

PERFORMANCE UPDATE

FY20 JULY 2019 - JUNE 2020

cara
LET'S GET TO WORK

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, savvy social investors, corporations with a conscience, and a top-notch dedicated staff. Together, we propel a mission with the strength of many. Through our workforce and leadership development training and social enterprises, **we prepare motivated people affected by poverty to unlock their power and purpose to create real and lasting success.**

How We Measure Impact

Our **Employment Impact** measures all jobs – both temporary and permanent – secured during this time period. 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 journey started this year or in a prior year.

The results of Cara participants' jobs are measured in our **Societal Impact**, including financial earnings and tax contributions, as well as our social return on investment. Finally, our **Participant Impact** (inside 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.carachicago.org/our-numbers

See inside to learn how we responded to the COVID-19 pandemic.

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.**



\$6,605,127

TOTAL ANNUAL EARNINGS
OF EMPLOYED CARA PARTICIPANTS



\$1,066,872

TOTAL ANNUAL TAX CONTRIBUTIONS
MADE BY EMPLOYED CARA PARTICIPANTS



\$5.97

BACK TO SOCIETY
FOR EVERY \$1 YOU INVESTED

EMPLOYMENT IMPACT

927 TOTAL JOBS

598 PEOPLE EMPLOYED

681 INTERNSHIPS & TEMPORARY JOBS
short-term positions meant to gain experience

246 PERMANENT & LONG-TERM PLACEMENTS
high-quality positions that provide stability and advancement opportunities



OF PERMANENT & LONG-TERM PLACEMENTS

38 AVERAGE HOURS WORKED WEEKLY

\$14.53 AVERAGE WAGE EARNED

69% ONE-YEAR RETENTION FOR PERMANENT & LONG-TERM PLACEMENTS

84% HAVE PERMANENT HOUSING

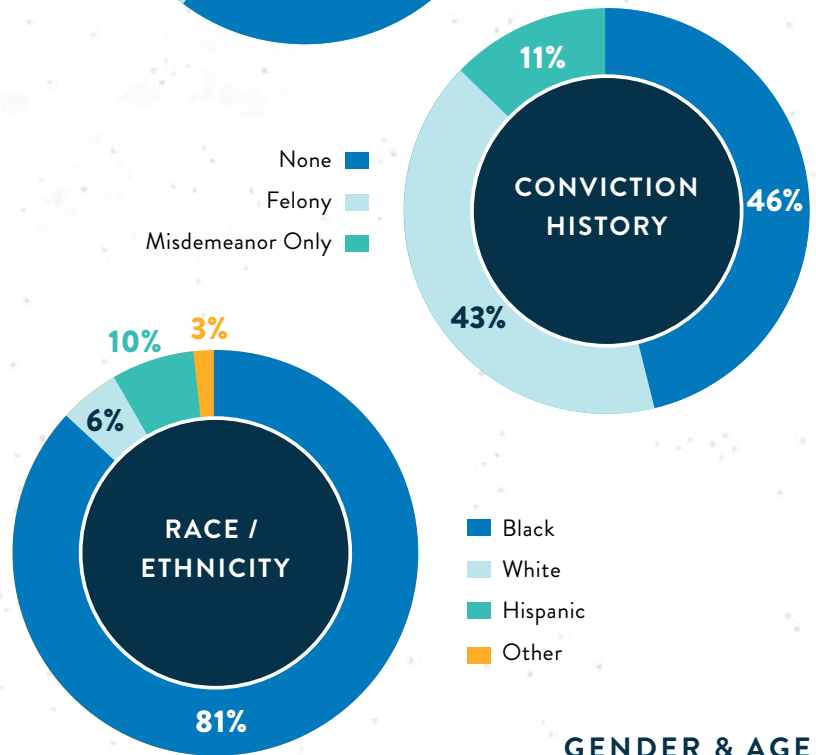
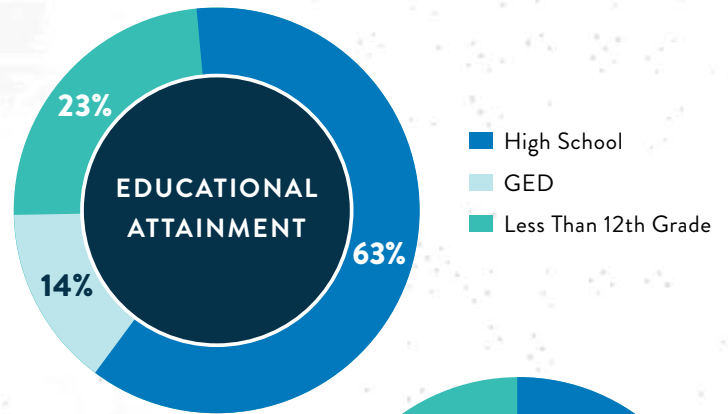
SOCIETAL IMPACT

