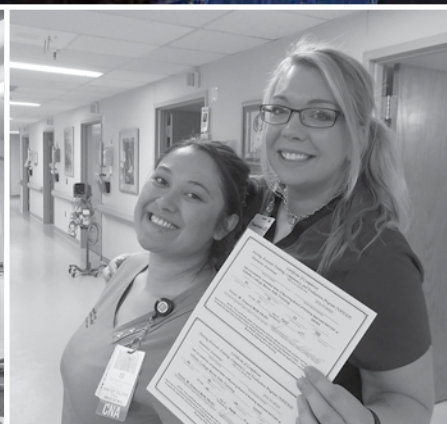




Restoring Hope for Generations



Climb
W Y O M I N G

2017 PROGRESS REPORT

M I S S I O N



For low-income single mothers to discover self-sufficiency through career training and placement.

A LETTER FROM OUR FOUNDER



Dear Friends,

Climb graduates give me hope. These women enter Wyoming's workforce after program completion with newfound tenacity and confidence. Their children share in the pride and stability that self-sufficiency brings to life. They now can imagine brighter futures of their own.

I hope that you, like me, find hope in the following pages, whether in the story of a mom finding her way or the data and research that show our strong impact on fighting poverty. As Climb celebrates these achievements we also prepare for the challenges ahead. In the past year, we've seen the need for our services grow. We remain nimble and adaptive, never letting our innovation waver in order to stay focused so our Wyoming families find success and purpose.

We are grateful for the strength you give us.

With gratitude,

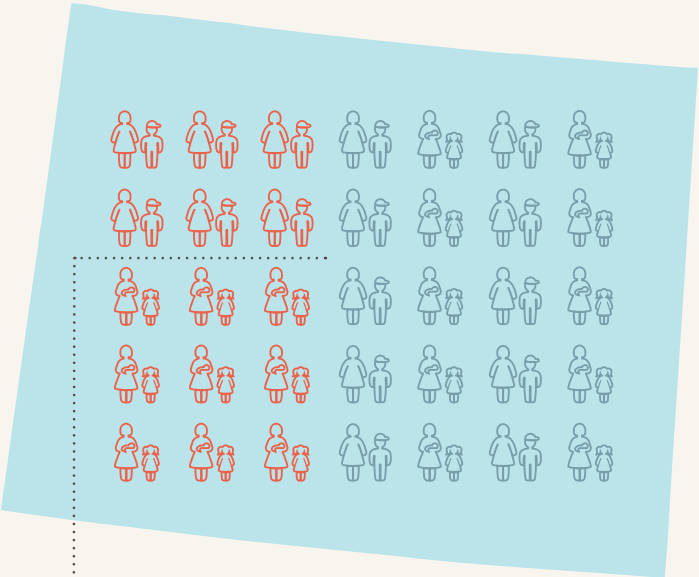
A handwritten signature in blue ink that reads "Ray Fleming Dinneen". The signature is fluid and cursive.

Ray Fleming Dinneen, Psy. D.

THE CHALLENGES OF LIVING IN POVERTY

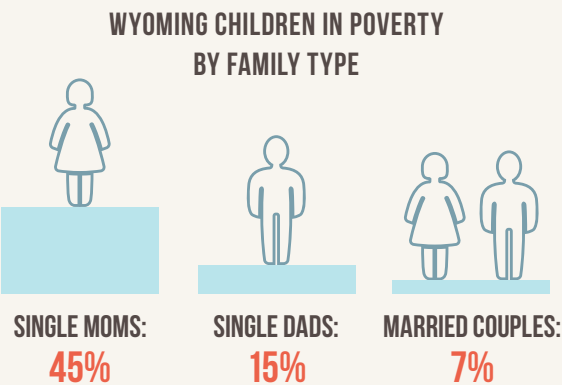
SINGLE MOTHERS AND THEIR CHILDREN EXPERIENCE THE HIGHEST RATES OF POVERTY AMONG FAMILIES IN WYOMING.

40% OF WYOMING'S SINGLE MOTHERS with children under age 18 live in poverty.



Of those, 60% HAVE CHILDREN UNDER AGE 5—the years when the majority of brain development occurs.

(U.S. Census Bureau 2014/2015)



"We moved about 3 or 4 times a year before Climb. We were living on food stamps and all shared one bedroom. My son was having behavior issues. It was just tough on everyone, very depressing."

