A Legacy Woven Together

For Generations

CLIMB WYOMING

40TH ANNIVERSARY PROGRESS REPORT



40 years

climb WYOMING

40 years

Welcome

Dear Friends,

For 40 years, Climb Wyoming participants have connected at the end of each program for the "Bracelet Activity"—a cherished tradition where moms create unique bracelets and share how they've seen each other grow. Each woman leaves Climb with something tangible: a reminder of her connection to a community that believes in her as she takes new steps forward.

Like the threads of these bracelets, you've helped create a special community that began in 1986 and continues to grow stronger, united by a shared belief that every Wyoming family deserves the opportunity to move beyond hardship and build a stable, hopeful future.

With your heartfelt support, thousands of moms have added their own thread to Climb's story over the past 40 years, weaving a tapestry that strengthens our entire state. Climb graduates are driving Wyoming's workforce forward in healthcare, transportation, construction, banking, and more, while shining as leaders in our neighborhoods and communities.

We're all connected by the place we call home and the communities we share. Breaking generational cycles of poverty takes all of us—standing beside one another, lifting one another up, and investing in the future of generations to come.

Together, our collective strength reaches far beyond the women and families we serve. This is the legacy we are weaving together—and it belongs to all of us.



With gratitude,

Katie

KATIE HOGARTY
CLIMB WYOMING CEO

"This is the legacy we are weaving together—and it belongs to all of us."



"The Bracelet Activity" at the end of each Climb program reflects on connection and growth as moms move into new opportunities in life.

A LEGACY WOVEN TOGETHER

In Their Own Words

GRADUATES AND FAMILIES SHARE HOW THEY'VE ADDED THEIR OWN THREADS TO CLIMB'S STORY OVER THE PAST 40 YEARS

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Changing What's Possible for Generations
Gillette Area



"I watched my mom work toward something, and I watched her change." - Mackenzie

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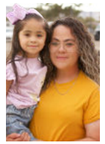
No One Climbs Alone
Sweetwater Area



"At Climb, I didn't feel alone because we were all moms hoping to build a better life for our kids." - Yuliza

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The Intersection of Mental Health and Employment
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"I've accomplished all the goals I wrote down in my Climb journal more than a decade ago." - Toni

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"Now I can afford to support my daughter's college tuition. Seeing these dreams come true reminds me how far we've come." - Nicolle

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"Sometimes, the support that changes your life comes from a community that believes in you." - Tara

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Laramie Area



"Climb helps you find that little flame that's been flickering inside of you." - Morgan



Kaycee (left) graduated from Climb's Gillette program in 2012. Her daughter, Mackenzie (right), is a University of Wyoming graduate currently earning her doctorate in Physical Therapy.

GENERATIONAL IMPACT
Watch a video of Mackenzie sharing her story.

"I watched my mom work toward something, and I watched her change."
– Mackenzie



A LEGACY WOVEN TOGETHER

Changing What's Possible *For Generations*

IN HER WORDS: MACKENZIE

"When I was 12, I was living with my grandmother, and my mom had recently gotten out of prison. Our family was trying to figure out what came next. At that age, I didn't understand everything we'd been through; I just knew things were really hard and that my relationship with my mom was complicated. There was a lot of love, but also a lot of uncertainty.

And then I had the opportunity to watch my mom go through Climb. I watched her show up. I watched her work toward something, and I watched her change. She showed me that there could be a different path and that your circumstances don't define you. She showed me new possibilities and new tools.

Years later, as I finish earning a doctorate in Physical Therapy, I understand something I didn't at 12: A mom's past struggles don't need to define the rest of her life or her children's lives. That's what makes Climb so valuable—because I didn't just watch my mom change; I grew up knowing that change is possible."



