

**LARAMIE COUNTY CLERK
BOARD OF COUNTY COMMISSIONERS
AGENDA ITEM PROCESSING FORM**

1. DATE OF PROPOSED ACTION: February 15, 2005

2. AGENDA ITEM: Appointments Bids/Purchases Claims

Contracts/agreements/leases Grants Land Use: Variances/Board App/Plats

Proclamations Public Hearings/Rules & Reg's Reports & Public Petitions

Resolutions Other

3. DEPARTMENT: Grants

APPLICANT: John Kluever

AGENT: John Kluever

4. DESCRIPTION: Consideration of a presentation from representatives of the Our Families Our Future program.

Amount \$

From:

To:

5. DOCUMENTATION: 1 Originals and (4) four copies

Commissioner

Humphrey _____

Knudson _____

Ketcham _____

Action _____

Postponed/Tabled _____

Clerks Use Only:

Signatures

Co Attny _____

Assist Co Attny _____

Grants Manager _____

Outside Agency _____

Received And Approved
As To Form Only
By The County Attorney

COPY OF RECORD

2/7/05



LARAMIE COUNTY PLANNING DEPARTMENT

Planning • Zoning • Addresses • Mapping • Permits

February 8, 2005

MEMO

TO: Rhonda Reed, Deputy County Clerk
FROM: John Kluever *JK*
SUBJECT: Agenda Item

Could you please place the attached on the Commissioners Agenda for their February 15, 2005 meeting? You should find one original Agenda Item Processing Form and four copies of this form.

Please Note: This is a presentation by representatives of Our Families Our Future. If this could be early in the agenda it would be best.

Please let me know if you should have any questions.



310 West 19th Street • Suite 400
Cheyenne, Wyoming 82001
(307) 633-4303 Fax (307) 633-4519



Collaboration is the Cornerstone of Our Efforts

Our Families Our Future works closely with agencies statewide, including

the Department of Family Services, Workforce Services, Education, Health,

Employment, the criminal justice system and community and private services to

offer participants comprehensive training and support.

It is our belief that through collaboration, we can most effectively serve people in

need. Working side-by-side with agencies, we ensure our participants are aware of

the many community resources and services available that will support their success.

Our Families Our Future business partners such as the Wyoming Contractors

Association, community colleges, the University of Wyoming and employers within

each community provide the foundation by which we train and place participants

in jobs. Thanks to the commitment of our business partners, our programs facilitate

participant self-sufficiency through job skills and academic training and work

experience that leads to a livable wage.

**Our Families
Our Future
enhances
existing
services
without
duplication.**



Our Families Our Future
Breaking through. Building lives.
FOR WYOMING YOUTH & FAMILIES

*Together we can
make a difference
for Wyoming Youth
and Families.*

Experience and a Proven Working Model

Our Families Our Future is a Wyoming organization focused on bringing disadvantaged youth and families out of poverty. Our intervention model is based on the **Fleming Associates Young Parent Program** which was established in Laramie County in 1986 to meet the educational, job training and life skills needs of low-income single parents.

The **Young Parent Program** is a nationally acclaimed paradigm for moving disadvantaged young mothers out of poverty.

The program has received national recognition:

- Recognized by the Department of Labor and the National Youth Employment Coalition with the 2002 PEPNet Award — Promising and Effective Practices Network (PEPNet), the nation's premier resource on what works in youth employment and development
- 2003 Nominee for the White House Office of Faith-Based Community Initiative Award



Ray Fleming Dinneen,
Executive Director

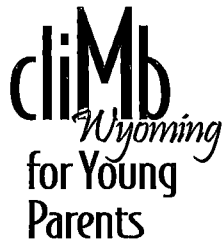
In partnership with the Wyoming State Department of Family Services, our programs address the "Temporary Assistance to Needy Families" (TANF) purpose "to end the dependence of needy parents on government benefits by promoting job preparation, work and healthy relationships."

Our success is based on helping adolescents, young mothers and female heads of household develop the life and job skills needed to improve their employment potential and relationships. They complete extensive training in a supportive group environment. Most important, our participants get jobs that lead to higher paying wages and move them out of poverty.

