2012

Towards **Employment**

PATHWAYS

ANNUAL REPORT

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path·way (n)

1 a path, course, route, or way

2 a route to or way of access to; way of reaching or achieving something

Traditional approaches to job readiness are no longer sufficient. In 2012, Towards Employment began implementing a vision for the future of providing pathways for participants, driven by the needs and requirements of employers. **Participants access** a set of aligned services that help bridge the gap to employment, as well as provide ongoing supports for strong retention and career advancement. **Employers rely on us** to meet their hiring needs, or for retention and advancement services for entry-level and middle-skilled employees, moving them along specific steps on their career pathway.

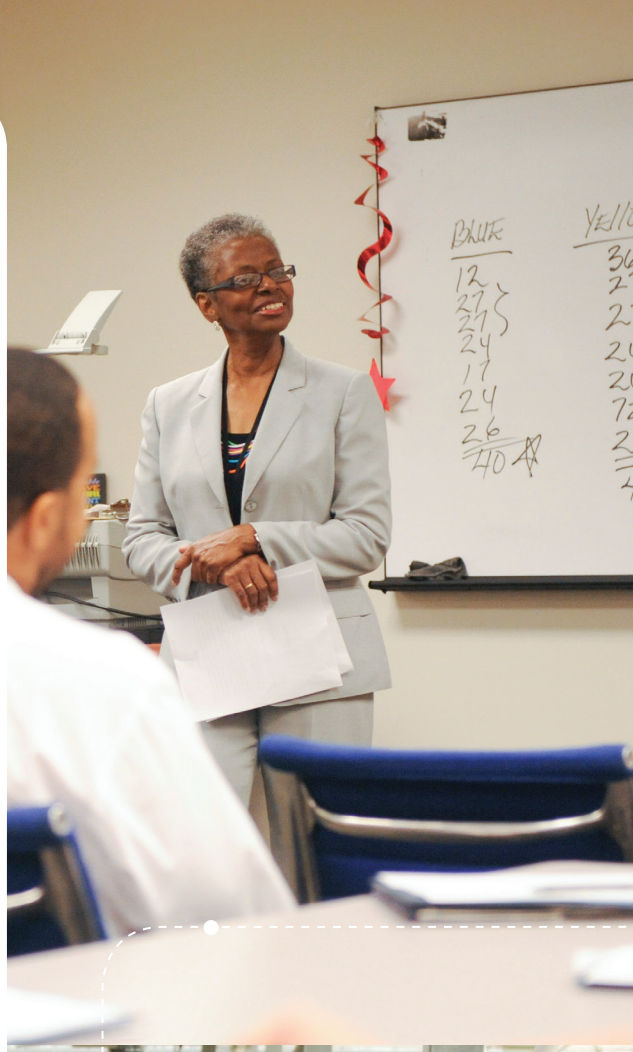
Towards Employment

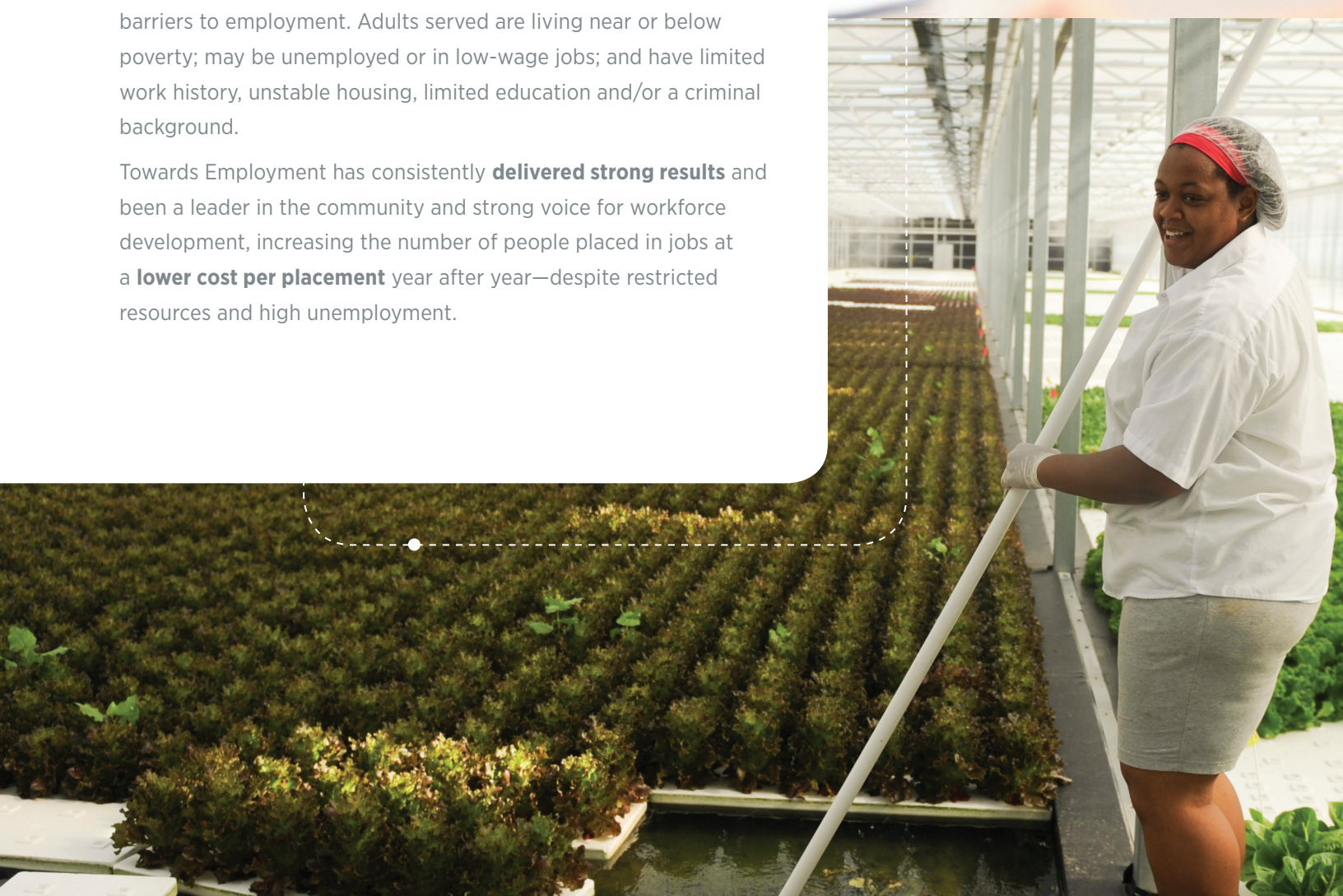
path·way (n)

1. a path to employment, with room for advancement + higher earning potential
2. a comprehensive program model for disadvantaged individuals seeking employment

For 36 years, Towards Employment has paved the way for more than 120,000 adults throughout Greater Cleveland to remove barriers to employment. Adults served are living near or below poverty; may be unemployed or in low-wage jobs; and have limited work history, unstable housing, limited education and/or a criminal background.

Towards Employment has consistently **delivered strong results** and been a leader in the community and strong voice for workforce development, increasing the number of people placed in jobs at a **lower cost per placement** year after year—despite restricted resources and high unemployment.





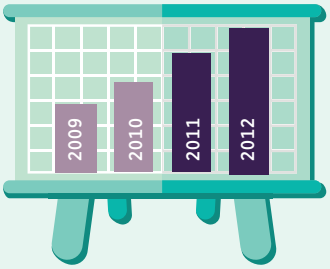
Pathways programming

IS ESSENTIAL TO OUR MISSION TO "**EMPOWER INDIVIDUALS** TO ACHIEVE AND MAINTAIN SELF-SUFFICIENCY THROUGH EMPLOYMENT."

