OUR MISSION

to empower individuals
to achieve and maintain
SELF-SUFFICIENCY
through employment.

Towards Employment is a proven leader in workforce
development that connects people to careers, which changes
people’s lives, advances businesses, and strengthens
community in Northeast Ohio.
WE HELPED
612 PEOPLE
FIND GOOD JOBS

612 PEOPLE
Placed into employment
(420 with a criminal record)

77% RETENTION
77% average job retention at 90 days
* New employees within their first 90 days on the job are most susceptible to job loss

252 PEOPLE
Accessed credentialed training or paid on-the-job training

$11.39/HR
Average starting wage for TE participants was $11.39 - over $2.50 above OH minimum wage

181 PEOPLE
Advanced on the job with an average wage increase of over $2/hour.

300 EMPLOYERS
Hired TE Graduates over the course of the last year with a criminal record

1,100 SUPPORTIVE SERVICES
Helped overcome employment barriers like transportation, tools, uniforms, background checks and pre-employment screening.

1,577 LEGAL CASES
Opened for 643 people to remove barriers to employment/job retention: credit/debt issues, bankruptcy, foreclosure, or criminal issues. (criminal record)
LETTER
FROM BOARD PRESIDENT & EXECUTIVE DIRECTOR

CONNECTING MORE PEOPLE TO CAREERS IS GOOD NEWS FOR EVERYONE.

Our Northeast Ohio regional economic vitality depends on connecting people to good jobs. We know we have hurdles to overcome – we see it in the news every day. Consider just these data points: Cleveland is the most economically distressed large city in the U.S. and 75% of its residents live in zip codes with high rates of poverty, joblessness, vacant housing; Cleveland has the highest number of persons in Ohio returning from state prison, at more than 3,000 each year. Involvement with the criminal justice system triggers a 19% decrease in number of weeks worked annually, and 40% reduction in yearly earnings.

But at Towards Employment we see good news too. Results from our rigorously evaluated WorkAdvance model - differentiated by deep employer engagement, comprehensive wraparound supports, and long-term advancement focused coaching - tell us we have a model that works. We know what it takes to connect people coming from a place of limited resources - who may (or may not) have criminal justice involvement or other barriers to employment - to jobs with livable wages and better job quality. In 2018 KeyBank awarded Towards Employment $1 million dollars over three years to strengthen our work in connecting people to careers. KeyBank's investment is to help TE connect more people to the full career model, deepen existing partnerships in the community, and build up our career coaching team.

Many programs seeking to help un- and under-employed individuals take a case management approach disconnected from business need. We work backwards from skills needed to fill high-demand occupations in targeted industries to help participants find the support they need to remove barriers, build skills, and gain credentials. This includes sector specific screening, job readiness training, career planning, intensive job coaching, technical training, job matching/placement, and supportive and legal services. We offer a menu of services: so participants get the right support at the right time to help them advance into and along a career pathway. Career coaches mentioned by graduates in this report - like Dan, Chelsie, Joan and Jim - are critical.

Is this good news for you? YES! Connecting more people to career pathways enhances the economic mobility of low-income individuals and their families. Increased earnings helps strengthen families and communities. Businesses also benefit from having the right people for the right job, saving on hiring and training costs. Preparing and placing on average 600 people annually into above minimum wage jobs contributes $12 million+ in wages to our local economy. Our graduates are less likely to recidivate, more likely to have stable housing, better able to support their families, and be engaged in their children's lives. They can buy a car, pay taxes, and maybe even take a family vacation. And when they thrive, they give back: graduates who have advanced into supervisory roles return to speak to classes and hire from Towards Employment. Good news indeed!

We can't do this without you. Join Key and other committed funders and individuals so we can make more GOOD news for our city.

Jack Goldwood
Board President

Jill Rizika
Executive Director
I have a job, I have my family back, people count on me, and I count on myself. Jim Madden told me this could happen that first day when I walked through the doors. And it did.
IN 2018 SANDRA WANTED TO MAKE A CHANGE IN HER LIFE. BUT SHE “COULDN’T GET A DECENT JOB — OR ANY JOB — BECAUSE OF MY FELONY. I DIDN’T KNOW HOW TO GO ABOUT LOOKING FOR A JOB.”

A friend, a recent graduate of Towards Employment, suggested she go talk to the folks at Towards Employment and the first person she met was Career Coach Jim Madden. She told him she was ready to be self-sufficient and to be the person her family wanted her to be. In reentry career readiness classes she learned how to interview and how to address her background, but more than that, Sandra said she learned to feel good about herself. In her personal Career Plan, she identified legal barriers which needed to be removed and her goal was to be substance abuse counselor. She worked with the Towards Employment legal team to clear her outstanding legal issues and is currently employed as a resident monitor helping individuals in a facility access the social services they need. Sandra is going back to school to get the certifications she needs to move forward in her career. “I have a job, I have my family back, people count on me, and I count on myself. Jim Madden told me this could happen that first day when I walked through the TE doors. And it did.”
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CBIZ
WHEN I GOT OUT AND REALIZED I HAD A TEAM OF PEOPLE WORKING WITH ME... FOR THE FIRST TIME IN MY LIFE I KNEW I HAD A CHANCE.”
TWO YEARS AGO ALLAN THOUGHT HE HAD NO FUTURE. THEN HE FOUND TOWARDS EMPLOYMENT WHILE INCARCERATED AT THE EUCLID JAIL IN THE SUMMER OF 2017.