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FOR WYOMING YOUTH & FAMILIES

Our mission
is to provide work
training and services
to youth and families
to foster participant
self-sufficiency and
well-being through
a collaborative
community effort.

CLIMB Wyoming for Young Parents



CLIMB Wyoming
Young Parent
Program Overview:
Serving income
eligible young,
single mothers.

Program length:
4-5 months

To date, the GED
diploma has been
awarded to more than
200 participants in
Laramie County.



The CLIMB Wyoming Young Parent Program serves young, single mothers who are not in school and meet Federal poverty guidelines in Wyoming. They are among the many disadvantaged women and teens across the state who have trouble in the job market because they lack the skills and education that employers require. Participants are trained and supported in groups to develop the life and job skills needed for employment. They receive academic training so they can earn their GED. During the final three months of the program, participants are placed in jobs with business partners that lead to higher paying wages.

Key Elements of the Young Parent Program:

- **Life skills training** — addresses child support, parenting, repeat pregnancy, accessing community resources and substance abuse issues
- **Job skills training** — develops skills such as application and resume writing, interviewing techniques and interpersonal communications
- **Individual and group counseling** — addresses barriers to personal growth
- **GED preparation** — academic training geared toward earning a high school equivalency diploma
- **Job placement** — participants are matched with employment opportunities in demand occupations such as CNAs, medical insurance billing, phlebotomists, cashiers, medical lab processors, childcare workers, physical therapy assistants, landscapers, teaching assistants, office clerks and other service sector positions

Proven Results of the Young Parent Program:

- **80%** of program participants are placed in private sector employment work experience training positions
- **74%** of program participants are maintained in jobs after program completion
- **85%** of program completers achieve a GED

This program is based on the Fleming Associates Young Parent Program, a nationally acclaimed paradigm for moving disadvantaged young mothers out of poverty.



“
Whenever I see the young ones, I ask them questions like: Are you going to school? Do you have your GED? Then I tell them about how I got my GED, and got a job.

”

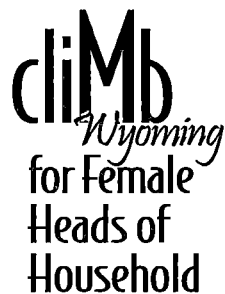
—Jennifer Black
Past participant



CLIMB Wyoming
programs are a continuation of Fleming Associates Young Parent Program which has operated in Cheyenne since 1986. These successful initiatives are now being offered in sites around Wyoming.

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FOR WYOMING YOUTH & FAMILIES

CLIMB Wyoming for Female Heads of Household



The Female Heads of Household Program trains income eligible, single mothers in well paid non-traditional and healthcare careers such as construction craft, truck driving and medical transcription. The program includes job training, life skills workshops, counseling and job placement assistance, allowing participants to move into well paying careers and move their families out of poverty.

CLIMB Wyoming Female Heads of Household Program:
Serving income eligible, single mothers.

Program length:
6 weeks to
4 months

(depending on job training curriculum)

Key Elements of the Program:

- ▶ **Extensive job training** — in well-paid careers
- ▶ **Life skills training** — addresses child support, parenting, relationships, money management, accessing community resources and substance abuse issues
- ▶ **Individual and group counseling** — addresses barriers to personal growth
- ▶ **Job placement assistance** — guidance on job opportunities, interviewing skills and resume writing



Wyoming women are more likely to live in poverty, earning only 63 cents for every dollar earned by men — the largest salary gap between men and women in the United States.

(University of WY Wage Disparity Study 2003)

The Wyoming 2000 Census report revealed a startling 38% of single mothers are living at or below the Federal poverty level.

*In partnership with the United Medical Center, the **CLIMB Wyoming** Female Heads of Household program is training women in medical transcription.*



*In partnership with the Wyoming Contractors Association, the **CLIMB Wyoming** Female Heads of Household program is training women in construction crafts.*



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F O R W Y O M I N G Y O U T H & F A M I L I E S

CLIMB Wyoming programs are a continuation of Fleming Associates Young Parent Program which has operated in Cheyenne since 1986. These successful initiatives are now being offered in sites around Wyoming.

