

PERFORMANCE UPDATE

FY18 JULY 2017 - JUNE 2018

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 bit.ly/CaraUpdateFY18

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.**



\$6,287,529

TOTAL ANNUAL EARNINGS
OF EMPLOYED CARA PARTICIPANTS



\$1,025,068

TOTAL ANNUAL TAX CONTRIBUTIONS
MADE BY EMPLOYED CARA PARTICIPANTS



\$5.97

BACK TO SOCIETY
FOR EVERY \$1 YOU INVESTED

EMPLOYMENT IMPACT

937 TOTAL JOBS

650 PEOPLE EMPLOYED

668 TRANSITIONAL JOBS
short-term positions meant to gain experience

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



OF PERMANENT & LONG-TERM PLACEMENTS

37 AVERAGE HOURS
WORKED WEEKLY

\$12.67 AVERAGE WAGE
EARNED

70% ONE-YEAR RETENTION FOR
PERMANENT & LONG-TERM
PLACEMENTS

79% HAVE PERMANENT
HOUSING

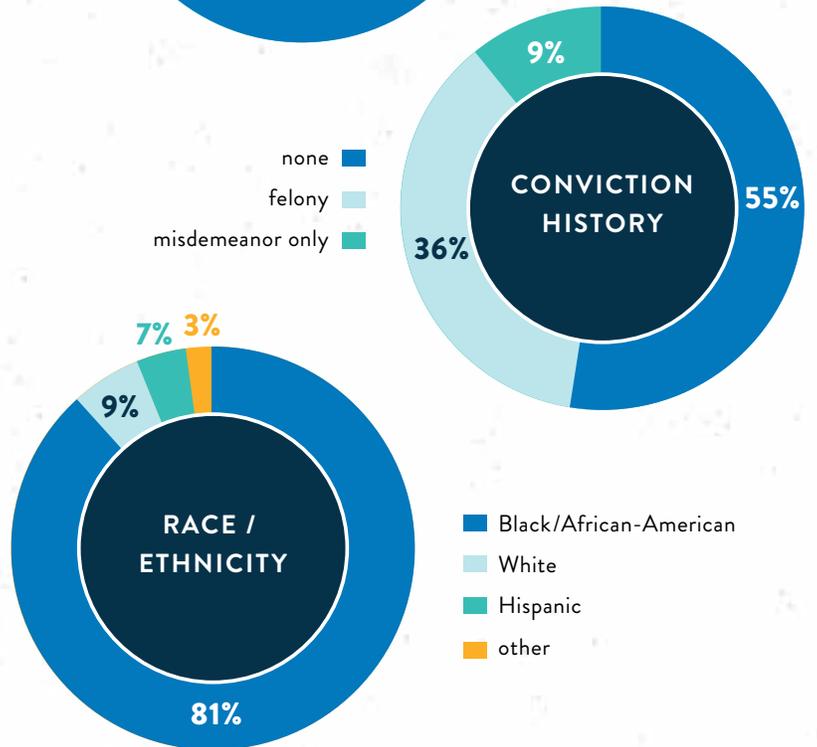
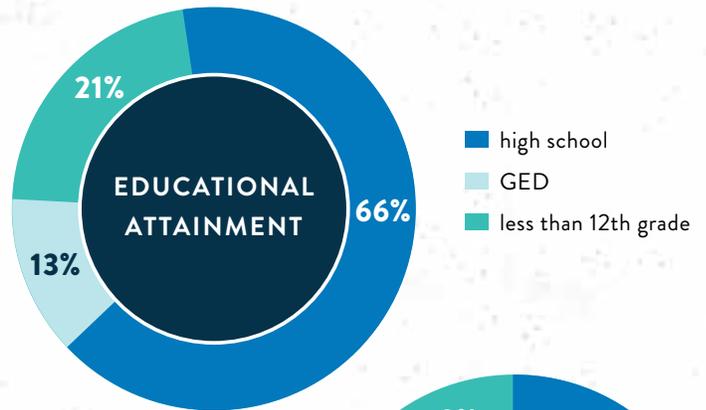
SOCIETAL IMPACT

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

756 PEOPLE COMPLETED CARA'S FOUNDATIONAL TRAINING

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

GENDER & AGE

40 AVERAGE AGE 

41% WOMEN 

TOP EMPLOYERS



EMMETT'S STORY

Emmett was motivated to change.

