



2023
ANNUAL REPORT

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Dear Friends of Cara Collective,

It is an honor to share our FY23 Annual Report. This report is a celebration of the collective spirit and unwavering dedication of our community – which has fueled our organization since our humble beginnings more than 30 years ago.

Our journey this year has been marked by inspiring stories of hope, transformation, and impact. We launched our three-year strategic plan, *Access. Equity. Opportunity.*, and with it, the roadmap for how we will continue to deepen our reach and impact. You can read more about our priorities and year-one accomplishments starting on page 7.

This year also saw an evolution in our programming – not just in our return to fully in-person programming, but also by being more responsive to the people we serve. We have implemented new methods to hear directly from our job seekers and what they need to be successful in the workplace. You will see just a few of the findings from our participant surveys throughout this report.

This was also a monumental year for our flagship social enterprise Cleanslate, which cut the ribbon on a new center in the heart of the Englewood community. We are proud to be working directly in the community, bringing access to our services to residents and partnering with community organizations like the Greater Englewood Chamber of Commerce, Teamwork Englewood, and R.A.G.E. (among others) to show everyone “What’s good in Englewood!”

Each milestone achieved and every life touched – a few of which you can read throughout this report – stands as a testament to the power of collective action and shared vision. We are filled with gratitude for the incredible support of our community of volunteers, staff, stakeholders, employers, and more who have joined us in our mission to eradicate poverty. Together, we have faced challenges with resilience, embraced opportunities for growth, and continued to provide essential services that uplift and empower those in need.

As you turn the pages of this report, we invite you to celebrate our accomplishments, reflect on our learnings, and recommit to our cause. **Thanks to this community, we are not just a nonprofit organization; we are a movement and a beacon of hope for a brighter future.**

Thank you for being an integral part of our community, for being our *cara* – the Old Irish word for “friend,” and for believing in new beginnings.

In friendship,



Kathleen St. Louis Caliento

KATHLEEN ST. LOUIS CALIENTO
PRESIDENT & CEO, CARA COLLECTIVE



J. Todd

J. TODD PHILLIPS
CHAIR, BOARD OF DIRECTORS

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 MISSION

Build an inclusive economy by developing employment pathways to advance transformative individual and community success.

OUR VISION

Fuel a courageous national movement to eradicate relational and financial poverty.

OUR RACIAL EQUITY STATEMENT

To ensure that we are centering our work around the individuals and communities we serve, **Cara Collective commits to taking an antiracist approach in all we do:** in our program design, representation in our staff, partnerships we choose to enter, and our external and internal communications and policies. We leverage our individuality and differences as a way of deepening community and expanding opportunity in and around our organization.

OUR CORE VALUES



Motivation

Motivation propels. We identify, instill, and hold onto it. Where there is a desire to succeed, there is an opportunity to transform thought into action.



Intentionality

Intentionality aims. We focus on the endgame during planning and design. In doing so, we build roadmaps to real, lasting success and avoid deriving validation from a quick win.



Affirmation

Affirmation reinforces. We celebrate instances of progress, understanding that the journey in the right direction is just as, if not more, important than the final destination.



Equity

Equity informs. We commit to taking an antiracist approach in all we do. We leverage our individuality and differences as a way of deepening community and expanding opportunity.



Community

Community connects. We actively build networks that strengthen us all. If we can get each other, we can serve each other best.

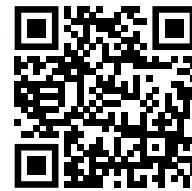
FY23-FY25 Strategic Plan

WE ARE COMMITTED TO ACCESS, EQUITY, AND OPPORTUNITY.

Since our humble beginnings of one man going from shelter to shelter to connect people experiencing poverty with quality employment, the work of Cara Collective has always focused on the notion of building access, equity, and opportunity. This past year, we were proud to share the blueprint for the next chapter of this organization. On the following pages, you will get an overview of how we will elevate and deepen the impact of our work, drive equitable and systemic change through our influence and experience, and foster and grow our participants and staff to promote real and lasting success.

PROCESS

Our Strategic Plan is a result of an inclusive, seven-month process that engaged a broad set of the Cara Collective community including staff, participants, partners, board members, and supporters.



Scan here to read our full Strategic Plan

IN DOING SO, WE ENGAGED

ALL

**CARA COLLECTIVE
STAFF AND
DEPARTMENTS**

including 12
Staff Ambassadors

25

**CARA
PARTICIPANTS
AND ALUMNI**

15

**COMMUNITY
AND BUSINESS
PARTNERS**

25

**FUNDERS
AND KEY
SUPPORTERS**

ALL

**BOARD
MEMBERS**

including 7 Board
Strategic Planning
Committee Members

Cara Collective is known for its effective model and is sought out as a thought leader. How do we leverage this legacy to have greater impact, at greater scale, and move the needle through systems change?

- CARA COLLECTIVE SUPPORTER



OUR STRATEGIC PRIORITIES

The overall goal of our plan is to build new pathways for the people we serve – in our service offerings we will co-create with our participants, in the inclusive job market we will build with our partners, and in our country as we work to dismantle the social inequities our community faces. To live out our Values, realize the purpose of our Mission, and achieve our Vision, we identified four strategic priorities to guide our work over the next three years and beyond.



PRIORITY 1

Deepen Participant Experience

At the center of everything we do is our participants. Over the years, we have augmented our service delivery to best reach job seekers where they were at, but ultimately, our participants are what guide us in our work and in our decision making.

In this priority, we seek to elevate the voice of our participants to drive job seeker-informed programming that fosters enthusiastic interest, sustained engagement, and long-term success through three primary goals:

- 1 **Involve participants and alumni in program design, strategy, and governance**
- 2 **Re-energize and innovate programs and culture to reach and retain more participant**
- 3 **Cultivate self-determination and financial stability**

OUTCOME

By FY25, 70% of participants in Cara Collective's services will meet Send Out Eligibility status (the point at which they've demonstrated our program's workplace competencies) within one month from our measured point of traction.

FY23 RESULTS

In Year One of our Strategic Plan, we revitalized our service delivery model, bringing in-person programming back, establishing a one coach approach, and implementing incentive-based stipends to support participants as they reach key milestones. This led to a nearly 50% drop in attrition within our programming over the previous year.



PRIORITY 2

Strengthen Team Purpose & Value

None of this work we do is possible without our staff, who we often refer to as the best and brightest in social purpose. As we continue to evolve as an organization, we want to do so while guaranteeing an employee experience that excites, invigorates, and prepares everyone for the career they hope for over the long-term.

