

# Chicago's Employment Social Enterprises

2023

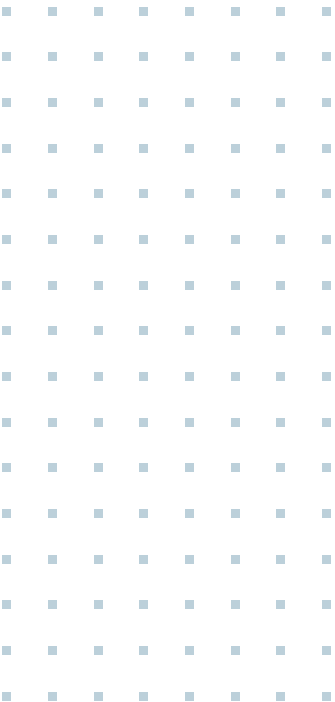


CHICAGO LAND  
WORKFORCE  
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ALLIANCE

TEN YEARS OF IMPACT

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# Employment Social Enterprises

An Employment Social Enterprise (ESE) is a mission-oriented business that helps people acquire the job skills and experience they need to pursue a path of upward mobility and break cycles of poverty. ESEs have training programs to support individuals who are eager to enter the workforce but are facing barriers to accessing job opportunities. They act as a bridge between these workers and employment opportunities.

Giving their program participants access to a higher quality of life than they would otherwise have without participating in the program is a priority for ESEs. That is why they strive to offer more than the minimum wage and hold themselves accountable to the highest workplace quality standards.

All ESEs provide training to their workers for future employment, but their “products” vary. Some ESEs sell goods to the public, ranging from honey to woodwork, while others act as staffing agencies whose “products” are actually the services of qualified and trained workers who go through their programs.

ESEs are a critical element in the workforce development infrastructure of Chicago. They are invested in the long-term well-being of Chicagoans and are looking to build partnerships with donors to continue and expand their efforts.

Currently, there are a growing number of ESEs in Chicago that have helped thousands of workers secure employment and access support services, including housing, childcare, and healthcare.

**The ESE’s impact goes beyond just helping people access jobs – it has an economic and social ripple effect on each participant’s life, their families, and entire communities.**





## Partnerships with Donors

ESEs are eager to find donors who understand their challenges and want to build a partnership. In addition to providing philanthropic funds to cover operating expenses, new initiatives, training, and technical assistance for employees, donors can act as partners and assist ESEs in more meaningful ways.

A partner/donor can assist ESEs by:

- Providing long-term financial support in the form of grants and other funding opportunities that don't require immediate results. The path of an ESE worker can be long, and results can vary, which is why ESEs need donors who are willing to understand their unique needs and provide consistent, reliable funding.
- Offering technical assistance and business expertise to help ESEs connect with potential customers and partners, navigate legal and regulatory compliance, and access affordable office and production space.
- Supporting advocacy efforts to promote policies that support employment social enterprises and help ESEs become more visible and recognized in their communities.

By taking a more comprehensive approach to supporting ESEs, donors can help these organizations thrive and increase their impact in our city. **Contact information for each ESE is provided at the bottom of their directory pages so you can explore partnership opportunities and offer your support directly to the ESE.**

The following pages highlight some of Chicago's ESEs and outline their specific needs, products, and measures of success. Our hope is that as you plan how to spend your philanthropic dollars, you consider these ESEs and their mission to serve workers, families, and youth throughout the city.





## Beelove Cafe and Sweet Beginnings at North Lawndale Employment Network (NLEN)

### The Enterprise:

North Lawndale Employment Network houses two employment social enterprises: Sweet Beginnings LLC. and beelove® café.

**Beelove Cafe** is a cafe located at North Lawndale Employment Network where NLEN program participants can gain additional work experience in hospitality and where guests can purchase coffee, tea, a variety of other beverages, meals, and hive-to-jar products.

**Sweet Beginnings** offers full-time transitional jobs to citizens returning from incarceration in a green industry—the production and sales of all-natural skin care products featuring its own urban honey under the beelove® brand. The company manages apiaries (bee farms) throughout Chicagoland including in North Lawndale, at O’Hare International Airport, Roosevelt University

Schaumburg campus, and the Forest Preserve District of Cook County Trailside Museum.

Sweet Beginnings workers make beelove® products, package and ship products, track inventory, fill product orders, sell at retail outlets, perform quality control, and harvest honey.

Since 2008, Sweet Beginnings has employed nearly 700 men and women committed to turning their lives around.

Seventy-five percent of people who’ve participated in NLEN programs have gone on to increase their monthly income, net worth and FICO score.

There are eight retail partners selling Beelove products and 11 distribution partners

**Sweet Beginnings LLC, FY22 Revenue=**

**\$186,115**

**Beelove Cafe, FY22 Revenue=**

**\$99,001**

**Recidivism rate for former Sweet Beginnings employees is <8%, compared to the national average of 40% and the Illinois average of 55%.**

## Looking for support from donors in the form of:

- Buying products
- Supporting with philanthropic and investment funds

Learn more by reading their [impact report](#).

## The Nonprofit:

The North Lawndale Employment Network (NLEN) serves under- and unemployed residents of the North Lawndale neighborhood and surrounding communities. Their workforce development participants include citizens returning from incarceration and others who face the day-to-day hardships of living without enough income to support themselves and their families.

Participants have access to wraparound services, including utility assistance and financial and digital literacy training through NLEN's [LISC Financial Opportunities Center](#) as well as ongoing employment retention support from workforce coaches.

## Mission Statement:

North Lawndale Employment Network's mission is to improve the earnings potential of the North Lawndale community through innovative employment initiatives that lead to economic advancement and an improved quality of life.

## Quote from the CEO:

"Once a person has served time for a crime, often driven by poor decisions and poor options, they have earned the right to work and be restored to full citizenship. Sweet Beginnings is a profitable, market-driven solution to re-integrating justice-impacted job seekers and reduces the cycle of recidivism through quality work."