Read Christina's story on [page 15](#)

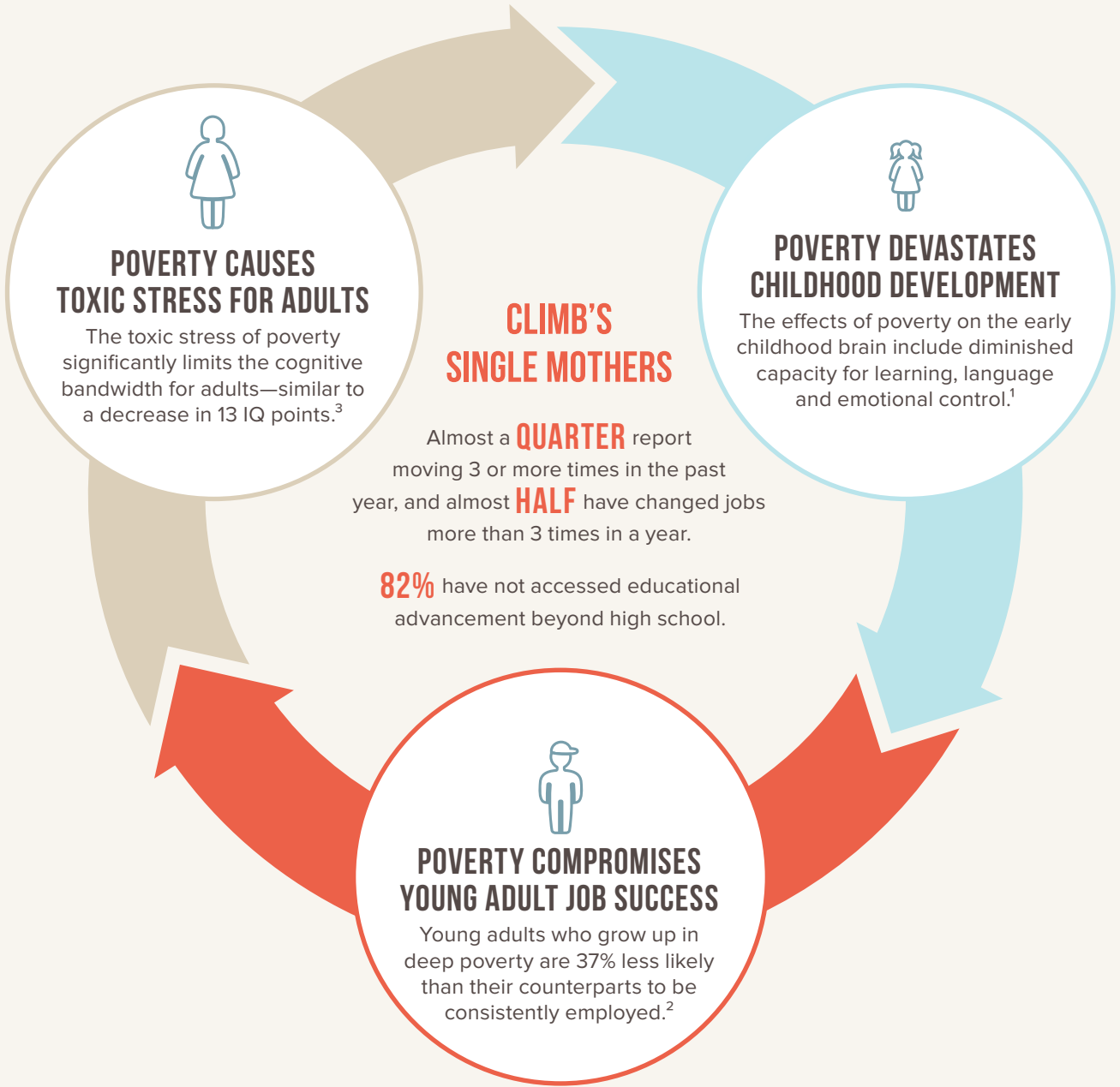


EXECUTIVE FUNCTIONING INSIGHTS

Recent research indicates that the chronic stress of living in poverty significantly decreases cognitive functioning skills we all need to negotiate the challenges of everyday life, including planning, emotional regulation and decision making.



GENERATIONAL POVERTY CREATES SIGNIFICANT BARRIERS TO JOB SUCCESS, TRAPPING LOW-INCOME SINGLE MOTHERS AND THEIR CHILDREN IN A CYCLE THAT CLIMB PARTICIPANTS ARE READY TO BREAK.



¹ "Poverty Shrinks Brains from Birth," Nature, March 2015

² "Child Poverty and Adult Success," Urban Institute, September 2015

³ "Poverty Impacts Cognitive Function," Science, August 2013

EMPLOYMENT AS A CATALYST FOR CHANGE

THE COMPLEXITIES OF POVERTY CANNOT BE FULLY ADDRESSED BY SIMPLY FINDING SOMEONE A JOB. THE CLIMB PROGRAM CONSIDERS THAT LONG-TERM SELF-SUFFICIENCY DEPENDS NOT JUST ON EMPLOYMENT BUT ON THE ABILITY TO NAVIGATE DECISIONS, CONFLICTS, CHALLENGES AND EMOTIONS SUCCESSFULLY.