UPWARD MOBILITY FOR THE NEXT GENERATION

Children with working and higher-earning moms tend to complete **more years of education,** have **higher employment rates,** hold more supervisory or management roles, and **earn higher incomes.**[1]



> "At Climb, I didn't feel alone because we were all moms hoping to build a better life for our kids." – Yuliza

A LEGACY WOVEN TOGETHER

No One Climbs Alone

IN HER WORDS: YULIZA

"I felt small and scared at the beginning of my Climb program. But before long, that changed to a deep sense of safety and comfort with the women in my group. I didn't feel alone because we were all moms hoping to build a better life for our kids. Being surrounded by them helped me believe, deep down, that I could pursue the things I wanted for my family.

Learning to drive the big trucks during training felt overwhelming at first. I was afraid I wouldn't remember all the mechanical parts or pass the certification tests, and the thought of failing weighed on me. But being part of such a large, supportive group made the experience far less frightening than I expected. We were all nervous, yet we lifted each other up and celebrated every step forward.

Now, whenever I see another woman driving a truck, I honk and wave, filled with pride and a sense of connection. Because of my job, my kids have opportunities we never had before. They're proud of me, and knowing that means more than I can say."

Yuliza, with her four children (left) and at her Climb commencement ceremony (below), graduated from Climb's Commercial Driving (CDL) training in the Sweetwater Area in 2023. She has worked hauling heavy materials in the oil and gas industry and now drives trucks for the fiber optic industry.



SUCCESS BELONGS TO ALL OF US

Climb intentionally creates a community in which moms are known, supported, challenged, and reminded of their strengths.

Supportive relationships can help reduce stress, strengthen well-being, and make it easier to recover from challenges.

At Climb, moms do more than receive support—they practice **building connection, trusting others, asking for what they need, and becoming a source of support.** These relationships often become part of the lasting infrastructure moms carry with them after the program ends.



> "I've accomplished all the goals I wrote down in my Climb journal more than a decade ago."
>
> – Toni

Toni has worked at Casper Cardiology since graduating from Climb in 2014, moving up from the front desk to managing a team of other Medical Assistants and gaining expertise in occupational medicine, primary and urgent care, and family medicine.

A LEGACY WOVEN TOGETHER

The Intersection of Mental Health and Employment

IN HER WORDS: TONI

"I was bartending at a local hotel when I first reached out to Climb. After experiencing homelessness when my son was 2 and my daughter was 4, I urgently needed more stable work to prevent that from happening again.

One of the most memorable moments in my Climb program was an activity called "The Brick." I still think about it almost every day. We wrote down barriers or worries on a heavy brick, and the exercise made me ask myself, 'What's holding me back? And what can I let go?' Now, when life feels heavy, I think about what I can let go of so I can move forward.

I've accomplished all the goals I wrote down in my Climb journal more than a decade ago—owning my own home, saving for retirement, paying for my kids to go to college—and I look at this list now with so much awe and pride. At Climb, I began to feel like I'm worth more.

My kids are now 21 and 19. My son is pursuing a career he loves, and my daughter is thriving in college. Climb gave all three of us so much drive. We're no longer afraid to take chances."



TRANSFORMATIONAL OUTCOMES

Climb pairs employment training and placement with mental health support, a unique model **recognized by Ascend at the Aspen Institute as one of the top 15 poverty alleviation programs in the nation** for two-generation impact. Through this approach, Climb has impacted **12,000 families** and **25,000 children.**



> “Now I can afford to support my daughter’s college tuition. Seeing these dreams come true reminds me how far we’ve come.”
>
> -Nicolle

Nicolle (left) at home with her daughter Afton (right). After graduating from Climb’s Office Careers training in the Teton Area in 2014, Nicolle started as a teller at the Bank of Jackson Hole and is now the bank’s Vice President, Senior Trust and Wealth.

