners build the following capabilities:



+ **Recruitment** that builds on job seeker interest and engagement. This includes cultivating effective referral partnerships, identifying the correct pathways and necessary supports, and developing job seeker trust and engagement.



+ **Job placement** rooted in deep partner relationships that make each hire a win-win for job seekers and employers. This includes multi-dimensional company partnerships and best-fit matchmaking practices for long-term, sustainable employment.



+ **Socio-emotional and professional skills training** that blends a simulated workplace environment with five core-competencies that setup job seekers for long-term job retention and advancement. This includes developing a competency-based approach for socio-emotional learning, and assessing for skills through training and transitional employment.



+ **Retention and advancement** through our one-year coaching model that yields 65% same-firm, one-year retention rates. This includes coaching participants through professional and personal challenges to support long-term stability.

“ I'M A FIRM, FIRM BELIEVER
THAT WHAT WE'RE DOING
NEEDS TO BE DONE IN
EVERY CITY ACROSS THE COUNTRY.

JULIE STOKES
Vice President, Atlanta Mission; Cara Affiliate

OUR AFFILIATES



Lutheran Social Services of Indiana (LSSI) is a social service agency based in Fort Wayne, IN, and a Cara affiliate since 2016. To date they have placed individuals in recovery into **330+ jobs** at **86% one-year retention rates**. Learn more at www.lssin.org



Atlanta Mission is the largest homeless shelter in Georgia, and a Cara affiliate since 2019. To-date, Atlanta Mission @Work has placed individuals experiencing homelessness into **220+ jobs** at **84% one-year retention rates**. Learn more at www.atlantamission.org

HOW TO BECOME A CARA AFFILIATE

Becoming a Cara affiliate is a three-step process. This includes:

1 DUE DILIGENCE

To setup a prospective partnership for success, **Cara Plus and the prospective partner go through a three-month discovery process to assess the feasibility and potential impact of the collaboration.** By mutually getting to know each other, it ensures that our partnership is set up for long-term sustainability and success.

2 CO-CREATION

If both parties greenlight the partnership, we co-create a program that adapts Cara's methodology to your existing organization and population needs. In doing so, we work with key stakeholders to:

- Design the programmatic components
- Develop the participant journey
- Provide curricula and all related materials
- Define staff roles
- Identify potential employment partners
- Train staff
- Create a measurement approach
- Build a communication plan

During this phase, we work shoulder-to-shoulder to make the program a reality – engaging stakeholders at various levels and with different perspectives to ensure the program is grounded in the strengths of your organization and needs of your community.

3 IMPLEMENTATION

Once the program is launched, it is completely owned and operated by you, the affiliate partner, with ongoing technical assistance and partnership from Cara Plus. As the program experiments with new ideas and runs into new scenarios, **Cara Plus provides the support, resources, and tools you need** – and connections to other affiliates – to help each site learn from each other.

The Cara Plus and Atlanta Mission teams cut the ribbon on their co-created workforce development program, Atlanta Mission @Work, November 2019.



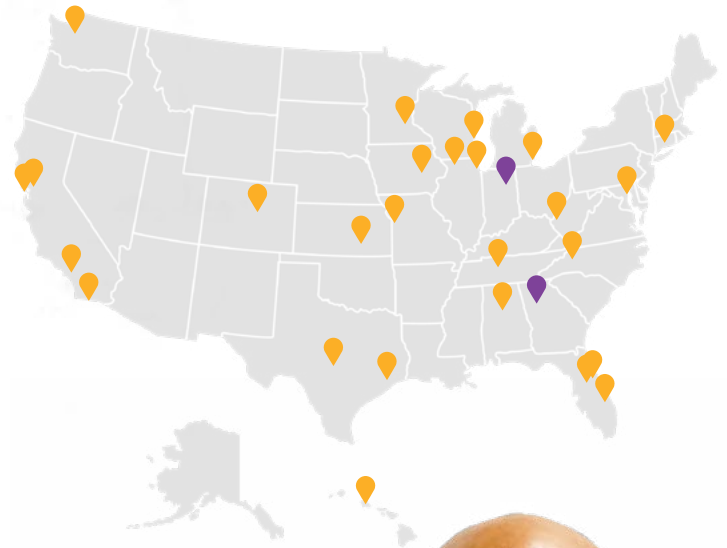
WHAT ORGANIZATIONS MAKE STRONG AFFILIATES

Successful partners serve adults affected by poverty that face barriers to employment like justice involvement, low educational attainment, homelessness/housing insecurity, and recovery. Organizations must also:

- Exist in a metropolitan area with a **population >300,000** with access to entry/mid-level jobs by public transportation
- Provide some level of **direct services** to clients
- Have a track record of **external partnerships** in their community
- Have an **internal champion** committed to building or deepening a workforce development program
- Have access to the **physical space** to run a job training program
- Be able to **raise ~\$1 million** over the first three years of operation (costs \$300k-\$400k to run annually)

OUR REACH

📍 Affiliates 📍 Trainings



ABOUT CARA COLLECTIVE

Cara Collective is a workforce development organization based in Chicago that runs trainings and social enterprises that help people most affected by poverty get back to work. Through our four entities – Cara, Cleanslate, Cara Connects,

and Cara Plus – we work with job seekers, employers, and organizations to fuel a courageous national movement to eradicate relational and financial poverty.

Learn more at www.caracollective.org

Interested in bringing Cara to your city? Email learn@caraplus.org to learn more.