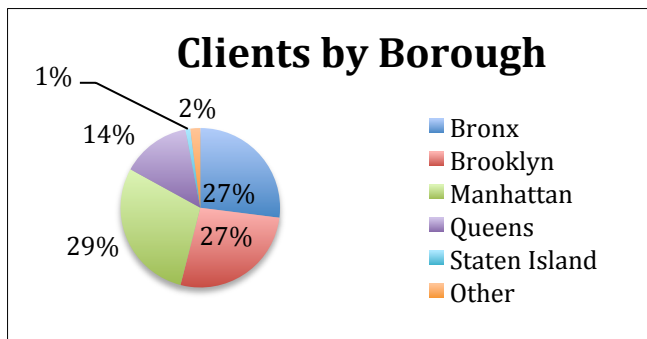
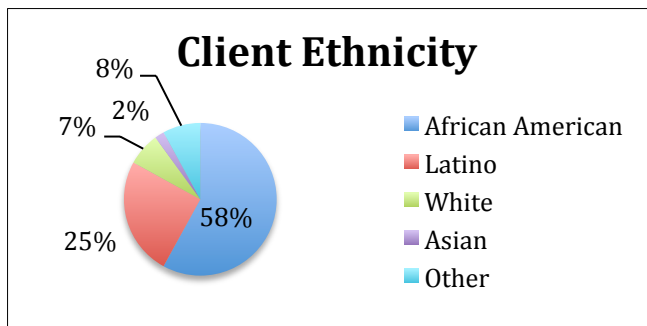


# 2015 Career Gear Impact Statement

Career Gear provides professional attire, workshops, and individual support to assist men looking to enter the workforce in New York City. Since 1999, we have served over 40,000 men.



### Client Demographics

**Unemployed upon Referral:** 73%

**Average Age:** 34

**Have Children:** 45%

**Young Adults:** 33%

**Homeless:** 42%

**Formerly Incarcerated:** 33%

**Veterans:** 7%

Career Gear currently provides three distinct yet congruent programs that address four development categories: Employment, Financial Stability, Parenting, and Life Balance.

**In 2014, Career Gear served 1,168 men from the New York Metropolitan Area**

## Job Readiness Program

Participants are referred to Career Gear via a diverse network of **91 referral partners**. Career Gear's network of partners is mostly comprised of workforce development programs, but includes programs that provide additional services to formerly incarcerated men, young adults, veterans, men in recovery, and men with disabilities.

Upon being referred to our Job Readiness Programs, Career Gear participants receive:

- Pre-interview counseling that identifies strengths, as well as barriers to employment
- Coaching on perception and assertive communication techniques to land jobs
- An entire interview appropriate outfit and image consulting service

## Professional Development Series

A semester-based curriculum of evening educational workshops that foster the following outcomes:

- Employment and/or enrollment in higher education
- Economic self-sufficiency
- An improved quality of life with new attitudes, beliefs and values

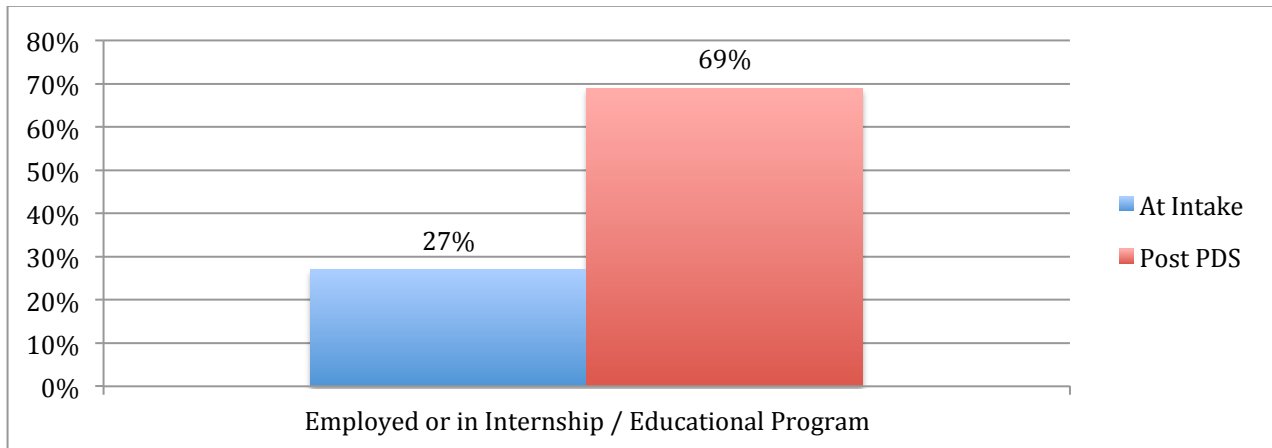
## Mentoring: Advancement, Success, Transition (MAST)