A LEGACY WOVEN TOGETHER

Opening Up My Daughter’s World

IN HER WORDS: NICOLLE

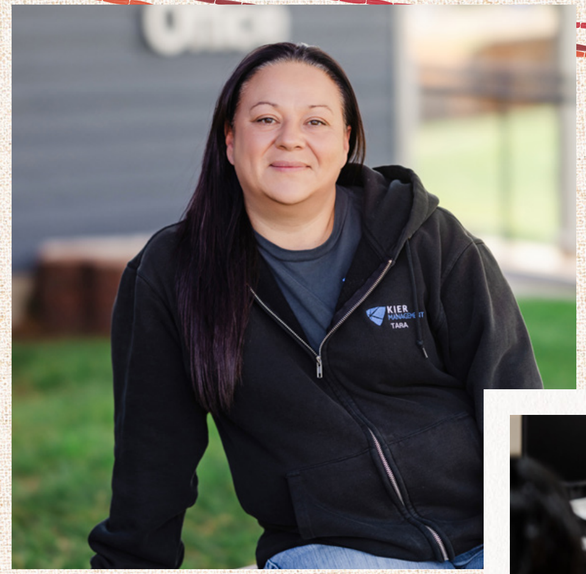
“When I first reached out to Climb 14 years ago, I just wanted to find a job to afford boots for my four-year-old daughter that winter. It was right after Christmas, and buying gifts had wiped out my bank account. I felt like a failure—a single mom with no college degree, no home, no money.

With Climb, I moved forward one step at a time. Group and individual counseling helped me overcome emotional hurdles so I could focus on building a resume and learning how to dress and present myself in a job interview. After receiving a job placement through Climb, I shifted my focus to advancing my career, finishing college, and earning professional certifications in estate planning and trust administration.

Now I can afford to support my daughter’s college tuition next year. This Christmas, we’re planning a trip to New York City. Seeing these dreams come true reminds me how far we’ve come since that Christmas so many years ago.”

Lasting Impact Through the Years

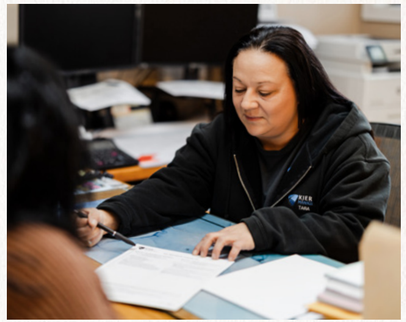
A longitudinal study of Climb graduates ten or more years after completing the program found that graduates experience lasting, positive change through **increased confidence, a strengthened sense of agency, and empowerment to pursue meaningful goals.**



Tara completed Climb's program in Cheyenne in 2004. Today, she's an affordable housing advocate who works with city officials and community partners to secure support for low-income families.

"Sometimes, the support that changes your life comes from a community that believes in you."

– Tara



A LEGACY WOVEN TOGETHER

Community is the Solution

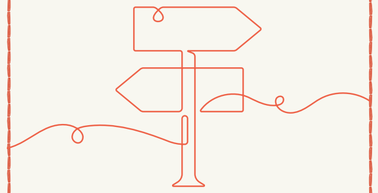
IN HER WORDS: TARA

"For the past eight years, I've worked for Kier Property Management managing Cheyenne North Apartments, a housing complex with 56 units for low-income families. A lot of the residents here are single moms, just like I was when I came to Climb more than two decades ago.

In my job, I can see how poverty can stretch back generations—to parents, grandparents, or even further. As I support the families who live here, I remind them that low-income housing doesn't have to be their 'forever home.' It's a jumping-off point to buying a home, earning a college degree, and moving up in life.

Whether they need connections to community resources or simply a hug from someone who cares, I'm a champion for our families here. I don't want them to believe their struggles define their futures. Climb gave me that support and encouragement and has stayed by my side all these years through different career transitions and life's ups and downs. Now I strive to be that person in people's lives.

Sometimes, the support that changes your life comes from someone outside your family—from a community that believes in you, helps you move beyond hardship, and reminds you that your past does not define your future."



