CLIMB Wyoming is a non-profit organization that trains and places low-income single mothers in careers that successfully support their families.

www.climbwyoming.org
Dear Friends,

Although CLIMB’s mission is to prepare single mothers in poverty for success in the workplace, I couldn’t help notice a consistent theme in the graduate stories we are sharing with you this year: CLIMB participants finding their voice.

To summarize CLIMB Wyoming as a job training program is to miss the essential elements of our long term success in transitioning struggling families out of poverty. Our comprehensive and therapeutic approach creates a supportive environment to help address the unique barriers of each of our participants. They develop confidence. They learn how to manage conflict at work and in life. They gain new awareness about their roles as parents. And they understand that no matter their history, they are empowered to reach their goals and that their voice is powerful.

Your voice is also present through your support. Single mothers across Wyoming are experiencing the pride that comes from financial independence, the dignity of transitioning off of state assistance and the joy of seeing their children thrive. You make this transformation possible and we continue to rely on your investment to provide our program across Wyoming.

On behalf of the CLIMB Wyoming Board of Directors, staff and our participants, we wish to thank each and every one of you for your interest in providing opportunities for Wyoming’s most vulnerable families.

With Gratitude,

Ray Fleming Dinneen, Psy. D.
THE NEED, OUR APPROACH AND IMPACT

CLIMB Wyoming is not only a job training program. We are a catalyst for self-sufficiency, providing single mothers in Wyoming the opportunity to change their lives. Since inception in 1986, our thorough, well-researched approach combined with our comprehensive program model has created a successful avenue to financial independence for families in deep poverty.

2 Population Reference Bureau
3 KIDS COUNT Data Center/Annie E. Casey Foundation
4 US Census Bureau 2012
Therapeutic Program Approach: Meaningful relationships and a nurturing learning environment drive positive change.
Jessica

Number of Children: 2
Wage Before CLIMB: $6,825/year
Part-time Food Service
Current Occupation: Certified Nursing Assistant
Central Wyoming Hospice & Transitions Program
Wage After CLIMB: $23,920

“The best part about CLIMB for me was learning how to stand up as a person instead of staying in the shadows.” — Jessica

Jessica completed a CLIMB CNA training in 2010.

“It was hard to find a job that would support me and my two boys without having finished school. I wanted the job training when I started the CLIMB program—I didn’t think I needed help with anything else. I learned so much about myself, I learned how to trust the other women and how to let people in. I learned how to be more confident in everything and how to be assertive to get my needs met.

I moved from traditional CNA work into hospice because I love helping people in the last part of their life, and helping their families through the transition. I’m really involved in their lives and creating a caring and comfortable environment.

I am working toward my LPN at Casper College. My two sons and I just moved into a new house—no one has ever lived in it before. My boys are doing great. Before CLIMB I was always stressed out trying to make ends meet. Now I am more patient and able to engage with them more.”

“The best part about CLIMB for me was learning how to stand up as a person instead of staying in the shadows.”

— Jessica

“Finding quality healthcare staff is incredibly challenging—there is a huge shortage of healthcare workers. Anytime we can help someone in our community better themselves and at the same time have us as an agency benefit is a great thing—it is rewarding to give these moms an opportunity. How often do you get a motivated, well-trained employee that comes with a coach and mentor? That is exactly what you get with CLIMB Wyoming. We have the support of the team at CLIMB.” — Marilyn Connor, Executive Director
Central Wyoming Hospice & Transitions Program

Casper

AT A GLANCE
Established: 2004
Average participants/year: 50
Number of moms served: 362
Number of children served: 652
Average monthly wage pre-program: $1,079
Average monthly wage post-program: $2,528
Jamie completed the CLIMB program in 2010 with training in medical record keeping.