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 DEMOGRAPHICS



PARTICIPANT IMPACT

687 PEOPLE COMPLETED CARA'S FOUNDATIONAL TRAINING

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

GENDER & AGE

39  AVERAGE AGE

42%  WOMEN

TOP EMPLOYERS



DID YOU KNOW

Our affiliate partners work with Cara to co-create their own workforce development program steeped in our methodology. Through these programs, Lutheran Social Services of Indiana placed **44 jobs** and Atlanta Mission placed **27 jobs** for their participants. Learn more about our affiliate partners at www.caraplus.org

Our Response to COVID-19

When the COVID-19 pandemic hit and the Shelter-in-Place Order came through, the Cara staff had to act fast to ensure we maintained communication and engagement with the hundreds of job seekers, employed participants, and alumni in our community.

As we adjusted to the new normal, we began to engage participants in a virtual capacity through trainings and coaching, while maintaining operations for our social enterprises, Cleanslate and Cara Connects, which provided essential services to our communities and a source of income to our participants. In addition, we were able to launch an Emergency Fund, with the intention of raising dollars for resource support to go directly to people impacted by the pandemic.

In our new fiscal year, we are hard at work envisioning and implementing equitably accessible virtual and in-person channels that equip our participants to gainful employment, build both intentional and organic community, and continue to recognize our sensitivity to congregate in large groups.

