

Giving Single Mothers in Need Hope & a Future

CliMb Wyoming*

2011 Progress Report



CLIMB Wyoming's *Mission* 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.

STATISTICS begin to tell the STORY

These statistics tie directly to CLIMB Wyoming's mission. While helping wage progression for women, CLIMB works tirelessly to help families find economic security and provide them the tools to succeed for generations to come.

Nearly 45% of all Wyoming children raised in single-parent families are living in poverty.

- Kids Count Data Center, 2009

Wyoming women earn only 69 cents for every dollar earned by men, the largest wage disparity between genders in the United States.

- U.S. Department of Labor, 2011

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), 2009

The IMPACT will be felt for GENERATIONS

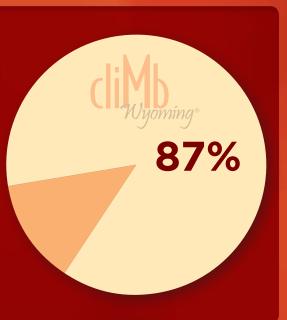
More than 1,300 women have graduated from CLIMB, positively impacting the lives of thousands of children.



GraduationRATE

CLIMB Program Graduation Rate

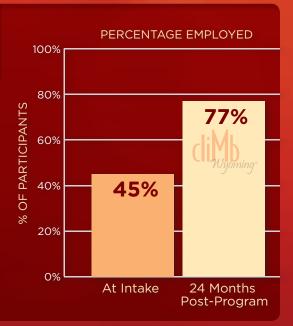
87% of single mothers who enter a CLIMB program successfully graduate.



Employment RATE

Employment Rate Before & After CLIMB

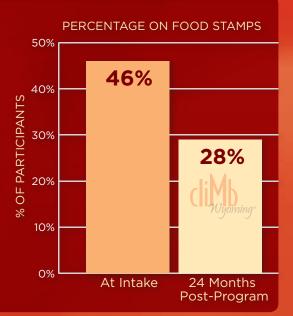
CLIMB's
comprehensive
training model and
strong partnerships
with local employers
ensure graduates
successfully
transition into
higher-paying
careers.





Percentage on Food Stamps Before & After CLIMB

As CLIMB graduates maintain higherpaying jobs, they are able to transition off government assistance programs.



Public HEALTH CARE

Percentage on Public Health Care Before & After CLIMB

As CLIMB graduates maintain higherpaying jobs, they are able to transition off government assistance programs.

PERCENTAGE ON PUBLIC HEALH CARE 40% 34% 12% 12% At Intake 24 Months Post-Program

Wage INCOME

Monthly Wage Income Before & After CLIMB

This includes nontraditional careers such as short haul truck driving, heavy equipment operation, industrial systems technology, welding and carpentry, as well as office, technology and health care careers.



RETURN ON Investment



Shawntell graduated from CLIMB Wyoming's Laramie program in 2010. In addition to her wage situation before joining the CLIMB program, she had no insurance for herself and her children were on Medicaid. Now, she and her family are on private insurance, and she has a variety of benefits including a retirement plan.

Although her employer recently faced some challenges of its own, she is secure in her employment with that company and looks forward to a bright future.

This job really has been a wonderful experience. I love interacting with people every day. It feels good to be needed and helpful, and I enjoy the people I work with. I surprised myself with the accomplishment of completing CLIMB and fitting into this job so well. I have a different outlook on life now, knowing that anything is possible. Because of CLIMB, I realize the value of life and all that you can make of it.

- Shawntell, Laramie CLIMB Graduate

It has been amazing to watch
Shawntell's growth. She caught on so
quickly. Both CLIMB and Shawntell
understood what we needed in our
office, and it was such a great match.
The evaluations helped tie everything
together and take this partnership
where we needed and wanted it to be.

- Jessica Warpness
 WyoTech Financial Services
 Shawntell's Employer

Shawntell

Age: 33

Number of Children: 3

Hourly Wage Before CLIMB: \$7.50/hour (30 hours per week as Laundry Attendant)

Hourly Wage After CLIMB: \$13.22/hour plus benefits (full-time as Financial Aid Planner)

Amount Invested by CLIMB: \$13,727

This amount includes six weeks of job training, computer training, life skills and parenting training, group and individual mental health counseling, work clothing, program staff, facility, utilities, and program recruitment costs.