The MAST program addresses the needs of our clients and their families by offering structured, personalized services that provide support and expert advice to help them navigate the everyday barriers and challenges they face.

## Evaluation

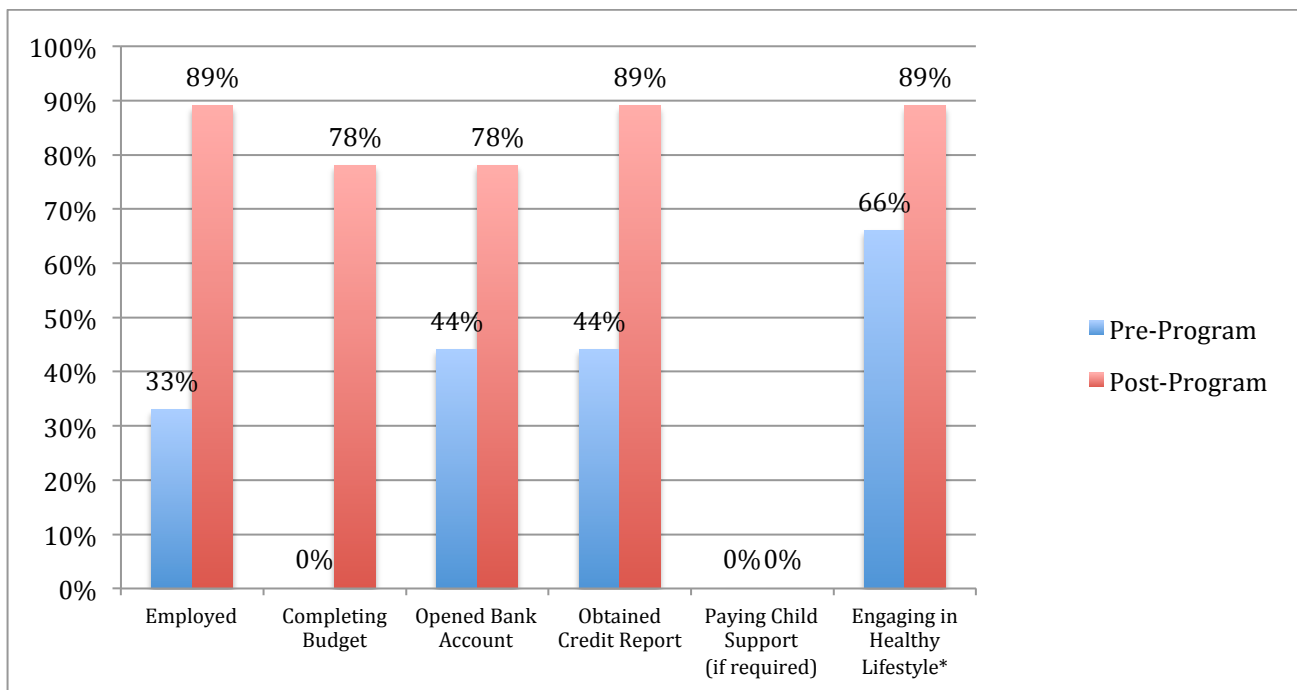
Quality of Life surveys are administered to participants at the initial suiting appointment. For participants who enroll in the Professional Development Series (PDS), Quality of Life surveys are completed after they attend 3 to 4 workshops, 7 to 8 workshops, 12 to 13 workshops, and 16 to 17 workshops.