– **Brenda Palms, President and CEO**



## Participant Testimony:

"Thanks to Sweet Beginnings, I learned valuable life lessons and secured long term employment post graduation. I developed skills to control my temper and earned industry certifications, including a forklift license. Through this program I got to meet many people with different backgrounds and stories and created friendships that will last a lifetime."

## Customer Review:

"I first heard about Sweet Beginnings and beelove® when I received a collection as a gift. I have used all the products and love them! Raw honey goes in our morning tea, body lotion on the skin daily, the brown sugar scrub is wonderful and the lip balm is so soothing. I especially like supporting people who need second chances!"

Learn more by viewing their [videos](#).

<https://nlen.networkforgood.com/projects/99835-annual-fund> | [in](#) @sweet-beginnings-chicago  
[f](#) @beelovebuzz | [ig](#) @beelovebuzzofficial | [beelove@nlen.org](mailto:beelove@nlen.org) | 773-638-7058

[www.thebeelovecafe.com](http://www.thebeelovecafe.com) | [in](#) @nlen | [f](#) @thebeelovecafe | [ig](#) @thebeelovecafe  
[thebeelovecafe@nlen.org](mailto:thebeelovecafe@nlen.org) | 773-265-7945

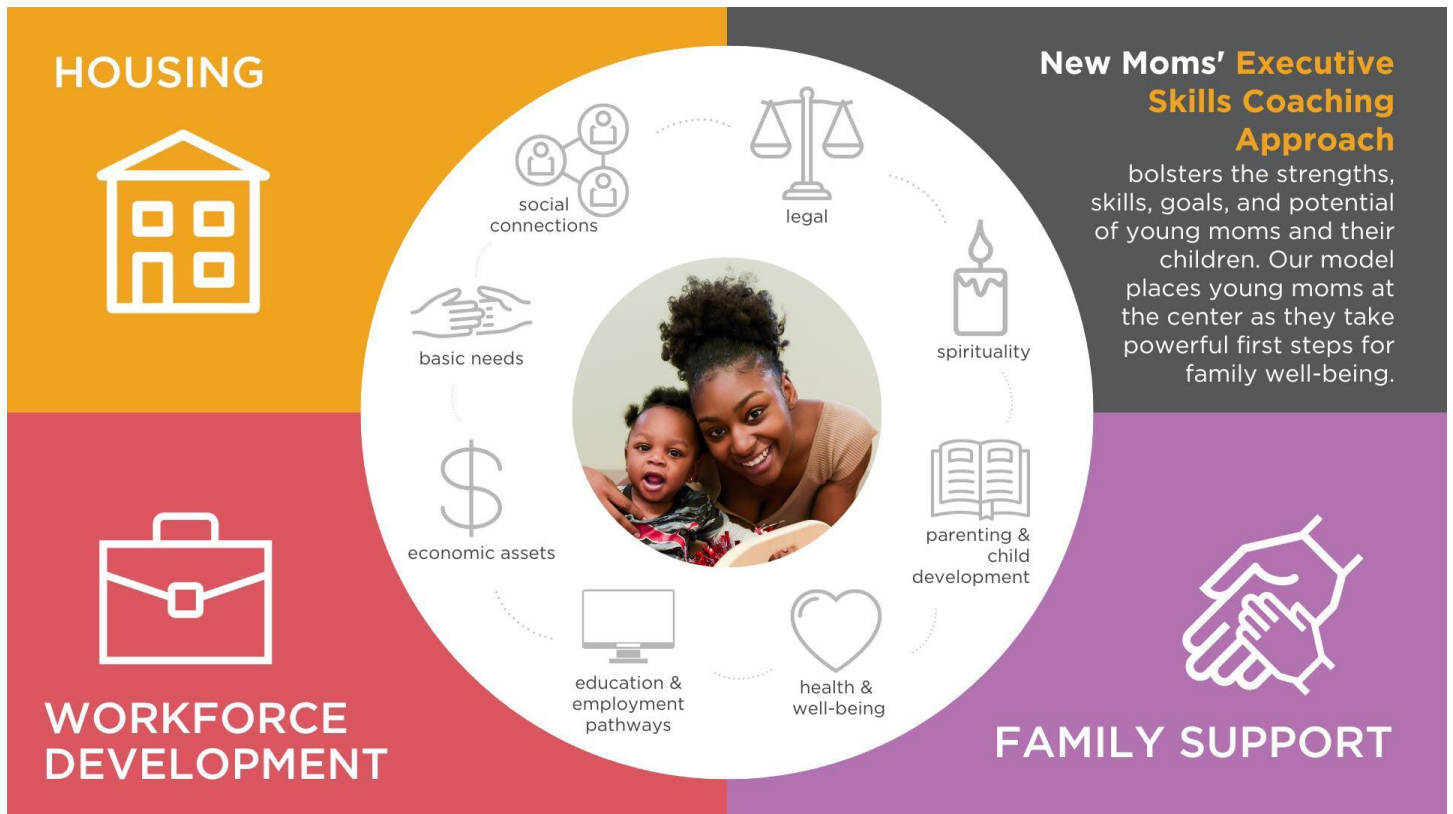


## Bright Endeavors at New Moms

*Strong Families. Bright Futures.*

### The Enterprise:

Bright Endeavors is New Mom's social enterprise, which sells individual candles, reed diffusers, and gift sets online. Each candle is handcrafted and signed by a young mom.



### Looking for support from donors in the form of:

- Buying products
- Supporting through philanthropic funds
- Partnering to hire program participants

**Bright  
Endeavors  
FY2022 Net  
Revenue:  
\$617,044**

### The Nonprofit:

**New Moms** is a nonprofit that strengthens families by partnering with young moms as they progress toward housing stability, economic mobility, and family well-being. They have been providing wraparound services and coaching for young moms for more than 40 years.