"Many of our participants did not finish or have success in high school, so this program helped build confidence and introduce them to careers they might not have considered."

Ryan Dineen,
Program Director,
CLIMb Wyoming Summer
Youth Program.

"CLIMb Wyoming

summer camps were unique because they targeted kids who normally would not be able to afford to go to camp. They also equip these kids with job and life skills that will positively impact their future."

Rodger McDaniel,
Director, Department
of Family Services

"If I do a little bit at a time I can achieve more than doing it all in one shot. And that's something that I really learned here. I tried doing everything in one shot and I would get frustrated and it never worked. Since Bridget talked about smart goals and breaking it down – it really helps."

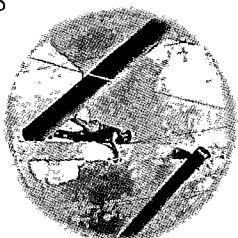
April Weithaye
Participant, CLIMb Wyoming – Lingle



Inaugural CLIMb Wyoming Summer Youth Program Empowers At-Risk Teens with Job and Life Skills

Over 130 teens from across the state convened at various Wyoming colleges in June and July 2004 for a unique summer camp experience.

Our Families Our Future™, in partnership with the Department of Family Services, the University of Wyoming and various colleges across the state, coordinated the first **CLIMb Wyoming** Summer Program to help at-risk youth from low income families gain skills that will support their success as they prepare to enter the workforce or continue their education.



The 10-day camps for youth ages 16-20 combined a community college or university setting with hands-on job training. The programs offered many job specific training choices, each providing exposure to exciting careers in the state. Participants also learned key life skills such as money management, pregnancy prevention and communication skills.

Each **CLIMb Wyoming** session had a specific job focus, allowing participants to get hands-on training and work side by side with professionals in various fields. Participants were transported to the session that best aligned with their individual interests.

The following sessions were held in June and July 2004:

- > **Business Computers** - Northwest Community College
- > **Construction** - Casper College and McMurly Training Center in partnership with Wyoming Contractors Association
- > **Forestry** - University of Wyoming
- > **Early Childhood Education** - University of Wyoming
- > **Industry and Technology** - Western Wyoming Community College
- > **Healthcare** - Laramie County Community College

A Profile of Participants

**in the
Summer Youth Program**

56% have been involved with the juvenile justice system
24% previously or currently are in foster care
69% previously or currently are in group homes, live-in counseling centers or rehab programs
75% are in school
16% dropped out of school
9% graduated from high school

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www.OurFamiliesOurFuture.org

