



FAMILIES | COMMUNITIES | GENERATIONS

Working Stronger Together

Climb
W Y O M I N G

Dear Friends,

As Wyomingites, the two of us have traveled many miles across this vast state. Long stretches of highway separate our rural communities, but so many great things about living here connect us. We also share some tough challenges, like poverty, which impacts families in all 23 of our counties.

We're all **stronger when we work together** to help Wyoming families thrive. In this year's Progress Report, you'll meet some of the amazing women we've worked alongside who are determined to build a better life for their families. You'll see what can happen when we believe in their potential...and come together to support their success.

Climb participants are **working** with tenacity and grit to learn new job skills and then build up Wyoming's workforce by filling jobs that sustain and improve local economies. Climb graduates lead the nation with one of the highest graduation rates among job training programs, a testament to their hard work and dedication.

As moms go through the Climb program, they grow **stronger** through a psychologically informed model that reinforces the strengths they already hold with tools for long-term success. Once Climb graduates start higher-paying careers, their families become more resilient in ways that benefit generations to come.

Our innovative program is effective because we know the power of working **together**, from employer partners who hire graduates, to community partners who provide housing, food, and other critical resources for moms and children, to supporters who invest in Climb's mission.

All of us are better when our most vulnerable families can thrive. We invite you to join us in whatever way you can to transform families, communities, and generations.

"We invite you to join us in whatever way you can to transform families, communities, and generations."



Katie Hogarty (left), is Climb's CEO, and Emily McGrady (right) serves as the Chair of Climb's Board of Directors.

With gratitude,

Katie

KATIE HOGARTY
CEO, CLIMB WYOMING

Emily

EMILY MCGRADY
CHAIR, CLIMB WYOMING
BOARD OF DIRECTORS



SEE CLIMB WYOMING'S
2024 HIGHLIGHTS

Working Stronger Together

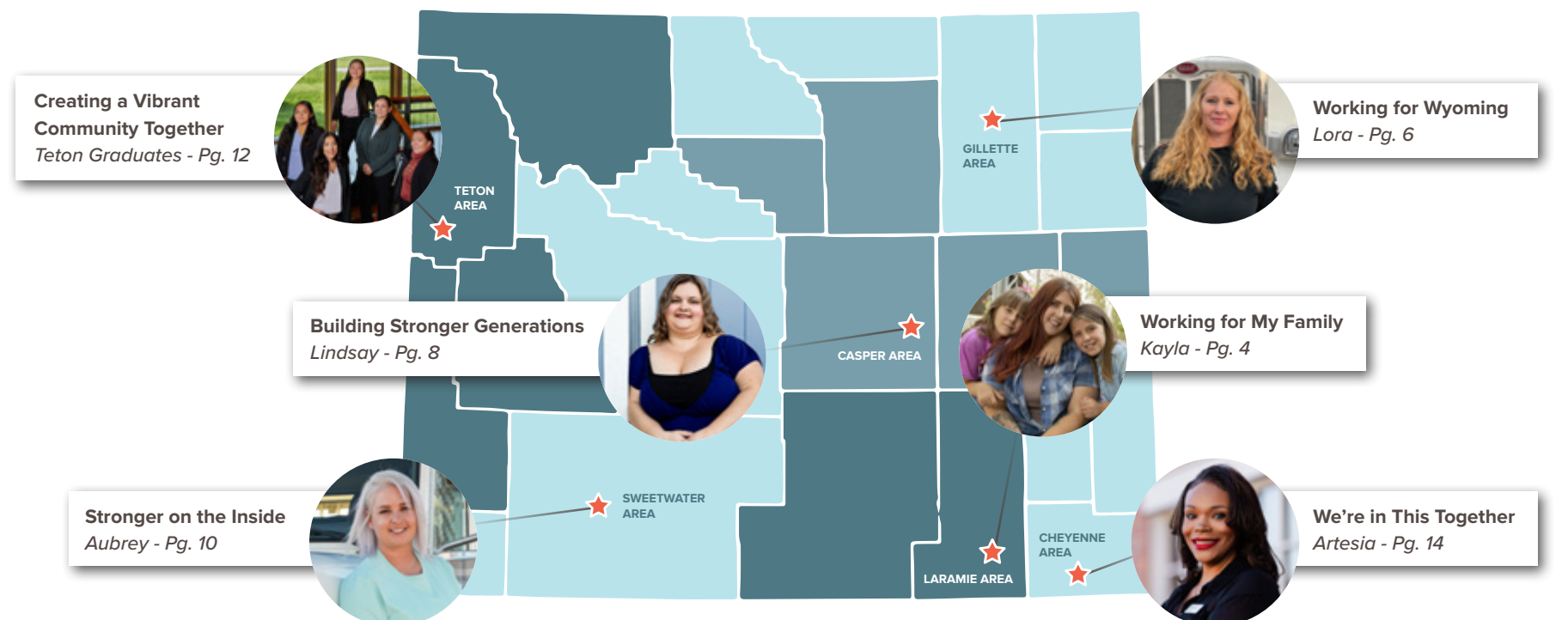
Single moms and their children experience the **highest rate of poverty in Wyoming**. The women Climb serves are often living below the federal poverty level, many with only \$550 in their pockets each month. Every day, they face tough decisions about how to pay for food, safe housing, childcare, reliable transportation, and other basic needs.