Participants from New Moms can access additional paid work experience at Bright Endeavors. They are provided with monthly follow ups after completing the program, which typically include coaching, challenge mitigation, and tracking of employment status.

### Quote from the CEO:

“Bright Endeavors celebrates young moms’ potential—providing an inclusive environment where young moms can rapidly gain job skills, complete paid work experience, and locate quality jobs. First jobs are a powerful part of a young family’s story. In the five years following their participation in our program, our goal is for our families to achieve greater stability, safe housing, and economic mobility.”



**Laura Zumdahl, President & CEO**

### Participant Story:

Jalyisa, a past Production Assistant, was able to set the goal of going back to school to finish high school while working at Bright Endeavors. Not only did she finish school, she set some career goals and gained a network of peers to offer advice and connect with. Her main source of motivation is being the best mom she can be to her baby girl.

### Customer Review:

Bright Endeavors is amazing!!  
Everything about Bright Endeavors is great!  
The products, the mission and the customer service. All the scents are absolutely lovely... especially the Sugared Grapefruit!

**Elizabeth • Archbold, OH, United States**

You can learn more in their [Annual Report](#).



### New Moms Stats:

- In 2022 New Moms partnered with 284 moms and their 379 children: THAT’S 663 LIVES IMPACTED BY THE NEW MOMS MISSION!
- 80% of participants increased their grade level in school while enrolled in New Moms programming.
- New Moms is always looking for ways to support young moms. In 2022 they launched an app to help their program participants identify and stay on track to achieve their goals.

<https://brightendeavors.org/donate/> | @BrightEndeavors | @Bright\_Endeavors  
Email: [sales@brightendeavors.org](mailto:sales@brightendeavors.org) | 773-388-2811





## Cara Connects and Cleanslate at Cara Collective

### The Enterprise:

Cara Collective has two service-based social enterprises: Cleanslate & Cara Connects.

**Cara Connects** is a mission-driven staffing firm that helps meet businesses' short-term hiring needs by connecting them with people who are ready for and motivated by those employment opportunities. They have been operating since 2013 and specialize in administrative, healthcare, and janitorial staffing services.

**Cleanslate** offers exterior maintenance services and has been serving Chicago communities for 18 years. They transform communities by hiring motivated job seekers, many of whom often have the highest barriers to employment, to create cleaner, safer streets. As part of their mission, hundreds of workers can be found in neighborhoods each year, unlocking their power and purpose.

### Supporting through philanthropic funds

- Partnering to hire program participants
- Working with the Cara Plus team to shift company hiring practices

### Cara Connects

- 1,184 People Employed Since 2013
- 2,464 Total Assignments Placed
- \$16.37 Average Hourly Wage
- 70% Assignment Retention
- 17 Partner Companies

**Total Revenue =**  
**\$1,651,000**

**Earned Revenue =**  
**\$1,651,000**

**Total Expenses =**  
**\$1,595,000**

### Cleanslate

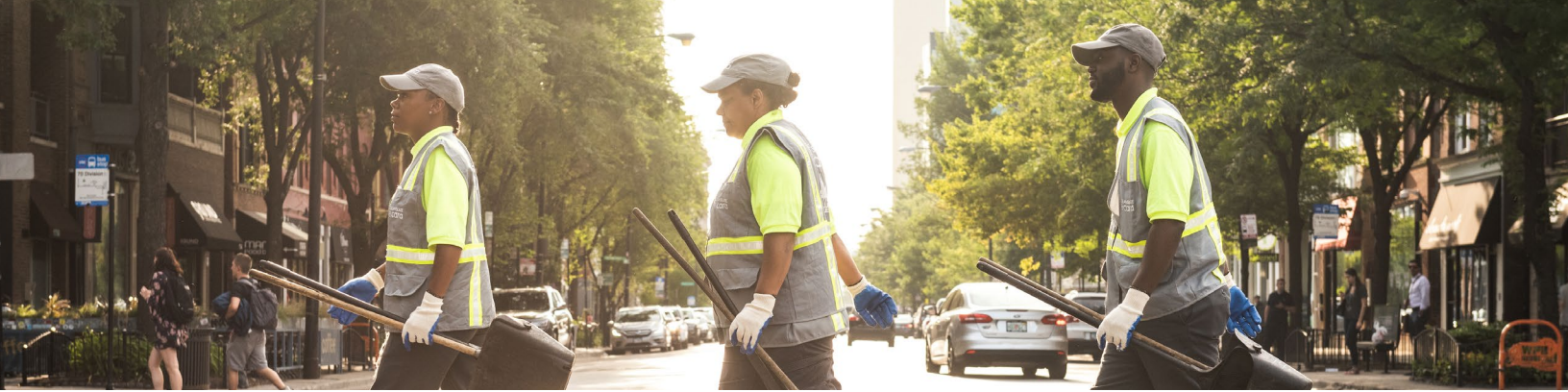
- Currently has 79 customers
- Serving 49 communities in Chicagoland
- Provided 5,001 transitional jobs since 2005
- 18,075 tons of trash collected since 2005
- 5,417 tons of recyclables diverted from waste stream
- 1.1 M tons of snow plowed

**Total Revenue =**  
**\$3,960,000**

**Earned Revenue =**  
**\$3,428,000**

**Total Expenses =**  
**\$4,122,000**





## The Nonprofit:

Cara Collective believes there is an incredible and untapped talent pool of people often experiencing homelessness and poverty. Through their four entities – Cara, Cleanslate, Cara Connects, and Cara Plus – they engage job seekers, employers, and other organizations across the country to break the cycle of poverty through the power and purpose of employment. Since 1991, they've helped more than 8,500 people get placed into more than 14,500 jobs and get started on their path to real and lasting success.