Increase in Annual Wages: \$15,798

Return on Investment Year One: 1.15 to 1

Increase in Lifetime Wages: \$505,523

Return on Investment over Lifetime: $36.83 \ to \ 1$

This conservative estimate does not include pay increases and assumes retirement at age 65.

SWEETWATER Area



Sweetwater Area program.

Number of Children: 2

Wage Before CLIMB: Unemployed

Wage After CLIMB: \$13.43/hour with benefits

Occupation: Clinic Secretary

I had a great experience with the CLIMB program, staff and participants.
The program was very helpful in getting me a permanent job.

- Sadie, Sweetwater Area CLIMB Graduate



Able Hands

Arrowhead Concrete

Castle Rock Hospital District

City of Green River

Coca-Cola Bottling Company,

High Country

Gorge Rock Products, Inc.

High Desert Construction, Inc.

John Bunning Transfer Company, Inc.

Lewis and Lewis, Inc.

Life Skills in Wyoming

Memorial Hospital of Sweetwater County

NOWCAP Services

Teton Distributors, Inc.

Total Family Health

Vase Funeral Home

Western Petroleum, Inc.

Western Wyoming Beverage, Inc.

Young at Heart Senior Center

We are lucky to have Sadie at our organization. She has been very dependable, and we are proud to know she is here working with us to support her family. We are very grateful to be a part of the CLIMB Wyoming program here in Sweetwater County. Some of our best employees have come from CLIMB.

- Dan Fink, Memorial Hospital of Sweetwater County, Sadie's Employer

Sweetwater Area AT A GLANCE

Established: 2007

Families Served: 81

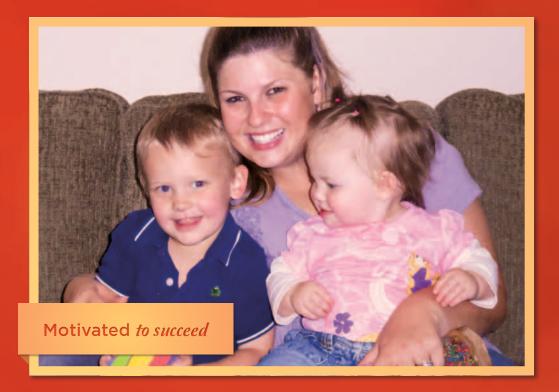
Job Trainings: Short Haul Truck Driving

and Health Care Careers

Average Monthly Wage Pre-Program: \$1,116

Average Monthly Wage Post-Program: \$3,378

GILLETTE



Tonya graduated from CLIMB Wyoming's GILLETTE program.

Number of Children: 2

Wage Before CLIMB: \$10.25/hour

without benefits (retail sales)

Wage After CLIMB: \$17.50/hour with benefits

Occupation: Truck Driver

I've gained lifelong friends that I will have forever. I became a better parent by learning how to communicate, and I understand how my children see things. I learned meaningful activities that I can do with them, and even the cooking class really helped me provide a better home life.

- Tonya, Gillette CLIMB Graduate



AmeriGas

Campbell County Memorial Hospital

Campbell County School District #1

Center for Surgical Excellence

DRM, Inc.

Hot Iron, Inc.

Intermountain Construction & Materials

Knecht Home Center

Magna Energy Services, LLC

MGM Enterprises

Pete Lien & Sons

Pioneer Manor

Powder River Construction, Inc.

S & S Builders, LLC

Sharon's Home Health

Women's Healthcare, PC

Tonya is a very dependable employee who didn't require a lot of additional training. She has progressed very well, is safety-minded, and a positive addition to our company.

- Don Stanger, Intermountain Construction Materials Tonya's Employer

Gillette AT A GLANCE

Established: 2004

Families Served: 156

Job Trainings: Short Haul Truck Driving, Heavy

Equipment Operation and Health Care

Careers

Average Monthly Wage Pre-Program: \$1,144

Average Monthly Wage Post-Program: \$3,401

LARAMIE



Lachelle graduated from CLIMB Wyoming's LARAMIE program.