At Climb, moms take brave steps to transform their families' lives through our nationally recognized program that includes **critical support services, industry skills and training**, and **on-the-job work experiences** with local employers.

Climb graduates have contributed **45 million hours of work** to Wyoming's economy.

Climb has worked with **864 employer partners** since 1986.

2x On average, Climb graduates **more than double their income** two years after the program, a 121% increase in wages.





Working for My Family: Kayla's Job Helps Her Daughters Thrive



WATCH KAYLA'S VIDEO

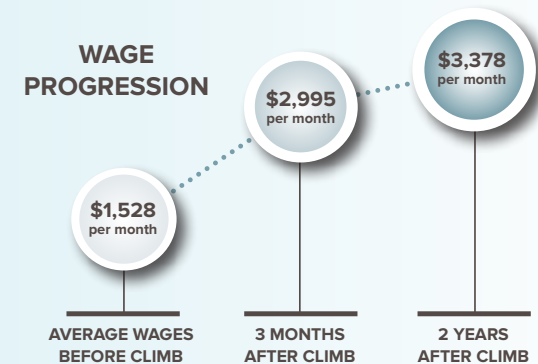
On a typical day, Kayla gets her girls ready for school and heads out the door of her home in Laramie to work as a Certified Medical Assistant at an urgent care clinic.

At the clinic, Kayla must be ready for anything, from assessing a patient's lung function, to drawing blood, to inserting IVs. "It can be intense," she says. "Things don't always go as planned, but I have a good head on my shoulders for urgent care."

GRADUATES TWO YEARS AFTER CLIMB: THE PATH TO SELF-SUFFICIENCY

79% reduced food stamp use

3x increased access to private health insurance



Kayla's life was vastly different four years ago. "I was in active addiction, probably living on the streets. I wouldn't have eaten in a week. You wouldn't believe where I came from. I've had some bad days that were really traumatic and heart-wrenching. I thought I'd just be a statistic, but I'm not."

Before Climb, Kayla worked in fast food, bartended, and waited tables. Having a steady income and a more family-friendly schedule has been a big shift for her daughters. "Now I can pay our bills. I can afford groceries to cook a delicious meal for my family. I can say to myself, 'I worked for that. I earned that.'"

Kayla got married a few months ago and is getting her nursing degree at Laramie County Community College. "There will always be roadblocks and tough days," she says, "but I definitely think that my happiness and confidence and grit will keep me moving up."

"Now I can afford groceries to cook a delicious meal for my family. I can say to myself, 'I worked for that. I earned that.'"

- Kayla



Kayla's increased earnings as a Certified Medical Assistant at an urgent care clinic (above) have provided greater financial stability for her daughters (left).

Working for Wyoming:

Lora Fuels Her Community's Workforce



 WATCH HOW CLIMB'S EMPLOYER PARTNERSHIPS WORK

Kory Richardson, a manager at Homax Oil Sales, Inc., has hired several Climb graduates as drivers for the Wyoming-based business, which hauls petroleum products, diesel fuel, and other materials and chemicals throughout the Rocky Mountain region.

Lora began working at Homax after graduating from Climb's Commercial Driving (CDL) program in Gillette two years ago. She's now one of several Climb moms fueling workforce growth in this industry. Lora hauls different types of hazardous materials in a "double" with two tankers that stretch more than 100 feet and can weigh up to 56 tons.