Their workforce development program, Cara, provides fundamental personal and professional training to job seekers to unlock the strengths they already have and showcase them to the world. They can further develop these skills in one of Cara Collective's social enterprises while they work with the Cara team on securing their permanent job placement. After one year of job retention coaching, Cara Collective offers participants the opportunity to engage in their "Advancement" Services, which entails advancing any area of that participant's life (financial saving, higher education, home buying, etc.) and they continue to work with Cara's employment services to find advanced career placement.

## Mission Statement:

Since 1991, Cara Collective's mission has been to eradicate poverty and create hope, jobs, and opportunity.

Learn more about their service model by viewing [their video here](#).

## Quote from the CEO:

"As the child of Haitian immigrant parents, I am personally motivated by Cara Collective's mission to provide opportunities for individuals and companies to experience true transformation. In the next five years, I would like to have our impact extend to more neighborhoods in Chicago and around the country."

**Kathleen S. Caliento**



## Participant Testimony:

"Cara and Cleanslate changed my life. I don't look at situations like I used to. I keep an open mind, an open heart, and I'm always willing to learn. Cara isn't just about the job. It's about changing your perspective and letting go of everything keeping you back."

**Dian Lang, Cara Alum and Jesse Teverbaugh Distinguished Alumni Award**

## Customer Review:

"Cara is the gold standard of community organizations that come alongside the job candidate, meet their individual needs, place them in transitional employment, and then transition them to meaningful jobs."

**Genevieve Martin, Executive Director, Dave's Killer Bread Foundation**

<https://caracollective.org/donate/> | @carachicago | @CaraChicago | @carachicago



## Curt's Café

### The Enterprise:

Curt's Café opened its first location in 2017. The cafe sells a variety of beverages, pastries, and meals, while offering catering services. They have locations in Evanston & Highland Park.

### Looking for support from donors in the form of:

- Stopping by for something to eat and drink at the café
- Using catering services for events
- Supporting with philanthropic and investment funds

### The Nonprofit:

Curt's Café offers a structured program of work and life skills training to at-risk high school students.

### Mission Statement:

Curt's Café improves outcomes for young adults living in at-risk situations through work and life skills training.

Curt's Café maintains connections with students after graduation and provides them with the support they need to successfully transition into full-time employment. Many students also remain connected to their volunteer community mentor. These connections allow Curt's to measure and evaluate student success at six months, one year, two years, and three years.

**Recidivism  
rate of 5%,  
compared  
to the  
state and  
national  
rates which  
are above  
80%**

**Quote from the CEO:**

“I am motivated to help young adults living in at-risk situations find their passions, become self-sufficient, and start on a path towards financial independence. I am driven to help share their stories, reconnect them to our communities, and help them find employment opportunities so that they can secure a brighter future for themselves and their families.”



**Malik Kemokai, Executive Director**

**Participant Story:**

As a child, Brea was involved in the DCFS system and had a parent involved in the criminal justice system. Brea came to work at Curt’s and with the help of one of their social service providers, she was introduced to Community Works, which helped her enroll in a nursing program with a full scholarship. She has since secured a job at a local senior center and she plans on becoming a CNA at the center once she turns 18.

**Customer Review:**

“Curt’s is a great place for a cup of coffee, lunch or snack as well as an amazing cause. The ‘boho chic’ neighborhood coffee shop helps to provide a brighter future for at-risk kids through training them in hospitality and providing educational resources up to and including college. Better yet the food is outstanding as are the baked goods.”

**Raplanos, Trip Advisor review**



<https://curtsafe.org/ways-to-give/> |  @curtsafe | Gayle Nelson grants@curtsafe.org  
312-613-0097



## Genesys Works Chicago

*Where tomorrow's workforce begins.*

### The Enterprise:

Genesys Works places students in part-time, paid corporate internships for 10 months, where they are tasked with mid-level responsibilities while they complete their senior year of high school. Students attend high school classes while working at their internship Monday–Friday a combined total of 800–1,000 hours, earning upwards of \$15,000 total.

Genesys Works earns revenue from agreements with corporate partners, which pay wages directly to interns and fees that support operating costs.

**Nationally:**

**3,700 +  
Internships**

**300+  
Corporate  
Partners**

**Nationally,  
58% of student  
participants  
are first  
generation  
college  
students,  
earning a  
median wage  
of \$60K by age  
25, more than  
one or both of  
their parents.**

### Looking for support from donors in the form of:

- Partnering with corporations to hire participants
- Supporting through philanthropic funds

### The Nonprofit:

Genesys Works mission is to provide pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships. We envision a future where all young adults are equipped and empowered with the knowledge and skills required to achieve career success, upward mobility, and a lifetime of economic self-sufficiency.

### Supporting participants beyond the workplace:

Genesys Works Chicago continues to support alumni after they graduate from their program for up to five years. They provide career and college guidance and networking opportunities, while partnering with leading companies to provide pathways to career success for young adults.



### Quote from the CEO:

“Over the course of my 30-year career educating Chicago’s youth, I have not seen anything have the compelling impact that Genesys Works model has on the lives of our Young Professionals and our Corporate Partners’ diversity talent efforts. Our planned growth will see us place 300 interns by 2025.”



**Kim Nicholas, Executive Director, Genesys Works Chicago**

### Participant Testimony:

“I have to credit Genesys Works for making me into the professional I am today. Not only did they teach us hard skills in accounting and information technology, but they also taught us soft skills such as email etiquette, time management, and organization. I have been able to apply the skills I acquired to other opportunities, such as securing an internship in my career field.”

**Amalachukwu Okoye,  
Operations Management Associate at Prime TSR  
and a Working Alumni with Genesys Works since 2019**

### Customer Review:

“Our interns exceeded their managers’ expectations in their capacity and willingness to learn new skills and expand on new knowledge, and the most impressive of it all was their ability to readily apply what they’ve learned and turn over high-quality deliverables.”

