CLIMB Wyoming, a non-profit organization, trains and places low-income single mothers in careers that successfully support their families. For more than 25 years, CLIMB Wyoming has provided participants with employer-driven job training and placement, life skills and parenting training, counseling, and the support necessary to ensure self-sufficiency and economic security.
Dear Friends,

CLIMB Wyoming is delighted to share its 2012 Progress Report with you. Now in its 26th year of operation, more than 1,500 women have participated in its programs which extend to six areas across Wyoming.

At CLIMB, success isn’t just about getting jobs. It’s about transforming lives. A combination of services — job training, mental health, parenting and relationship skills-building, connections with community resources and employers, and strong employment opportunities — create the most success and set us apart from all other training programs. As our outcomes in this report attest, CLIMB Wyoming works. In fact, it has been recognized nationally as a best-practice model.

The work is challenging and we can’t do it alone. We gratefully acknowledge and thank the businesses, training partners, private donors, foundations and government entities that assist and support us.

Most of all, we honor and celebrate the single mothers and families with whom we work. Their strength and commitment to change their lives means they are changing Wyoming, one family at a time.

We welcome this opportunity to share their success with you.

- Dr. Ray Fleming Dinneen
Founder & Executive Director
These statistics tie directly to CLIMB Wyoming’s mission. To address them, CLIMB works to help families find economic security and provide them the tools to succeed for generations to come.

Nearly one in three Wyoming children raised in single-parent families are living in poverty.

- National Kids Count Program, 2010

In Wyoming, one in four children lives in a family where no parent has full-time year-round employment.

- U.S. Census Bureau American Community Survey, 2010

In the U.S., 73% of children raised in households that are economically self-sufficient are self-sufficient as adults.

- The Pew Charitable Trusts Pursuing the American Dream, 2012
The impact will be felt for generations

More than 1,500 women have participated in CLIMB, positively impacting the lives of thousands of children.

Graduation Rate

CLIMB Program Graduation Rate

88% of single mothers who enter a CLIMB program successfully graduate.

Employment Rate

Employment Rate Before & After CLIMB

CLIMB’s comprehensive training model and strong partnerships with local employers ensure graduates successfully transition into higher-paying careers.

PERCENTAGE EMPLOYED

<table>
<thead>
<tr>
<th>% OF PARTICIPANTS</th>
<th>At Intake</th>
<th>12 Months Post-Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>46%</td>
<td>79%</td>
<td></td>
</tr>
</tbody>
</table>
**Wage Income**

Monthly Wage Income Before & After CLIMB

This includes non-traditional careers such as short haul truck driving, heavy equipment operation, construction and welding as well as office, technology and health care careers.

<table>
<thead>
<tr>
<th>At Intake</th>
<th>24 Months Post-Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,024</td>
<td>$2,460</td>
</tr>
</tbody>
</table>

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**Food Stamps**

Percentage on Food Stamps Before & After CLIMB

With higher-paying jobs, CLIMB graduates are able to transition off food stamp assistance.

<table>
<thead>
<tr>
<th>At Intake</th>
<th>24 Months Post-Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>48%</td>
<td>31%</td>
</tr>
</tbody>
</table>

---

**Public Health Care**

Percentage on Public Health Care Before & After CLIMB

CLIMB graduates can move from public health care assistance to private coverage.

<table>
<thead>
<tr>
<th>At Intake</th>
<th>24 Months Post-Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>33%</td>
<td>11%</td>
</tr>
</tbody>
</table>
Khara graduated from CLIMB Wyoming’s Casper program in 2012. Before joining the program, she worked part-time as a server and struggled with addiction. She and her children received food stamps to assist in making ends meet.

Today, Khara works full-time as a welder in Casper. When her training with CLIMB ended on a Friday this past March, Khara interviewed for the job the following Monday and started work the same day. She is saving to buy a house, has started college funds for her children and is working to obtain a Machine Operator Certificate.

Khara has changed her life and is looking forward to the future.

“Before CLIMB, I felt like a victim of circumstance. I didn’t have a goal or direction in my life. Now I have goals and a direction, and believe I have what it takes to accomplish whatever I want. I have the ability to make decisions that will be best for my family’s future.”

- Khara, Casper CLIMB graduate
“Hiring CLIMB Wyoming graduates is our company’s first choice. They are mature, motivated and responsible - traits which are sorely lacking in today’s workforce beginners. We view them as a permanent, long-term investment in our company’s future. I regard CLIMB Wyoming as the single most beneficial program in the state.”