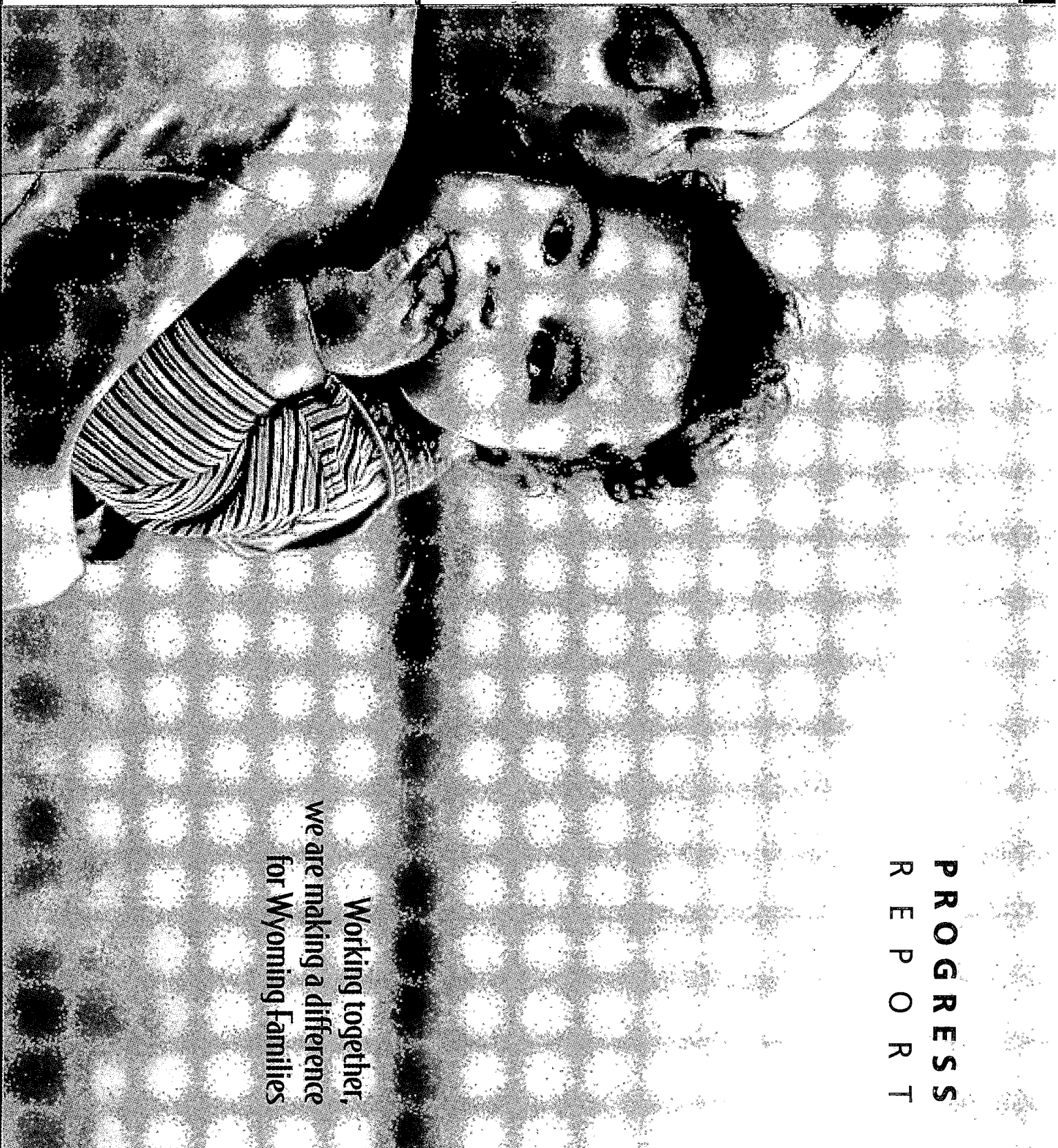
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314 East 21st Street, Cheyenne, WY 82001

Phone: (307)778-0094 > Fax: (307)778-0095

Communications Director: Jessica Barrett Speer > jessica@ourfamiliesourfuture.org

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**PROGRESS
REPORT**

**Working together,
we are making a difference
for Wyoming Families**

Our Families Our Future™
Breaking through. Building lives.

FOR WYOMING YOUTH & FAMILIES

IN PARTNERSHIP WITH THE WYOMING STATE DEPARTMENTS OF FAMILY AND WORKFORCE SERVICES



Wyoming Statistics We Are Striving to Reverse

38% of single mothers are living at or below the federal poverty level and 53% of families headed by single mothers with children younger than five live in poverty.

(Wyoming 2000 Census Report)

Wyoming women earn only 67 cents for every dollar earned by men — one of the largest salary gaps between men and women in the United States.

(University of Wyoming Wage Disparity Study 2003)

A Letter from Ray

This has been an incredible year for us as we expanded our

programs to serve several more Wyoming communities. The

support and guidance we have

received from our business and

community partners has allowed

us to help hundreds of low-

income single mothers, their

families and at-risk

youth become

contributing

members of

their community.



Strong employment is critically linked to strong families.

I commend the employers noted on the next page who have made

higher paying positions available

to our participants. Working

together, let's continue to

improve the lives of

Wyoming families.

Ray Fleming Dineen

Ray Fleming Dineen, Psy.D.,

Executive Director, Our Families Our Future

Our mission is to provide

work training and services

to youth and families

to foster participant

self-sufficiency and

well-being through

a collaborative

community effort.