NAVIGATING LIFE DECADES AFTER CLIMB

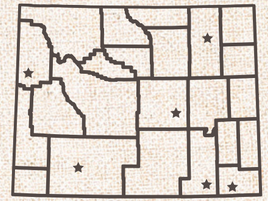
Climb's impact extends well beyond the 12-week program: Graduates ten or more years after the program report carrying lessons from Climb into their work, relationships, parenting, and challenges, shaping how they navigate their lives decades later.

That lasting impact is reflected in graduates' economic outcomes: **10 years after the program, 76% are employed, and wages are 4x higher than pre-program earnings**.

A LEGACY WOVEN TOGETHER

For Generations
40 Years of Impact

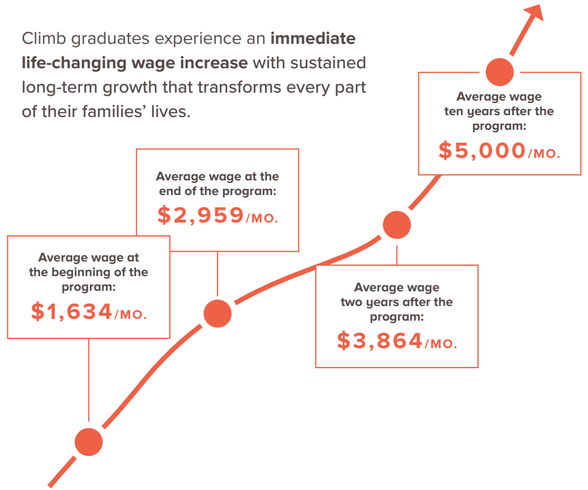
For 40 years, Climb Wyoming has been part of a continuous thread – steady, intentional, and grounded in the belief that economic opportunity can change lives, and that when moms thrive, children and communities follow.



Founded in Cheyenne in 1986, Climb has grown to have statewide impact through **SIX LOCATIONS** serving Wyoming families.

Climb has impacted more than **12,000 MOMS & 25,000 CHILDREN.**

Climb graduates experience an **immediate life-changing wage increase** with sustained long-term growth that transforms every part of their families' lives.



Since 1986, the state of Wyoming has saved over

$138 MILLION

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

YOUR RETURN ON INVESTMENT:

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

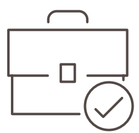
Average One-Year ROI: **2:1**

Average Lifetime ROI: **64:1**

The average investment per Climb participant is $20,000.



96%
Climb's average graduation rate.



83%
of Climb graduates are employed two years after the program.



80%
of Climb graduates report improved mental health symptoms after the program.



Climb graduates have contributed over **60,000,000 HOURS OF WORK** to Wyoming's economy.



Climb has partnered with over **850 EMPLOYERS,** hosting more than 300 trainings across the state.



86%
of Climb graduates report reduced food stamp use two years after the program.



> "Climb helps you find that little flame that's been flickering inside of you." – Morgan

Morgan graduated from Climb's HVAC training in Laramie in 2016 and worked in the industry for more than a decade. Seeking a career change, Morgan transitioned into the auto industry a few years ago and is now a Business Manager for Laramie GM Auto Center.

A LEGACY WOVEN TOGETHER

The Story Continues

IN HER WORDS: MORGAN

"Ten years ago, I didn't know that doors to new career opportunities existed, much less how to open them. I just wanted to pay the electricity bill.

A lot of people don't understand that poverty doesn't just affect your bank account. It affects your sleep. It affects the nutrition you can give your body. Your stress levels are through the roof. It just changes your entire world.

After Climb, I spent more than a decade in the HVAC industry, working my way up to foreman. I moved into the auto industry because the skills you learn at Climb go way beyond the job you train for.

Now my dreams are: 'How can I surpass earning six figures? How can I work my way up in a corporate role?' There was a time when I could barely afford to put food on the table, and now I have life experiences I never thought possible. I have health insurance. I have retirement. I have a good-paying job. I just went to Scotland and Ireland for two and a half weeks last year.