A life-long Chicagoan, Emmett grew up on the city's West Side in the 1960s. At the age of 9, he lost his mother suddenly and with no way to cope he turned to drugs and alcohol. By the time he was a teenager, he was a full-blown addict and already finding himself in and out of the criminal justice system. This cycle continued for 50 years, including 12 years in a state penitentiary.

Emmett describes himself as a go-getter. He has an infectious charm and energy about him that can command a room. But unfortunately, he was using these talents for negative means as he lived a hard life on the streets.

"I was self-centered and fool-hearted, but I was also tired of living the way that I was. **I knew I wasn't a bad man, I was a man who was making bad choices.**"

Emmett made the first steps toward change by finding sobriety in Pacific Garden Mission. It was there that Emmett received the only three things he says he would need to be fulfilled in life – food, clothes, and shelter. Pacific Garden Mission helped Emmett change his thinking. **Now he was ready to change his behavior.** After completing several programs at the Mission, he was referred to Cara and he was hired by our social enterprise Cleanslate in September 2017. The first day he put on the uniform to go to work, Emmett felt a swell of pride.

"I was so thankful. I knew this was what I was waiting for...**this was my opportunity to change!**"

Emmett excelled at Cara and Cleanslate. He put his all into his journey of personal growth and was a firm believer that an individual determined their own success. With that as his mantra, Emmett never

missed a day of work on the job and never received a program write-up. He always came to work with a positive attitude and a big smile to match.

But Cara and Cleanslate was just one step in Emmett's journey of transformation. In late winter of 2017, Emmett first heard of the Chicago Transit Authority's (CTA) Second Chance Program – a nationally recognized program that provides valuable job skills and career opportunities to Chicago residents who often face challenges re-entering the workforce such as a criminal record. Since its inception, the Second Chance Program has helped more than 190 Cara participants find full-time employment with the CTA. Emmett knew this program was perfect for him and in January 2018, he was hired as a Bus Servicer Apprentice. Just like at Cara and Cleanslate, he never missed a day, never had a write-up, and always gave his all in his work.

"The CTA is hard work, but it's secure work and it is an exciting job. I love getting to meet new people and see new sites all over the city every day. **I'm just so happy to have a job!**"