80% of program participants are placed in private sector employment work experience positions



74% of program participants are maintained in higher paying jobs after program completion

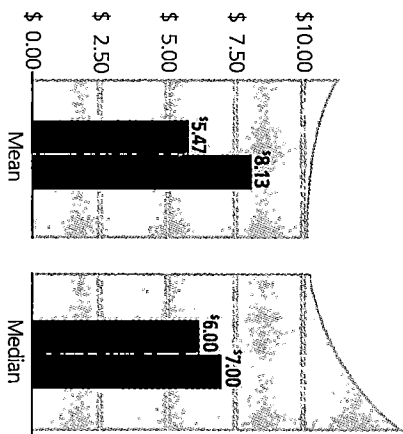
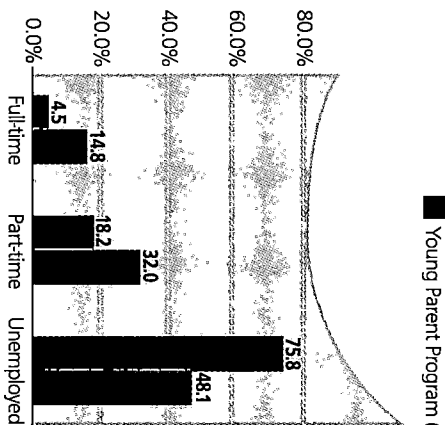


85% of Young Parent Program completers achieve a GED

What we know about the single moms currently in our CLIMB Wyoming Programs:

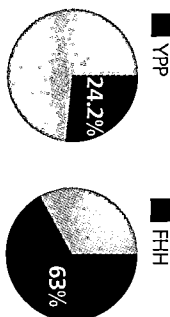
A Profile of the Single Mothers in Our Programs

PRE-PROGRAM STATISTICS



Employment Status of Clients at Intake

Average Wage of Employed Clients at Intake



High School Graduation Status of Clients at Intake

Clients Convicted of a Crime Before Entering Program

POST-PROGRAM STATISTICS

YPP/FHH Total



80% of program participants are placed in private sector employment work experience positions



74% of program participants are maintained in higher paying jobs after program completion



85% of Young Parent Program completers achieve a GED

Our Programs

Young Parent Program (YPP)

Serving income-eligible young mothers ages 16+

Program length: 4-5 months

Key Elements of the Program: Life and job skills training, individual and group counseling, GED preparation and job placement.

Female Heads of Household (FHH)

Serving income-eligible single mothers ages 23+

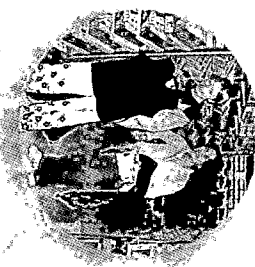
Program length: 6 weeks to 4 months

(depending on job training schedule)

Key Elements of the Program: Extensive job training in well-paid, non-traditional and healthcare careers, individual and group counseling, life skills workshops and job placement assistance.

A History of the Young Parent Program

Our programs are modeled on the successful Fleming Associates Young Parent Program which has **continually operated in Laramie County since 1986**. Ray Fleming Dineen, Psy.D., developed the program in response to the need for an **intensive intervention model** to help young, single mothers become self-sufficient. For 18+ years, a core group of staff members have helped mothers ages 16 and older to improve their employment potential and relationships. Participants complete extensive job and life skills training in a supportive group environment. Most important, thanks to strong partnerships with employers, participants get jobs that lead to higher paying wages and help them transition out of poverty. **More than 500 young parents** have been placed in jobs to date in Laramie County.



