Performance Update
FY13 Results as of June 30, 2013

Successful First Year of Strategic Plan
In July of 2012, The Cara Program began a new fiscal year (FY2013), and kicked off year one of a bold strategic plan to create or secure 3,500 jobs over five years. To put this into context, The Cara Program created or secured the same number of jobs (transitional and permanent) in just over a decade. The goal in year one of the plan was to secure at least 455 permanent and transitional jobs for TCP “students” (program participants – adults affected by homelessness and poverty). In addition, The Cara Program launched a $5million campaign to fund this growth.

Year one was a great success. In total, The Cara Program created (through social enterprise) or secured 576 jobs – 300 permanent and 276 transitional – eclipsing the goal of 455! In addition, thanks to generous supporters and an active Revenue Development Committee, we raised more than $2.5million of our $5million fundraising goal. We are thrilled with these outcomes and thank the entire community of supporters – volunteers, donors, employment partners – who made these incredible outcomes possible. We look forward to topping 600 jobs in FY14!

Mission Statement
The Cara Program prepares and inspires motivated individuals to break the cycle of homelessness and poverty, transform their lives, strengthen our communities, and forge paths to real and lasting success.

Comparative Indicators
One-Year Job Retention
50% National Average
70% Employed Cara Students

Wage
$8.25 Average of IDA Participants
$10.79 Average of Employed Cara Students

Annual Savings
$199 Average of IDA Participants
$629 Average of Employed Cara Students

Permanent Housing
At Admission 30%
At 12 Months 74%

Employment Facts
For all Cara Students placed into permanent jobs in FY13
Fact                        Amount
Cumulative Hours Worked    596,166
Annualized Earnings        $ 6,317,687
Annualized Tax Contributions $ 947,953

For all Cara Students placed into transitional jobs in FY13
Fact                        Amount
Cumulative Hours Worked    307,190
Annualized Earnings        $ 2,725,731
Annualized Tax Contributions $ 208,518

Industries Hiring Students
Industry                Avg. Wage  %
Transportation          $ 9.93    18%
Healthcare              $13.58    14%
Manufacturing           $10.12    12%
Facilities Management  $12.86     8%
Retail                  $ 9.26     8%
Food Service            $ 9.73     8%
Staffing                $10.12     7%
Non-Profit              $11.81     6%
Hotels/Clubs            $11.10     4%
Financial Services      $11.38     3%
Entertainment/Gaming    $11.67     3%
Other 12                $12.43     9%

Employment & Industries
Top Employers
Chicago Transit Authority 49
University of Chicago Medicine 19
Walmart 15
Engineered Glass Products 13
AEP Industries 8
Rivers Casino 8
Sodexo 8
Terrace Paper Company 8
The Habitat Company 8
180 Properties 6
Gate Gourmet 6

Employed Cara Students

Communities Revitalized
1,388 Tons of Waste Collected
Including 296 Tons of Recycling
630 Acres Mowed
Notes

The Cara Program is focused on placing our students into quality employment. As such, we report on job placements that (1) are permanent or temporary, (2) align with wage goals of at least $11.00 for individuals facing moderate obstacles to employment (e.g., individuals who may suffer from one or many of the following barriers: recovery from substance abuse, survival of domestic violence, no high school diploma or GED, and/or limited work experience), (3) have benefits or near-term opportunity for benefits; and (4) are a minimum of 25 hours per week. This figure includes individuals affected by homelessness and poverty who were placed into permanent, quality employment in the FY13 through the Traditional Job Training and Placement Program and our community resource center (the Quad Communities Center for Working Families). New in FY13, the permanent jobs figure includes "advancement placements." An advancement placement is a secondary placement of an employed student or formerly employed student who has celebrated at least one year on the job, who attributes new placement success to coaching or principles from The Cara Program and moves into a higher paying position that either includes increased responsibilities or is more closely aligned with that student’s pre-determined career track. The placement must also meet The Cara Program’s job quality standard. In FY13, a total of 36 advancement jobs are reflected in the permanent jobs figure. Transitional jobs include transitional jobs secured through The Cara Program’s Traditional Job Training and Placement Program, our social enterprises, and our community resource center, Quad Communities Center for Working Families. Transitional jobs provide job candidates with on-the-job work experience, as well as an hourly wage, while candidates continue to seek permanent, quality employment. Retention report does not yet include individuals placed into employment through the Quad Communities Center for Working Families who do not also attend The Cara Program’s Traditional Job Training and Placement Program. Retention figure represents 12 months of activity.

Cleanslate, a social enterprise of The Cara Program, provides transitional jobs to Cara students, and neighborhood beautification services to 42 community customers across Chicago. Services include litter abatement, grass cuts, snow removal, and light landscaping.

With the exception of Hourly Wage, data represent outcomes from The Cara Program’s Traditional Job Training and Placement Program, and do not represent outcomes from the Quad Communities Center for Working Families.

Data are from the Job Opening and Labor Turnover Survey, U.S. Bureau of Labor Statistics. The figure is calculated for industries that hire Cara students.

Individual Development Account (IDA) data are drawn from the American Dream Demonstration, a 14-state, longitudinal study of IDA savings (September 1997-December 2001) led by researchers at Washington University in St. Louis’ Center for Social Development. http://col.wustl.edu/AID/BuildingPapers/Barag.aspx

Permanent housing is defined as independent housing without a specified end date, where the student is able to pay their own rent (or their own share of rent) and is listed on a lease, or is a homeowner.

Includes individuals placed into employment through The Cara Program’s Traditional Job Training and Placement Program and the Quad Communities Center for Working Families.

A rate of 7.65% has been used to calculate the tax rate on the annualized earnings of transitional jobs, which reflects FICA and social security taxes paid.

Other includes: Education: $14.33, 2%; Government: $14.96, 2%; Consulting: $13.39, 1%; Construction: $13.43, 1%; Office Services: $7.33, 1%; General Services: $16.68, 1%; Legal Services: $12.00, 1%; Misc: $9.00, Less than 1%. Sums to greater than 100% due to rounding.

Data represent students admitted to The Cara Program’s Traditional Job Training and Placement Program in FY13, as well as students from the Quad Communities Center for Working Families who were placed into permanent employment in FY13.