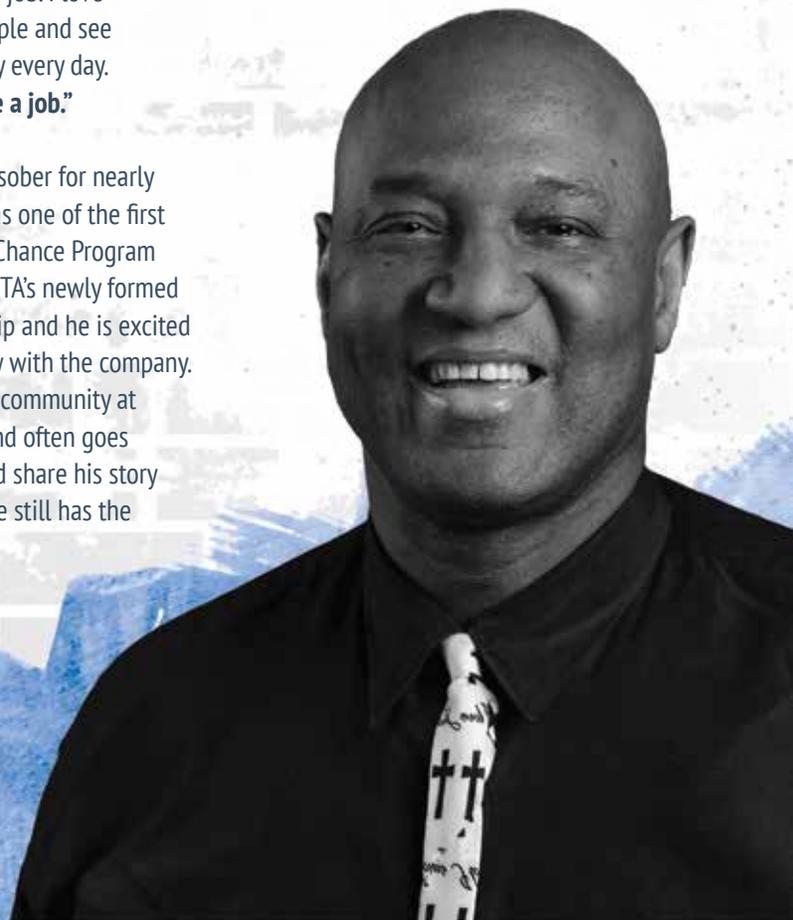
Today, Emmett has been sober for nearly a decade. Recently, he was one of the first members of the Second Chance Program to be accepted into the CTA's newly formed Rail Janitor apprenticeship and he is excited about continuing to grow with the company. He remains active in the community at Pacific Garden Mission and often goes back to show support and share his story with current residents. He still has the

three things he believes are required for a fulfilling life, plus he found a fourth – love. In November 2017, Emmett married Sanora, a fellow graduate of Pacific Garden Mission. Together they are building a life together in their apartment in Uptown.

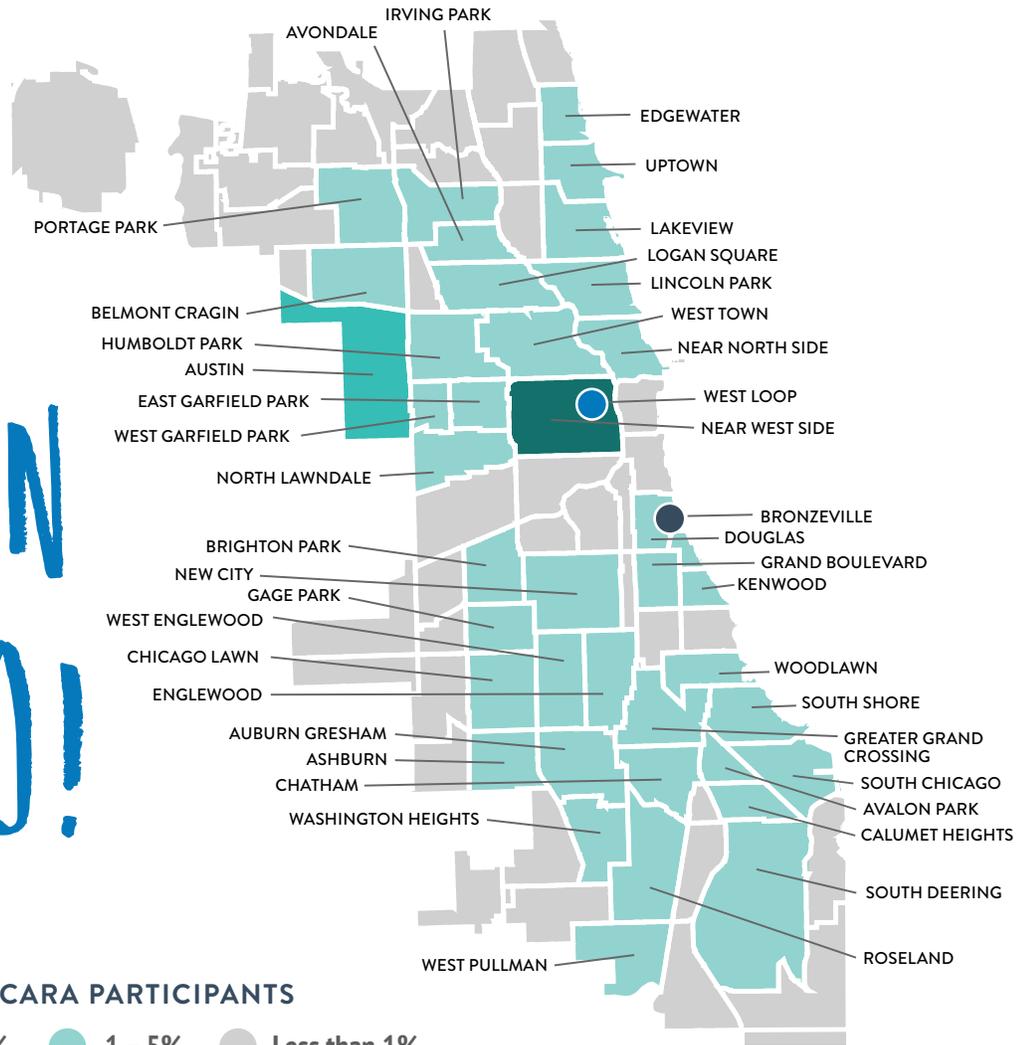
Emmett's future looks bright, but right now, he is enjoying the present. "I like to take it one day at a time so **I can show up and show out by doing my best every single day.** I didn't make it this far, through everything I endured, without a reason or purpose. I'm ready to put my dreams into action."