He participated in pre-release job readiness programs run by Towards Employment in the jail. After his release, he came to Towards Employment and joined a 2 week accelerated job readiness program. He continued to work with his career coach Chelsie Froning for another year and likes to check in, “she’s my personal cheerleader and has connections to so many resources and career connections.” Allan likes to share his story and has volunteered to be a peer presenter at TE: “The biggest thing for me was changing my outlook on what I am capable of doing. When I got out and realized I had a team of people working with me – to work through the court visits, to get my license back, fix my credit and help me explore realistic job training and certifications, for the first time in my life I knew I had a chance.” Allan is now running his own business, he coached little league this summer and just bought a pickup truck for his business.
2018
STAFF AND VOLUNTEERS
2018

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A SPECIAL THANKS TO CORPORATE DAY OF SERVICE VOLUNTEERS FROM KEYBANK AND SWAGELOK.
MY TRAINING AND SUPPORT AT TOWARDS EMPLOYMENT AND THEN UNIVERSITY HOSPITALS EXPANDED MY COMMUNICATION SKILLS, WHICH THEN GAVE ME COURAGE. I’M GOING TO KEEP LEARNING AND CHALLENGING MYSELF EVERY DAY. I AM NOT AFRAID.
MARQUAUN’S STORY

MARQUAUN HAS DEALT WITH A LOT IN HIS 20 YEARS. HE WAS HOMELESS, BOUNCED BACK AND FORTH AND WENT TO 6 HIGH SCHOOLS BEFORE HE GRADUATED.

After graduating, he tried to go to college but without help or resources he stopped attending. “I was too afraid to ask anyone for help.” He did eventually ask for help through the Young Adult Resource Center, a safe space for young adults looking for employment co-managed for Ohio Means Job | Cleveland-Cuyahoga County by Towards Employment and Youth Opportunities Unlimited. Marquawn went through the career readiness training for Step Up to University Hospitals and got his first fulltime job as a Patient Care Nursing Assistant. His career coach Joan Crosby saw him grow in confidence every day of the workshop. When he got the job at UH, it was life changing. “I had never had a permanent job. I now had full time employment AND a livable wage. I had my own place to live. I was stable.” This fall, Marquawn has decided to go after his dream. He is back in school fulltime, and pursuing a passion for a career in art and design. “My training and support at Towards Employment and then University Hospitals expanded my communication skills, which then gave me courage. I’m going to keep learning and challenging myself every day. I am NOT afraid.”
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<td>Katherine Trausch</td>
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<td>Ginny Tredway</td>
<td>Maribeth Wuertz</td>
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<td>Jean Triner</td>
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<td>Demetrius Tucker</td>
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<td>Lindsay Smith</td>
<td>Michael Ungar</td>
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<td>Ron Zerr</td>
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<td>Nan Zieleniec</td>
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<td>Ann Rumpf</td>
<td>James Spallino, Jr.</td>
<td>Jordan Vickers</td>
<td>Barbara Zurbriggen</td>
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<td>Laura Rushton</td>
<td>Corey Sparks</td>
<td>Carolyn Vrtunski</td>
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<td>Jeffrey Sabatine</td>
<td>Linda Spero</td>
<td>W.B. Mason</td>
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<td>Tracy Sabetta</td>
<td>Cathy Stamler</td>
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</tbody>
</table>
IN KIND

