

PERFORMANCE UPDATE

FIRST HALF FY19

(JULY - DECEMBER 2018)



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 bit.ly/CaraUpdateFY19Mid

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.**

EMPLOYMENT IMPACT

436 TOTAL JOBS

337 PEOPLE EMPLOYED

312 TRANSITIONAL JOBS
short-term positions meant to gain experience

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



OF PERMANENT & LONG-TERM PLACEMENTS

38 AVERAGE HOURS WORKED WEEKLY

\$13.31 AVERAGE WAGE EARNED

74% ONE-YEAR RETENTION FOR PERMANENT & LONG-TERM PLACEMENTS

74% HAVE PERMANENT HOUSING

SOCIETAL IMPACT



\$3,593,118

TOTAL ANNUAL EARNINGS OF EMPLOYED CARA PARTICIPANTS



\$577,483

TOTAL ANNUAL TAX CONTRIBUTIONS MADE BY EMPLOYED CARA PARTICIPANTS



\$5.97

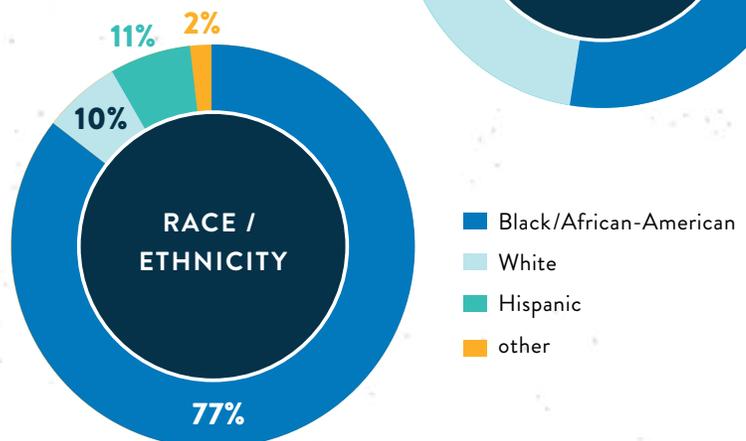
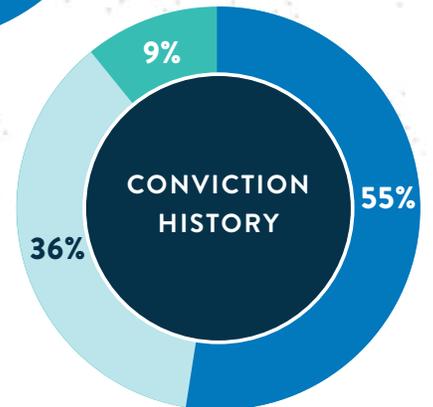
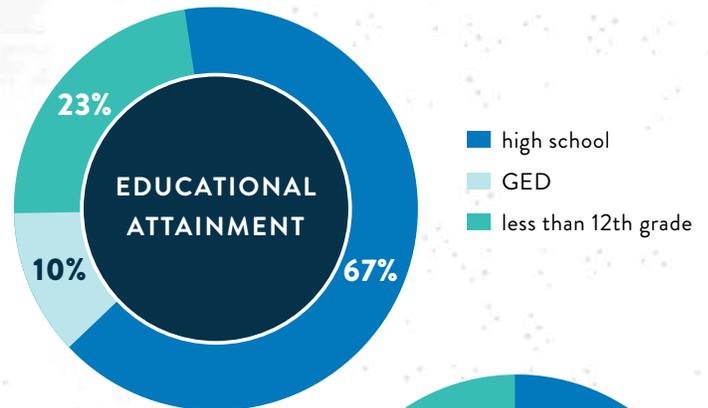
BACK TO SOCIETY FOR EVERY \$1 YOU INVESTED

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

366 PEOPLE COMPLETED CARA'S FOUNDATIONAL TRAINING

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

GENDER & AGE

40 AVERAGE AGE 

41% WOMEN 

TOP EMPLOYERS



MIKEAL'S STORY

Mikeal didn't think it would be so difficult.

She had recently settled into a position in admissions for a small business school and, prior to that, worked as a recruiter. She completed her MBA a couple years prior and believed her life and career were in a good place. She was bright and energetic, proud of her accomplishments, and hopeful for her future.