Your support helps Cara participants unlock their power and purpose. Thank you for investing in Emmett and others like him.

Watch Emmett profiled on the PBS NewsHour – bit.ly/CaraChicago



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 day 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.



237 S. DESPLAINES
CHICAGO, IL 60661

in f /CaraChicago
@CaraChicago

CARACHICAGO.ORG

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APPENDIX

METRIC	NOTE
937 Total Jobs	The total number of jobs secured in FY18. Includes 668 transitional jobs and 269 permanent or long-term placements.
650 People Employed	The unduplicated number of people securing employment in FY18. Includes 512 people in 668 transitional jobs and 258 people in 269 permanent or long-term placements. 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).
37 Average Hours Worked Weekly	Applies to 269 permanent or long-term placements secured in FY18.
\$12.67 Average Wage Earned	Applies to 269 permanent or long-term placements secured in FY18, excluding 40 advancement placements (average wage of \$16.75) and excluding other outliers (\$7.62 and lower; \$18.65 and higher; \$13.13 if outliers included).
70% One-Year Retention	Includes participants placed into permanent or long-term placements in FY17 and accruing retention outcomes in FY18, for whom retention was tracked. Includes 101 participants retained and 145 tracked.
79% Have Permanent Housing	Housing status after one year of employment for Cara participants placed in permanent or long-term placements in FY17 and retained in FY18, for whom housing data was reported. Includes 86 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.
\$6,287,529 Total Annual Earnings	Includes \$4,107,137 in actual annual earnings from permanent or long-term placements and \$2,180,392 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.
\$1,025,068 Total Annual Tax Contributions	Includes federal and state taxes paid on total annual earnings. Federal rates are primarily 15% for permanent or long-term placements and 10% for transitional jobs but range from 10 to 25% based on actual annual earnings, and the state rate is 3.75% for both types of jobs.
\$5.97 Back to Society for Every \$1 You Invested	Cara's Social Impact, 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 Social Return on Investment calculation, please visit carachicago.org/our-numbers
756 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 FY18. "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.
545 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 FY18.
"Participant Demographics" and "Gender & Age" Sections	Includes 756 participants completing Cara's foundational training in FY18, for whom data was tracked.
"Community of Origin" Section	Includes 756 participants completing Cara's foundational training in FY18, for whom data was tracked.
"Top Employers" Section	Highlights companies and organizations among the most active in hiring Cara participants into permanent and long-term placements in FY18. Number of hires for each employer ranges from 8 to 18.