“The CLIMB program was so empowering. I was able to serve as an inspiration for the other participants and be inspired by them. The staff made it so comfortable to share our struggles and learn about ourselves. We helped each other come out of our shells. We set goals and I have checked off every one. I completed nursing school. I am a homeowner and off state assistance—I have so much pride in being able to support myself. My new goal is to return to school next year to complete my bachelor’s degree.

Now I am an ICU nurse at the VA Hospital. I am supporting myself and my two sons, Riley and Kyler. Riley is 8 and so proud of me. He loves our new home and knows how hard I worked to get us to a better place.”

“Before CLIMB I was worried about getting through one day at a time. I never thought about my future goals.” — Jamie

Jamie

Number of Children: 2
Wage Before CLIMB: Unemployed
Current Occupation: Intensive Care Unit Nurse
Cheyenne VA Medical Center Home
Wage After CLIMB: $56,160

Cheyenne AT A GLANCE
Established: 1986
Average participants/year: 50
Number of moms served: 745*
Number of children served: 841**
Average monthly wage pre-program: $984
Average monthly wage post-program: $2,037

*since 1986   **since 2004
Workforce research is a key component of the CLIMB program model. CLIMB staff consistently communicate with local industries, employers and business organizations to determine employer needs. Our established trainings include CDL/Short-haul truck driving, Certified Nursing Assistant, Inventory Technician, Welding, Health Information Technology, Office Careers, Quickbooks™ and Medical Coding.

Over the past year, industry research and workforce demand has led to the creation of two new career trainings at CLIMB:

Certified Medical Assistant Training
Population growth and aging baby boomers are two of the trends influencing the recent expansion of medical facilities in Casper. Currently Casper has two hospitals with a third under construction, and dozens of specialty clinics and facilities. Recognizing the opportunity for CLIMB participants, CLIMB created a new Certified Medical Assistant (CMA) training in partnership with Casper College. The CMA CLIMB program will prepare participants to perform patient, clinical and administrative tasks in a variety of medical office settings, and trains on procedures including administering medications, assisting with minor surgery, performing an EKG, basic laboratory skills and maintaining medical equipment.

Professional Workflow Specialist Training
Launched in the winter of 2013 in Cheyenne, the Professional Workflow Specialist training was developed in response to trends in office management, and employers looking to hire staff with critical thinking and problem solving expertise. Building upon our existing Office Careers training, CLIMB partnered with Laramie County Community College to develop the Professional Workflow Specialist training which includes project management, critical thinking, problem solving, databases and using cloud technology for document sharing.

Top Occupations with the Highest Projected Net Growth Across All Industries, 2012-2022:

<table>
<thead>
<tr>
<th>OCCUPATION</th>
<th>PROJECTED INCREASE BY 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Care Aides</td>
<td>38%</td>
</tr>
<tr>
<td>Warehouse &amp; Storage Industry</td>
<td>20%</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>16%</td>
</tr>
<tr>
<td>Heavy &amp; Tractor-Trailer Truck Drivers</td>
<td>12%</td>
</tr>
</tbody>
</table>

(from the Department of Workforce Services)
EMPLOYER PARTNERS

**Casper**
- All About Family
- Big K Services
- Brake Supply Co.
- Halliburton
- Hunting Energy Services
- Hunting Titan
- IBC Construction
- Kustom Koncepts
- Life Care Center
- Poplar Living Center
- Shepherd of the Valley
- Woodward Machine Corporation
- Wyoming Medical Center

**Cheyenne**
- 4 Quarters Excavation
- Arrow Stage Lines
- Aspen Wind Assisted Living
- BioLife Plasma Services
- Cheyenne Eye Clinic
- Cheyenne Regional Medical Center
- Cheyenne Urological
- Croell Ready Mix
- Delta Dental of Wyoming
- Employee On-Boarding Specialties
- Faith Financial LLC
- Healthworks
- Lowe’s Distribution Center
- Magic City Enterprises
- ECO Recycling
- RAM Trucking, Inc.
- Sierra Hills Assisted Living
- Sierra Trading Post
- Tarpon Energy
- Tom Seagrave State Farm
- Insurance Agent
- Uplift
- Walmart Distribution Center
- Warren Federal Credit Union
- Wyoming Institute of Population Health