Number of Children: 2

Wage Before CLIMB: Unemployed

Wage After CLIMB: \$12.59/hour with benefits

Occupation: Office Assistant

Looking back, I feel that I am more positive than before, and I have a better relationship with my kids. It was really tough trying to survive on unemployment, and CLIMB helped me find a great position. I can't imagine not coming to work each day. I love my job!

- Lachelle, Laramie CLIMB Graduate



Albany County Carpets Albany County Courthouse Albany County Public Health Albany County SAFE Project **Albany County Treasurer** American Collection Systems, Inc. **American National Bank Ark Regional Services** AristaTek, Inc. Aspen Billing, Inc. Brown & Hiser, LLC **Cheyenne Housing Authority Child Support Services** City of Laramie The Clinic for Mental Health and Wellness Coffey Engineering & Surveying, LLC Collection Center, Inc. Corthell and King, PC **Development Preschool and Daycare Dooley Oil** Elite Medical Supply, LLC Family Physicians of Laramie

First National Bank of Wyoming Gem City Bone & Joint, P.C. **Grand Avenue Dental High Country Home Health Ivinson Memorial Hospital** Laramie Economic Development Corporation **Laramie Head Start** Laramie Main Street Program Laramie Physicians for Women and Children Laramie Reproductive Health **Laramie Rivers Conservation District Laramie Youth Crisis Center McCarty Motors** Mountain West Farm Bureau The Palatium Hair Studio **Peak Wellness Center** Powell Title & Escrow, Inc. Prehoda, Leonard & Edwards, LLC **Quality Home Health Care** Seidenberg Law Office **Showacre Insurance Agency Snowy Range Vision Center** Summit Home Health Care **Wyoming Coalition Against Domestic Violence and Sexual Assault Wyoming Community Foundation Wyoming State Geological Survey**

Partnering with CLIMB was great. Lachelle is a godsend — she is organized, smart, and picks things up quickly. It has been a fabulous match. I couldn't have written the character and job description and gotten anything better than Lachelle. She's the only female here, and she works great with the guys, which is a real plus in this place. It's great to work with her.

WyoTech

- Cal Van Zee, City of Laramie, Lachelle's Employer

Laramie AT A GLANCE

Established: 2004

Families Served: 144

Job Trainings: Office and Health Care Careers

Average Monthly Wage Pre-Program: \$973

Average Monthly Wage Post-Program: \$1,736

TETON Area



Melissa graduated from CLIMB Wyoming's TETON AREA program.

Number of Children: 2

Wage Before CLIMB: Unemployed

Wage After CLIMB: \$14.84/hour with benefits

Occupation: Deputy Assessor

CLIMB Wyoming has been such a blessing to my family. Before I started the program, I felt like I was in a rut. I wanted a job that I could be proud of and that would help me support my family. Now I not only have a job, but I have a career that I love.

- Melissa, Teton Area CLIMB Graduate



A K & A Project Management Ablaze, Inc. Alpenhof Lodge **Alpine Dentistry Big D Signature Construction Blue Spruce Cleaners Carpet Cowboys** Center for the Arts Community Children's Project **Cretal Counseling Services EnerCrest Field CPAs** First Bank of the Tetons First Interstate Bank Four Seasons Resort Jackson Hole **Four Winds Dental Gillingwators Chiropractic Green River Valley Land Trust Gros Ventre OB/GYN High Country Behavioral Health High Country Linen** J.R. Simplot/Smoky Canyon Mine **Jackson Hole Community Counseling Center Jackson Hole Compunet** Jackson Hole Therapeutic Riding Association

Jackson Hole Veterinary Clinic Leavell & Associates CPA, PC **Lincoln County School District** Mangy Moose Shoppe Mimi Hair and Body Care Mullikin, Larson & Swift, LLC National Museum of Wildlife Art Off Square Theater Company Oxygen to Go Pet Place Plus Physical Therapy of Star Valley **Pridigicom** R.S. Bennett Construction Real Estate of Jackson Hole Shades of Jackson Hole Sotheby's International Realty Spring Creek Ranch St. John's Medical Center Sublette County Clerk's Office Sublette Senior Center Summit Insurance Services Sunrise True Value Home Center **Terra Resort Group Teton County Assessor's Office** Teton County Building and Planning **Teton County Public Health** The Children's Learning Center The Rack Shack **Town of Alpine** Van Vleck House Vase Funeral Home Waller's Trucking Co. Wild West Communications

It was immediately apparent to me that CLIMB does its homework to match up the job to the recommended candidate. I was impressed with Melissa and her efforts to achieve independence and self worth. CLIMB worked with us at every turn to ensure Melissa's success. In return, I enjoy Melissa's work as an enthusiastic, dependable, hardworking, open-minded employee with a bright outlook for her future. I look forward to partnering with CLIMB Wyoming again, as it has been a most pleasurable experience.