"Lora has a lot of drive," Kory shares. "She's a hard worker, takes pride in her work, is very punctual, and has a strong work ethic."

Wyoming has one of the highest worker shortages in the nation, with only **50 employees** for every **100 jobs** available.¹

Climb's employer partnerships include coaching and check-ins to help graduates and employers settle in for long-term success. During regular meetings with Kory and the Climb team, Lora got support reinforcing the communication skills she learned at Climb.

Lora continues to receive Climb's guidance on how to handle different situations that come up at work. "My life has changed significantly," she says. "I'm spending more time with my kids and talking to a lender about buying a home. We're not just surviving now...we're *living*."

"Lora has a lot of drive. She's a hard worker and takes pride in her work."

- Kory Richardson,
Climb Employer Partner

Lora and Kory work together (left) at Homax Oil Sales, Inc., where Lora has filled a critical position in an industry that often faces worker shortages.

Thank you to our recent employer partners for working stronger together!

CASPER

Altitude Veterinary Hospital
Ark Animal Hospital
Banner Wyoming Medical Center
Bear Country Home Healthcare, LLC
Casper Mountain Rehabilitation and Care Center
Central Wyoming Counseling Center
Central Wyoming Urological Associates
Cornerstone Caregiving
Digestive Care Specialists
Express Employment Professionals - Casper
Family Vision Clinic
Gastro Care Partners/Gastroenterology Associates
Memorial Hospital of Converse County
Optimal Physical Therapy
Sterling Surgical Center
Welborn Sullivan Meck & Tooley, P.C.
Wyoming Health Fairs

CHEYENNE

Cheyenne Children's Clinic
Cheyenne Regional Medical Center
Halladay Motors
Jerrold Guerney
Knife River
Laramie County - Public Works
Laramie County School District #1
Nextcare Urgent Care
Pain Care Centers
Seitz Dermatology
U-Haul
Wyoming 211 Call Center
Wyoming Independent Living

GILLETTE

Big Horn Pediatrics
Campbell County Health - Medical Records
Gillette College
Homax Oil Sales, Inc.
Line Finders, LLC
M&K Oil Company
Next Energy
Powder River Surgery Center
Red Hills Veterinary Clinic
TCRI Energy Services
Wyoming Welding & Trucking, Inc.

LARAMIE

Albany County Circuit Court
Albany County Treasurer's Office
American Truck Business Services
Cook and Associates, P.C.
Cowboy Moving and Storage
Good Vibes Garage
Iverson Memorial Hospital
Laramie Mechanical & Heating Systems
Plenty Unlimited, Inc.

SWEETWATER AREA

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Bodell Construction
Corthell Transportation
Hays Trucking
Krone Trucking
Lewis & Lewis, Inc.
Pitt Construction
STAR Transit
Sweetwater County School District #1
U-Haul
Wyo4News

TETON AREA

City Pass
The Clear Creek Group
Family Safety Network
Frederick Mountain Group
Habitat for Humanity - Jackson
Immigrant Hope
Manning Legal Services, LLC
Sweet Spirits Preschool & Child Care
Valley Wide Cooperative Energy



Building Stronger Generations: Lindsay's Career Changed the Trajectory of Her Children's Lives

"I am 100% proud of my mom," says Malakye, 17. "She has come a super long way, and she has worked very hard to get to where she is now."

Malakye remembers how stressful life was before his mom Lindsay graduated from Climb's Office Careers training in Casper two years ago. "We worried about how to make ends meet," he says. "It caused me a lot of stress."

Before Climb, Lindsay worked in a warehouse or on rail cars. "I had crazy hours," she says. "There were times when I'd have to be at work by 4 a.m. and wasn't there when my kids went to school."

Malakye was at an age where he started to struggle more in life, Lindsay recalls. "He was getting into trouble and really just needed some extra time and attention."

2,300 children positively impacted through their moms' Climb experience in 2024

Lindsay's Climb job placement was with the Natrona County Health Department, where she started as a receptionist and has since been promoted to Community Health Education Specialist. She teaches the public about sexual health and disease prevention. Her work also includes outreach to Casper's homeless population.

"The steady schedule and routine of my job, along with my income and the parenting skills I learned at Climb, have made a big difference for my family," says Lindsay, who also has two daughters, ages 12 and 3. "I'm so grateful for this as my oldest daughter enters her teen years, and I get to slow down and enjoy my youngest while she's still so little."