In this priority, we will invest in the holistic wellness and economic mobility of our staff, to uplift the essential role our team plays in our mission and community through three primary goals:

- 1 Ensure our leadership, culture, and policies promote and support staff health, wellness, and belonging
- 2 Facilitate workplace practices that enrich pay mobility, job satisfaction, and foster retention
- 3 Encourage team learning and development opportunities

OUTCOME

By FY25, 80% of staff will rate Cara Collective a great place to work and grow in unbiased, independent surveys.

FY23 RESULTS

At the end of Year One of our Strategic Plan, 78% of staff rated Cara Collective a great place to work in our quarterly staff surveys. Initiatives that helped guarantee these results include market analysis for pay equity, expanding professional opportunities for staff, and increased access to mental health and well-being supports as part of our suite of benefits.





PRIORITY 3

Champion Racial Equity

For more than 30 years, the work of Cara Collective has been steeped in racial equity. The majority of the community we serve is black and brown. We recognize the societal challenges they face, and how those challenges contribute to barriers to employment. We know we cannot do this work without talking about our commitment to racial equity explicitly and we want to hold ourselves and our partners accountable.

In this priority, we seek to identify and dismantle racial inequities in all aspects of our work through three primary goals:

- 1 **Build upon Cara Collective's equity platform and define organizational practices that unite us**
- 2 **Increase intentionality in internal hiring and advancement for/related to staff in key identity areas**
- 3 **Root racial equity in our external partnerships**

OUTCOME

By FY25, 90% of staff and participants rate Cara Collective as an organization that advances racial equity, and Cara Collective's racial equity platform will be applied to 100% of our partnerships.

FY23 RESULTS

In Year One of our Strategic Plan, we revamped our Racial Equity Statement (see page 4), and worked with a consultant to understand the current culture, challenges, and opportunities that exist at Cara. The findings will support the creation of a framework that will guide this work forward over the next two years of our Strategic Plan and beyond.





PRIORITY 4

Catalyze Systemic Impact

Through the work of our social enterprises and expansion arm, we have demonstrated how spreading our reach and influence can increase opportunities for gainful employment. However, as this need is still great, we must ask ourselves how can we better leverage our partners new and old to close the wealth gap, in Chicago and beyond.

In this priority, we will develop employment pathways that help close the wealth gap for untapped talent through transformative partnerships that upend the workforce ecosystem through three primary goals:

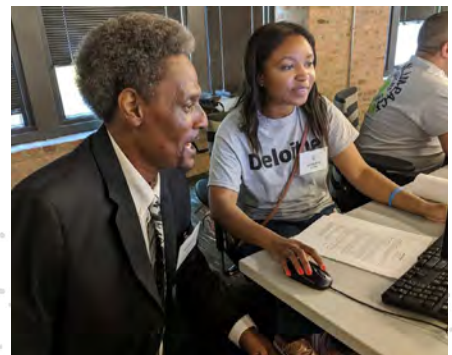
- 1 Create more career pathways by developing new and deepening existing strategic partnerships with corporate partners
- 2 Expand national workforce development strategy to impact more job seekers' ability to obtain, retain, and advance in quality jobs
- 3 Explore investments in new enterprises and communities that provide sustainable earnings for participants

OUTCOME

By FY25, Cara Collective will see a 25% increase in the number of job opportunities for our participants, inclusive employers practicing our methodology, and revenue generated to fuel this work.

FY23 RESULTS

In Year One of our Strategic Plan, we gained 29 inclusive employment partners practicing our methodology (a 72% increase) and earned \$12.8M in revenue to fuel our work (a 10% increase). This steady and impressive growth helps increase our ability to catalyze systemic impact in the communities we serve.



Program Outcomes



Cora, our signature workforce readiness program, focuses on personal and professional development through trainings, comprehensive services, and access to employment opportunities with dozens of top companies across Chicago. Our programs take a holistic approach to job readiness, recognizing the complicated challenges and barriers many of our participants face. As we returned to fully in-person programming this year, we deepened our commitment to our participants by expanding our supportive services and network of partners to provide wraparound supports.