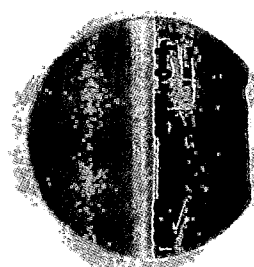
Big Horn Basin Programs: FHH Construction Trades Truck Driving Training 2301 Bophorn Ave Worland, WY 82401 Phone: 307.347.4491 karen@ourfamiliesourfuture.org

Northern Lincoln, Sublette & Teton Counties

Programs: YPP c/o Our Lady of the Mountains 201 S. Jackson Street Jackson, WY 83001 PO Box 9494, Jackson, WY 83002 (mailing address) Phone: 307.733.4088 colleen@ourfamiliesourfuture.org



Campbell County Programs: FHH Construction Trades Truck Driving Training 1211 S. Douglas Hwy, Suite 210 Gillette, WY 82716 Phone: 307.685.0450 susan@ourfamiliesourfuture.org



Natrona & Converse Counties Programs: YPP & FHH Construction Trades Truck Driving Training 152 N. Durbin, Suite 210 Casper, WY 82601 Phone: 307.237.2855 trisha@ourfamiliesourfuture.org

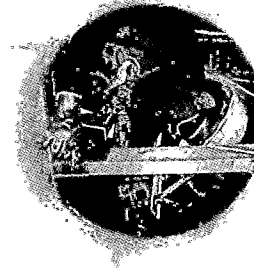


Our Families Our Future™

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Program Sites

Albany County Programs: YPP 10350 N. 3rd Street, Suite 1 Laramie, WY 82070 Phone: 307.742.9346 angie@ourfamiliesourfuture.org



Thank You to the Following Employers who have Hired Single Moms in Our Program

- BIG HORN BASIN**
 - Halliburton Energy Services
 - McGavin-Widebry Construction
 - Schlumberger
 - Stepp by Stepp Trucking Transystems
- NATRONA COUNTY**
 - Bio Life Plasma Services
 - Central Wyoming Counseling Center
 - Herbal Remedies
 - JTL Group
 - James W. McIntosh Construction
 - Drs. Phippen and Hagerman Oral Surgery
 - Powder River Construction
 - 71 Construction
 - Tom Sedar, Attorney at Law
 - Williams, Porter, Day and Newble, Attorneys at Law
 - Wyoming Financial Securities
- LARAMIE COUNTY**
 - Capco Insurance
 - Community Action of Laramie County, Early Headstart
 - Dynacare Laboratories
 - Edeen Construction, Inc.
 - First American Title Company
 - Laramie County School District #1
 - Mountain Towers Healthcare and Rehabilitation
 - Scroll Cabinetry
 - Steve Walters Construction, Inc.
 - United Blood Services
 - United Medical Center
 - Human Resources
 - Health Information
 - University of Wyoming Family Practice Residency Program
 - Health Information
 - Medical Transcription
 - WinHealth Partners
- FREMONT COUNTY**
 - Body Potions
 - Boys and Girls Club of the Northern Arizona Tribe
 - Central Wyoming Community College
 - G Bar G Veterinary Services
- CAMPBELL COUNTY**
 - American Courtes
 - Campbell County Concrete
 - Hot Iron, Inc.
 - Intermountain Construction, Inc.
 - L and T, Inc.
 - MGW Enterprises
 - Powder River Construction
 - 3 Rivers Well Service
- ALBANY COUNTY**
 - Advantage Real Estate
 - Albany County Carpet
 - Allen Insurance
 - American Collections
 - Bio Life Plasma Services
 - Dr. Kelly Palm
 - Holiday Furniture
 - Laramie Care Center
 - Priehoda, Leonard and Janack
- TETON/LINCOLN/SUBLETTE COUNTIES**
 - Community Children's Project
 - J R Simplot Company
 - National Museum of Wildlife Art
 - Off Square Theatre Company
 - Smoley Canyon Vine
 - St. John's Medical Center
 - Sublette County Clerk's Office



"The program's great. It gives workers plenty of opportunity to get experience in the workforce and really learn on the job. Reimbursement is nice, too!"
Mary Lankford, Sublette County Clerk—Sublette County

Working Together, We are Making a Difference for Wyoming Families.

Since 1986, the **Climb Wyoming™** Programs of **Our Families Our Future™** have used a nationally acclaimed model to empower single mothers to improve their lives and the lives of their children.

