

We unlock talent, you unlock opportunity.



PARTNER WITH CARA COLLECTIVE TO BUILD AN INCLUSIVE ECONOMY WHERE EVERYONE HAS THE OPPORTUNITY TO THRIVE.

Here's what we know: Talent comes from every neighborhood, all backgrounds, and each generation – it's within all of us. But not all of us have equitable access to opportunity, especially when you don't have a college degree or have been impacted by the justice system.

We also know corporations have employment opportunities that need great talent and often seek new ways to tap into non-traditional talent pipelines, so they can build a truly inclusive workplace. In short, business leaders have the will to strengthen their workforce, but they just need the way.

When you partner with Cara Collective, we give you that way. We help you leverage your resources toward building an inclusive economy. Invest in Chicago's job seekers and be part of our community.



“My time at Cara led me to a job at Alinea, one of the top restaurants in the city. A job like this was beyond my imagination. I can see a future here.”

IZELL T.
CARA GRADUATE

Scan the QR code to read Izell's story.





Meet Your Talent Acquisition Needs

When you partner with Cara Collective, you don't have to worry about sourcing candidates with the right qualifications. We have fully vetted, trained, and talented job seekers ready to join your team. Our job readiness training program is based on more than three decades of guidance from our employment partners. When you hire our job seekers, you strengthen your company and change lives in the process.

OUR COMMITMENT TO EMPLOYERS

Before our job seekers interview for open positions with our employment partners, they:

- 1 **Complete comprehensive job training**, focused on socio-emotional and professional skills development in conflict management, teamwork, communication, professionalism, and time management.
- 2 **Achieved stability**, meaning they have worked with us to address any housing, health, childcare, or financial concerns so they can succeed on the job.
- 3 **Commit to staying on the job for at least one year**, during which they connect with their coaches monthly to navigate personal or professional goals or any challenges.

“Partnering with Cara allows us to fill various workforce needs, while providing an opportunity to those in need of a second chance.”

FREEDMAN SEATING COMPANY

- 45** EMPLOYMENT PARTNERS
- 13** INDUSTRIES REPRESENTED
- \$18.15** AVERAGE HOURLY STARTING WAGE
- 65-70%** ONE-YEAR, HISTORICAL RETENTION RATES FOR CARA EMPLOYED PARTICIPANTS compared to <50% retention of new employees nationally



OUR PARTNERS INCLUDE





Expand Your Inclusive Employment Strategy

We know companies want to ensure their hiring, retention, and advancement practices are as inclusive as possible, which is why they partner with us. By leveraging insights from Cara Collective’s work with 10,000+ job seekers and 100+ employers, **Cara Plus** helps companies assess their talent strategies and find ways to both expand their talent pipelines and create more inclusive workplaces to promote business and employee outcomes.

SHORT-TERM ENGAGEMENTS

Work with us to identify and explore gaps in your company’s talent processes that are preventing you from reaching diverse, untapped talent pools.

- **Comprehensive Diagnostic Session:** Broken into two sessions, our team will learn about your approach to inclusive employment across the talent life cycle and uplift key strengths and potential roadblocks that may influence your success with hiring and retaining untapped talent.
- **Short Advisory Sessions:** In a one-hour session, our advisory team will assist your team in areas such as:
 - Making your job descriptions more inclusive to diverse talent
 - Creating a skills-based selection process to identify more qualified talent
 - Troubleshooting turnover and retention challenges

INCLUSION ACTION LAB COHORTS

Join a cohort of business and HR leaders to identify strategies your company can use to shift how you recruit, retain, or advance untapped talent. Cohorts focus on:

- Fair chance hiring and reducing barriers for individuals with criminal legal involvement
- Engaging young adults of color and building long-term career pathways
- Retention and advancement best practices for frontline workers

COMPANY-SPECIFIC ENGAGEMENTS

Looking for specific guidance and support to better reach and retain untapped talent? Reach out to our team to discuss opportunities, including:

- Customizing our inclusive employment curriculum and facilitating a cohort specific to your company
- Testing innovative talent solutions that incorporate job seeker- and employee-centered practices

40+ COMPANIES IMPACTED THROUGH COHORTS AND ONE-ON-ONE ENGAGEMENTS

80% OF COMPANIES SHIFTED THEIR PRACTICES TO ATTRACT OR RETAIN UNTAPPED TALENT

“*Cara Plus has helped Northwestern Medicine innovate around our hiring and retention practices, and we have proudly hired nearly 200 Cara job seekers.*”

MANDEE POLONSKY,
NORTHWESTERN MEDICINE

OUR PARTNERS INCLUDE





Invest in Our Job Seekers

Since 1991, Cara Collective has equipped nearly 10,000 people with the skills and support to find gainful employment. Our impact is only possible through the generosity of our community's philanthropic investment and corporate engagement. No matter how you show your support, your commitment catalyzes social and economic progress while strengthening the workforce for everyone – individuals, companies, and both our local and national economy.

PHILANTHROPIC INVESTMENT

Give Directly to Cara Collective

Make a financial commitment that supports our job seekers on their path to employment by sponsoring events, corporate grants, or making a direct financial contribution.

Match and Encourage Employee Giving

Double or triple your impact by helping your employees learn about our work and invest in our job seekers.

Donate In-Kind Items

Host a clothing drive to gather gently worn business clothes or collect technology your office doesn't use anymore. Donations like these help outfit our participants and our spaces; we are always in need of essential items.

Provide Pro-Bono Services

Build and strengthen our capacity by providing skilled expertise in key areas such as legal, tech, or marketing.

ENGAGEMENT OPPORTUNITIES

Find Inspiration at Motivations

Experience Cara's time-honored morning tradition: Motivations. You will leave inspired and even more connected to our community.

Bring Our Mission to You

From presenting about our work to organizing an in-house service opportunity, we have a variety of ways to bring our community to you.

Create Service Opportunities for Your Team

Join us at Cara to meet our job seekers, volunteer in our clothing room, or run professional development workshops.

Learn About Our Auxiliary Boards

Through our three boards, everyone from early-career to c-suite professionals can support our mission.

50

CORPORATE SERVICE DAYS

500+

CORPORATE VOLUNTEERS
WORKED WITH OUR JOB SEEKERS

\$2.3M

INVESTED BY CORPORATE PARTNERS



Thank you for your interest in supporting this work. Let's continue the conversation!

Please contact us at info@caracollective.org

www.caracollective.org