But suddenly, everything she had worked towards was gone.

In February 2017, the school Mikeal worked for shuttered and everyone in her office was laid off. Not letting the unfortunate news deter her – a crowning personality trait of Mikeal – she started seeking a new job, thinking she would quickly bounce back on her feet.

“My initial thought was I would have a new job in 30 to 60 days. I was qualified. I had a great personality. I thought it was going to be easy. I put in hundreds of applications. But after a year, employment still wasn't happening.”

For more than a year, Mikeal struggled to find a new job and it was starting to take its toll on her and her family. Mikeal was accustomed to independence and being able to be a provider. But her sudden inability to help contribute to monthly finances brought added stress at home. “I went from being independent to dependent. It wasn't a great feeling.”

Even worse, she soon started doubting herself. Whether going back to school for her MBA was a smart decision. If perhaps she wasn't worth an employer taking a chance on. That every choice made before this was a huge mistake. That she wasn't good enough.

In July 2018, Mikeal was referred to Cara. Almost immediately, she was surprised by her fellow participants. “We had people who were 17 years old and people who were 70. People who had never worked before and people, like me, who were professionally displaced. Every education level, every religion, every walk of life...**we had different struggles, but we all had the same goal.”**

At Cara, Mikeal brought a unique energy and willingness to grow – always punctuated with her big smile and larger-than-life personality. She learned how to accept her circumstances, learn from her past, and recognize her true potential.

“The road was not always easy, but I trusted the process.”

With Mikeal's willingness to show up and show out every day at Cara, it was no surprise that within just a few short months she was able to stand in the Motivations circle and say our four favorite words – **“I got the job!”**

Through the work of Cara's placement team, **Mikeal secured a position as an HR Customer Experience Associate with UChicago Medicine.** “This was the dream for me. This is the opportunity I was waiting for. It is more than a job, it's a great career move!”

As she announced her job to the Cara community, beaming with pride, Mikeal shared what she most looked

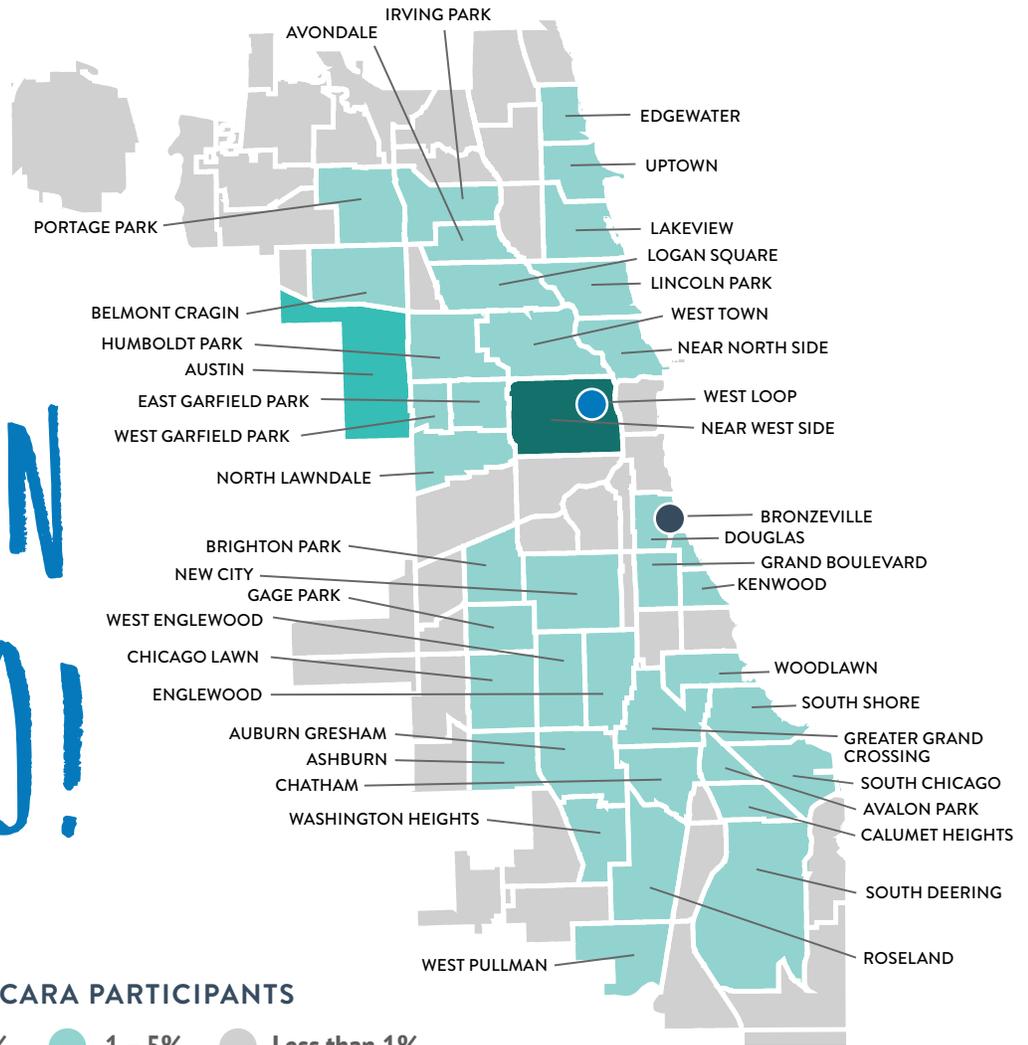
forward to with her new position. “I'm most excited to get my employee badge and to walk through the door on the first day. That's when it's official. That's when all that hard work will be worth it!”