In addition to the surveys, program staff maintains contact with PDS participants to track their employment status. This additional step ensures that we collect as much data as possible from PDS participants, including the ones that do not attend the workshops required to complete the Quality of Life Surveys.

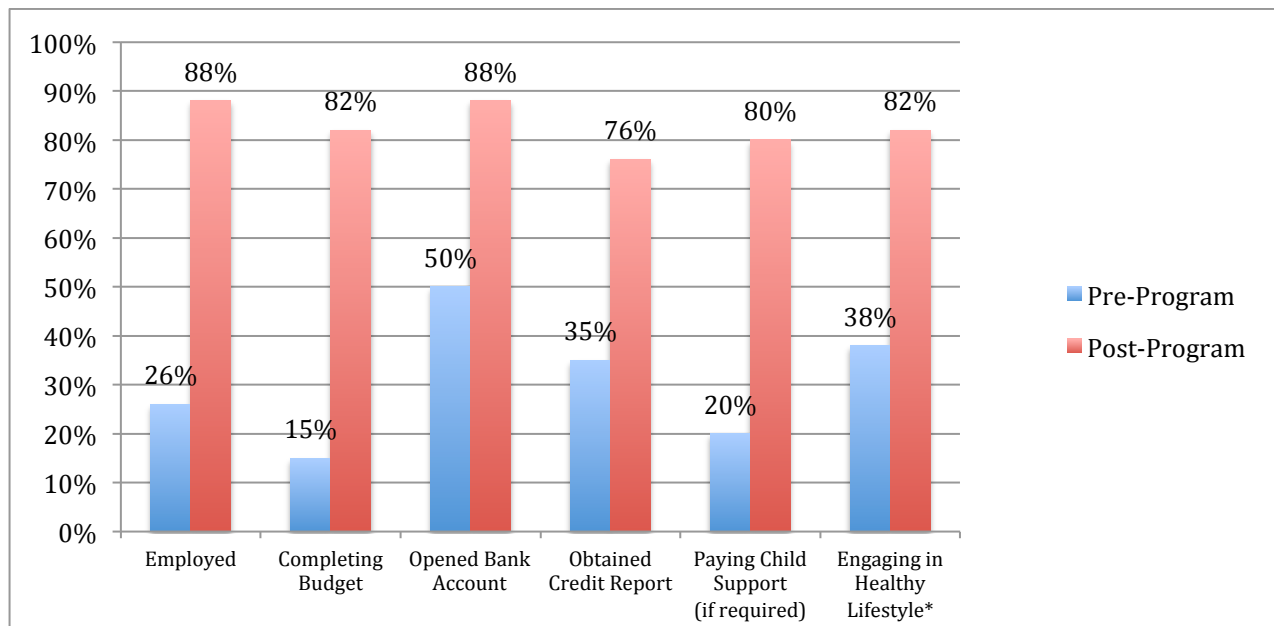


Participants enrolled in the MAST Mentoring Program also complete formal comprehensive assessments and create Individual Service Plans when meeting with program staff.

The following chart represents the progress and accomplishments of all MAST Mentoring Program participants that completed their mentorship in 2014.



The following chart represents the progress and accomplishment of all MAST Mentoring Program participants that completed their mentorship between January 2011 and December 2014.



### What Our Clients are Saying

“Career Gear has made me feel more like a person than I did before I came here. I am very grateful for all of their help.”

“Career Gear has helped my self-esteem to grow. Staff and fellow clients make me feel good about myself and are really welcoming. This is a great program.”

“The one program that really cares and assists those that are striving to better themselves. Words cannot express the heartfelt gratitude I have for Career Gear.”

“Career Gear made me feel like there are more opportunities to partake in no matter the situation.”

“Career Gear has given me a lot of valuable information. The clothing that was given to me really helped my self-esteem.”

“Career Gear helps to me to learn new information or enhance what I already know”.