"At home, I started making everyone sit down and enjoy at least one meal together each day. This creates the opportunity for all of us to check in and celebrate the good things in our day while recognizing when someone needs extra support."

Malakye graduated early from high school and is interested in becoming an electrician. "Our family is a lot better," he says. "We just moved into a new house. My mom is more positive. She looks forward to each day and gets up with a smile."

"I am 100% proud of my mom. She has come a super long way."
- Malakye



Lindsay's youngest daughter (above) in the family's kitchen, where they all gather to share meals and check in with each other. The family (left) has recently moved into a new home and is thriving.

“My mind is the thing that stops me the most. Your thoughts will hold you back, especially the way you speak to yourself on the inside.”

- Aubrey



Stronger on the Inside:

New Tools Strengthen Aubrey's Mental Well-Being

“Being a single mom is like fighting the world for anything and everything. You have such a defense up,” says Aubrey, who has two kids, ages 11 and 5.

Aubrey was going through a rough patch when she started Climb's Commercial Driving (CDL) training in the Sweetwater Area this year. “I felt so low,” she says. “I was working part-time in housekeeping and only making \$50 every two weeks. Climb felt like a way out.”

Right away, Aubrey noticed that Climb's team and the other women in her program had a non-judgmental approach, both in her individual sessions with Climb's licensed mental health provider and in group therapy.

“It was a safe space to pay attention to my emotions, and it made me realize that my mind is the thing that stops me the most. Your thoughts will hold you back, especially the way you speak to yourself on the inside,” she explains.

75% of Climb participants report improved executive functioning skills after the program, including planning and decision-making, organization, and emotional regulation.

As the Climb program progressed, the connection between these emotions and employment success became more clear to Aubrey. “In group therapy, we would literally map out difficult conversations we might have at work,” she says.

Now in her Climb job placement at a construction company, where she drives dirt and gravel to industrial sites, Aubrey says she is a valued team member and helps create a positive work environment.

“You might have a blown tire at work, and you will have bumps in the road in life, too,” she says. “Now I feel like I can show up in a better way. I love my job and my co-workers. Every day I'm geared up and ready to go.”

For Aubrey (left), Climb's mental health-based model and the support of other single moms in her program built the structure and trust she needed to explore how her emotions connect to employment success.

The Intersection of Employment & Mental Health

Climb's psychologically informed cohort model improves employment outcomes through:



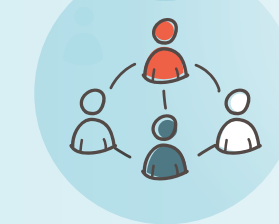
GROUP & INDIVIDUAL COUNSELING



EXECUTIVE FUNCTIONING SKILL-BUILDING



CONSISTENCY & STRUCTURE



PARENTING & GROUP SUPPORT

Building a Vibrant Community Together:

Teton Area Graduates Make an Impact with Nonprofit Careers

Across the state, many Climb graduates support their communities by working at nonprofits. Recent Teton Area graduates (right) making a difference include:

Andrea, Friends of the Teton River
Yanet, One22

Estefanía, Community Resource Center of Teton Valley

Azucena, Immigrant Hope
Edith, Habitat for Humanity



From working with victims of domestic violence to raising funds for land and water conservation, to helping community members in need, Climb's Teton Area graduates are having a major impact through their employment with local nonprofits.

Azucena is among the women who have launched nonprofit careers following Climb's training. After moving to Wyoming in 2013, Azucena worked in housekeeping and other odd jobs to support her three young daughters. "I wanted bigger and better things for myself and my daughters."

Azucena had no experience with computer software before Climb but discovered her aptitude for QuickBooks™ and Microsoft Office™ during the program. When it came time for her job placement, Azucena started as a Legal Assistant for Immigrant Hope, where she helps community members navigate the legal process.

"I felt isolated as an immigrant for a long time," she says. "I like knowing that I'm helping my community because this is our home. I love it here—it's the best place to raise my girls."



