TCP Staffing, the newest venture of The Cara Program, sprung from the post-recession job market, where competition was at an all-time high, and hiring was shifting to more temporary employment. But, would temporary positions provide a path to a permanent job and lasting success? Julia was willing to test the idea. She came to The Cara Program with managerial experience, but she had a sizable employment gap. Julia landed a temporary placement with LISC Chicago, one of TCP Staffing’s first customers.

Julia worked her assignment spectacularly. When a permanent position at LISC opened up, Julia was hired, proving that a short-term placement could blossom into a career path, and encouraging new TCP Staffing customers like Accenture and Equity Residential to see the value of our candidates.

Is your firm looking for quality, temporary staffing to get through a staffing crunch? Please contact Brian Stetler at (312) 798-3349 or www.tcpstaffing.com to see how we may be able to source candidates who suit your hiring needs.

**Mission Statement**

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

- Greater than 10%
- 6 – 10%
- 1 – 5%
- Less than 1%
- Clean slate Operational Areas
- Community Center

Race / Ethnicity

- 89% Black/African-American
- 4% Hispanic
- 2% Other

Demographics

- 19% Less Than 12th Grade
- 70% HS Diploma
- 11% GED

Conviction History

- 56% No Conviction
- 32% Felony Conviction
- 12% Misdemeanor Only

Notes

1. 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 to permanent; (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) and $10.00 for individuals facing high obstacles to employment (e.g. individuals who also suffer from the above captioned barriers and face an even higher challenge of re-work experience, low levels of literacy, multiple convictions on their record or recent incarceration); (3) have beneficial or near-term opportunity for benefits; and (4) are a minimum of 20 hours per week. This figure includes individuals affected by homelessness and poverty who were placed into permanent, quasi-permanent in the first 6 months of FY14 through the Traditional Job Training and Placement Program and our community resource center (the Quad Communities Center for Working Families). The permanent job figure includes “advancement placements.” An advancement placement is a secondary placement of an employed student or formerly employed student who has already been placed in a job, who attains 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 the first 6 months of FY14, a total of 17 advancement jobs are reflected in the permanent jobs figure.

2. Transitional job placements 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.

3. Retention figure represents 6 months of activity.

4. Clean slate, a social enterprise of The Cara Program, provides transitional jobs to Cara students, and neighborhood beautification services to 34 community customers across Chicago. Services include litter abatement, grass cuts, snow removal, and light landscaping.

5. With the exception of One-Year Job Retention and 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.

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

7. Individual Development Account (IDA) data are drawn from the American Dream Demonstration, a 14-state, 3-year demonstration that ran 2003-2006. Data are from the Job Opening and Labor Turnover Survey (JOLTS), U.S. Bureau of Labor Statistics. The figure is calculated for industries that hire Cara students.

8. Data represent students admitted to The Cara Program’s Traditional Job Training and Placement Program in the first 6 months of FY14, as well as students from the Quad Communities Center for Working Families who were placed into permanent employment in the first 6 months of FY14.

9. Employment Facts for permanent jobs have not been discounted for one-year job retention, as full retention outcomes will not be available until the end of the current fiscal year. Employment Facts for transitional jobs reflect actual time spent in transitional employment, up to a year per student.

Community of Origin for Cara Students

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

Job Statistics

- 54% Eligible for Benefits at Inception of Employment
- 38 Avg. Number of Hours Worked Weekly [Goal = 32]
- $10.50 Avg. Wage [Goal = $11.00]