CLIMB TRAINS SINGLE MOMS WHO ARE READY FOR JOBS THAT EXIST

- Real-time research and collaboration with local employers identify existing job opportunities.
- Potential participants commit to the rigorous Climb program.



CLIMB IS INTENTIONALLY DESIGNED TO ACCELERATE LEARNING AND PREPARE PARTICIPANTS FOR SUCCESSFUL LONG-TERM EMPLOYMENT

- JOB SKILLS** are technical and relevant to professional opportunities.
- SOFT SKILLS** like workplace communication and conflict engagement support workplace success.
- LIFE SKILLS** like parenting and budgeting provide tools to manage life outside of work.
- COUNSELING** addresses barriers that would interfere with success in the workplace.

- WORKING WITH GROUPS** accelerates learning through interaction and builds networks that last beyond the program.
- CONSISTENT STRUCTURE** models that a crisis doesn't need to derail progress.
- RELATIONSHIPS** build trust and safety.



CLIMB IS A RESOURCE FOR GRADUATES

- Graduates can return to Climb for support with job transitions, promotions and workplace issues.
- Monthly lunches are a networking opportunity and prompt referrals of new moms for future programs.



"In the Climb program, you have to open up and look at some of the barriers that showed up in past jobs. I've been through a lot and had held on to a lot. But with those people in that environment, you can let it go and move on."

Read Sara's story on [page 16](#)



EXECUTIVE FUNCTIONING INSIGHTS

Climb intentionally works with groups of women during the program to allow participants an intense opportunity to engage with their peers, practice self-regulation and develop relationships that create support networks (social capital) outside the Climb program.



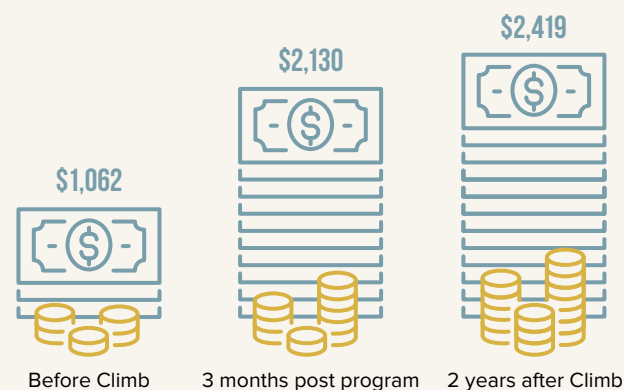
THE PATH TO SELF-SUFFICIENCY

CLIMB GRADUATES EXPERIENCE A CRITICAL SENSE OF INDEPENDENCE AND SELF-WORTH BY BEING ABLE TO PROVIDE FOR THEIR CHILDREN. THIS EMPOWERMENT IS A HUGE MOTIVATOR FOR LONG-TERM SUCCESS, AND THE STATE OF WYOMING SEES A SIGNIFICANT SAVINGS.

“It’s one of the best programs in the country.”

Kevin Concannon, Former U.S. Department of Agriculture Under Secretary for Food, Nutrition and Consumer Services, *Casper Star-Tribune*, January 2016

INCREASE IN AVERAGE MONTHLY WAGES



“Since Climb, I’ve been able to move up the career ladder instead of working so hard in a low-wage job and feeling like I’m not going anywhere. My daughter wants to be a brain surgeon. She says I’ve inspired her.”

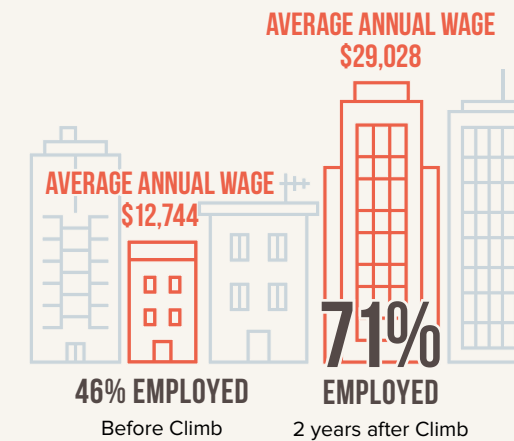
Read Mary’s story on [page 18](#)



EXECUTIVE FUNCTIONING INSIGHTS

After Climb, participants show improvement in several skills that we all need to manage the challenges of life and work, reporting a decrease in the number of times their behavior interferes with work and relationships.