- Tony Woodward, CEO, Woodward Machine Corp.

Khara’s employer

Khara

Age: 33
Number of Children: 2
Hourly Wage Before CLIMB: $7.25/hour
(10 hours/week as a server in a restaurant)
Hourly Wage After CLIMB: $16.00/hour with benefits
(Full-time as a welder)

Amount Invested by CLIMB: $16,359
This amount includes ten weeks of certified welding training, life skills and parenting training, group and individual mental health counseling, work tools and clothing, program staff, facility, utilities and program recruitment costs.

Increase in Annual Wages: $29,510
Return on Investment, Year One: 1.8 to 1
Increase in Lifetime Wages: $944,320
Return on Investment over Lifetime: 57.7 to 1
This conservative estimate does not include pay increases and assumes retirement at age 65.
Jenny graduated from CLIMB Wyoming’s SWEETWATER AREA program.

Number of Children: 1
Wage Before CLIMB: Unemployed
Wage After CLIMB: $15.25/hour with benefits
Occupation: Delivery Driver

“To do better in anything, you have to believe you’re worth it. CLIMB helped me do just that. I don’t have to stay in bad situations anymore and I have a job that is the perfect fit for me. I am doing what I want to do.”

- Jenny, Sweetwater Area CLIMB graduate
CLIMB understands our company’s goals and culture and offers us the opportunity to hire well-trained employees from our community who, without CLIMB, we may never have found. The women we’ve hired are committed and possess the fortitude to see a job through. Their CLIMB training, combined with life experience, makes them valued employees and we feel fortunate to work with them.”

- Troy Seilbach, John Bunning Transfer Company, Inc. Sweetwater Area employer

Sweetwater Area AT A GLANCE

Established: 2007
Families Served: 101
Job Trainings: Short Haul Truck Driving and Health Care Careers
Average Monthly Wage Pre-Program: $1,110
Average Monthly Wage Post-Program: $3,260
Kayla graduated from CLIMB Wyoming’s GILLETTE program.

Number of Children: 2

Wage Before CLIMB: $10,264/year without benefits

Wage After CLIMB: $23,774/year with benefits

Occupation: Certified Nursing Assistant

“The secret of success in life is to be ready for opportunity when it comes. The CLIMB Wyoming program was my opportunity to help better my life and my children’s lives.”

- Kayla, Gillette CLIMB graduate
“We partner with CLIMB because they offer an opportunity to affordably recruit and train staff from the community, who are likely to stay in the community. We get qualified people who have been comprehensively trained, which increases the likelihood for long term success. CLIMB is the only program that offers this type of workforce resource.”

- Robert Morasko, CEO, Campbell County Memorial Hospital

Kayla’s employer

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- Peter Edis, Director of Behavioral Health Services

Campbell County Memorial Hospital

“Kayla has become a valuable member of our team. She is hard working, dependable and shows initiative.”

- Peter Edis, Director of Behavioral Health Services

Campbell County Memorial Hospital

**Gillette AT A GLANCE**

- **Established:** 2004
- **Families Served:** 176
- **Job Trainings:** Short Haul Truck Driving, Heavy Equipment Operation and Health Care Careers

**Average Monthly Wage Pre-Program:** $1,158

**Average Monthly Wage Post-Program:** $3,232
Motivated to succeed

Crystal graduated from CLIMB Wyoming’s LARAMIE program.
Number of Children: 1
Wage Before CLIMB: Unemployed
Wage After CLIMB: $13.76/hour with benefits
Occupation: Office Manager

“Before CLIMB, life was such a struggle. Now I have a savings account and a college fund for my daughter. I have the ability to do exciting things with my daughter without having to miss bills. I am confident and will speak up for myself at work and in my personal life. I am devoted to my job and it feels so good to know that I am a part of something larger. I see myself growing in this job for a long time.”

- Crystal, Laramie CLIMB graduate
The Community Foundation had a responsibility and an obligation to practice what we preach as a non-profit. Crystal has been here over a year and we know that we can rely on her to stay in this key role for the long haul. This is a win-win opportunity: we get an incredibly skilled, long-term employee, and Crystal and her daughter get an opportunity for a career and better life.

- Craig Showalter
President & CEO, Wyoming Community Foundation
Crystal’s employer
Dessa graduated from CLIMB Wyoming’s TETON AREA program.