THE PATHWAY

TOWARDS EMPLOYMENT

SUCCESS OUTCOMES



518

permanent

JOB PLACEMENTS

149 PEOPLE

received technical

SKILLS TRAINING

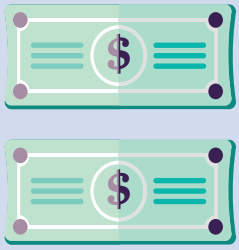
359 PEOPLE

WITH CRIMINAL BACKGROUNDS PLACED

with 3.75% recidivism vs. 31.3% state-wide

2,684 ADVANCEMENT & RETENTION SERVICES

CAREER COUNSELING, PROFESSIONAL DEVELOPMENT PLANNING, LEGAL COUNSEL, FINANCIAL LITERACY & COACHING, PERSONAL WELLNESS & WORKPLACE SUCCESS TRAINING



>$2/HOUR WAGE INCREASE

20% OF WORKADVANCE PLACEMENTS INCREASED EARNINGS WITHIN ONE YEAR OF JOB START

WorkAdvance is a sector specific, career pathways program allowing Towards Employment to pilot the full pathways concept.

1,460 LEGAL CASES

CLEARED WARRANTS, RESOLVED CHILD SUPPORT CASES, PREVENTED EVICTIONS & FORECLOSURES, RESOLVED CREDIT ISSUES

1,989 SUPPORTIVE SERVICES

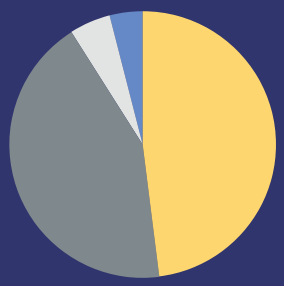
BUS TICKETS, CHILDCARE & HOUSING ASSISTANCE, TOOLS & UNIFORMS, PROFESSIONAL LICENSE FEES, BACKGROUND CHECKS, PRE-EMPLOYMENT PHYSICALS & DRUG SCREENINGS

OVERALL 2,422 PEOPLE SERVED

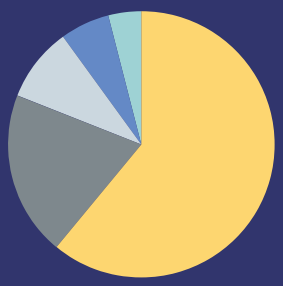
a 42% increase vs. 2011

our financials

	2010	2011	*2012
SOURCES OF REVENUE			
Governmental Contributions	$ 2,262,272	$ 1,646,474	$ 1,668,266
Foundations and Corporations	$ 474,499	$ 704,750	$ 1,178,664
United Way Services	$ 45,357	$ 150,000	$ 141,444
Individual Contributions	$ 129,041	$ 108,938	$ 146,822
Cy Pres	—	$ 222,175	—
Special events (NET)	$ 104,616	$ 101,806	$ 124,853
Earned Income	$ 140,618	$ 62,339	$ 64,854
Interest/Investment Income	$ 93,513	$ 6,611	$ 93,200
Other	$ 7,620	$ 53,371	$ 20,618
	$ 3,257,536	**$ 3,056,464**	**$ 3,438,721**
USES OF REVENUE			
Staffing	$ 1,945,762	$ 2,061,302	$ 2,216,317
Supportive Services	$ 382,644	$ 469,611	$ 320,970
Other Program Costs	$ 381,890	$ 105,739	$ 733,458
Occupancy	$ 254,432	$ 191,959	$ 128,262
Other Operating Costs	$ 133,419	$ 195,693	$ 213,305
	$ 3,098,147	**$ 3,024,304**	**$ 3,612,312**



2012
SOURCES OF REVENUE



2012
USES OF REVENUE

*The timing of receipt of revenues, particularly grants, has a big impact on our bottom line at the close of any given fiscal year. Therefore we focus on a rolling three-year average of revenues and expenses. Although we show a deficit in 2012, our rolling three-year average shows that our revenues have slightly exceeded expenses, putting us in a strong position for the period.

our donors

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