

PERFORMANCE UPDATE

SEPTEMBER 2017

cara
LET'S GET TO WORK

Who We Are

We are people who believe in opportunity. Together, we are a community that builds success. We are made up of passionate donors, active volunteers, savvy social investors, corporations with a conscience, dedicated staff, and a top-notch leadership team. Together, we propel a mission with the strength of many.

What We Do

Through our workforce and leadership development boot camps and businesses, we prepare motivated people affected by poverty for real and lasting success in life and on the job. This year, we will secure **800 jobs** for the participants in our programs and ensure that a minimum of **70% of those in permanent placements celebrate one year on the job.** These programs work.

Why We Do It

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 Chicago better for us all. **Your help transforms lives.**

598



PEOPLE EMPLOYED

37



AVERAGE HOURS WORKED WEEKLY

\$12.07



AVERAGE WAGE EARNED

\$810



AVERAGE ANNUAL SAVINGS FOR AN EMPLOYED CARA PARTICIPANT

=



\$894,688

TOTAL ANNUAL TAX CONTRIBUTIONS



\$5,537,150

TOTAL ANNUAL EARNINGS



\$5.97

BACK TO SOCIETY FOR EVERY \$1 INVESTED

812

TOTAL JOBS

A record **598 people** were placed into **812 jobs** in FY17.

577

TRANSITIONAL JOBS

most of which were created by our own businesses

These jobs are short term in nature. Cara participants take these jobs to gain experience, to earn a little income, and to prepare for a more permanent position.

235

PERMANENT OR LONG-TERM PLACEMENTS

These jobs are long term in nature. These are high-quality jobs that provide stability and set Cara participants on the path to real and lasting success.

* FY17 only. For a full breakdown of how numbers were determined, see our appendix online at carachicago.org.

Who Comes to Cara?

Motivated adults who want to work and who need a bit of help finding a job. All are currently homeless or living in poverty and ready to find a way out.

Strength & Hope

Oreletta felt lost. Addiction was compromising her identity and her ability to be a mother to her children. Thanks to the support of Cara, she found her value and the ability to tap into her true potential. Read her story on the next page.



78% HAVE PERMANENT HOUSING AFTER ONE YEAR ON THE JOB

38% HAVE PERMANENT HOUSING AT ADMISSION

! CARA PARTICIPANTS QUICK FACTS

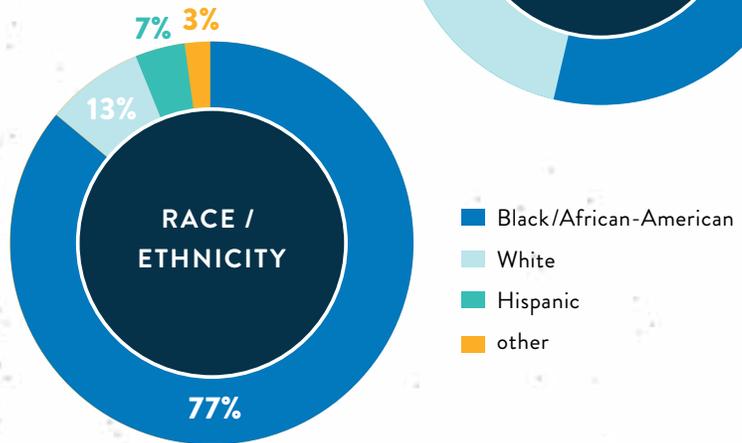
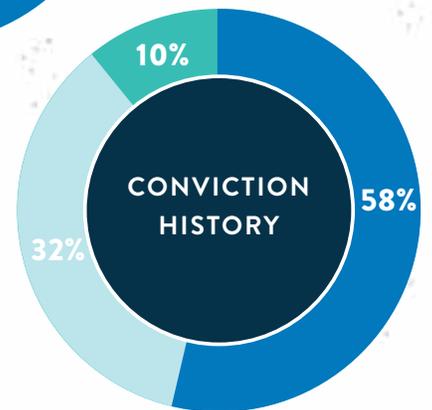
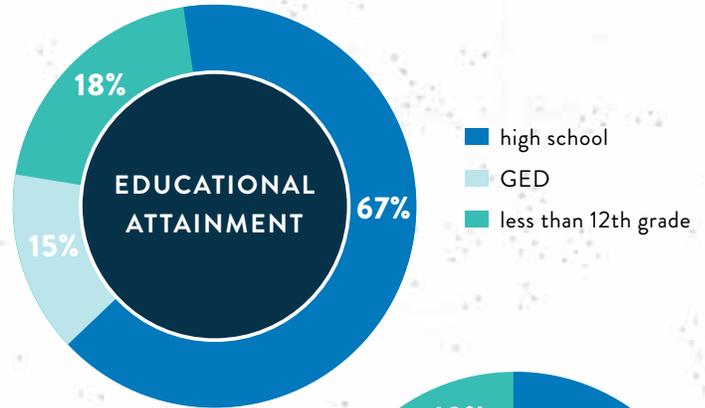
71% CELEBRATE THEIR ONE-YEAR ANNIVERSARY AT THEIR PERMANENT PLACEMENT

