

Project Overview: Career Pathing Framework

Cara Collective's mission is to build an inclusive economy by developing employment pathways to advance transformative individual and community success.

Background

Cara Collective has three main pillars of their work: individual employment support, two social enterprises, and a systems change community. The heart of Cara's work, individual employment services, includes soft skills training and coaching, job placement, and ongoing support for participants. Job seekers may gain professional skills and experience in one of Cara's social enterprises: Cleanslate, a neighborhood beautification service, or Cara Connects, a mission-driven staffing agency. Finally, Cara Plus partners with organizations that ready talent for the workforce, and employers interested in attracting, hiring, and cultivating exceptional overlooked talent.

Cara has over 100 full-time and over 200 part-time staff. Through conversations with staff, Cara's leadership has identified clarifying career growth opportunities and professional development as a strategic priority. While Cara developed a framework for this in 2021, it needs to be refreshed and further developed. Cara hopes to become a workplace in which every employee knows what they need to do with respect to professional development to reach their next role at Cara and that there is a clear framework to answer the question "What do I need to do to be promoted?" which does not overpromise. Accordingly, Cara seeks volunteer support in developing an updated career pathing framework.

Description

A team of JPMorgan Chase volunteers will assess Cara's career pathing collateral and practices to develop strategic guidance for a refreshed framework. Volunteers should consider best practices, balancing clarity with realistic expectations, and integrating DEI principles.

Milestones

- **Discovery:** Learn about Cara's mission, programs, and strategic goals. Understand Cara's staffing structure, current metrics and criteria for promotion including competency models, and common organizational barriers to promotions.
- **Assessment:** Compare Cara's current promotion benchmarking to peer organizations. Interview select staff across title levels and departments. Compile best practices and begin developing recommendations.
- **Recommendations:** Present strategic guidance for the refreshed career pathing framework. Clearly document recommended changes to the existing framework and how these are informed by best practices and/or stakeholder interviews.

Volunteer Skills Needed

Human Resources, People Strategy, Team Management and Coaching, Staffing Structure Assessment, Change Management

Nonprofit Location: Chicago, IL, all work is done virtually

Timeline

10-12 weeks