Number of Children: 2

Wage Before CLIMB: Unemployed

Wage After CLIMB: $14.00/hour

Occupation: Administrative Assistant

“Before CLIMB, I felt stuck. I couldn’t pay bills and spent my time bracing for the negative. I went to CLIMB because I wanted to do better for myself and my family. For the first time in a long time, I felt like I was taking steps forward instead of standing still. Now, because of CLIMB, I have a great job and I feel confident to present myself as a working mother. I am paying bills and saving to get our own place. I don’t feel stuck anymore and I remember what it’s like to dream again.”

- Dessa, Teton Area CLIMB graduate
“Working with Dessa and CLIMB has been an extremely rewarding experience. In addition to hiring a great new employee, we feel good that we’ve been part of empowering a capable single mother to realize her potential. It’s evident from our experience with Dessa and the CLIMB program that the women who get into the program have the drive and desire that helps them become successful in the workplace.”

- Alisha Strobel
Senior Project Manager, PRES Associates
Dessa’s employer

Teton Area AT A GLANCE

Established: 2004
Families Served: 134
Job Trainings: Office and Technology Careers
Average Monthly Wage Pre-Program: $940
Average Monthly Wage Post-Program: $2,272
Changing the cycle

**Dannie** graduated from CLIMB Wyoming’s CASPER program.

Number of Children: 2

Wage Before CLIMB: $9.00/hour, part-time

Wage After CLIMB: $12.45/hour, full-time

Occupation: **Certified Nursing Assistant**

“The CLIMB program gave me tools to talk to my kids and to become a better parent. I wanted them to have a better childhood than I did, and CLIMB helped me do that. I have greater self confidence and I know I am important. I can take care of myself and my family.”

- Dannie, Casper CLIMB graduate
“CLIMB does an incredible job of training the women it serves. The employee we hired from CLIMB has quickly become an invaluable part of our office. It’s clear from her attitude, skills and professionalism that she is invested in bettering her life and the lives of those around her; I can’t think of better qualities for an employee to have. This office will always support CLIMB and its mission.”

- Alaina Stedillie, Rothgerber Johnson & Lyons LLP
Casper employer

Casper AT A GLANCE

Established: 2004
Families Served: 292
Job Trainings: Welding, Short Haul Truck Driving, Office and Health Care Careers
Average Monthly Wage Pre-Program: $1,076
Average Monthly Wage Post-Program: $2,419
Rachel graduated from CLIMB Wyoming’s CHEYENNE program.

Number of Children: 3

Wage Before CLIMB: $7.65/hour without benefits

Wage After CLIMB: $13.00/hour with benefits

Occupation: Fire Watch /Welder

“A journey of a thousand miles begins with the first step. I took my first step to walk through the CLIMB door and ask for help and now I’m on my journey to a new life.”

- Rachel, Cheyenne CLIMB graduate
It was great to give the CLIMB welding graduates an opportunity with CH Yarber. We hired two women from the recent welding program. They have used their skills and abilities and have shown these men what they are made of. This is not an easy job and they aren’t afraid to get their hands dirty.

Rachel is a great employee; she works hard, makes goals, and strives to keep learning, which is crucial in this environment. She fits in well with our team and is always willing to take on other jobs in the shop that need to be completed. We are very pleased to have Rachel as part of the crew and we look forward to seeing her continued success in life.

- Blake Wilson, President, CH Yarber
Rachel’s employer

Cheyenne AT A GLANCE

Established: 1986
Families Served: 655
Job Trainings: Welding, Short Haul Truck Driving, Office Careers, Construction Trades, Health Care Careers
Average Monthly Wage Pre-Program: $968
Average Monthly Wage Post-Program: $2,025
The uniquely comprehensive CLIMB program model was developed in 1986 to help move single mothers out of poverty - permanently. To date, the program has helped more than 1,500 families reach self-sufficiency, the effects of which will be felt for generations to come. To meet Wyoming’s workforce needs, the CLIMB programs help women enter a variety of occupations: construction and energy, health care, truck driving, office careers and more.

The basis of the model is a job training and placement program, but there is more to permanent life change than finding a job. Other skills are needed - skills that ensure successful relationships on the job and in the home. Core to the CLIMB model are mental health services, life skills training and parenting skills training which address personal barriers that have impeded success in the past.