The confidence, self-awareness, and empowerment I gained at Climb are far more valuable than the job. Climb helps you find that little flame that's been flickering inside you and turn it into a big, burning bonfire because you feel so capable and unstoppable."



Skills for Lasting Success

Climb's training includes life skills that contribute to long-term employment success and continued professional growth. **75% of Climb graduates report improved executive functioning skills** that stay with them through the years:

- PLANNING
- ORGANIZATION
- DECISION-MAKING
- EMOTIONAL REGULATION

Employer Partners: *Working Together for 40 Years*

RECENT EMPLOYER PARTNERS

CASPER
All About Family, Inc. +
Banner Wyoming Medical Center
Blakeman Propane - Douglas
Casper Mountain Rehabilitation and Care Center +
Community Action Partnership of Natrona County +
Cornerstone Caregiving - Casper +
Digestive Care Specialists +
Edgewood Meadow Wind +
Elkhorn Valley Rehabilitation Hospital
Gastroenterology Associates - Gastro Care Partners +
Igo Oilfield Services, Inc. - Casper/Douglas +
McGinley Orthopedic Innovations, LLC
Mobile Concrete, Inc.
Prairie Field Services
Shepherd of the Valley Rehabilitation and Wellness +
University of Wyoming Family Practice Clinic
Vital Records Control Casper

CHEYENNE
Cheyenne Regional Medical Center +
Commercial Flooring, Inc.
Community Action of Laramie County
Compass Home Healthcare +
Cornerstone Caregiving - Cheyenne
Eden Home Health and Hospice
Edgewood Aspen Wind +
Habitat for Humanity of Laramie County +
HealthWorks +
Home Instead Senior Care - Cheyenne +
Humble Horizon Home Health - Cheyenne
Life Care Center of Cheyenne +
Loenbro
Mountain Cement +
Pinnacle Cabinet and Millwork +
Sierra Hills Assisted Living Community +
WYOIT

GILLETTE
Big Horn Pediatrics +
Campbell County Health - Legacy +
Campbell County School District #1 +
Campbell County Senior Center +
Craig Vending
Dare to Live, LLC
Kindred Souls of Wyoming +
Tender Care, LLC
The Counseling Center

LARAMIE
Advanced Comfort Solutions - Laramie
Alliance of Therapy Dogs
ATBS +
Aurum Standards Group
Big Huhnks Excavation, Inc.
CREST Insurance
Disruptive MedTech
Elway Powersports
Grand Avenue Dental Center +
Hospice of Laramie +
Ivinson Memorial Hospital +
Laramie GM Auto Center +
Mountain View Comprehensive Medicine
Pediatric Dentistry of Wyoming
Pole Mountain Pharmacy
Range Leather
Safeway - Laramie
Shepard Construction, Inc.
Snowy Range Health Center
The Sugar Mouse Cupcake House
University of Wyoming - Parking and Transit +
Walgreens - Laramie

SWEETWATER AREA
Cowboy Cares +
Cowboy State Trucking +
Deer Trail Assisted Living +
John Bunning Transfer Co., Inc. +
Krone Trucking +
Mission at Castle Rock +
Mountain Works +
Nucor Concrete +
Sage View Care Center +
Sweetwater County - Road & Bridge +
Sweetwater County School District #1 +
Western Wyoming Beverages, Inc. +

TETON AREA
Bank of Jackson Hole +
Brown Cat Bookkeeping
High Country Behavioral Health
JH Mountain Dental +
Macy's Services
Senior Center of Jackson Hole +
St. John's Health +
Teton County Access to Justice
Teton Valley Dental Center

+ These employers have partnered with Climb for multiple job placements.

Since 1986, Climb's employer partners have been part of building a stronger Wyoming workforce while helping families succeed.