INCREASE IN EMPLOYMENT STATUS

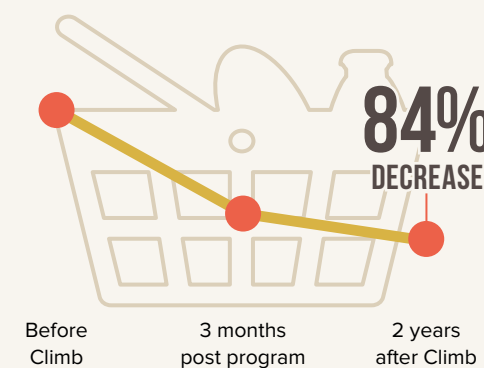


A **\$10,000** increase in annual income for families in poverty averaged over the first five years of a child’s life nearly **TRIPLES** the odds that he or she will finish high school.¹

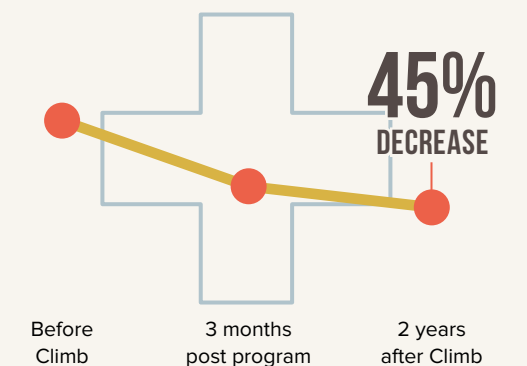


MOVING OFF PUBLIC ASSISTANCE

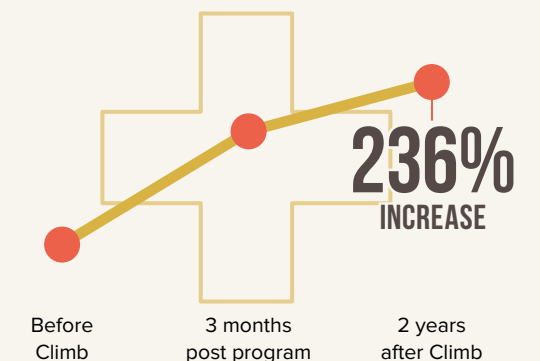
FOOD STAMP USAGE BY SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM (SNAP) PARTICIPANTS



PERCENT OF GRADUATES ON PUBLIC HEALTH INSURANCE



PERCENT OF GRADUATES ON PRIVATE HEALTH INSURANCE



Wyoming saves **\$801,768** annually from decreased food stamp use among graduates.²

¹ “Poverty Interrupted: Applying Behavioral Science to the Context of Chronic Scarcity,” Ideas 42, May 2015

² Based on graduates two years post program.

All data represent Climb’s most recent 5-year cumulative outcomes.



2017 IN REVIEW

BY THE NUMBERS
OCTOBER 1, 2016–SEPTEMBER 30, 2017



\$659,449 → \$2,468,978

TOTAL EARNINGS for graduates at intake versus program completion.



GRADUATION RATE

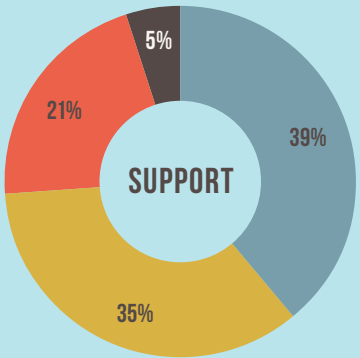
92%

79%

GRADUATES EMPLOYED
full-time at program end.



In support of our graduates' long-term success, Climb's contact with them continues in the following ways:



- MONTHLY GRADUATE DINNERS/LUNCHEES
- JOB SUPPORT (RESUMES, WORKPLACE-RELATED TOPICS, SALARY NEGOTIATIONS, ETC.)
- ADVOCACY AND REFERRALS TO COMMUNITY RESOURCES
- OTHER SUPPORT

THANK YOU EMPLOYER PARTNERS

YOU ARE PART OF CHANGING A FAMILY'S FUTURE. YOU SEE FIRSTHAND HOW A NEW CAREER IMPACTS SINGLE MOTHERS AND THEIR CHILDREN!

FY17 PROGRAM TRAININGS

Climb engages with local employers to create trainings that meet Wyoming's most current workforce needs. During job placement, staff support the employer–employee relationship with follow-up meetings to establish performance evaluations, problem solve, and communicate for long-term success.

CERTIFIED NURSING ASSISTANT (CNA)

COMMERCIAL TRUCK DRIVING (CDL)

GED CERTIFICATION/INTRO TO PROFESSIONAL CAREERS

INTRO TO CONSTRUCTION TRADES

INTRO TO MEDICAL CAREERS/MEDICAL OFFICE CAREERS

OFFICE CAREERS

PROFESSIONAL WORKFLOW SPECIALIST

WAREHOUSE INVENTORY



More than **50%** of Climb's trainings this year were in the **MEDICAL FIELD** in response to Wyoming's need for healthcare workers.