**Gillette**
- Admiral Beverage Corporation
- Animal Medical Center
- Campbell County Memorial Hospital
- Igo Oil & Gas Services
- Kissack Water and Oil Service
- Pete Lien & Sons
- Primrose Retirement Community
- Tisdale Creek Ranch, Inc.
- Solving Tech

**Laramie**
- Albany County Treasurer
- Albany Eye Care
- AlSCO, Inc.
- Care United Urgent Care of Laramie
- City of Laramie
- HI-Viz Shooting Systems
- Seasons Psychiatric Clinic
- Snowy Range Vet Clinic
- University of Wyoming, Admissions
- University of Wyoming, Chemical and Petroleum Engineering
- University of Wyoming, Department of Human Resources
- WEST, Inc.

**Sweetwater Area**
- Anadarko
- Red Desert InstaCare
- Talco Trucking
- Teton Distributors
- Western Wyoming Beverage

**Teton Area**
- Bank of Jackson Hole
- Blue Spruce Cleaners
- Core Pilates
- Jenkins Lumber
- Summit Insurance Services
- Teton County Parks and Recreation
- Wild Flour Bakery
- Yellow Iron Excavating

*new training programs*
Brittany completed CDL training at CLIMB in early 2014.

“Before CLIMB I was struggling to make ends meet and pay my bills. I knew a few women who went through the CLIMB program and they encouraged me to do it. I was excited to get my CDL license and have a job with some physical activity involved. It was eye opening to be in CLIMB with other women and hear what they had gone through—it gave me perspective. I am still in touch with several of the other participants from my CLIMB program. Through life skills classes, CLIMB taught me how to handle tough situations—how to handle stress in the workplace, and how to communicate effectively. The group and individual counseling was really helpful—knowing that there was someone who you could trust and who you could tell anything. Today I am in a job where I do something different every day and I work with great people. I am working on buying a new house. I have two sons and I am able to spend more time with them, taking them on vacations and doing fun activities outside like swimming. It makes me happy to see my kids happy!”

“I have two sons and I am able to spend more time with them, taking them on vacations and doing fun activities outside like swimming. It makes me happy to see my kids happy!” — Brittany

Brittany

Number of Children: 2
Wage Before CLIMB: Unemployed
Current Occupation: Driver and Warehouse Technician
Wage After CLIMB: $49,400

Gillette AT A GLANCE

Established: 2004
Average participants/year: 20
Number of moms served: 216
Number of children served: 462
Average monthly wage pre-program: $1,172
Average monthly wage post-program: $3,245
Alyssa completed a CLIMB QuickBooks™/Office Careers program in 2013.

“I was in a job where I was struggling to make ends meet and the schedule was inconsistent and included evening shifts. My mom encouraged me to go check out the CLIMB program and I am so excited that I did. I was expecting just job training, but having parenting and budgeting classes was so helpful. I understand my son Fabian’s developmental stages and I learned how to listen to him. He is more willing to communicate with me and his behavior in school has improved. Fabian has never seemed so happy!

I have been in my current job for a few years and had a couple of raises. I got this job on my own after the job placement phase of CLIMB. They prepared me with an understanding of how to be professional and set boundaries at work, how to dress and how to interview.

I keep in touch with many of the other moms from my group at CLIMB and I keep in touch with CLIMB staff. Before I went through CLIMB I felt like I was the only one going through the struggles I had—I found nine other women who could relate to me. Not only did I get a job, I got a support group too.”