976 TOTAL JOBS

211 PERMANENT & LONG-TERM JOBS

469 CLEANSLATE JOBS

161 CARA CONNECTS JOBS

135 CARA PLUS AFFILIATE JOBS



975

PARTICIPANTS SERVED

\$7,332,303

ANNUAL EARNINGS OF EMPLOYED PARTICIPANTS

55%

ONE-YEAR, SAME-FIRM RETENTION RATE FOR PERMANENT AND LONG-TERM PLACEMENTS

258

PARTICIPANTS WHO COMPLETED OUR FOUNDATIONAL TRAINING

\$5.97

SOCIAL RETURN BACK TO SOCIETY FOR EVERY \$1 INVESTED

95%

PARTICIPANTS SATISFIED WITH THE OUTCOMES OF OUR PROGRAMS

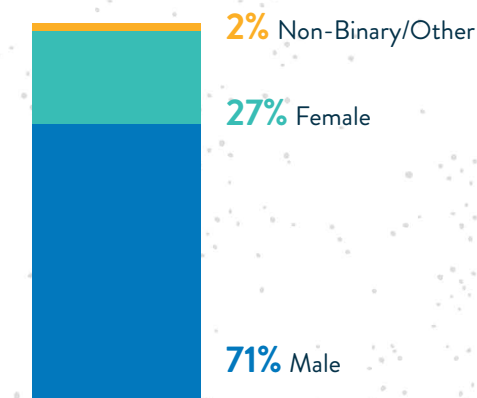
TOP EMPLOYERS



WHO WE SERVE

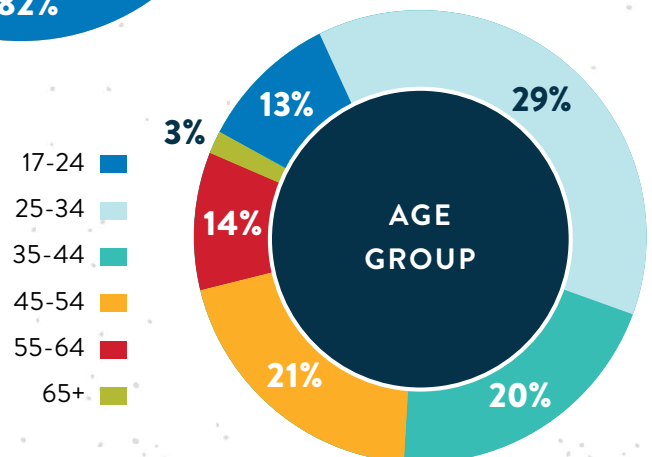
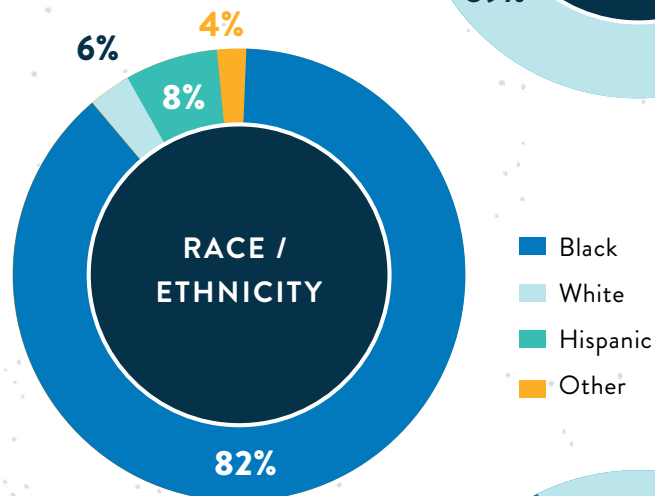
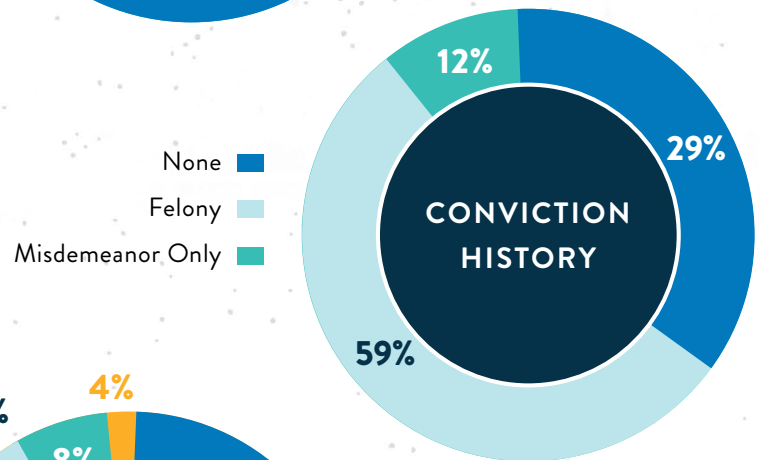
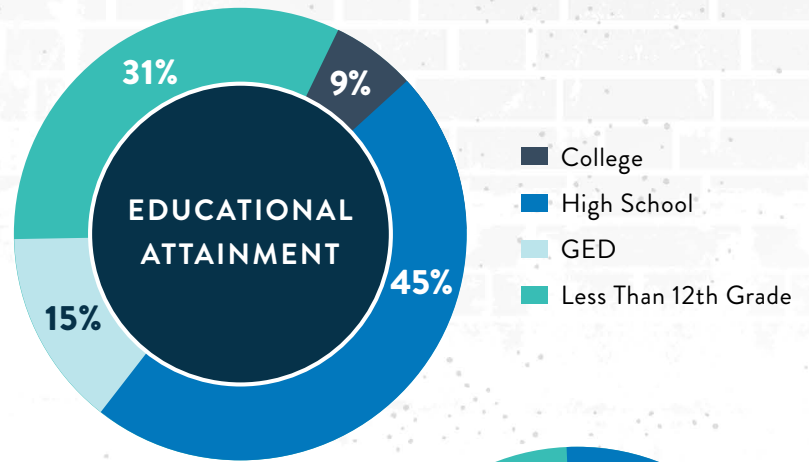
Our participants are motivated adults, who are ready to break the cycles of poverty and homelessness by finding more than “just a job.” They are ready for gainful employment – a situation where the net pay, at the very minimum, meets basic living needs. It is employment through which an individual derives a sense of purpose, pride, and growth. 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.

GENDER BREAKDOWN



HOW WE SERVE

While our goal is placing people into gainful employment, our work goes much deeper than that. We recognize that to be successful on the job, you have to be well-equipped in your personal and professional life. That’s why our programming focuses on both workforce readiness and socio-emotional skills, building the competencies we believe are needed for real and lasting success. Once a participant has demonstrated these – both in our trainings and in the transitional job opportunities created by our social enterprises – they begin working with our dozens of employment partners on finding their perfect job opportunity. During all this, they work with a coach who walks alongside them through their first year of employment to help navigate any bumps along the way and celebrate every achievement.