- Dawn Johnson, Teton County Assessor, Melissa's Employer

Teton Area AT A GLANCE

Established: 2004

Families Served: 122

Job Trainings: Office and Technology Careers

Average Monthly Wage Pre-Program: \$933

Average Monthly Wage Post-Program: \$2,324

CASPER



Brandy graduated from CLIMB Wyoming's CASPER program.

Number of Children: 1

Wage Before CLIMB: Unemployed

Wage After CLIMB: \$15.00/hour

Occupation: Receptionist

CLIMB made a huge difference in my life. My friends, family and significant other look at me differently, with a larger respect for how I think about myself now. The biggest parts of the program that really hit me were the parenting classes and group counseling sessions. The job skills part was always in me, but the program made my game that much better.

- Brandy, Casper CLIMB Graduate



71 Construction A.I.M. Corp. **All About Family Anderson Seismograph Bit Service Brattis Vision Clinic Casper Animal Medical Center Casper Vision Center Central Wyoming Counseling Center Central Wyoming Hospice & Transitions** Dan Christensen, New York Life City of Casper CK Mechanical, Inc. Coca-Cola Community Health Center of Central Wyoming **Deer Creek Dental Douglas Care Center Energy Transportation, Inc.** Family Vision & Contact Lens First Interstate Bank **First Street Vision** Flo Thru Manufacturing **Grizzly Excavating & Construction, LLC Hartz Towing & Recovery High Country Fabrication** Indian Ice

Jerry's Welding & Mechanic Services/Steel Fab

JW Measurement JW Williams **Knife River** Life Care Center of Casper **MarMC Transportation** Meadow Wind Assisted Living Community **Memorial Hospital of Converse County Mercer House National Vision** Natrona County Health Department Natrona County School District Pepper Tank & Contracting Popish Veterinary Clinic **Poplar Living Center** R&R Restops Randall W. Hein Architects RE/MAX The Group Dr. James Richardson **Rocky Mountain Oilfield Testing** Center (RMOTC) Roscoe Steel & Culvert of Wyoming Rummel's Oil Field Service Self Help Center Spidle Turbeco Stratton Real Estate Dr. Shaun and Scotia Sutherland **TCM Welding True Companies** WCA McMurry Training Center **WERCS Communications** Williams, Porter, Day and Neville, PC **Woodward Machine Corporation Wyoming Health Fairs Wyoming Medical Center Wyoming Optical XL Hardbanding**

True Companies has always been pro-active in Wyoming-based educational organizations. CLIMB's training and career development of families in poverty headed by single mothers are outstanding. We have the pleasure of employing Brandy and look forward to her continued success with True. We also look forward to working with this organization for our future recruiting needs.

- Sharon Gragg, True Companies, Brandy's Employer

<u>Casper</u> at a glance

Established: 2004

Families Served: 241

Job Trainings: Welding, Short Haul Truck Driving,

Office and Health Care Careers

Average Monthly Wage Pre-Program: \$1,082

Average Monthly Wage Post-Program: \$2,550

CHEYENNE



Margarita graduated from CLIMB Wyoming's CHEYENNE program.

Number of Children: 2

Wage Before CLIMB: Unemployed

Wage After CLIMB: \$16.00/hour with benefits

Occupation: Medical Transcriptionist

The CLIMB Wyoming program was the best thing that I could have done for myself. From my starting position, I have advanced and grown and now work in medical transcription. I am able to work from home and learn new things every day. Without CLIMB Wyoming, I would not have had the opportunity to find something that I love doing.