“I felt like I was the only one going through struggles. Not only did I get a job, I got a support group too.” — Alyssa

Alyssa

- **Number of Children:** 1
- **Wage Before CLIMB:** $18,720/year
  - Youth Worker
- **Current Occupation:** Office/Accounting Clerk
  - GW Mechanical
- **Wage After CLIMB:** $27,040

---

**Laramie AT A GLANCE**

- **Established:** 2004
- **Number of moms served:** 206
- **Average monthly wage pre-program:** $978
- **Average participants/year:** 20
- **Number of children served:** 356
- **Average monthly wage post-program:** $1,773
RETURN ON INVESTMENT

BEFORE CLIMB

Annual Wage: $4,020/year, Part-time Retail
Food Stamp Assistance: $376/month
Child Care Assistance: $426/month

CLIMB WYOMING’S INVESTMENT IN ARTESIA

- Workforce Research $2,500
- Recruitment $460
- Health IT Tuition $1,200
- Work Clothing $169
- Individual and Group Counseling $922
- Job Skills $4,200
- Life Skills $2,750
- Assistance with Living Expenses $1,075
- Parenting Skills $110
- Job Placement $3,580

TOTAL $16,966

RETURN ON INVESTMENT/AFTER CLIMB

Annual Wage: $35,651/year
Employer: Cheyenne Regional Medical Center
Institute of Population Health

Increase in Annual Wage: $31,631
SAVINGS TO STATE OF WYOMING: $9,624/year
RETURN ON INVESTMENT, YEAR ONE: 1.86 to 1
RETURN ON INVESTMENT, LIFETIME: 72.71 to 1

Without CLIMB I would still be working two jobs and barely seeing my daughter. Now I have one job and benefits.”

Artesia
26 Years Old • One Daughter Age 5
Completed Health Information Technology training in Cheyenne in 2013.

“I am still using the skills that I learned in the CLIMB program both at my job and in my life. At work I ensure that our clinical data is accurate and even refer to the materials that CLIMB provided so I can problem-solve on my own. I am going back to school to get my degree in sports medicine and my co-workers encourage me to finish school. At home I am budgeting and making sure my bills are paid on time. My daughter just turned five and she loves sports. I have been able to put her in extracurricular activities like gymnastics, ballet and soccer because I can afford them. In CLIMB I learned how to approach and get on my daughter’s level to better understand her needs and wants. We have a better relationship now, all because of learning how to figure out the problem that I’m dealing with instead of getting overly frustrated and angry.”
The financial benefits to the State of Wyoming as a result of the CLIMB Wyoming program are impressive. For every 100 Wyoming families that reach self-sufficiency, Wyoming experiences the following cost savings (conservative estimates):

<table>
<thead>
<tr>
<th>Cost Savings Description</th>
<th>Cost in Dollars</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicaid Savings (50 families)</td>
<td>$303,700</td>
</tr>
<tr>
<td>Food Stamps Savings (47 Families)</td>
<td>$208,022</td>
</tr>
<tr>
<td>Eliminated Incarceration Cost (5 mothers)</td>
<td>$223,125</td>
</tr>
<tr>
<td>Eliminated Foster Care Cost (15 children)</td>
<td>$119,520</td>
</tr>
<tr>
<td><strong>Annual Savings to Wyoming</strong></td>
<td><strong>$854,367</strong></td>
</tr>
</tbody>
</table>

FINANCIAL SUMMARY

TOTAL 2014 BUDGET: $3.6 MILLION

Fund Allocation
- 77% - Securing Funds for CLIMB Wyoming Operations
- 14% - Transitioning Single Mothers to Self Sufficiency
- 9% - Administration of CLIMB Wyoming

Revenue Spread
- 61% - Federal Government
- 20% - County/Local Government
- 8% - Individual Donations
- 8% - Corporate Donations
- 3% - Foundation Donations
- <1% - Endowment Income
CLIMB has received the GuideStar Exchange Gold level logo from GuideStar USA Inc., the premier source of nonprofit information, for our commitment to transparency and accountability.

Audited financial statements are available upon request by emailing info@climbwyoming.org.
Jen graduated from the first CLIMB Wyoming program in Sweetwater County, a CDL training.