**Brandon Yang; Executive Director - Analytics at JPMorgan Chase & Co.**

“At TransUnion, we use Information for Good to create economic opportunities, great experiences and personal empowerment. Our partnership with Genesys Works brings this to life every day for both our TU managers and mentors and our Genesys Work interns. It’s been wonderful to see so many students move through the program and graduate college – many as a first for their family! As a flagship corporate partner, we are lucky to have been in the early years and see the impact this program has made on the lives of so many students, while simultaneously adding tremendous value to our team. We appreciate being able to continue providing meaningful work experiences, supportive coaching and on-the-job skills for the Chicago Genesys Works community.”

**Lisa Olmstead, EVP, Global Operations, TransUnion**

You can find more information in their [Impact Report](#).



<https://genesysworks.org/donate/> | [in](#) @genesys-works-chicago | [f](#) @GenesysWorksChicago  
[ig](#) @gwchicago | [td](#) @genesysworkschicago | knicholas@genesysworks.org | 312-525-9995



## Growing Home

*Everyone deserves access to a good job and good food.*

### The Enterprise:

Since Growing Home's first year of farming in 2002, they have operated farms as a social enterprise, bringing in approximately 10% of their annual revenues through produce sales and value added goods. 100% of this funding is used to continue their employment training program to employ Production Assistants and their food access programs.

Their primary produce sales fall under four categories, including local Markets, Bulk Sales, Family Box Programs, and Veggie RX Programs.

### Looking for support from donors in the form of:

- Partnering to hire participants
- Building Partnerships for produce and sale
- Supporting through philanthropic and investment funds

Donors can view financial audits of Growing Home by visiting [their website here](#).

### The Nonprofit:

Growing Home is the first and only high-production USDA-certified organic urban farm in Chicago. They are a black- and women-led non-profit with many staff members who are alumni of our program, ensuring their work truly reflects the needs of their community.

Their program hosts evidence-based, paid workforce development programs for Chicagoans 18+, many of whom face unjust structural barriers to employment, like criminal records or housing instability. These programs include a 12 week paid transitional employment and job readiness program for low-income adults with transferable on-the-job training on their farms. In addition, they have a 10-week paid Information Technology training program to ready individuals for entry level tech positions and a full-time Computer and Job Resource Center open free to the public.

Every year through their USDA-certified organic farm, we also provide 17,500 individual servings of affordable and donated healthy food.

### More about participants:

- 64% live in Englewood – Range in age from 18 to 62, a median age of 32
- 90% are African American or Black
- 50% have minor children
- 87% have been justice-involved

### **Mission Statement:**

Growing Home's mission is to operate, promote, and demonstrate the use of organic urban agriculture as a vehicle for job training, employment, and community development.

### **Quote from the CEO:**

"Growing Home is committed to sowing seeds of well-being, hope, and perseverance by uplifting the Good In Englewood in the Greater Englewood community. Our work helps us do our part in nurturing our historic, treasured communities that have experienced great disinvestment. In 5 years it is our hope that we will be in our newly-finished building where all of our Growing Home employees can work alongside each other."



**Janelle St. John, Executive Director**

### **Participant Testimony:**

"This wasn't just a job-readiness program. Through the program, I learned how to be stable in a job. Having the support of Growing Home gives me the ability and confidence to hold the job I have now. I know I will have job stability and I look forward to coming back to Growing Home and helping the next cohort."

**Josephine, 2019 Graduate, Growing Home Employment Training Program**



<https://www.growinghomeinc.org/donate/> |   @growinghomeinc |  @growinghome  
Email: [info@growinghomeinc.org](mailto:info@growinghomeinc.org) | 773-549-1336





## HHPLift

*Buy What You Believe In™*

### **The Enterprise:**

HHPLift buys, makes, and sells sustainable social impact products and services that create job opportunities for their global social enterprise partners and LiftWorks™ Program associates locally. Their enterprise sells a variety of handcrafted, sustainable social impact products, including bath & spa goods, bags & accessories, packaged novelty snacks, and homeware.

### **The Nonprofit:**

HHPLift was founded in 2007. Through their LiftWorks™ Program, they work to reduce the racial wealth gap and help people in disinvested & underserved communities forge economic independence.

HHPLift acknowledges that jobs alone will not lift people from poverty to economic stability. The LiftWorks™ Program provides job opportunities with a focus on leadership training, executive function skills development, sector-based occupational skills training in manufacturing, educational workshops and tailored mentorship. Their goal is to move associates from instability to economic independence.

### **Mission Statement:**

HHPLift's mission is to forge economic independence through workforce and business opportunities for people overcoming barriers to fair wage employment.

### **Looking for support from donors in the form of:**

- Buying products
- Supporting through philanthropic funds

- 2022 Revenue: \$1,659,292
- 190 lives transformed
- 109,861 hours of work provided
- 100% of participants with housing instability now have housing
- Network of 45+ global social enterprise partners and employment partners

**Quote from the CEO:**

“I’m motivated and humbled daily by the associates who come through our Program. They challenge themselves and work hard to make transformations in their own lives. I’m motivated by the people who work at HHPLift who have a shared purpose and are committed to making a difference.”



**Dena Hirschberg President & CEO**



Click to watch on YouTube

**Participant Story:**

Elvin came to HHPLift from Growing Home and Cara. Facing many barriers, including losing his job and home, Elvin joined the LiftWorks™ Program as an associate. He oversees our 3rd Party Logistics projects and maintains the back end of our website, and building his technological skill set has been very rewarding.

**Customer Review:**

“Our customer sought a socially conscious way to package their “Travel Jet Set Kit.” They ordered handmade, repurposed portfolios, branded with their name. Proceeds support our social enterprise partner in Cambodia where their artisans gain a 13-month salary and free health- & daycare. After the kits sold out, they reordered.”