THANKS TO THE FOLLOWING EMPLOYERS WHO PARTNERED WITH CLIMB IN FY17:

CASPER

All About Family
Central Wyoming Hospice & Transitions
Central Wyoming Skin Clinic
Douglas Care Center
Elkhorn Valley Rehabilitation Hospital
Express Employment Professionals
Farm Bureau Financial Services
Farmers Insurance
Garden Square Assisted Living
Gastroenterology Associates
Greiner Ford
Mountain Plaza Assisted Living
Interim HealthCare of Casper
One Call of Wyoming
Poplar Living Center
Shepherd of the Valley
Healthcare Community
Summit Home Health Care
Wyoming Medical Center
Youth Crisis Center

CHEYENNE

AZCO Inc.
Cheyenne Eye Clinic
Cheyenne Healthcare Center
Cheyenne Regional Medical Center
Cheyenne Skin Clinic
Continue Care Home Health
Croell Redi-Mix
Duran Construction
Employee Onboarding Services, LLC
Granite Rehabilitation and Wellness
Habitat for Humanity of Laramie County
Holly Frontier
JE Dunn Construction
Lincare Inc.
Meridian Trust FCU
Plumbers & Pipefitters UA Local 192

Stitches Acute Care
4 Quarters Excavation & Development Inc.
United States Postal Service
US Engineering
Wyoming Bank & Trust

GILLETTE

Above The Line CPAs
Campbell County Health – BHS
Campbell County Health – ER
Campbell County Health – Med Surg
Campbell County Health – OB
Campbell County Health Hospice
Campbell County Health Legacy
Campbell County School District – Stocktrail Elementary School
Campbell County Sheriff's Office
Gillette Optometric Clinic
Personal Frontiers, Inc.
Primrose Retirement Community – Gillette
Priority Property Management
Sharon's Home Health Care
Wyoming Child and Family Services, Inc.

LARAMIE

Albany County School District #1
ARTech Services
Honeywagon Sanitation Pumping
Laramie Mechanical
Modern Printing Company
University of Wyoming – Material Services
University of Wyoming – Operations
University of Wyoming – Transit and Parking Services

SWEETWATER AREA

Best Home Health & Hospice
Cedars Health – Rock Springs
Deer Trail Assisted Living
NOWCAP Services
Rocky Mountain Home Care
Sage View Care Center

"Climb has helped us address a nationwide shortage of bus drivers. With Climb, you're getting an employee who is technically sound and mentally ready, who knows how to communicate and is ready to work and take the initiative."

Randy Wilkison, Transportation Director, Albany County School District #1, Laramie

"Healthcare is a complex business, and our Climb employee already grasped the concepts and had a great foundation for the healthcare work environment because of her Climb training. It's challenging to find these professional candidates, so I appreciate Climb's role in making that connection for us in the community."

Bryan Lords, Patient Financial Services Manager, Patient Access, St. John's Medical Center, Jackson

TETON AREA

Aspen Physical Therapy
Emerg-A-Care – Jackson Hole
Global Ties Wyoming
Jackson Whole Family Health
LR Computer Services
Lucky's Market
Premier Green Cleaning Services
St. John's Living Center
St. John's Medical Center
Teton County School District #1
The Senior Center of Jackson Hole
Wind River Dental

"The care and support these women experience through the Climb program carries over to the workplace in the form of self-confidence and the ability to ask questions and be very open to training experiences. To see their personal and professional growth is amazing!"

Katherine Moczulski RN, BSN, Administrator, Rocky Mountain Home Care, Green River

SUCCESS STORIES

CASPER

SUCCESS STORY | JEN

NUMBER OF CHILDREN: 2
WAGE BEFORE CLIMB: Unemployed
CURRENT OCCUPATION: Service Associate,
Farm Bureau Financial Services
WAGE AFTER CLIMB: \$2,513/month
TRAINING: Office Careers



“I had a lot of discouragement with jobs before Climb. I felt like there was no point in trying to even get another job. I’d had issues with co-workers and just didn’t feel like I had a place in the working world.

At first, I had the least amount of confidence in maintaining relationships of anyone in my Climb program. But by the end, the one-on-one and group counseling had really helped me come

out of my shell. **For my son, that’s been a great lesson. I tell him, ‘Don’t assume you’re not good enough, put yourself out there!’**

Climb was there in the beginning of my job placement and helped me learn how to speak to my bosses when I had a problem. I’m really focused on maintaining positive workplace communications now rather than just blowing up and saying, ‘I quit.’”