- Margarita, Cheyenne CLIMB Graduate



AES Wind Generation Alpine Dental, PC **APW Wyott** Art's Truck Repair, Inc. **Aspen Wind Assisted Living Community** Assist 2 Sell, Buyers & Sellers Realty **Brookside Dental Business Outfitters** Cheyenne Eye Clinic Chevenne Health and Wellness Center Cheyenne Health Care Center **Cheyenne Light Fuel & Power** Cheyenne Obstetrics & Gynecology, Inc. **Cheyenne Orthodontics Cheyenne Physician Group Chevenne Regional Medical Center Cheyenne Skin Clinic Cheyenne Vision Clinic** Cheyenne Women's Clinic, P.C. **Children's Dentistry Climate Control Consultants in Surgery Denteffex Dierks Insurance Agency Dry Creek Dental**

EchoStar

Gater Industries Great Lakes Aviation Greater Chevenne Chamber of Commerce Highland Family Dentistry Hirst Applegate, LLP **Internal Medicine Group** Kincheloe Dental Office, PC **Laramie County Centralized Pharmacy** Laramie County Community College Life Care Center of Cheyenne Mechanical Systems, Inc. Mountain Towers Health Care & Rehabilitation Center **NDC Power Pioneer Printing Regional West Medical Center** Reiman Corp. Sierra Hills Assisted Living Community **Sierra Trading Post** Mark R. Stewart, Chapter 13 Bankruptcy Trustee **STRIDE Leaning Center** University of Wyoming Family Medicine Residency Program Warren Federal Credit Union WINHealth Partners Wvoming 2-1-1 **Wyoming Department of Family Services** Wyoming Department of Workforce Services **Wyoming State Parks & Cultural Resources**

Wyoming Steel Fabricators & Erectors, Inc.



Margarita is an excellent employee. She is very team-oriented, dedicated and reliable. Margarita is always willing to learn new programs in our department, and she learns them quickly. By going through the CLIMB Wyoming program, Margarita was better prepared for what life threw at her and she took it all in without hesitation, making her one of my best employees.

- Alex Chacon, Cheyenne Regional Medical Center, Margarita's Employer

<u>Cheyenne AT A GLANCE</u>

Established: 1986

Farmers Insurance - Neil J. Webb

Families Served: 615

Job Trainings: Industrial Systems Technology, Short Haul Truck Driving,

Construction Trades, Phlebotomy, Certified Nursing Assistants, Dental Assistants, and Medical Transcription

Average Monthly Wage Pre-Program: \$955

Average Monthly Wage Post-Program: \$1,941

THE CLIMB Model

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 1,300 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.

Phase ONE

PROGRAM RESEARCH AND PLANNING

Each communities' 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.



ONGOING SUPPORT

To track progress and offer ongoing support, CLIMB reaches out to graduates and regularly responds to their inquiries well after program completion.

PROGRAM MODEL and the INVESTOR

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THE Investors THAT MAKE IT ALL Possible

Grant Awards and Monetary Gifts, Fiscal Year October 2010 to September 2011

71 Construction

Carolyn and Rollin Abernethy

Maryann and Stuart

Abrahams

Penne and Scott Ainsworth

Albany County

Albany Insurance Agency

Vickie Albert

All About Women

Krista Anderson Mixter

and Jed Mixter

Ara and Jim Anderson

Laurie Andrews

Barbara F. and Anthony

G. Andrikopoulos

Teresa and Bill Ankeny

Antler Inn, Creed and Clarene Law

APH Design & Sales Co.

Mary and Dan Armour

Susan and Geoff Armstrong

Ellen and Jim Arnold

Gay Arnold

Ascension Lutheran

Church, Cheyenne

Devvie and Ken Asel

Attitudes P.L.U.S., Jan Felton

Connie and Larry Atwell

Mickey Babcock

Patty Bachand

Joan and Huntley Baldwin

Bank of Jackson Hole

Bank of the West

Susan Bates and

Christopher Kennedy

Michelle and Steve Beahm

Lea Beaman

Father Carl Beavers

John Becker

Brandi Beecher

Sally and Jim Belcher

Spenser Bell

Gainor and Joe Bennett

Samantha and Neil Benton

Kathy Bequette

Allison Bergh

Erin Berst

Nancy Binks-Lyman

and Frank Lyman

Joan Blatt

Maureen Blum

BNSF Foundation

Bohlinger, Inc.