40

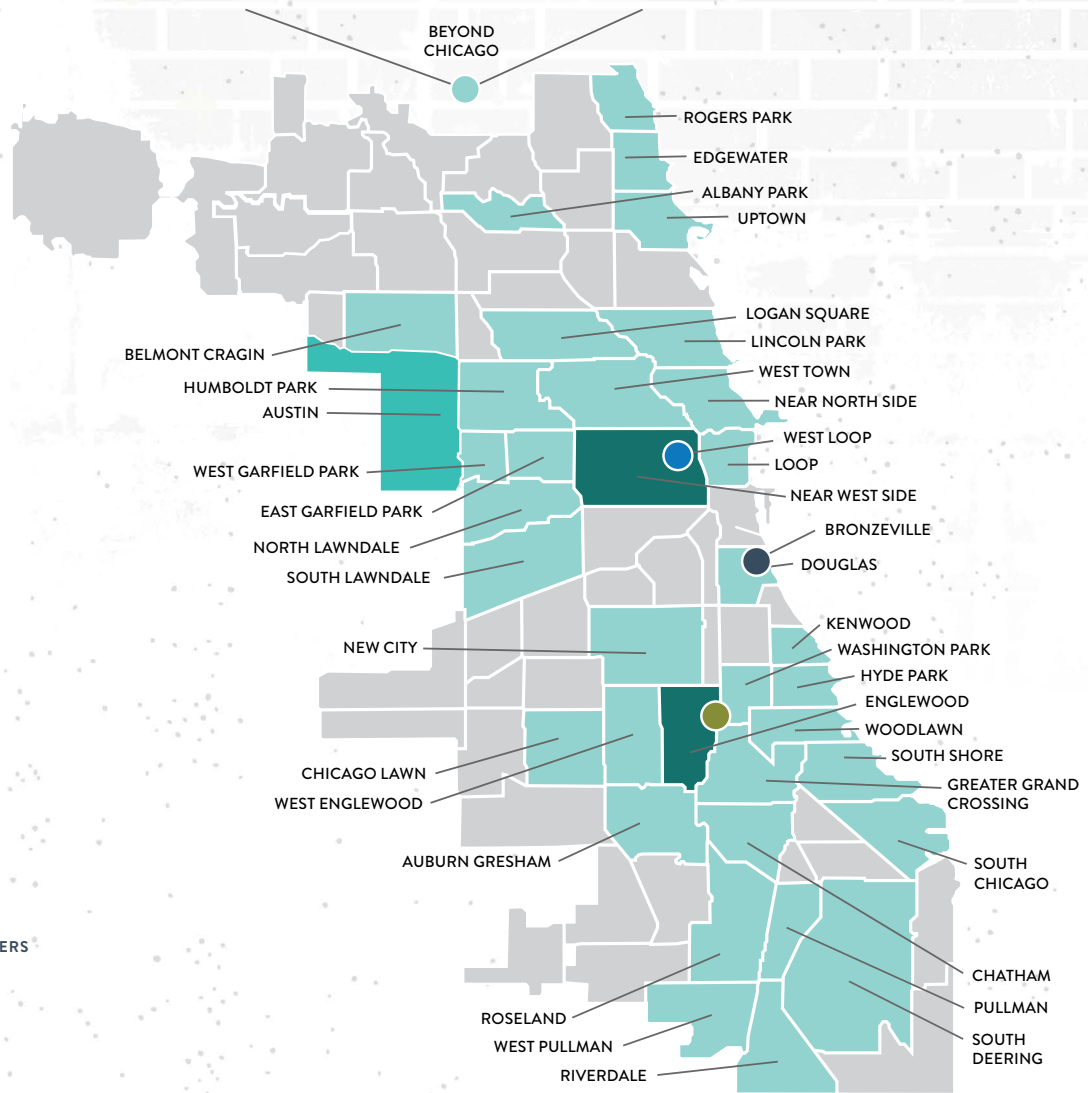
AVERAGE AGE OF CARA PARTICIPANTS

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



“I can see a future for myself!”

“Cara supported me and showed me compassion. I knew I wanted a long-term career, specifically in an office setting, but I had barriers in my way. I lacked the digital literacy skills I needed and didn’t have a high school degree.

“I had been running away from getting my GED for over 40 years, but I knew it was finally time to stop putting it off. So, while I was working in a temporary position at Cara, I went back to school and got my diploma. It meant so much to finally have doors open for me that I could not access for so long.

“I made sure to take advantage of the digital literacy courses at Cara. The staff was so supportive of me, and I was able to become much more proficient in my computer skills. On top of that, I put in hours of work to improve my resume and interview skills.

“All my work landed me my dream job at Rush University Medical Center! It wasn’t easy but I had a lot of help along the way. The impact this job has had on my life is amazing. I’m doing something that I love and I can see a future for myself at Rush.

“I can take care of myself now and my children no longer worry about me. I’ve come such a long way and I’m very proud of myself.”



CONSTANCE F.
CARA GRADUATE

SUPPORTIVE SERVICES

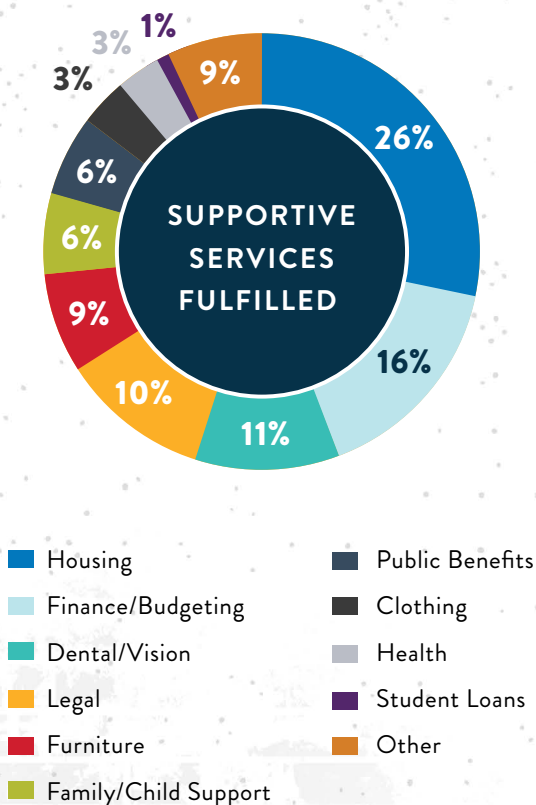
We walk alongside our participants on every step of their journey. As part of this, we have cultivated a community of partners who provide the supports needed to help mitigate any of life's unexpected events that could knock someone off their path. From outfitting our job seekers with professional clothing to critical resources like housing assistance, legal services, and much more, we are grateful to the community of supportive services partners who help ensure our participants achieve real and lasting success.

23

SUPPORTIVE SERVICES PARTNERS

67%

ACTIVE PARTICIPANTS WHO ENGAGED WITH SUPPORTIVE SERVICES IN FY23



Q&A WITH CABRINI GREEN LEGAL AIDE

For nearly 15 years, Cabrini Green Legal Aid (CGLA) has helped more than 600 Cara job seekers with pro bono legal services – opening doors for individuals previously thought impossible.

How does (CGLA) support our community?

CGLA supports individuals negatively impacted by the criminal legal system. Often this is helping people get criminal records relief, but we can also help job seekers get Certificates of Good Conduct or Relief from Disabilities, which makes them eligible for certain jobs (like with the CTA) or for certain licenses (like cosmetology).

How does Cara Collective's job seekers inspire you?

Criminal cases are a delicate issue and it's hard to get someone to talk about the worst things that have ever happened to them with a total stranger. Cara helps their job seekers move past those fears, better communicate their needs, and gain confidence to move forward with us.

How can we better support individuals living in poverty?

There needs to be more advocacy to local, state, and federal elected officials to expand what's eligible to be expunged and sealed. We also need people spreading the word about the process applying for criminal records relief and how much they could benefit from these services.

Do you have a favorite memory of a Cara participant?

Marcel is currently on probation for a federal case and needed to have dismissed cases in the lower court expunged. When your probation is determined, all your arrests add to your probation and judges are not interested in expunging cases while people are on probation. Marcel would not deter and advocated for himself and in the end, he convinced the judge to expunge his dismissed cases. His determination allowed him to continue to work on the coffee shop he is opening.

As told by Brandon Williams, Supervising Attorney, Criminal Records and Jessica Beheydt, Staff Attorney, Criminal Records

Social Enterprise Outcomes

For nearly 20 years, our social enterprises have played a crucial role in advancing Cara Collective's work by allowing us the opportunity to create our own transitional employment opportunities for our job seekers while generating a reliable revenue stream that helps fund our overall work.