CHEYENNE

SUCCESS STORY | CHRISTINA

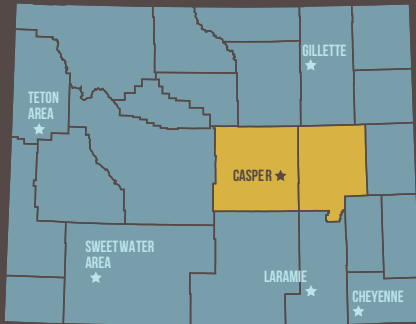
NUMBER OF CHILDREN: 3
WAGE BEFORE CLIMB: \$455/month, Food Service
CURRENT OCCUPATION: Ophthalmic Technician,
Cheyenne Eye Clinic
WAGE AFTER CLIMB: \$2,253/month
TRAINING: Administrative Professionals

“Before Climb, we were living on food stamps. We had to share a bedroom, and my son was having a lot of behavioral issues.

My kids were really proud of me for doing Climb and trying to provide better for them. My son would always say, ‘I’m proud of you, mommy.’ The training made me feel more confident in my abilities to work outside of the food industry.

I brought my daughter to work with me recently and she said, ‘Wow mom, you’re really smart.’ It does make me feel really smart to be able to teach my kids new things. **We’re now off benefits completely. We’re hoping to be able to start buying a house soon and a new car.** We have money in the bank, and my son’s behavior has gotten a lot better now that we’re stable.”

CASPER AT A GLANCE



(U.S. Census Bureau 2014/2015)



452 MOMS & 822 CHILDREN
have been served through our Casper program



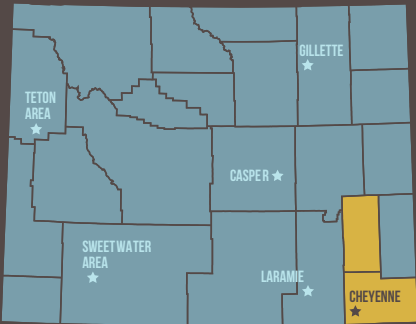
\$1,083 → \$2,474
Average monthly income before and after Climb



Single-mother families living below poverty level in Casper:

- 45%** with children under age 18
- 40%** with children under age 5

CHEYENNE AT A GLANCE



(U.S. Census Bureau 2014/2015)



851 MOMS & 1,093 CHILDREN
have been served through our Cheyenne program since 2004



\$994 → \$2,031
Average monthly income before and after Climb



Single-mother families living below poverty level in Cheyenne:

- 36%** with children under age 18
- 50%** with children under age 5

GILLETTE

SUCCESS STORY | SARA

NUMBER OF CHILDREN: 4
WAGE BEFORE CLIMB: Unemployed
CURRENT OCCUPATION: Apartment Manager, NEW Management
WAGE AFTER CLIMB: \$3,102/month
TRAINING: Professional Workflow Specialist



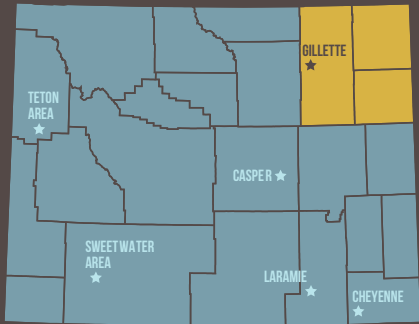
“As a mother, you have to try to hold yourself together when things are hard, but when you have to decide whether to keep the lights on or put food on the table, it’s extremely stressful. I had no healthcare, no PTO, no 401k. It was just take your paycheck and go home, and it meant relying on state support.

At Climb, you have to open up and look at what’s held you back. You shed a lot of tears, but that’s


part of growing with other people in a non-judgmental environment.

We’re not on any state assistance anymore, and it’s amazing to not have to rely on anybody. We don’t have to struggle to go to the grocery store or worry about new school shoes or supplies. There’s less stress and chaos—in my house and in my job. I just got married and life is good!”


GILLETTE AT A GLANCE




(U.S. Census Bureau 2014/2015)



279 MOMS & 600 CHILDREN
have been served through our Gillette program



\$1,131 → \$3,004
Average monthly income before and after Climb



Single-mother families living below poverty level in Gillette:

25% with children under age 18

47% with children under age 5



LARAMIE

SUCCESS STORY | HAILEY

NUMBER OF CHILDREN: 5
WAGE BEFORE CLIMB: Unemployed
CURRENT OCCUPATION: Senior Materials Handler, University of Wyoming
WAGE AFTER CLIMB: \$2,170/month
TRAINING: Heating and Ventilation Systems

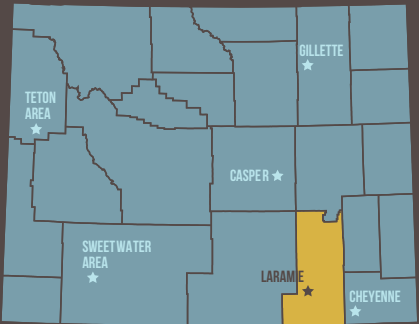
“When I first arrived in Laramie, I was homeless, scared, alone and moving around a lot. I believed others who said, ‘You’ll never amount to anything, there’s no job that you’ll have for more than a couple months.’ I thought I was going to live in a rut my whole life.