**Cocofloss, an internationally known brand of sustainable dental floss**

Learn more in their [impact report](#).





# i.c.stars

*We Find Talent, We Train Talent, and We Put Talent to Work*

## The Enterprise:

For more than 20 years, i.c.stars has connected technology employers with an untapped supply of promising talent that has graduated from i.c.stars’ rigorous leadership and technology training program. Through a highly selective screening process, i.c.stars identifies and trains individuals who have overcome adversity and demonstrated leadership, making them excellent candidates for the IT workforce.

i.c.stars trains talent in Chicago, Milwaukee and Kansas City.

i.c.stars’ ended fiscal year 2023 with a total gross revenue of \$1.2 million and they operate on a true profit margin of roughly 8%.

- 85% of qualified graduates secure training-related jobs within six months.
- Increase graduate earnings by approximately 200% (from \$16,000 before the program to \$49,000 at 12 months post-graduation).

### Top roles for i.c.stars participants after graduating:

- Technology Apprentice
- Junior Developer
- Technical Analyst
- Project Manager
- Data Analyst

### Looking for support from donors in the form of:

- Partnering to hire participants
- Supporting through philanthropic and investment funds

### The Nonprofit:

Committed to racial equity and social justice, i.c.stars drives change with education, training and opportunity. They provide underserved adults with technology-based workforce development, community leadership training, internships and job placement.

They train participants in a four month program and continue to support them for two years post-graduation through case managers that help them manage access to healthcare, transportation, housing, and childcare needs.

### **Mission Statement:**

Through training in technology, in leadership and in business skills, i.c.stars prepares change-driven, inner city future leaders to develop skills in business and technology for high-level careers in information technology

### **Quote from the President:**

“The social enterprise is a powerful way that employers can try out i.c.stars talent and mitigate risk. It came about during a recession and is an important part of our model and our growth.”



– Sandee Kastrul, president and co-founder

### **Participant Testimony:**

“Acquiring my role at United Airlines through i.c.stars has changed my life in several ways. I have experienced a lot of growth and exposure in tech, leadership, and several other fields. It has been a daily process of self improvement in an organization that cares and ensures a safe space. The experience and exposure and knowledge will refine me into a better servant leader.”

– Michael Eyieta, Apprentice at United Airlines through i.c.stars social enterprise

### **Customer Review:**

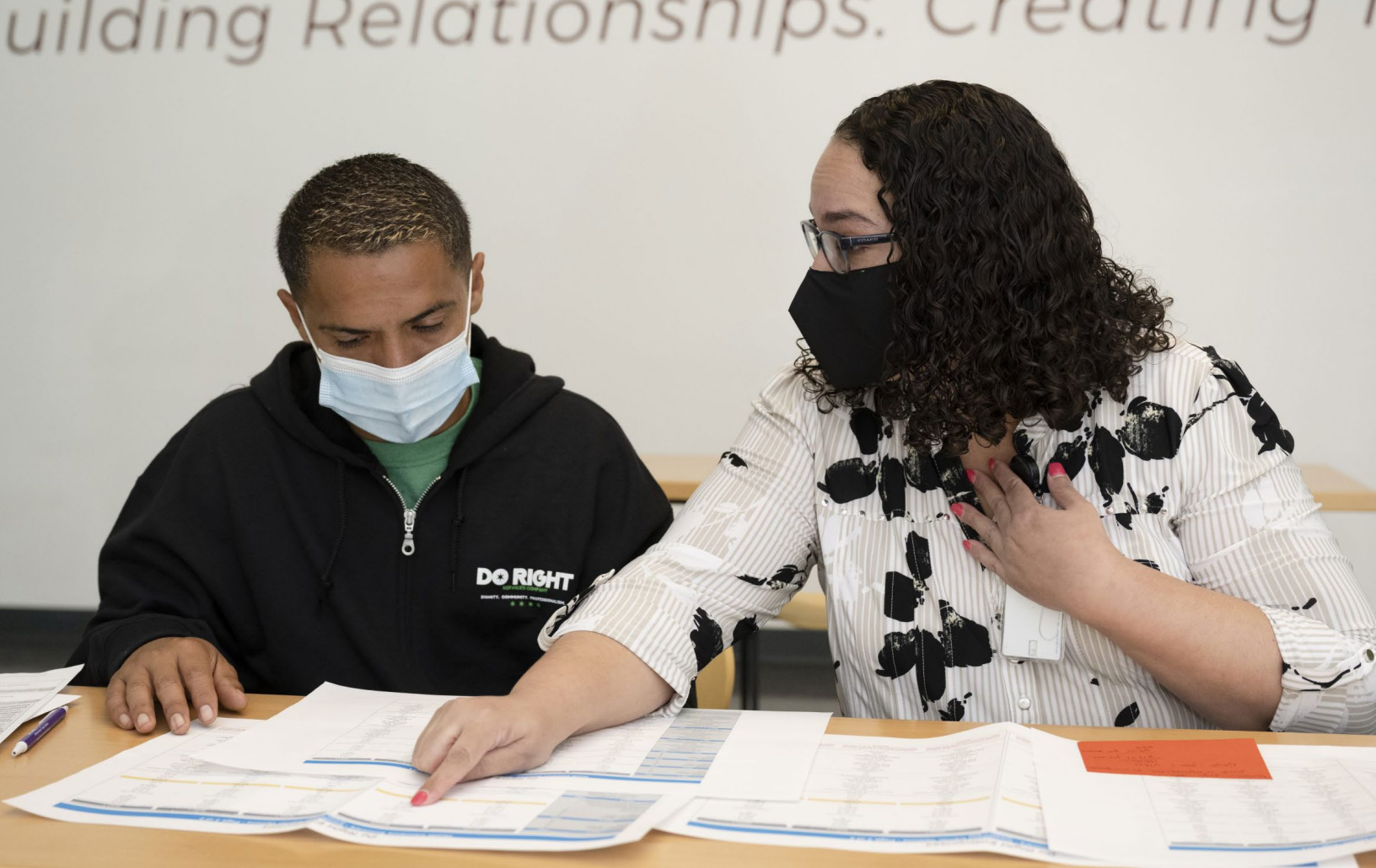
“At Amsted Rail we started a great partnership with i.c.stars 4 years ago. Our first hire was Romel Johnson who came in day one eager to learn and ready to work. I have been so impressed with our hires from i.c.stars Chicago that I got involved in helping establish i.c.stars Kansas City where I am convinced we will be able to create a similar pipeline of talent.”