100%

PARTICIPANTS REPORTED FEELING BETTER PREPARED FOR THE WORKFORCE AFTER ENGAGING WITH ONE OF OUR SOCIAL ENTERPRISES

CLEANSLATE BY cara

Cleanslate, our flagship social enterprise, transforms the landscape of our communities by providing transitional jobs in exterior maintenance. Cleanslate kicked off FY23 by cutting the ribbon on our newly purchased 11,000-square-foot facility in the Englewood neighborhood. By embedding ourselves deeper into the communities we serve, we have been able to create better access for South Side residents to our workforce services and job opportunities. In our first year alone, we saw a nearly 60% increase in interest from residents of the Englewood community.

469

TRANSITIONAL JOBS

2,196

TONS OF TRASH COLLECTED

533

TONS OF RECYCLABLES COLLECTED

\$1.3M

ANNUAL EARNINGS OF CREW MEMBERS

\$3.24M

ANNUAL REVENUE EARNED BY CLEANSLATE

"This is more than just offices and where we store our equipment - it's our house and a center for possibilities!"

KATHLEEN ST. LOUIS CALIENTO



BEYOND CHICAGO

EVANSTON
 EVERGREEN PARK
 FALLS CHURCH, VA
 FOREST PARK
 MUNSTER, IN
 OAK BROOK TERRACE

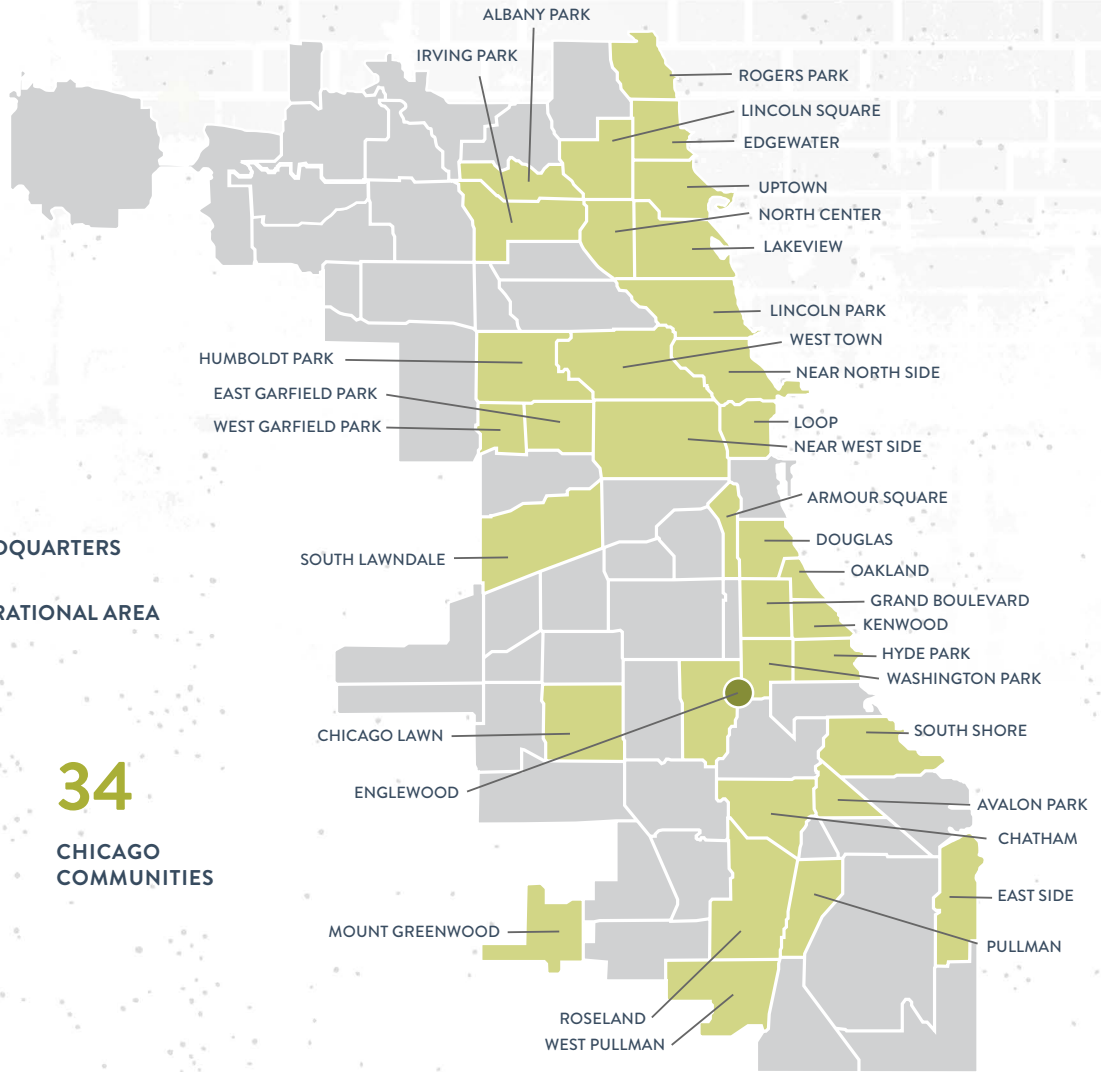
- CLEANSLATE HEADQUARTERS
- CLEANSLATE OPERATIONAL AREA

88

UNIQUE CLEANSLATE CUSTOMERS

34

CHICAGO COMMUNITIES



“This job is my legacy.”

“It was 2020. My mom had just passed away and things were tough.

“I saw someone working on the street, pushing a Cleanslate garbage can. I didn’t know people were still working through the pandemic. So, I asked ‘how can I get that job?’ They told me all about Cara.

“Coming to Cara and working at Cleanslate, everyone has been a lifeline for me since day one, and it’s meant a lot. I have the determination and the willpower, but they have the networks and connections.

“I’ve always been a hard worker. I’m dedicated once I put my sights on something. That’s how I showed up on all my Cleanslate routes. It felt good to have my work recognized with the Cleanslater of the Year Award from the River North Residents Association.

“Shortly after receiving the award, the Cara team told me about a job with C&W Services. I had been waiting for a job that was what I knew I wanted. And I have found that! I appreciate having work hours that mean I can still have time for my family.

“Today, this job is my legacy. I want to open doors for other Cara participants. It feels good to know that I’m paving the way for others with my story and where I’ve been.”