**THE CLIMB Model**

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**Phase ONE**

**PROGRAM RESEARCH AND PLANNING**

Each community’s workforce needs are different, and we thoroughly research occupations to determine which job fields are in-demand before each program. CLIMB evaluates growing industries so that we can quickly respond to changes in the employment landscape.

**Phase TWO**

**PARTICIPANT RECRUITMENT**

Not all single mothers are ready to commit to the CLIMB program. CLIMB meets and personally interviews all candidates individually during the application process. It must be the right time in a mom’s life to enter such a comprehensive program to set her up for success and self-sufficiency.

**Phase THREE**

**COMPREHENSIVE TRAINING**

This intensive portion of the CLIMB model includes extensive job training, group and individual counseling, and parenting and life skills training.

**Phase FOUR**

**JOB PLACEMENT**

Near the end of the program, participants are placed in higher-paying jobs that match their interests and skill level, giving them hands-on work experience.

**Phase FIVE**

**ONGOING SUPPORT**

To track progress and offer ongoing support, CLIMB reaches out to graduates and regularly responds to their needs long after program completion.
THE Investors WHO MAKE IT ALL Possible
Grant awards, monetary gifts and in-kind donations
Fiscal Year October 2011 - September 2012

#1 Properties
Carolyn & Rollin Abernethy
AC Mechanical, Inc.
Donna & Ted Adams
AES Wind Generation
Penne & Scott Ainsworth
Albany County
Albany Insurance Agency
Alder Watershed
Consulting LLC/Maddy & Brian Remlinger
ALIGN
Ryan Allen
Ameriprise Financial, Inc./Dixie Roberts
Ara & Jim Anderson
Nicky & Leif Anderson
William Anderson
Suzanne Anderson
Laurie Andrews
Carol Andrews Coxhead & Peter Coxhead
Vicki & Charles Atwater
Connie & Larry Atwell
Mamiam Azin
Anne & Steve Ashley
Tanya Ask
AT&T
Attitudes PLUS/Jan Felton
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Mamiam Azin
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Jane Broyles
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Joyce & Dan Butler
Cheyenne Women's Clinic, PC
City of Cheyenne
Joan & Joe Cioffi
Lori Clark-Erickson & Chris Erickson
Kristan Clarke & Curt Clauson

“We choose to invest in CLIMB Wyoming because engaging frontline employees from our community is essential to our health improvement activities. CRMC has seen the benefit of our investment in the human capital provided by CLIMB and we look forward to a positive and long-term relationship with the organization.”
- John Lucas, MD, MPH, CEO
Cheyenne Regional Medical Center

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Stacy & Rob Caesar
Lorie Cahn & Doug Brown
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Campbell County
Campbell County
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Mary Carroll
Peggy Carter
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Karen & Jim Coleman
Collection Center, Inc.
Collins Backhoe & Water Service/Betty & George Collins
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Cheyenne
Community Foundation of Jackson Hole
Cathy Connolly
Katharine Conover & Tim Rieser
Cory Corporation
Mike & Helen Cottingham
Susan Cowger
Cassie & Fred Cowsert
Diane & Curt Cox
Carlene Crall
“We invest in CLIMB Wyoming because they empower women to take charge of all aspects of their lives and to model success for their children. It requires boldness and commitment that is generation-changing.”

- Mary Ellbogen Garland

John P. Ellbogen Foundation
We invest in CLIMB Wyoming because our economy accelerates when smart, diligent people gain skills to enter the workforce—CLIMB graduates are growing Wyoming’s economic engine, from which we all directly benefit. And we invest in CLIMB Wyoming because these women are our neighbors. We want to live in a place where everyone can thrive.”
- Ted and Laura Ladd
“We support CLIMB Wyoming because it puts into action individual and social values that are critical to the well-being of our community. It serves women by providing the assistance needed to grow into self-supporting and competent parents who embody ambition, individual responsibility and citizenship. It demands that the participants ‘climb’ out of past attitudes and fears into confidence, job skills and a new life.”

- Kate Sarosy and Scott Sissman
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Zonta Club of Cheyenne
Zonta Club of Laramie

“We choose to invest in CLIMB Wyoming because it says a lot about the kind of community we want to be.”
- Patty and Larry Walters

In partnership with the Wyoming Departments of Family Services and Workforce Services.

The INVESTORS
For more information about becoming a business partner, program participant or investor, Contact CLIMB’s Home Office

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Cheyenne, WY 82001
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info@climbwyoming.org

www.climbwyoming.org

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