"Climb is a valued partner whenever we have a job opening. They take the time to truly understand our needs and connect us with moms whose strengths and dreams align with the opportunities we have to offer. It has been incredibly rewarding to be a part of a mom's journey into healthcare. We have witnessed first hand how opening a door to a new career results in strengthening families in our community."

- Big Horn Pediatrics

Thank you TO OUR INVESTORS

... for adding your thread to a legacy of hope for generations.

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"Someone once said, 'Anyone can count the seeds in an apple, but no one can count the number of apples in a seed.'

Forty years ago, Dr. Ray Fleming Dinneen and her mom planted a seed to support single mothers experiencing poverty. Now, 40 years later, we are standing in the shade of a remarkably strong tree that grew from that very moment. Its roots run deep, grounded in brain science, compassion, and a proven model that changes lives.

And the fruit of this tree? That is Climb graduates. Each graduate carries her own seeds into the future—seeds that will grow, flourish, and be forever shaped by the strength, determination, and resilience gained through her experience with Climb.

When a mother graduates from Climb, she strengthens her entire family tree. Generations are changed forever.

You can count the seeds, but you can never truly measure the endless bounty of lives transformed because of Climb."

– EMILY MCGRADY
Climb Wyoming Board of Directors

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CLIMB THROUGH THE YEARS

1986

Psychologists Dr. Ray Fleming Dinneen and her mother, Dr. Pat Fleming, started a summer program for teen parents in Cheyenne, introducing an **innovative approach to employment readiness** that emphasized the power of self-awareness to initiate lasting life change.



2004

The State of Wyoming initiated a grant to expand Climb statewide, giving single moms in communities across the state **opportunities to gain job and life-improving skills** that move their families out of poverty.



2007

Climb saved the State of Wyoming an estimated **$859,200 in 2007** by helping families reach financial security. Today, that cost savings to Wyoming amounts to more than **$138 million** total from decreased dependence on public assistance programs.[2]



2010

Climb's unique program model is increasingly recognized on the national stage and shared with policymakers and thought leaders, which now include the U.S. Department of Health and Human Services, Aspen Institute, National Governors Association, White House Council on Economic Mobility, and more.

2016

Climb celebrated 30 years of **restoring hope for generations.** *"It's incredible to think about the many donors, partners, trainers, interviewers, and employers that have been part of Climb's success over the past three decades,"* reflected Dr. Ray Fleming Dinneen.



2020

During the pandemic, Climb transitioned all job trainings to a virtual format and maintained a group model that allowed isolated women to **learn from and grow with each other.** This unique approach to the crisis caught national attention, with the U.S. Department of Agriculture and the Federal Interagency Council on Economic Mobility asking Climb to share best practices.

2021

Climb celebrated 35 years of impact and announced the leadership transition of Katie Hogarty stepping into the role of CEO, and Molly Kruger serving as COO. Katie and Molly brought more than 20 years of combined Climb experience to their new roles, and that experience continues to shape their leadership, expertise, and vision for Climb's future.

2026

Climb's generational impact gained more national recognition, with Ascend at the Aspen Institute inviting Climb to join its influential 2Gen Accelerator Community to help shape national conversations about how to better support families in achieving lasting economic security. Ascend also recognized Climb as one of the **top 15 nonprofits in the nation** pioneering innovative approaches that help multiple generations thrive.



"It has been said that Wyoming is nothing more than a small town with a very long main street. And while we believe in individuality and the 'live and let live' philosophy, we also adhere to the philosophy that a civilization is marked by its willingness to help those in need of assistance. The people of Wyoming and Climb have always been there for one another... neighbor helping neighbor."

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"Climb is the best poverty alleviation program in the nation with its strong infrastructure, measurable impact, and integrated focus on parental employment and mental health."