JUSTIN F.
 CARA GRADUATE

NEW CUSTOMERS

16 On Center Chicago

170 Green Owner, LLC

57th Street Children's Book Fair

Alderman's Office - 20th Ward

BGA

Camille Lu

Colliers - 1715 Maple

Greater Englewood Chamber of Commerce

Green Line Performing Arts Center

Guest House Chicago

JLL

Keep OIP Clean

Lyft

Number Project

Oak Street Council - SSA 75

*Old Town Merchants &
Residents Association*

Parson Partners

Procure Impact

Pulaski Elston Business Association - SSA 79

QSL America

Sterling Bay 360 N Green

Sweet Water Foundation

Three Floyds Brewing Company

Uptown United

West Garfield Park - SSA 77

World Business Chicago



Q&A WITH GREATER ENGLEWOOD CHAMBER OF COMMERCE

Since Cleanslate's move into the Englewood community, the Greater Englewood Chamber of Commerce has welcomed us with open arms – making connections to other social impact groups and being a thought partner in how we can deepen our collective impact on the community we call home.

How did this partnership begin?

I learned about Cleanslate many years ago. I was in finance before coming to the GE Chamber and our offices were in Hyde Park. I often saw the Cleanslate crews working in Hyde Park and, when I learned about the program, I wanted it to be in more neighborhoods. Once I moved to the GE Chamber, where we do lots of outdoor events, I knew I wanted to hire Cleanslate to manage refuse and cleanup.

Do you have a favorite Cleanslate memory?

The GE Chamber moved into our space in December 2022. Last summer, we had a "Come See Our Space" event. Brady Gott, Managing Director of Cleanslate, of course, stopped by. We gave every member who stopped by a GE Chamber t-shirt and a hat. Brady immediately and excitedly put it on and posed for pictures!

How has Cleanslate become a part of the Englewood community?

Since Cleanslate opened their location in Englewood, the GE Chamber has been utilizing their space for classes and meetings. We have been facilitating our E-Commerce Readiness program at Cleanslate. A number of small brick and mortar businesses are coming into the space every other week and learning more about Cleanslate and Cara in the process. We are actually having the next GE Chamber meeting there!

As told by Felicia Slaton-Young, Executive Director

caraCONNECTS

Cara Connects, our social enterprise functioning as a mission-driven staffing firm, connects top talent with jobs at leading Chicago companies. In FY23, Cara Connects deepened our co-location partnership with Northwest Center 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. Through this, we are placing jobs that provide a visible, non-law enforcement safety presence along commercial corridors in Belmont Cragin.

161

ASSIGNMENTS PLACED

52%

ASSIGNMENT RETENTION RATE

\$810,104

ANNUAL EARNINGS OF WORKERS ON ASSIGNMENTS

\$1.15M

ANNUAL REVENUE EARNED BY CARA CONNECTS

TOP CUSTOMERS

Catholic Charities of Chicago

DirecTech

Habitat

Leasing & Management Co.

Northwest Center

Northwest Side Community Development Corporation

Rosie Investment Corp.

Schulze & Burch

SisterHouse

Streetwise

“Cara is about second chances.”

“I was just moving from job to job. Retail, cashier, finding different jobs around my community, but I never felt like I found what I wanted.

“That’s when I joined the Corridor Ambassador Program here in my neighborhood in Belmont Cragin. Corridor Ambassador is a city-funded program that does outreach in our community and keeps a safe presence. Through the program, I was introduced to Cara Connects.

“Cara helped me develop new skills: how to make a resume, how to be professional in the work environment, about leadership and how to take initiative, and how to be an example for others. Cara taught me a lot.

“Ever since I joined Cara, it really changed my perspective. I saw a kind of a passion for my community where I didn’t have before now. I found something I want to do that I’m very happy with.

“It just shows, even if you’re struggling, even if you are in a dark time in your life, there is hope. That it is possible to change your life at any moment. And all it takes is just one step to better yourself, and a lot of things can change.

“That’s what Cara is about – it’s about second chances.”



FRANK M.
EMPLOYED CARA PARTICIPANT

Expansion Outcomes

cara PLUS

Cara Plus, our national expansion arm, works with nonprofits and employers across the country to build a more inclusive economy. In FY23, Cara Plus worked with more than 107 unique organizations through four cohorts of our Workforce Development Solutions Lab, and through The AdvoKit, a toolkit that helps workforce development programs deepen relationships with employers in their communities. Additionally, this year, 19 companies participated in two cohorts co-led by Cara Plus, the Corporate Coalition, and Chicagoland Workforce Funder Alliance focused on fair chance hiring and hiring and supporting youth of color.

135

TOTAL AFFILIATE JOBS



41

LSSI WORKS JOBS



94

ATLANTA MISSION @WORK JOBS

76.5%

1-YEAR RETENTION FOR AFFILIATE JOBS

LSSI helped me build my confidence and push through challenges. Without their help, I could never have possibly succeeded this far professionally.

JONATHAN S.

LSSI WORKS GRADUATE

OUR AFFILIATES

Through our affiliation model, Cara Plus provides hands-on assistance, tools, and support to help organizations develop a workforce development program steeped in our methodology but customized for their context and population needs. Currently, we have two affiliate partnerships with Lutheran Social Services of Indiana in Ft. Wayne, IN, and Atlanta Mission in Atlanta, GA, who are helping spread our influence across the country.



INCLUSIVE EMPLOYMENT

Inclusive employment is not just who an employer recruits, but how they source and support community-based talent to achieve their full potential. Through Cara Plus' inclusive employment work, we partner with companies to support their ability to grow their talent pipelines and create more inclusive workplaces.

19

COMPANIES TRAINED IN INCLUSIVE EMPLOYMENT

80%

COMPANIES REPORT CHANGING THEIR TALENT PRACTICES/APPROACH

“I have attended several DEI trainings over the past few years, but really appreciated the collaboration and tailored approach provided by Cara Plus.”

JILLIAN R.
AON

KEY COMPANIES TRAINED IN INCLUSIVE EMPLOYMENT

Ace Hotel

The Alinea Group

ComEd

Cornerstone

Restaurant Group

Fitness Formula Club

Freedman Seating

Foxtrot

Harris & Harris

Medix

*National Opinion
Research Center (NORC)*

Northwestern Medicine

*Rush University
Medical Center*

St. Bernard's Hospital

The University of Chicago



OUR GROWING NATIONAL PLATFORM

Our inclusive employment work elevates Cara Collective's thought leadership and influence on a national scale through participation on conference panels, co-authoring papers and studies, and partnerships with other influencers and changemakers.