EMPLOYMENT IMPACT

178  TOTAL JOBS

141  PEOPLE EMPLOYED

68 CARA CONNECTS ASSIGNMENTS

60 CLEANSLATE INTERNSHIPS

35 JOBS WITH CARA EMPLOYMENT PARTNERS

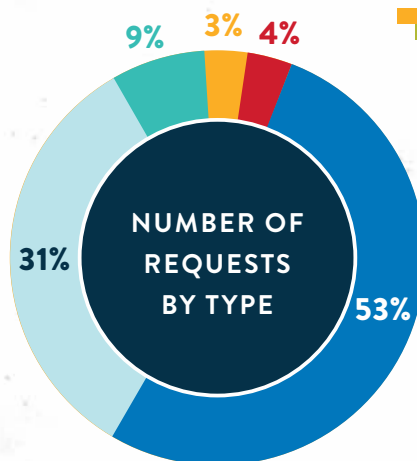
15 JOBS THROUGH INDEPENDENT JOB SEARCH

EMERGENCY FUND IMPACT

 **119**
INDIVIDUAL FINANCIAL CONTRIBUTIONS TO THE EMERGENCY FUND

 **132**
REQUESTS FROM CARA PARTICIPANTS FOR EMERGENCY SUPPORT

 **\$54,800**
TOTAL FUNDS FOR EMERGENCY SUPPORT REQUESTED



- Rent/Lodging Assistance
- Food
- Utilities/Bills
- Mortgage
- Other

*CARA OPENED MY EYES
AND OPENED DOORS
I NEVER THOUGHT POSSIBLE.*

OUR COMMUNITY

57 CARA PARTICIPANTS experiencing a lay off, furlough, or a reduction in hours related to the COVID pandemic

203 NEW PARTICIPANTS ACCEPTED SINCE PANDEMIC

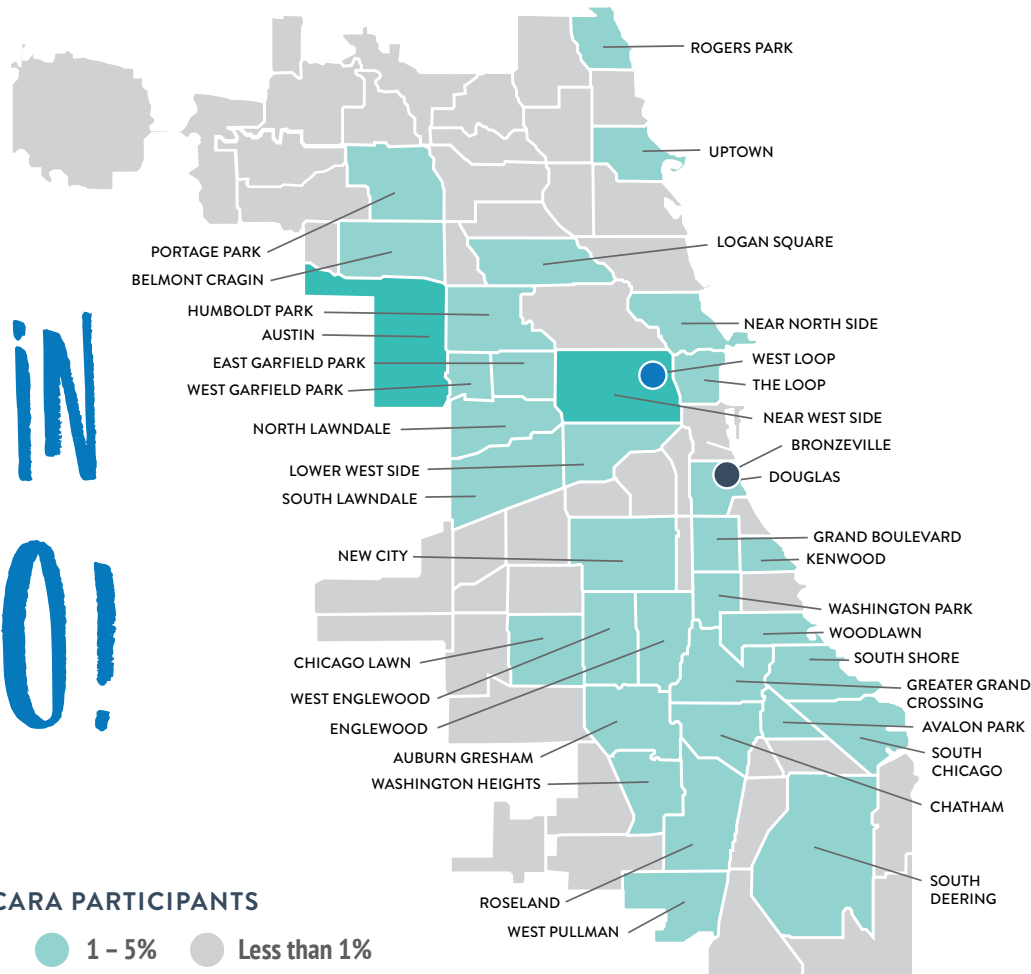
510 PARTICIPANTS ACTIVE AT THE END OF FY20

Sije is a single mother of four who was able to stay on her pathway out of poverty, thanks to your support.

READ HER FULL STORY AT www.carachicago.org/sije



READY.
MOTIVATED.
MADE IN
CHICAGO!



COMMUNITY OF ORIGIN FOR CARA PARTICIPANTS

- Greater than 10%
- 6 - 10%
- 1 - 5%
- Less than 1%

CARA LOCATIONS

- Downtown Campus
- South Side Campus

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**.

Learn With Us

We are helping employers and non-profits work more effectively with communities hit hardest by poverty. Contact **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 **Gabriel Pachter** at **312.798.3304** or **gpachter@carachicago.org**.



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APPENDIX

METRIC	NOTE
927 Total Jobs	The total number of jobs secured during FY20. Includes 681 internships and temporary jobs and 246 permanent and long-term placements.
598 People Employed	The unduplicated number of people securing jobs during FY20. Includes 489 people in 681 internships and temporary jobs and 237 people in 246 permanent and long-term placements.
38 Average Hours Worked Weekly	Applies to 246 permanent and long-term placements secured in FY20.
\$14.53 Average Wage Earned	Applies to 246 permanent and long-term placements secured in FY20, excluding 25 advancement placements (average wage of \$17.55) and excluding other outliers (\$21.05 and higher; \$15.11 if outliers included).
69% One-Year Retention	Includes participants placed into permanent and long-term jobs in FY19 and retained in FY20, for whom retention was tracked. Includes 122 participants retained of 176 participants tracked.
84% Have Permanent Housing	Housing status after one year of employment for Cara participants placed in permanent and long-term jobs in FY19 and retained in FY20, for whom housing data was reported. Includes 105 participants retained, of whom 88 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.
\$6,605,127 Total Annual Earnings	Includes \$5,407,013 in actual annual earnings from permanent and long-term placements and \$1,198,114 in actual annual earnings from internships and temporary jobs, up to one year per participant. All jobs started in the previous year, to allow for retention outcomes to accrue.
\$1,066,872 Total Annual Tax Contributions	Includes federal and state taxes paid on total annual earnings. 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.carachicago.org
687 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 FY20. "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.
502 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 FY20.
"Participant Demographics" and "Gender & Age" Sections	Includes 687 participants completing Cara's foundational training in FY20.
"Community of Origin" Section	Includes 687 participants completing Cara's foundational training in FY20.
"Top Employers" Section	Highlights companies and organizations among the most active in hiring Cara participants into permanent and long-term placements in FY20. Number of hires for each employer ranges from 7 to 15.