Within the first day of starting Climb, we were delving into really deep issues, having these hard conversations with strangers, but by the


time those weeks were over, we were far from strangers.

Now I wake up every morning looking forward to going to work. I sometimes want to go on Saturdays! I never thought I’d be at a place in life where I was standing on my own two feet. We live in a townhouse and I’m hoping soon to get the first raise in my whole life. I couldn’t ask for a better life at the moment!”


LARAMIE AT A GLANCE




(U.S. Census Bureau 2014/2015)



260 MOMS & 474 CHILDREN
have been served through our Laramie program



\$950 → \$1,854
Average monthly income before and after Climb



Single-mother families living below poverty level in Laramie:

54% with children under age 18

55% with children under age 5

SWEETWATER

SUCCESS STORY | MARY

NUMBER OF CHILDREN: 3

WAGE BEFORE CLIMB: \$1,668/month, Hospitality Aide, Sage View Care Center

CURRENT OCCUPATION: CNA/Central Supply/ Transports, Sage View Care Center

WAGE AFTER CLIMB: \$2,860/month

TRAINING: Certified Nursing Assistant (CNA)



“Since Climb, I’ve been able to move up the ladder instead of working so hard and feeling like I’m not going anywhere. I didn’t have health insurance for any of my kids before, and my medical bills just went to collections. That was hard.

I figured I was just doing the CNA training at Climb, but the counseling and support has really helped. Being in a room with all those other

women helped me be more open with co-workers and showed me how to think before I talk. **I’m now part of a management team, and these communication skills have been really important.**

I’m now one of the highest paid CNAs at work. My kids can get things they need for school, and I don’t have to beg, steal and borrow to make it happen for them. It’s just a great sense of accomplishment.”

TETON AREA

SUCCESS STORY | GLORIA

NUMBER OF CHILDREN: 3

WAGE BEFORE CLIMB: \$364/month, Housekeeper

CURRENT OCCUPATION: Front Desk Receptionist, Emerg-A-Care – Jackson Hole

WAGE AFTER CLIMB: \$2,946/month

TRAINING: Medical Office Careers



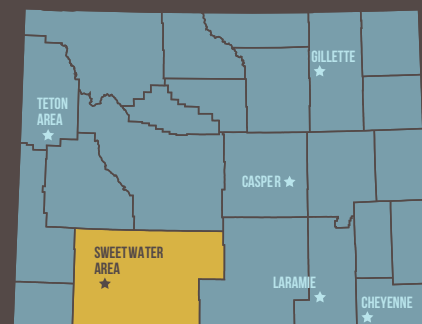
“I was working in housekeeping before Climb. It was stressful because I did double shifts so was working in the morning and then at night. I didn’t see my kids and they would always ask, ‘When are you coming back?’ They didn’t want to go to school and were fighting a lot. I was mentally and physically drained.

At Climb, it was okay to say what you thought, and there was no judgment. We got connected

to community resources like counseling for my kids. It used to be that I’d ask for help and get down about it—now I can pick up the phone.

I’d never had a mock interview, it was always, ‘Here’s a job you’re stuck with it.’ I have such great healthcare benefits now. **I’m not as tired as I was and have energy to go home to my kids.”**

SWEETWATER AT A GLANCE



(U.S. Census Bureau 2014/2015)



171 MOMS & 345 CHILDREN

have been served through our Sweetwater Area program



\$1,054 → \$2,799

Average monthly income before and after Climb

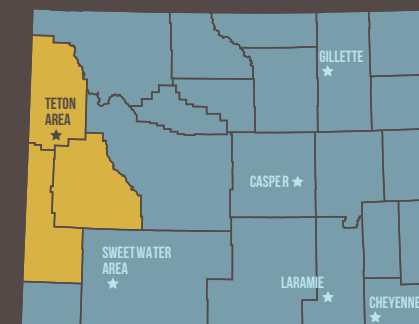


Single-mother families living below poverty level in Rock Springs:

47% with children under age 18

71% with children under age 5

TETON AREA AT A GLANCE



(U.S. Census Bureau 2014/2015)



202 MOMS & 380 CHILDREN

have been served through our Teton Area program



\$980 → \$2,232

Average monthly income before and after Climb



Single-mother families living below poverty level in Jackson:

31% with children under age 18

YOUR RETURN ON INVESTMENT

THANKS TO YOUR SUPPORT, Climb invested \$15,877 in Kayleigh, and as a result she will earn an additional **\$873,600¹** during her lifetime.