– Michael McDonnel, Chief Digital and Innovation Officer, Amsted Rail



<https://www.icstars.org/donate/> |  @i.c.stars |  @icstarsChicago

 @i.c.stars\_Chicago & @icstarschicago |  @icstarsChicago | [info@icstars.org](mailto:info@icstars.org) | 312-487-2208



## LiftUp

### The Enterprise:

Started in 2018, LiftUp Enterprises is a for profit, MBE certified, social enterprise that takes a holistic approach to create a liveable job that offers: basic benefits, career building opportunities and a fair & engaging workplace.

Liftup Enterprises houses **Do Right Services Company**, which provides commercial cleaning, landscaping, pest management, painting, and custom graphics.

Participants receive training and experience working in the service industry, helping to build their professional skills while being put on a path toward upward mobility.

### Looking for support from donors in the form of:

- Purchasing services: cleaning, landscaping, pest management, painting, and custom graphics.
- Supporting with philanthropic and investment funds

### The Nonprofit:

LiftUp has a partner non-profit within its ecosystem, LiftUp Communities, that provides support services to friends and family of their Do Right employees.



**Do Right Services  
will do \$4M in  
sales in 2023  
providing jobs to  
over 110 employees  
and support for  
over 200 total  
participants.**



### Mission Statement:

Our mission is to create, grow, and scale entities with dignity based management in an effort to accelerate the stability and mobility of low-wage workers.

### Quote from the CEO:

“LiftUp Enterprises is committed to creating jobs and bridging the wealth gap. Our approach focuses on both creating a livable job with basic benefits and providing wraparound services to support the well-being of our employees and accelerate their pursuit in building wealth and stability.”



- Julian Posada, President and CEO, LiftUp Enterprises

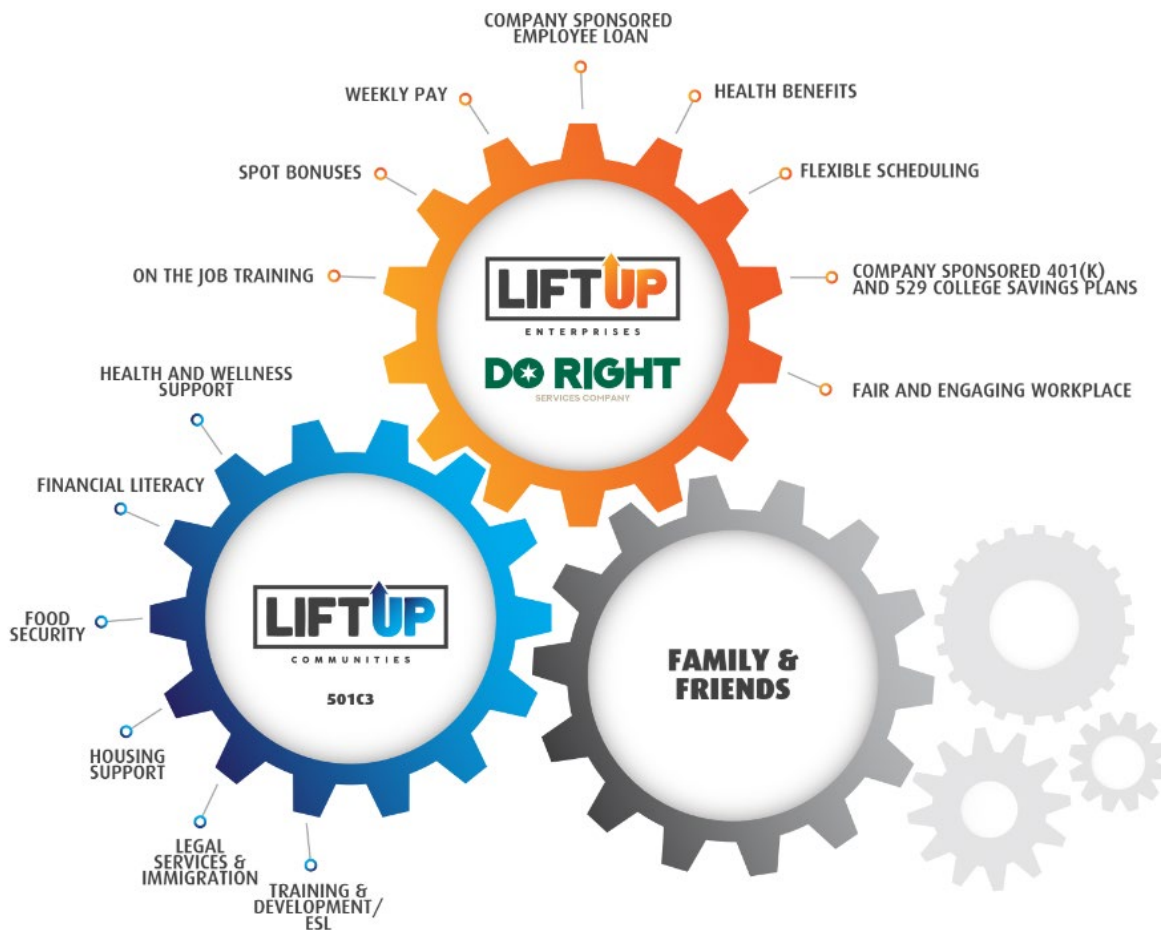
### Participant Story:

One of our employees joined the LiftUp program working as a cleaner for Do Right Services company, making minimum wage. Through support provided by Do Right Services as well as LiftUp Communities, she was provided financial wellness training, legal aid, and English and digital literacy program. With the tools that have given her confidence both professionally and personally she has been promoted into a leadership role in the cleaning at Do Right.