COMMUNITY BENEFITS OF MOVING FAMILIES OUT OF POVERTY

- ✓ Builds a robust and resilient local workforce
- ✓ Improves access to healthcare
- ✓ Increases economic mobility and reduces government assistance
- ✓ Sets children up for success in school and life

Lulu, who was in the same Climb program as Azucena, also gravitated toward a nonprofit for her job placement because, she says, "It meant that I could change someone's life." Lulu works as a Bilingual Victim Advocate for the Family Safety Network. She attends court hearings with clients and helps them understand the resources that are available in the community to help people facing domestic violence.

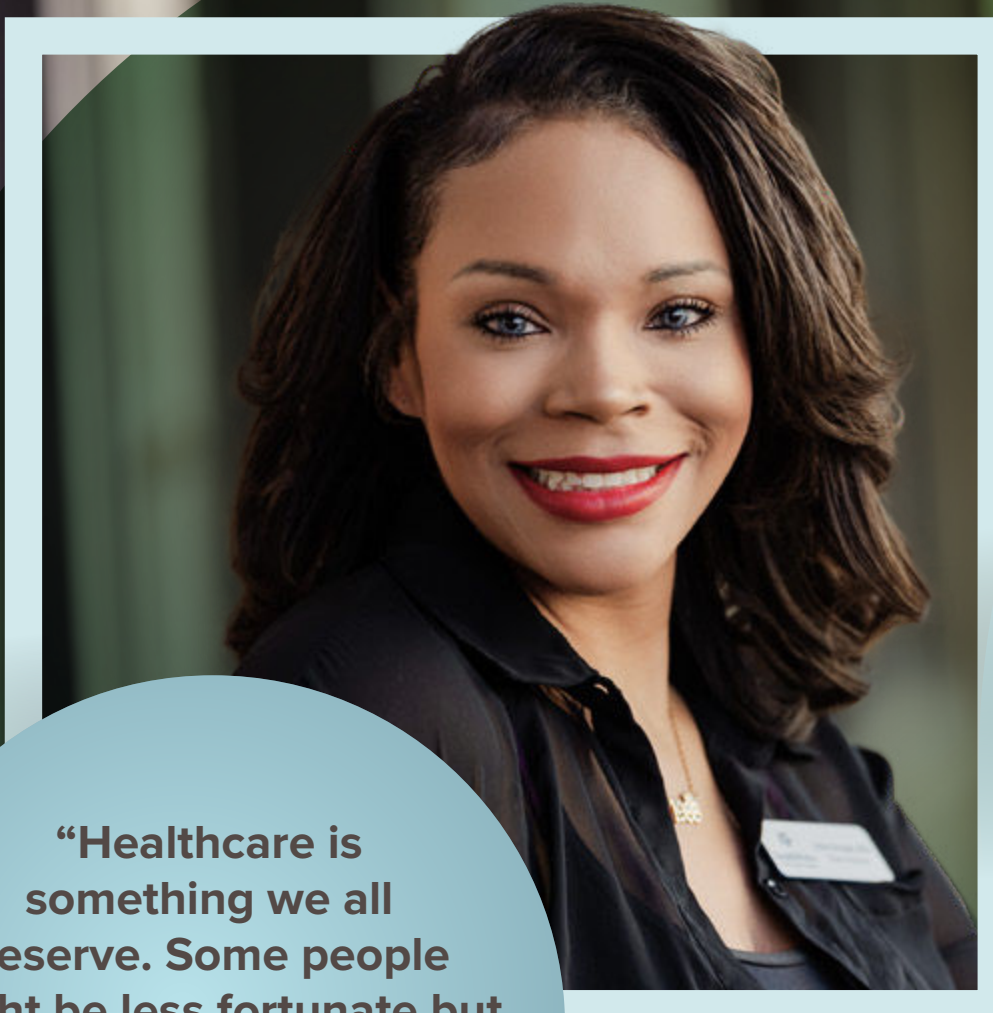
"I wouldn't have gotten this job without Climb," Lulu says. "It gave me the confidence to pursue a professional career."

"I like knowing that I'm helping my community because this is our home. I love it here."

- Azucena



Azucena (above with her daughters) is now a Legal Assistant and enjoys being in a career where she can help people in her community.



We're in This Together:

Artesia Helps Her Community Access Quality Healthcare

“Healthcare is something we all deserve. Some people might be less fortunate but not less deserving.”

- Artesia

“Healthcare is something we all deserve,” says Artesia, who went through the Climb program more than a decade ago. “Some people might be less fortunate but not less deserving.”

