**OBJECTIVE**

Source Motivated Individuals

Stabilize and Develop Sustainable Life and Career Skills Through Intensive, Customized Training and Internship Opportunities

Connect Individuals with Quality Jobs

Stabilize, Retain and Advance Individuals on their Career Path

**PROGRAM ELEMENT**

Sourcing & Admissions

Cleanslate

Other Internships

Life & Career Skills Development

Quality Job Placement with Advancement Opportunities

Stability, Retention & Advancement

**DETAIL**

**Student Demographics**
- 54% are women
- 77% have a high school diploma/GED
- 51% have a prior conviction
- Average age: 39

**Referrals**
- Over 100 community partners

**Admissions**

Candidates must:
- Be motivated
- Complete a phone screening
- Attend a one-on-one interview
- Pass a drug test
- Remain clean and sober

**Integrated Life and Career Skills Training Prepares Students for Lives of Personal and Professional Success**

Lessons Include:
- TCP’s Five Transformations - Change Your Behavior, Look with New Eyes, Think Outside the Box, Don’t Relax, Know the Deepest Truth of Who You Are
- Team Building, Conflict Management, Professionalism and Customer Satisfaction
- Resume Building, Interview Techniques, and Professional Networking
- Financial Literacy and Budget Planning
- On the Job Professional Development, Building Leaders and Skill Matching

**Internship opportunities include:**
- Cleanslate, The Cara Program’s social enterprise, and various corporate internships

Students are considered “interview ready” when they have (with the aid of staff):
- Had a sample application and resume approved
- Secured stable housing and childcare
- Prepared an interview prep folder, completed interview class and class homework
- Achieved a satisfactory score in mock interviews
- Obtained appropriate documentation of education, background, and medical conditions, as applicable
- Consistently adhered to The Cara Program’s dress code policy
- Demonstrated adequate skills in conflict management, time management, team building, professionalism, and communication

**Permanent Job Placement**
- Guarantee of a permanent, quality job
- Current average wage is $10.88
- 56% of these jobs offer full benefits
- Leading employers include several listed on Fortune 500
- Most jobs offer career advancement, benefits & at least 38 hours/wk

**2011 Employment Facts**
- $6.02M = Total annualized earnings of employed students
- $903K = Paid in tax contributions
- $50 savings deposit to open up a savings account
- Rental assistance and emergency utility payments

**OUTCOMES**

Orient and accept 800 motivated candidates, with 556 retained through critical week 2 of training.

Prepare at least 398 students to be “interview ready” and convert 34% of all interviews to placement.

Provide transitional jobs/internships to 240 students through our social enterprise Cleanslate, and private sector employment partners.

Place 270 students into quality, permanent jobs in FY2013.

Celebrate one-year retention for 70% of employed students (in their initial placement).