KAYLEIGH

AGE (AT CLIMB APPLICATION): 23
NUMBER OF CHILDREN: 1
TRAINING: Office Careers
WAGE BEFORE CLIMB: \$9,360/year, Food Service
WAGE AFTER CLIMB: \$30,160/year, Accounting, University of Wyoming, Departments of Botany and Molecular Biology

CLIMB INVESTMENT IN KAYLEIGH: \$15,877²

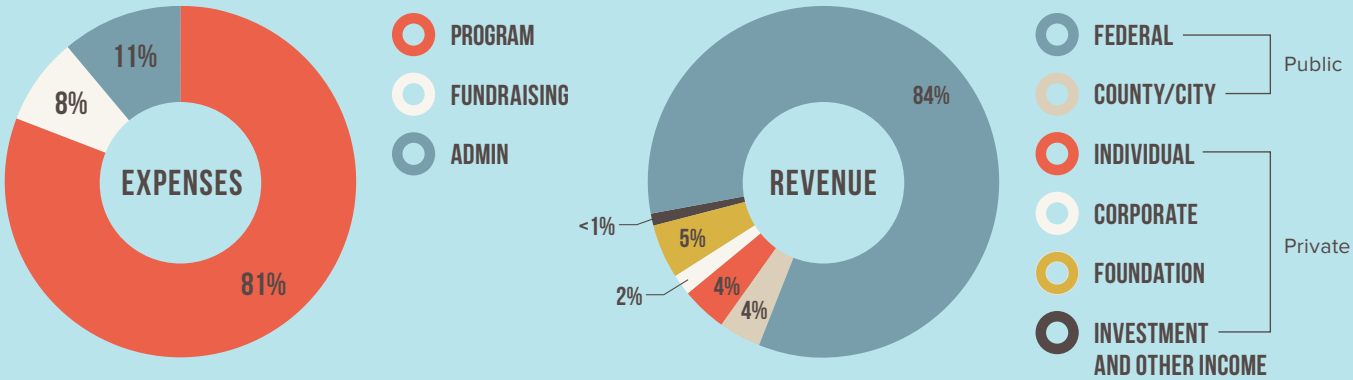
LIFE SKILLS: 26%
JOB TRAINING: 53%
MENTAL HEALTH: 21%

YEAR-ONE INCREASE IN WAGES: \$20,800
LIFETIME INCREASE IN WAGES: \$873,600

¹ Assumes retirement at age 65 and no wage increase.
² Average cost/Climb participant is \$20,000.

“I don’t even know who I would have become without Climb. I didn’t think I would be doing accounting, I didn’t even know what QuickBooks was! The closest I had come to doing anything like that before was counting the register. I don’t need food stamps anymore and went from not being able to afford rent to being able to live in my own house. **For my son, it looks like he will most definitely have a better future than if I didn’t have this career.** I can now afford to save money for his college fund, unlike before when I had nothing. Once I made the choice to do Climb, both of our lives were changed forever.”

FY17 FINANCIALS



FY17 INVESTORS

FISCAL YEAR (OCTOBER 2016–SEPTEMBER 2017)

THIS YEAR’S CLIMB PROGRAMS WOULD NOT HAVE BEEN POSSIBLE WITHOUT GENEROUS CONTRIBUTIONS FROM OUR DONORS.

Thank you to our **FUNDING FUTURES GIVING SOCIETY DONORS** for their pledges that contribute to our stability and help us plan ahead.

Anonymous
Mary and Dan Armour
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Sidney and Oliver Walter

MOTHER’S DAY MATCH DONORS

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Jannotta-Pearsall Family Fund of the Community Foundation of Jackson Hole
Cathy and Fred Moore
Julie and Will Obering

Lenise and Randall Stephenson
Pam and Phelps Swift Family Fund of the Community Foundation of Jackson Hole


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Sylvia Thal
Esther Thorvaldson
Claire Traylor
Bonnie Winkowski
My mom
Our moms
Our mothers

Gifts were made IN HONOR OF:

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Penne Ainsworth
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them to gain a better life for
themselves and their families.”**

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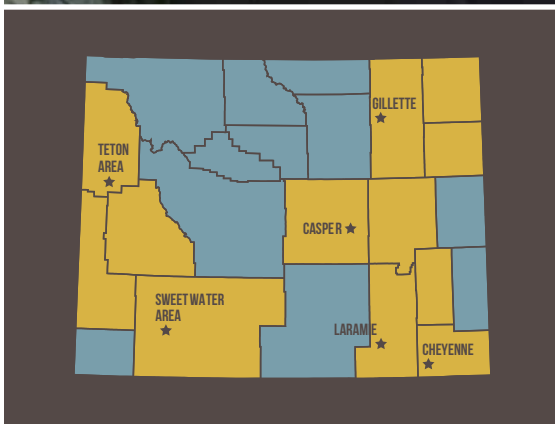
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