Artesia graduated from Climb’s Information Technology training in Cheyenne. At the time, she was a single mom working two jobs. She wanted to go to college but didn’t know how to make it work while raising a baby on her own.

At Climb, Artesia got connected to resources that helped her balance raising her daughter and reaching her career aspirations. During training, she earned a Microsoft Office™ Specialist certification, which led to her job placement as a Clinical Outcome Specialist at Cheyenne Regional Medical Center.

Over the years, Artesia advanced her career in public health, working with the Program of All-Inclusive Care for the Elderly (PACE) and

Since graduating from Climb more than a decade ago, Artesia’s passion for public health has led her to management positions caring for her community’s elderly and vulnerable populations.

gaining experience as an administrator in home health. Today, she’s the Clinic Director at HealthWorks, a nonprofit healthcare provider in Cheyenne that treats patients regardless of their insurance status and offers a sliding scale fee for income-eligible patients.

The clinic provides medical care for all ages as well as mental health services, affordable prescriptions, and a mobile clinic. HealthWorks often treats Climb participants and their children, a connection Artesia finds rewarding since she’s been in their shoes.

While advancing her career in public health, Artesia also earned a master’s degree in Healthcare Administration. She is currently attaining a Nursing degree to advance her clinical skills.

“People say I’m a role model,” says Artesia, whose daughter and niece both want to attend college after seeing her succeed. “But I just say it’s rewarding to give back.”

Since 1986, Climb has worked with hundreds of community partners—government agencies, nonprofit organizations, and for-profit businesses who recognize the need to support low-income single mothers.

Together we:



SUPPORT FAMILIES
IN NEED

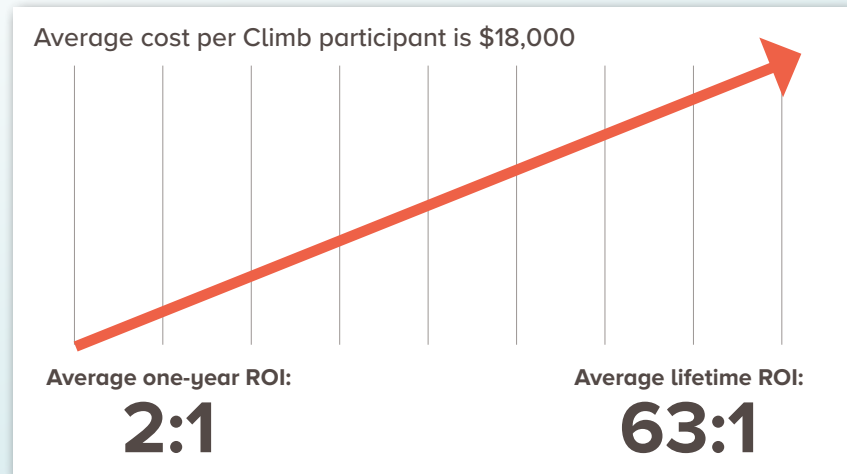
STRENGTHEN OUR
WORKFORCE

IMPROVE OUR
ECONOMY

ENHANCE THE HEALTH &
WELL-BEING OF FAMILIES

Your Return on Investment

Your impact compounds as a mom earns higher wages, continues to grow in the workforce, and breaks the cycle of poverty for her children.



Since 1986, the State of Wyoming has saved over **\$120 million**

from decreased dependence on public assistance programs among Climb graduates.²

2024 FINANCIALS

Expenses	
Program	80%
Management	10%
Fundraising	10%
Revenue	
Public Funding	55%
Private Funding	45%

This Program *Works* for Wyoming



Climb Connections

We help moms get set up for success and connected to support for food assistance, housing, childcare, legal services, and more.



Career Training & Job Placement

Professional trainers and Climb's caring staff provide industry-specific and life-improving skills and mental health services as moms prepare for and start new careers.



Ongoing Support

We match graduates with employers who value them, and Climb continues to be a place of belonging and guidance as graduates grow personally and professionally.

Thank You Investors

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¹ Jobtest.org, “The Worker Shortage Isn’t Over”, October 3, 2024
² Wyoming Department of Family Services; Wyoming Department of Health-Medicaid; Wyoming LIHEAP FY2017 State Profile; U.S. Department of Housing and Urban Development
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Mandy (above with her son) graduated from Climb's Office Careers training and worked at the University of Wyoming for several years. She's now back in school to earn a degree in elementary education.



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