21% BETTER THAN THE AVERAGE U.S. JOB RETENTION

TOP EMPLOYERS



PARTICIPANT DEMOGRAPHICS



GENDER & AGE

41 AVERAGE AGE

51% WOMEN

ORELETTA'S STORY

When Oreletta Garmon walks into a room, you can't help but notice her. Her height, her smile, her stature, her spirit. **You see her.**

But this wasn't always the case.

For years, Oreletta struggled with addiction – even as a single parent to five children, the youngest just two months old – and it soon started defining her to others. “No one ever took the time to see my self-worth past the drugs,” she says. “They never saw that other part of me that was still there, deep down.”

Aware she had to make a change, Oreletta took the critical first steps to recovery with the grace and foundation of St. Sylvester Shelter, which eventually led her to Cara. Having gone through many other programs without sustained success, Cara showed Oreletta the one thing that would change everything – her own value. Oreletta was able to tap into her true self and find the motivation to make the necessary changes to get back on her feet. Soon, she was on a journey of wins: earning her GED, getting married, buying a house in the suburbs, and having another baby.

But even though Oreletta's life was back on track, misfortunes had a way of hitting her with a sucker punch. Oreletta lost her husband to cancer, along with losing her hope in the process. Fortunately, that fear and loneliness wouldn't fully consume Oreletta. She remembered she had a lifelong friend in Cara and came back to ask her community for help.

“I got the job training and the motivation,” she explains, “but also the opportunity to talk about personal issues that I had never addressed before. That's what I really needed. That made all the difference.”

“I NEEDED TO LEARN HOW TO DEAL WITH ME, AND AT CARA YOU'RE GONNA DEAL WITH YOU.”

At Cara, we often say, “you have to go through to get to.” In Oreletta's case, she had to go through the misstep of addiction to get to the hope of recovery and go through the ache of loss to get to restore her own sense of self.

Today, Oreletta works at Rush University Medical Center as a breast cancer navigator, supporting women

throughout Chicago as they fight back and rebuild their life against the fear, loneliness, and lack of hope not uncommon to cancer. She sees embers of herself in these women and wears their struggles as she listens to their stories.

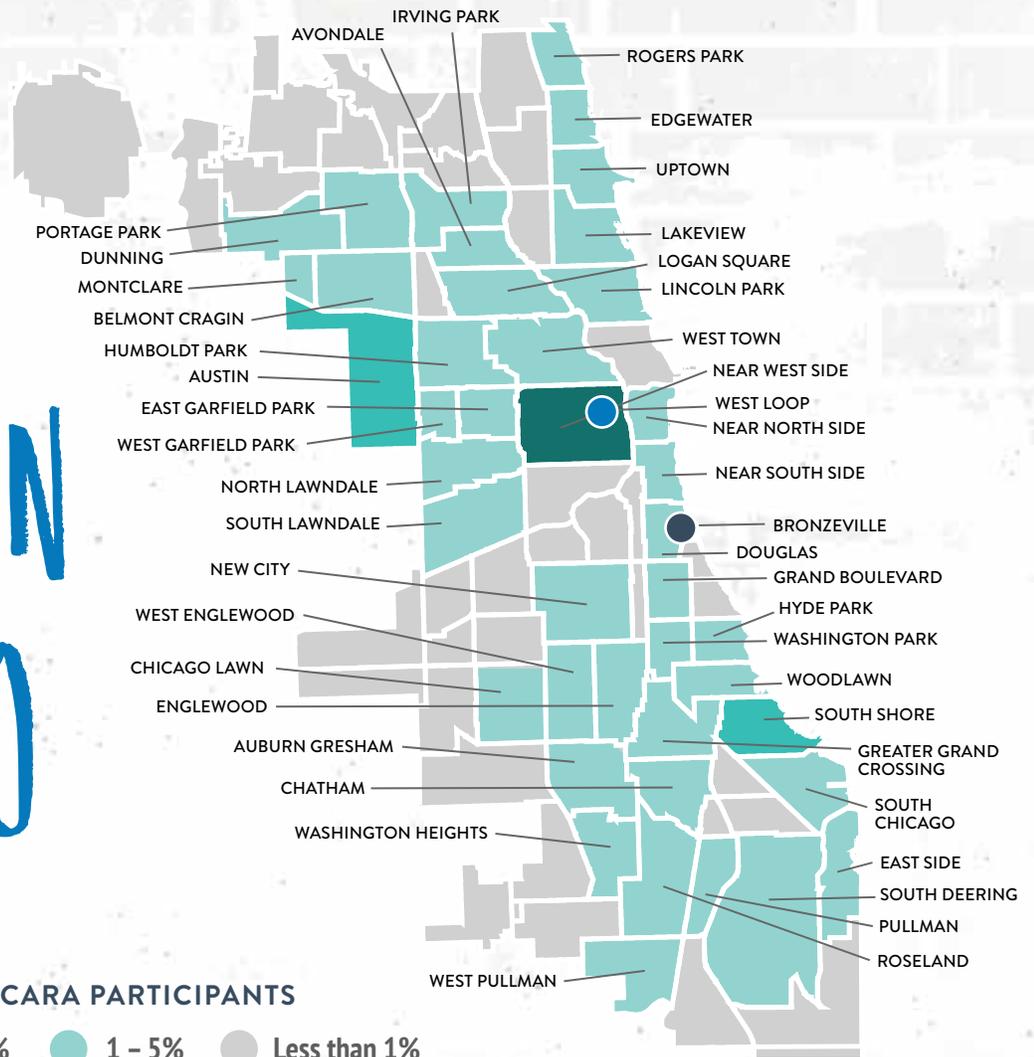
And when they say they can't – can't get a job, can't see past their cancer, can't see a brighter future – Oreletta will say, “I went from homelessness to a homeowner. Always remember you can do the same. You just gotta be willing to take that ride.”