“In CLIMB I learned how to have a voice. I am now in a leadership position, and I use it!” — Jen

“I had twin daughters who were both under two and was living with my mom and dad before I came to CLIMB. It was so much more than job training—I learned how to find my voice, I learned how to develop my self-esteem. After my job placement I saw a position open with the City of Green River for a garbage truck driver—I applied and got the job on my own thanks to the skills I learned at CLIMB.

I have been at my job for seven years as a truck driver and I am up for a promotion soon. I also volunteer on the recycling task force and train other staff to get their CDL certification. And I get to visit local classrooms and talk about my job and why our trash and recycling facilities are important to our city.

At CLIMB we created posters that showed our goals for the future—I’ve accomplished every goal I set. I’m financially stable, I am a homeowner and I am a role model to my girls. They feel more secure and are more independent. I got married two years ago and have a son—all of my kids love to visit me at work and check out the trucks!”

The CLIMB Sweetwater program was closed in September 2014 due to decreases in CLIMB’s federal funding. Thank you to our participants, staff and supporters for their tireless efforts and success in improving the lives of families in Sweetwater County.

**Sweetwater Area AT A GLANCE**

- Established: 2007
- Number of moms served: 130
- Average monthly wage pre-program: $1,073
- Average participants/year: 20
- Number of children served: 278
- Average monthly wage post-program: $3,051
Brittany participated in the Teton Area CLIMB Wyoming program nearly 10 years ago and was part of the first group of single moms to go through the Jackson program.

“I was 16 and my daughter was a year old when I heard about the CLIMB program through some friends,” said Brittany. “I had completed a few years of high school and CLIMB offered both the opportunity to get my GED as well as a job. There were more resources available through CLIMB than I thought. They helped me with mock interviewing, life skills and parenting. I was so young, the classes that helped me understand the psychology of being a parent were incredibly helpful.

Through CLIMB I learned that I could be independent; that I was capable and that my future was in my hands. In situations after CLIMB I had the confidence to make hard decisions—I went back to school for nursing but found that I really enjoyed earth sciences, so I switched my major to geology. I just graduated from the University of Oregon with a BS in Geology where I was one of a small group of students selected to travel to Kyrgyzstan on a research project. Currently I am working as a wetland mitigation resource assistant for the county although I am hoping to find a position in the intermountain west as a mapper and open pit mine geologist.

My daughter is now 10 and in the 5th grade. I am married and have a 7 year old son. It is so rewarding to see them inspired by what I have done—my daughter wants to be a scientist and my son wants to be a chemist."

“It’s amazing to see my kids inspired by me and interested in science—my mom was in the service industry and I was the first to go to college.” — Brittany

Brittany

Number of Children: 2
Wage Before CLIMB: $15,000/year Food Service
Current Occupation: Wetland Mitigation Assistant
Wage After CLIMB: $27,000

Teton Area AT A GLANCE

Established: 2004
Number of moms served: 158
Average participants/year: 20
Number of children served: 294
Average monthly wage pre-program: $1,013
Average monthly wage post-program: $2,233
INVESTORS

Fiscal Year October 2013 — September 2014

This year’s CLIMB programs would not have been possible without generous contributions from many individuals and entities.

#1 Properties
71 Construction
Abigail Moore
Accentuate
Adrian Robinson
Adrienne Benson
Aida Farag
Albany County
Albany Insurance Agency
Alex Dawson and Greg Gricus
Alice and Tom Hogarty
Alivia and Darrin Bingham
Allison Bergh
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Amy Moon
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Cheyenne Light Fuel & Power
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Cheyenne Random Acts of Kindness Group
Cheyenne Regional Medical Center
Cheyenne Skin Clinic
Cheyenne Women’s Clinic, PC
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Jay A. Jerde
Jean and Jason Lewis
Jean and Pete Jorgensen
Jean Barash
Jean, Tim and Anna Day
Jeanie and Fred Staehr
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