

# REDF

An investment that works.

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# Chrysalis

[www.changelives.org](http://www.changelives.org) | Los Angeles, Pacoima, and Santa Monica, CA

## At a Glance

### Mission

Chrysalis is dedicated to creating a pathway to self-sufficiency for people who are homeless and low-income by providing the resources and support needed to find and retain employment. Chrysalis' philosophy is that a steady job is the single most important step in a person's transition out of poverty and onto a pathway to long-term self-sufficiency. Chrysalis provides the tools and support necessary for clients to succeed in the job market for the rest of their lives.

### Social Enterprise

Established in 1991, **Chrysalis Enterprises** provides a transitional jobs program for clients who face the greatest barriers to employment. With Chrysalis Enterprises, clients have the opportunity to gain real-world skills, build confidence, and develop the experience needed to find and retain long-term employment.

### Track Record

Since 1984, Chrysalis has served more than **58,000** low-income and homeless individuals, changing lives through jobs. In 2016 alone, **724** of their clients worked transitional jobs.

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**REDF**

## Portfolio Partner Profile



**Founded:** 1984

**Locations:** Los Angeles, Pacoima, and Santa Monica, CA

### Social Enterprises:

Chrysalis Enterprises, Works (street cleaning), and Staffing (staffing services)

### Target Population:

People who face barriers to employment, including those with low incomes and a history of homelessness

**Joined REDF Portfolio:** 2011

**# Employed Since 1984:**  
58,000

## REDF Investment & Advisory Services

REDF's **\$2m** of capital investment and advisory services have helped Chrysalis strengthen and grow its social enterprises, increase the number of jobs created, and improve the lives of more people.

### Highlights of this partnership include:

- Created and helped institute a new program design, including specific term limits for Chrysalis Works and a more clearly defined employee flow model between Chrysalis Works and Staffing;
- Conducted a feasibility analysis leading to the launch of the new business line Chrysalis Roads, a litter abatement business that services highways throughout LA County;
- Devised and launched the Personal Employment Plan (PEP) assessment, a data-driven tool that allows Chrysalis to gauge and standardize client job readiness; and
- Facilitated Chrysalis' participation in LA:RISE (Los Angeles Regional Initiative for Social Enterprise), an innovative partnership uniting the city's Workforce Development System with nonprofit social enterprises and for-profit employers to improve outcomes for people striving to overcome barriers to employment.

## An Investment That Works

SINCE JOINING REDF'S PORTFOLIO IN 2011:

**1.6k**  
PEOPLE EMPLOYED

IN THE PAST YEAR, CHRYSALIS EMPLOYEES HAVE WORKED:

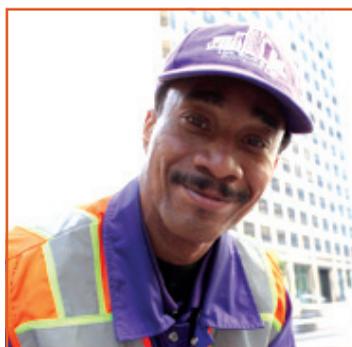
**186k+** HOURS  
AND EARNED  
**\$4.7m** IN WAGES

WITH REDF'S SUPPORT, CHRYSALIS IS ON TRACK TO EMPLOY:

**1.3k**  
MORE PEOPLE BY 2020

## Personal Success Story

### Dignity Renewed



Harlan was serving in the U.S. Navy when drugs became a part of his life. He had served almost six years when addiction caused everything to spiral out of control, and he spent time in jail. When he was paroled to a transitional living home in Los Angeles, he found Chrysalis and a new path. "Chrysalis is a blessing," says Harlan. He describes Chrysalis as a place dedicated to uplifting people and providing the opportunities for a better life. He gained experience that helped him secure another job with a company that maintains parking lots and structures in Los Angeles. "I am so grateful to have been given responsibility and to be trusted," he says. Working with Chrysalis renewed his sense of dignity in a way that only a job can.



**Chrysalis clients are prepared to interview and prepared to work. They go above and beyond.**

— Bentley Coplin, Director of Community Impact & Culture, The Giving Keys