“Cara opened doors for me. Sometimes you're just missing a piece. For me, it was missing my community at Cara. They took me at a point in my life where I felt I had made all the wrong decisions. Now to see the fruits of my labors come full circle...**I did the work, but Cara gave me the tools. They gave me that extra edge.”**

Your support helps Cara participants get that extra edge to unlock their power and purpose. Thank you for investing in Mikeal and others like her!



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.

Come For A Visit

Contact **Ellen Kinczewski at 312.798.3331** or ekinczewski@carachicago.org to schedule a visit to attend Motivations and see the unique way we start each day.

Invest In This Work

Your donation will give a motivated person the chance to overcome poverty with a quality job. Contact **Beth Lye at 312.798.3304** or blye@carachicago.org.



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APPENDIX

METRIC	NOTE
436 Total Jobs	The total number of jobs secured during the first half of FY19. Includes 312 transitional jobs and 124 permanent or long-term placements.
337 People Employed	The unduplicated number of people securing jobs during the first half of FY19. Includes 248 people in 312 transitional jobs and 122 people in 124 permanent or long-term placements.
38 Average Hours Worked Weekly	Applies to 124 permanent or long-term placements secured in the first half of FY19.
\$13.31 Average Wage Earned	Applies to 124 permanent or long-term placements secured in the first half of FY19, excluding 16 advancement placements (average wage of \$20.02) and excluding other outliers (\$21.81 and higher; \$14.04 if outliers included).
74% One-Year Retention	Includes participants placed into permanent and long-term jobs the first half of FY18 and retained in the first half of FY19, for whom retention was tracked. Includes 64 participants retained of 87 participants tracked.
74% Have Permanent Housing	Housing status after one year of employment for Cara participants placed in permanent or long-term jobs in the first half of FY18 and retained in the first half of FY19, for whom housing data was reported. Includes 58 participants retained, of whom 43 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.
\$3,593,118 Total Annual Earnings	Includes \$2,631,269 in actual annual earnings from permanent or long-term placements and \$961,849 in actual annual earnings from transitional jobs, up to one year per participant. All placements and transitional jobs started in the first half of the previous year, to allow for retention outcomes to accrue.
\$577,483 Total Annual Tax Contributions	Includes federal and state taxes paid on total annual earnings. Federal rates are primarily 12% for permanent or long-term placements and 10% for transitional 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
366 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 the first half of FY19. "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.
265 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 FY19.
"Participant Demographics" and "Gender & Age" Sections	Includes 366 participants completing Cara's foundational training in the first half of FY19.
"Community of Origin" Section	Includes 756 participants completing Cara's foundational training in FY18, for whom data was tracked. Full-year updates to be included in the FY19 full year Performance Update.
"Top Employers" Section	Highlights companies and organizations among the most active in hiring Cara participants into permanent and long-term placements in the first half of FY19. Number of hires for each employer ranges from 4 to 8.