Angelo's Pizza
Banter
Banyan Tree
Bar Louie
Beachland Ballroom & Tavern
Belt Publishing
Biché, Melanie
Blackbird Bakery
Botanical Garden
Campbells Sweets
Capitol Theater
Carson, Brent
Channel 3, WKYC
Cleary, Travis
Cleveland Botanical Garden
Cleveland Browns
Cleveland Candle Company
Cleveland Chop
Cleveland Cinemas
Cleveland Heights Library
Cleveland Heights Skating Rink
Cleveland International Film Festival
Cleveland Metroparks
Cleveland Orchestra
Cleveland Public Theatre
Crowne Plaza Hotel
Dewey's Pizza (Cleveland Heights)
Dewitt Diamond & Gold Exchange
Dive Bar
Edwards, Anita
Evergreen Cooperative
Fire Food and Drink
Forest City Shuffle Baord
Get Fit FASTR
Ghost Light Restaurant and Lounge
Goldhorn Brewery
Great Lakes Brewing Company
Great Lakes Theater
Greenhouse Tavern
Grobowski, John
Grog Shop
Grumpys Café
Happy Dog
Herb’n Twine
HI and DRY Bowling & Beer
Hilton Downtown
Lake County Captains
Larchmere Imports
Lisa Moran Ltd.
Lola
Lowe’s Greenhouse
Luna Bakery & Café
Luxe Kitchen and Lounge
Mac’s Bacs
Mallorca
Maltz Museum of Jewish Heritage
Market Garden
Mason’s Creamery
Mitchell’s
Music Box Supper Club
Nearwest Theater
Noble Beast Brewing Company
North Carolina Golf Weekend
Pavilion Home & Floral
Pickwick & Frolic
PJ McIntyre’s
Playhouse Square
REI (Pinecrest)
Rowley Inn
Ruth’s Chris Steak House
Selick, John
Silverspot (Pinecrest)
Shookman, Sara
SOHO Chicken + Whiskey
Spaces Gallery
Standley, Steven D.
Stone Mad
Studio 11
Super Electric Pinball
Sweet Moses
Taco Tonto’s
The Fairmount
The Foundry
The Nine
The Spotted Owl
Toast
Townhall
Trader Joes
Vision Yoga
Webber, Melanie
Western Reserve Historical Society
White Cloud Studios
Whole Foods (Pinecrest)
Wine and Design
“MY CAREER COACH VISITED ME IN JAIL, AND SAID I STILL HAD A JOB IF I COULD PULL MYSELF TOGETHER – BECAUSE TOWARDS EMPLOYMENT TRULY BELIEVES IN SECOND CHANCES.”

LAUREL
LAUREL’S STORY

LAUREL, A SINGLE MOTHER OF TWO DAUGHTERS, AGES 15 AND 11, STARTED AT TOWARDS EMPLOYMENT’S REENTRY CAREER-READINESS WORKSHOP IN APRIL 2018 WHILE UNDER TRANSITIONAL CONTROL AT SALVATION ARMY’S HARBOR LIGHT (AFTER 3 YEARS IN PRISON).

That May Laurel started at Bloom Bakery - a social enterprise owned and operated by Towards Employment - but relapsed in June. She was rehired at Bloom in October 2018. Laurel credits her experience with her career coach Dan Garven as being one of the key motivators that kept her going: “He visited me in jail, and said I still had a job if I could pull myself together – because Towards Employment truly believes in second chances.” Laurel has recently been given more responsibility at Bloom Bakery due to strong performance – she is now responsible for setting the schedule for the retail team. She got her driver’s license back recently, is working on getting her GED, and just bought a car. She is building the foundation for a career in retail and devotes all of her free time to being a good mother to her young daughters.
The consolidated financial information presented above includes the operations of Towards Employment, Inc. and its wholly-owned subsidiary Bloom Artisan Bakery & Café, LLC. Towards Employment launched Bloom as a social enterprise in 2016, with a mission to provide training and employment opportunities for individuals in the culinary and hospitality fields. The organization incurred start-up costs and capital expenses related to the social enterprise launch, resulting in annual net losses for 2016 and 2017 which were funded by the organization's internal financial reserves. Beginning in 2018 Bloom's operations are intended to be self-sustaining, supported by a combination of Bakery sales (70% of the budget) and philanthropy & grant revenue (30% of the budget).
### 2018 Financials

#### Sources of Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>2018</th>
<th>2017</th>
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</thead>
<tbody>
<tr>
<td>Government grants &amp; contracts</td>
<td>$2,228,747</td>
<td>$2,404,210</td>
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<tr>
<td>Foundation grants</td>
<td>$2,095,151</td>
<td>$2,154,080</td>
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<td>Individual contributions &amp; events</td>
<td>$515,985</td>
<td>$326,611</td>
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<td>Program service revenue</td>
<td>$786,516</td>
<td>$756,031</td>
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<tr>
<td>Other revenue</td>
<td>$4,682</td>
<td>$105,481</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$5,631,081</strong></td>
<td><strong>$5,746,413</strong></td>
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#### Expense

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
<th>2017</th>
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<tbody>
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<td>Program Services</td>
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<tr>
<td>Career pathways</td>
<td>$3,700,772</td>
<td>$3,904,627</td>
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<tr>
<td>Policy &amp; strategic initiatives</td>
<td>$435,602</td>
<td>$1,279,512</td>
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<tr>
<td>Cost of bakery sales</td>
<td>$505,665</td>
<td>$476,150</td>
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<tr>
<td>Supporting Services</td>
<td></td>
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<tr>
<td>Administrative &amp; fundraising</td>
<td>$885,591</td>
<td>$631,319</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$5,527,630</strong></td>
<td><strong>$6,291,608</strong></td>
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</tbody>
</table>

Net annual result                      | $103,451       | $(545,195)     |
Beginning net assets                    | $1,371,405     | $1,916,600     |

**Ending Net Assets**                   | **$1,474,856** | **$1,371,405** |
Towards Employment

TE CAN'T DO IT WITHOUT YOU.