22

THOUGHT LEADERSHIP OPPORTUNITIES

THOUGHT LEADERSHIP PARTNERS INCLUDE

America Works

*Aspen Workforce
Leadership Academy*

*Chicagoland Workforce
Funder Alliance*

Corporate Coalition

Forbes

*Forum on
Workplace Inclusion*

*Jane Addams
Resource Corporation*

McKinsey & Company

Opportunity@Work

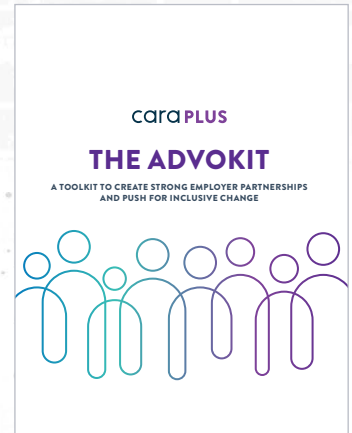
Second Chance Business Coalition

*Society for Human
Resource Management*

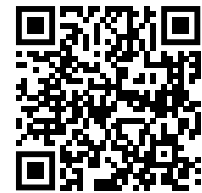
*U.S. Chamber of Commerce
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THE ADVOKIT

Across the country, millions of job seekers are excluded from employment opportunities. Whether it's due to past justice-involvement, lack of educational access, language accessibility, or other barriers, workforce development programs across the country are in a unique position to address this challenge by helping employers create more inclusive pathways within their recruitment, hiring, and advancement practices. That's why in FY23 we published **The AdvoKit: A Toolkit to Create Strong Employer Partnerships and Push for Inclusive Change**. The AdvoKit is our two-part approach for cultivating relationships with employers and becoming a trusted advisor to shift their practices around recruitment, hiring, and advancement for talent pools that have previously been overlooked for quality employment.



Download the AdvoKit



170

UNIQUE DOWNLOADS OF THE ADVOKIT

32

ORGANIZATIONS ENGAGED WITH OUR IMMERSIVE LEARNING SERIES

71%

REPORTED INITIATING NEW EMPLOYER RELATIONSHIPS

63%

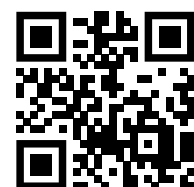
REPORTED PRACTICE CHANGE CONVERSATIONS WITH PARTNERS

Bridging the Advancement Gap

Millions of Americans have ambitions to advance their careers and move out of frontline roles, yet many do not see a pathway to get there. In FY23, Cara Plus was proud to execute one of the largest national studies on frontline worker upward mobility, *Bridging the Advancement Gap: What Frontline Employees Want – and What Employers Think They Want*, thanks to analysis from our friends at McKinsey & Company and with support from Walmart. More than 2,100 employees and 300 companies were surveyed and what we discovered was a significant gap between what frontline workers prioritize with career advancement and how employers respond to those needs.



Download the full study



KEY FINDINGS FROM THE STUDY

70%

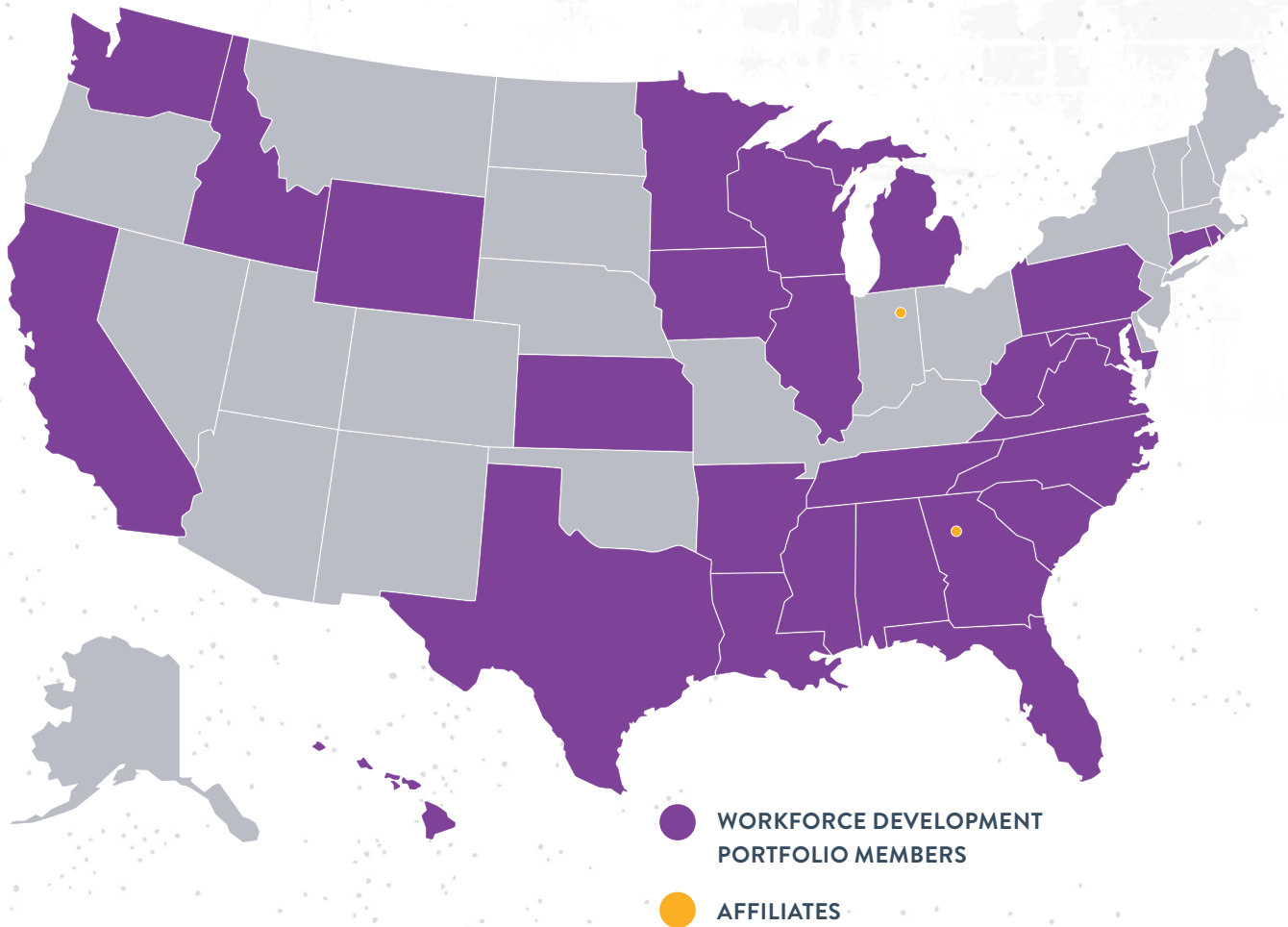
FRONTLINE EMPLOYEES WHO REPORTED APPLYING FOR ADVANCEMENT POSITIONS

25%

FRONTLINE EMPLOYEES WHO ACTUALLY ADVANCED WITHIN THEIR COMPANIES

OUR GROWING NATIONAL REACH

We work with leaders around the country to create and grow sustainable workforce solutions. By sharing our methodology and our learnings, we seek to help more individuals experiencing poverty get back to work.