### Customer Review:

“A fantastic organization and mission. Great customer support from beginning to end of the process. The team are really informed and go the extra mile at every stage. I would recommend them unreservedly”

Tom Shea, CEO Adgile Media Group





## Rebuilding Exchange

### The Enterprise:

Rebuilding Exchange (RE) invests in communities by reusing building materials, reducing construction waste, and training, supporting, and connecting people seeking careers in the building trades. They divert millions of pounds of building materials from landfills through two reuse retail stores in Evanston and Chicago and deconstruction services that carefully remove building materials in home renovation projects for reuse. They also sell tickets to woodworking, home repair, and reuse classes.

Rebuilding Exchange is a nonprofit social enterprise, earning 45% of its budget through the sale of building materials, deconstruction services, and classes. The rest is raised through a variety of sources, from government contracts to grants to individual donations.

### Looking for support from donors in the form of:

- Purchasing products and deconstruction services
- Participating in classes and volunteering
- Supporting through philanthropic and investment funds

### The Nonprofit:

RE teaches community members to repair and repurpose building materials through educational workshops and classes, and they also run two paid workforce training programs that provide industry credentials, job readiness and training for building trades apprenticeship programs and careers.

### Mission Statement:

Their vision is to build a community where people and resources are valued and celebrated. Rebuilding Exchange invests in communities by reusing building materials, reducing construction waste, and training, supporting, and connecting people seeking careers in the building trades.

### Just in 2022:

- 4,000 light fixtures saved from landfills – enough to light both the Field Museum and the Art Institute.
- 23,000 square feet of stone and tile were repurposed – enough to cover 30 NBA courts.
- 89% of employment training participants placed into building trades careers.

### Quote from the CEO:

"I've never experienced work as challenging, and as rewarding, as leading an employment social enterprise. We run businesses and provide employment and services to those not served by the traditional workforce. My hope is to grow into a scaled movement that combats poverty, stimulates our economy, and addresses systemic disparities that have excluded so many for so long."



– Aina Gutierrez, Executive Director

### Participant Testimony:

"This social enterprise gave me employment when other places wouldn't, giving me a second chance to get my life straightened out. I enjoy my work because I believe in our mission of keeping waste out of landfills and helping people with barriers find employment. Going home after a hard day's work lets me know that I helped contribute to a good cause."

– Chad L.

### Customer Review:

"I couldn't be more thrilled that my home's bits and pieces will be put to use throughout the city, instead of ending up in a landfill. The team at Rebuilding Exchange was so helpful and knowledgeable, helping all the way through the property appraisal process. Ecologically, socially, even financially, it's a no-brainer."

– Cat D.

Learn more [here](#).



<https://rebuildingexchange.org/donate/> | [in](#) @rebuilding-exchange | [f](#) @rebuildingexchange  
[@rxchicago](#) | Zach Share, Marketing Manager — [Zach@rebuildingexchange.org](mailto:Zach@rebuildingexchange.org)





## Revolution Works

### The Enterprise:

Revolution Workshop's Social Enterprise co-designs custom furniture in collaboration with our residential and commercial customers. You can view their [lookbook here](#).

### Looking for support from donors in the form of:

- Purchasing goods
- Partnering to hire employees after their time in the training program
- Supporting through philanthropic and investment funds

- 100% of our trainees are considered low-income
- More than 90% reside within households making less than \$25,000 per year
- Over half are unstably housed
- More than 75% are on SNAP
- Of those who disclose, more than half have been justice involved

### The Nonprofit:

Revolution Works was founded in 2017 to reduce inequity in Chicago by providing training leading to financial prosperity for residents in underserved communities, and to decrease the acute talent shortage in the construction sector by providing trained workers to skilled-trades employers.

### Mission Statement:

Revolution Workshop/ Social Enterprise builds skills, hope, and resilience in Chicago's underserved communities through construction job training and job creation.

**Revolution Works uses unrestricted funds from private funders and profits from the social enterprise to pay their social enterprise workers. At the end of the year, they break even.**

**Since 2018 they have trained 286 individuals with a graduation rate of 82%, job placement rate of 90%, with average starting wages of \$19.20/hr., and an 85% retention rate at 3 months.**

### Quote from Social Enterprise Manager:

"RW's Social Enterprise was created to provide transitional employment opportunities for our graduates. Some grads will need the 30-60 days to perfect their basic skills as they search for full time employment. Because construction is a seasonal industry, we had over 47 grads work one shift or more in the past year. The SE is there as a financial safety net for our RW grads."



- Joseph Jaeger, RW's Social Enterprise Manager

### Participant Testimony:

"Working at RW's social enterprise has allowed me to pay my bills, stay out of trouble and stay focused. I have also learned new woodworking skills. I enjoy working with wood and making furniture. This program will assist me in the long run to develop my skill set and own my own business. I'm grateful to work in the social enterprise because not many people get this opportunity to get paid and learn new skills."

- Alante Harrison

### Customer Review:

"I am most pleased to share images of the beautiful table designed and created by your team!! It is featured in our property at 11 N. Canal. Our leadership team is immensely impressed."

- Keiana Barrett Chief Diversity & Engagement Officer, Sterling Bay



<https://www.revolutionworkshop.org/give.html#/> | [in](#) @revolution-workshop

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