– Carrie Kirkpatrick

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> "I had the privilege of seeing my dear friend Pat Fleming start Climb with her daughter, Ray Fleming Dinneen, 40 years ago. It's an honor to see the light she sparked continue to shine bright."
>
> **– Cindy Vandewark**

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> "Climb is a win-win for Wyoming: Businesses benefit with a trained and motivated workforce, and families benefit with unending opportunities for upward economic mobility."
>
> **– Craig Rood**

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Lynn and Kenneth Wegner
Jim and Belinda Wells
Robert Wemple
Eugene Wendt
Kent Westedt
Western Midstream Partners
Western Waterworks, Inc.
Wheeler Family Foundation
Whitely and Nick Wheeler
Missy Whelan
Elizabeth and Geoffrey Whitaker
White Mountain Lions Club
Diane and Dan White
Ronda and Dave Whitman
Penny and Charley Whiton
Rachel Wigglesworth and Nate McClennen
Connie Wilbert and George Jones
Karen Wilbrecht
Lloyd and Kathleen Wilder
Sarah Wilkins
Mike and Melissa Williams
Katherine Wilson
Irwin Wilson Family Foundation
Chris and Kurt Wimberg
Cheryl and Michael Witz
Barbara and Jeffrey Wogoman
Wold Foundation
Vinton and Cindy Wolfe
Rhonda Woodard and George Kallas
Woodson Family Foundation
Michael and Stephanie Woodward
Chris and Jackie Woolley
Susie and David Work
Beth and James Worthen
Piper Worthington
Becky and Cam Wright
Nolene Wright
Cindy and Peter Wuerslin
Wyoming Community Foundation
Wyoming Department of Family Services
Wyoming Department of Workforce Services
Wyoming Machinery Company
Wyoming Women's Foundation
Cynthia Yablonski
Amy Harnish-Yager and J.D. Yager
Shannon and Jamie Yarrow
Jessica and Brook Yeomans
Michael Yin
Kerri and Dan Young
Susie Young
Youth Philanthropy Program Fund of the Community Foundation of Jackson Hole
Theresa Zacharias
Barbara Zelazo and Michael Scher
Theresa Zellmer
Pamela Zernis
Heidi Zinn

2026 FINANCIALS

Expenses	
Program	80%
Management	7%
Fundraising	13%
Revenue	
Public Funding	48%
Private Funding	52%

IN PARTNERSHIP WITH

Climb Wyoming makes every effort to ensure the accuracy of our investor list. Please alert us to any changes or corrections by contacting us at info@climbwyoming.org or 307-778-4126.

BOARD OF DIRECTORS

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LEADERSHIP

Katie Hogarty, JD, *Chief Executive Officer*
Molly Kruger, MS, LPC, *Chief Operating Officer*

FOUNDER

Ray Fleming Dinneen, Psy.D.

SOURCES

[1] *Harvard Business School / International Social Survey Program Study*

[2] *Wyoming Department of Family Services; Wyoming Department of Health-Medicaid; Wyoming LIHEAP FY2017 State Profile; U.S. Department of Housing and Urban Development*

ON THE COVER IN 2011:

15 Years Later & Thriving

IN HER WORDS: ANDREA

"When it came time for my job placement, Climb said, 'We have the perfect career for you: Property Management.' I've worked in this industry ever since and started selling real estate six years ago. I sell million-dollar homes, but I know a lot of people don't have that, so affordable housing is my passion."

Andrea recently purchased and remodeled a home for low-income families in her community. "This is just the start of an awesome journey that I'm going to continue," she says of the project.



ANDREA & HER SON ON THE COVER OF CLIMB'S 2011 PROGRESS REPORT



ANDREA & HER CHILDREN THRIVING 15 YEARS LATER

WATCH HOW ANDREA AND OTHER CLIMB WYOMING GRADUATES HAVE TRANSFORMED THEIR LIVES.

SITE OFFICES

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Reach out for more information about becoming an employer partner, investor, or program participant:

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ClimbWyoming.org

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

40 years Climb WYOMING

ClimbWyoming.org