ORGANIZATIONS TRAINED IN OUR WORKFORCE DEVELOPMENT SOLUTIONS LAB

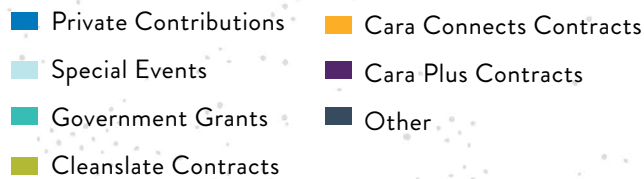
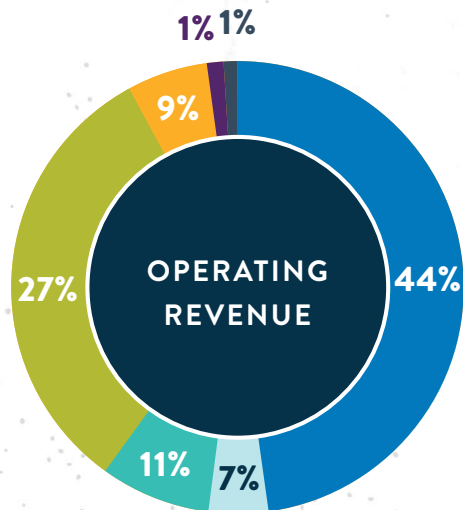
- Beautiful Day*
- Community Cycles of California*
- Create Common Good*
- Homeless Garden Project*
- Inner Voice*
- Juma*
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- Neighbor to Neighbor*
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18
ORGANIZATIONS TRAINED THROUGH WORKFORCE DEVELOPMENT SOLUTIONS LAB

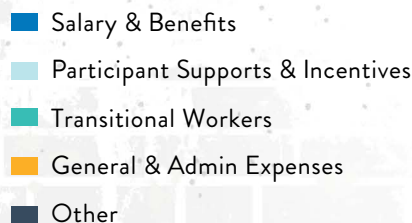
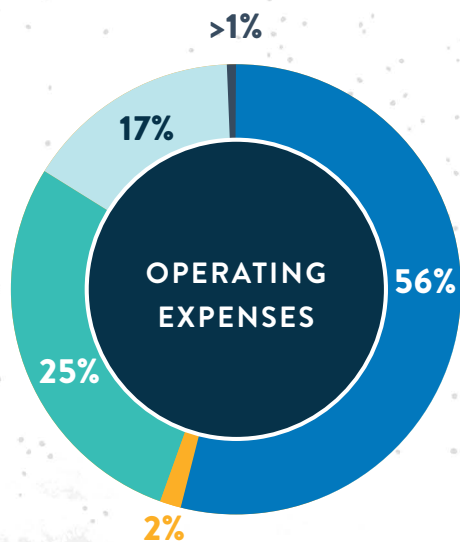
90%
ORGANIZATIONS COMMITTED TO PRACTICE CHANGE AFTER WORKING WITH US

Financials / Fundraising

OPERATING REVENUE



OPERATING EXPENSES



STATEMENT OF FINANCIAL ACTIVITIES

OPERATING REVENUE

Private Contributions	\$5,644,280
Special Events	\$1,190,039
Less Special Event Direct Costs	(\$353,222)
Government Grants	\$1,405,111
Cleanslate Contracts	\$3,428,185
Cara Connects Contracts	\$1,192,611
Cara Plus Contracts	\$136,045
Non-Cash Contributions	\$47,425
Interest Income	\$68,574
Other	\$5,107
Total Operating Revenue	\$12,764,156

OPERATING EXPENSES

Salaries & Benefits	\$ 6,857,632
Participant Supports & Incentives	\$283,814
Transitional Workers	\$ 3,082,926
General & Admin Expenses	\$ 2,069,047
Other	\$36,900
Total Operating Expenses	\$12,330,319

OPERATING SURPLUS

	\$433,838
Depreciation	\$451,750
Unrealized Investment Income	\$60,533
Total Change in Net Assets	\$42,622

REVENUE BREAKDOWN

ASSETS	
Cash & Cash Equivalents	\$5,831,903
Endowment	\$708,350
Accounts Receivable, net	\$1,736,594
Government Receivable, net	\$246,447
Inventory	\$6,411
Prepaid Expense	\$171,807
Current Assets	\$8,701,512
Buildings & Improvements	\$8,501,778
Other Property & Equipment	\$2,116,055
Total Property & Equipment	\$10,617,833
Accumulated Depreciation	(\$4,155,302)
Other Assets	\$233,996
Total Assets	\$15,398,039

LIABILITIES	
Current Portion of Long-Term Debt	\$333,946
Accounts Payable	\$168,568
Accrued Payroll & Related Costs	\$666,055
Refundable Grant Advances	\$1,090,000
Other Current Liabilities	\$72,278
Total Current Liabilities	\$2,330,856
Long-Term Debt (net)	\$ 2,696,821
Other Long-Term Liabilities	\$11,417
Total Liabilities	\$5,039,094

NET ASSETS	
General Unrestricted	\$1,899,649
Net Investment in P&E	\$3,431,764
Operating Reserve	\$3,049,000
Total Unrestricted	\$8,380,413
Purpose Restricted	\$1,342,411
Perpetual Restricted	\$636,121
Total Unrestricted	\$1,978,532
Total Net Assets	\$10,358,945
Total Liabilities + Net Assets	\$15,398,039



Read our full
FY23 Audited Financials



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Thank you for being a friend to this mission – a true “cara.” When Tom Owens first set out on this work more than 30 years ago, he did so with the vision that the strength of a community can accomplish so much more than any one of us individually.

Today, the Cara Collective community is impacting nearly 1,000 individuals each year – and so many more families and communities as a result. The impact of this work is only possible because of our committed network of supporters, stakeholders, and partners like you.

We are grateful to you and look forward to creating an even deeper impact and expanding our reach together.

Make it a great day!

YOUR FRIENDS AT CARA COLLECTIVE

Join Our Community

WORK WITH US

From volunteering to financial support to hiring our job seekers, we have a suite of ways for your company to engage with our community. To learn more, contact **Tim Loeffler** at **312.798.3321** or **tloeffler@carachicago.org**

LEARN WITH US

We are helping employers and nonprofits work more effectively with communities hit hardest by poverty. Ready to join us in building a more inclusive economy? Contact **learn@caraplus.org** for more information.

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HAVE A GOOD DAY. MAY





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