Kirsten Bohlinger

Amy and Paul Boillot

Lea Bonnecaze and

lan Levenson

Lynne and Rick Boomgaarden

Kathryn and Chris Boswell

Carol Ann Bowers and Mike Kraft

Patti Boyd

Carrie Boynton

Ritchie and Jason Brino

The Brooks Foundation/ Linda and Tony Brooks

Emily Brown

Teresa and Bruce Brown

Karen, Cary, Christopher, Andrew and Ben Brus

Kathy and Bruce Bummer

Mary D. Bunning

Indy Burke

Linda Burke

Carmel Bush

Joyce and Dan Butcher

Linda and Robert Butts

Sally and James Byrne

C & N Foundation, Carole and Norman Hofley

C & Y Transportation

Lorie Cahn and Doug Brown

Julie Caldwell

Robin and Phil Cameron

Campbell County

Campbell County

CARE Board

Faye and Bill Campbell

Barbara and Jerry Carlson

Jim Carlson

Kelly and Scott Carpenter

Margaret and Kenneth

Carpenter

Reverend Michael Carr

Mary Carroll

Casper Area Community

Foundation

Stacy and Rob Caesar

Central High School

Changes Hair and Nail Salon/

Marsha and Mark Holden
Colleen and Paul Cherrett

Cheyenne Family YMCA

Cheyenne Little Theatre Players Cheyenne Orthodontics,

P.C., Jason Bird

Cheyenne Women's

Clinic, P.C.

Chrome Cowgirls Charity Run

City of Cheyenne

City of Gillette

City of Laramie

Barbara and Dan Clark

Story Clark Resor and Bill Resor

Clif Bar and Company

Roberta and Doug Coates

W. Jean Coates

Martha Cogswell

Katherine and Clifford Cohn

Coldwell Banker Carrier Realty

Karen and Jim Coleman

Vicci and Pat Colgan

Carol and Bill Colglazier

Collins Backhoe & Water Service, Betty

and George Collins
Combined Federal

Campaign - Cheyenne Community Foundation

of Jackson Hole Cony Corporation

Laura Cook

Joanne and John Cornelison

Barbara Coursey

Diane and Curt Cox

CP Consulting, Inc.,

Cindy Pomeroy Shirley Craighead

Tali Crozer

Bethany Cutts

Cindy and Matt Daly

Daughters of Penelope, Olympus Chapter 6

Claire and Harmon Davis, II

Ibby and Rick Davis

The Courtenay C. and Lucy Patten Davis Foundation

Jean, Tim and Anna Day

Suzey and Stephen Delger

Craig Demeulenaere

Sue and Pete Dennis

Department of Family Services

Department of Workforce Services

Desert View Eye Care,

Dr. Jeff Wilson

Carla Deville and Larry Clapp

John Dinneen

Marietta Dinneen

Ray Fleming Dinneen and James Dinneen

Mary Lee and Dennis Dixon

Nancy Doelger

Addie and Ted Donnan

Tracy and John Dooley

Mary Jo and Keith Downey

Pamela and Jonathan Downing

Dry Creek Dental, Jerri Ann Donahue

Andrea Dudlev

Susan and Ken Dugas

Nancy Dunlap

Gregory Dyekman Walter Eggers

Cru and Martin Ellbogen

John P. Ellbogen Foundation Ruth R. Ellbogen Foundation

EM Business Solutions/

Mary Pokorny

The Charles Engelhard

Foundation

Environmental Health Trust

Etchepare Family Foundation

Amy Evans

Factory IT

Missy Falcey

Stephanie Fanos

Heidi and Scott Evans

Marcie and Mark Feldman

Annie and Jon Fenn

Jean and Richard Ferguson

Field & McClure CPAs

Dr. Lisa Finkelstein and Dr. Marc Domsky

Foundation, Inc.

First Interstate BancSystem

First Interstate Bank - Casper

First Interstate Bank - Gillette

First Interstate Bank - Laramie First National Bank of

Wyoming - Laramie Francine Fleming

Sue Fleming and Doug Halsey

Sara Flitner and Bill Wotkyns

Shirley Flynn

Penny and Benjamin Fogel

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