***Ain't nothin' to it but to do it.
Thanks Oreletta for teaching us this
and so much more.***

**CARA SAW THE FULL ORELETTA,
AND THEY BROUGHT IT OUT.**



READY. MOTIVATED. MADE IN CHICAGO



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 Beth Lye at 312.798.3304 or blye@carachicago.org to schedule a time 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 Shikha Jain at 312.798.3307 or sjain@carachicago.org.



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APPENDIX

| Appendix, Cara Performance Update, FY17 | |
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| Metric | Note |
| 598 people employed | 598 people employed in 812 total jobs in FY17 includes: 480 people working in 577 transitional jobs and 232 people working in 235 permanent or long-term placements. |
| 37 average hours worked weekly | Applies to 235 permanent or long-term placements secured in FY17. |
| \$12.07 average wage earned | Applies to 235 permanent or long-term placements secured in FY17, excluding 36 advancement placements (average wage of \$15.78) and excluding other outliers (\$6.34 and lower, \$18.62 and higher; \$12.48 if outliers included). |
| \$810 average annual savings for an employed Cara participant | Applies to individuals placed in permanent or long-term jobs in FY16 and retained in FY17, for whom savings data was reported. Includes 38 participants and excludes outlier savings totals. |
| \$894,688 total annual tax contributions | Includes federal and state taxes paid on total annual earnings, \$778,006 for permanent or long-term placements and \$116,682 for transitional jobs. Federal rates are primarily 15% for permanent or long-term placements and 10% for transitional jobs but range from 10 to 28% based on actual annual earnings, and the state rate is 3.75% for both types of jobs. |
| \$5,537,150 total annual earnings | Includes \$4,695,153 in actual annual earnings from permanent or long-term placements and \$841,997 in actual annual earnings from transitional jobs, up to one year per participant. All placements and transitional jobs started in the previous year, to allow for retention outcomes to accrue. |
| \$5.97 back to society for every \$1 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. |
| "Participant Demographics", "Gender & Age", and "Community of Origin" sections | Includes 623 people admitted to Cara Classic in FY17. |
| 78% have permanent housing after one year on the job | Housing status after one year of employment for Cara participants placed in permanent or long-term jobs in FY16 and retained in FY17, for whom housing data was reported. Includes 101 participants. 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. |
| 38% have permanent housing at admission | Housing status at the time of program admission for Cara participants placed in permanent or long-term jobs in FY16 and retained in FY17, for whom housing data was reported. Includes 101 participants. |
| 71% celebrate their one-year anniversary at their permanent placement | Includes participants placed into permanent and long-term jobs in FY16 and retained in FY17, for whom retention was tracked. Includes 156 participants. |
| 21% better than the average U.S. job retention | National average data are from the Job Opening and Labor Turnover Survey, U.S. Bureau of Labor Statistics, calculated for industries that hire Cara participants. |