The goal of the programs is to train and place single mothers in jobs that successfully support their families.

Strong employment is critical to strong families.

And strong families are the foundation for strong communities.



"This is a great program, and we should have these programs in every town across the country to help train young people to find good career positions."
Charles Harms, CEO—United Medical Center, Cheyenne

Our mission:

to provide work training and services to youth and families
to foster participant self-sufficiency and well-being
through a collaborative community effort.



Here's how you can take action:

- ☐ I represent a company that needs good employees and would like to talk about becoming a Business Partner.
- ☐ I cannot participate in the Business Partner Program at this time, but would like to learn about other ways to get involved.
- ☐ I have some ideas to share with you about the program. Please contact me.

name	
title	
phone	email
company/organization	
address	
city/state/zip	

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www.OurFamiliesOurFuture.org

(307) 778-0094
fax (307) 778-0095

Caren Murray
Business Liaison
caren@ourfamiliesourfuture.org



Working together with you, we can better serve.
To that end, we welcome your ideas
and your partnership.

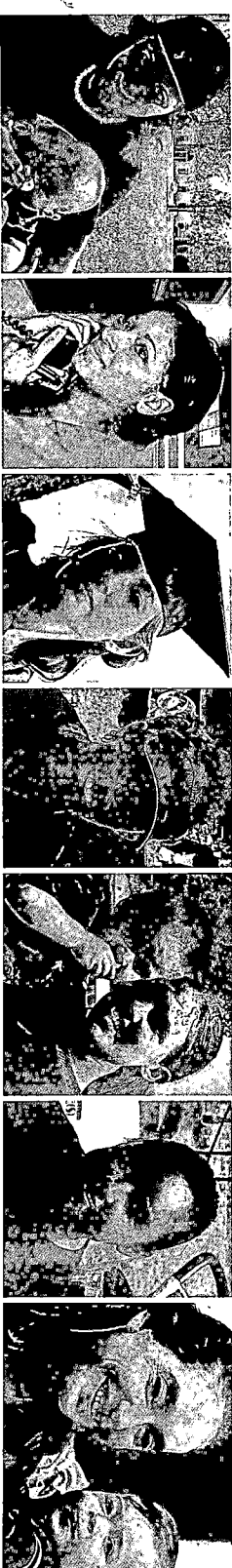
"Our firm partnered with Our Families Our Future as a meaningful way to support our local community. The goal was to give these young, single mothers an opportunity to acquire the skills to become productive members of society. Our commitment did not require a significant effort on our part, but it was truly life-changing for the participant."

Mark Vincent, Legal Administrator—Williams, Porter, Day & Neville, Casper



"The reality is we're getting awesome reports back from the field. They're doing a great job for us and they are certainly the kinds of employees that we will keep on long term."

Dan Edeen, President—Edeen Homes, Cheyenne



It Makes Sense for Your Business

Climb Wyoming Programs are established with a long history of success.

Hundreds of women have found jobs and many have remained loyal employees, staying with our Business Partners for years.

Our Families Our Future is visible across Wyoming. Our programs work in partnership with local agencies, community partners, employers and industry groups to strengthen the workforce and Wyoming families.

We need to work together to change these statistics:

A startling 38% of single mothers in Wyoming are living at or below the federal poverty level.

53% of the single mothers with children under the age of five live in poverty in this state.

Women in Wyoming earn only 67¢ for every dollar earned by men—one of the largest salary gaps between men and women in the United States.

Sources: Wyoming Census 2000
University of Wyoming Wage Disparity Study 2003

The Climb Wyoming Programs of Our Families Our Future offer participants a broad base of employment preparation, work training and life skills to help them achieve a livable wage and transition out of poverty.

While learning the job skills necessary to become good employees, the participants work within a peer group to learn valuable life skills. Individual and group counseling are also key components of the program.

"We don't place anyone in a position until they've demonstrated that they are a dependable, reliable, consistent employee. Dependable and loyal employees are very hard to find. Employers spend a lot of time and money training and retraining employees. It is a great business decision and connects employers with their community."

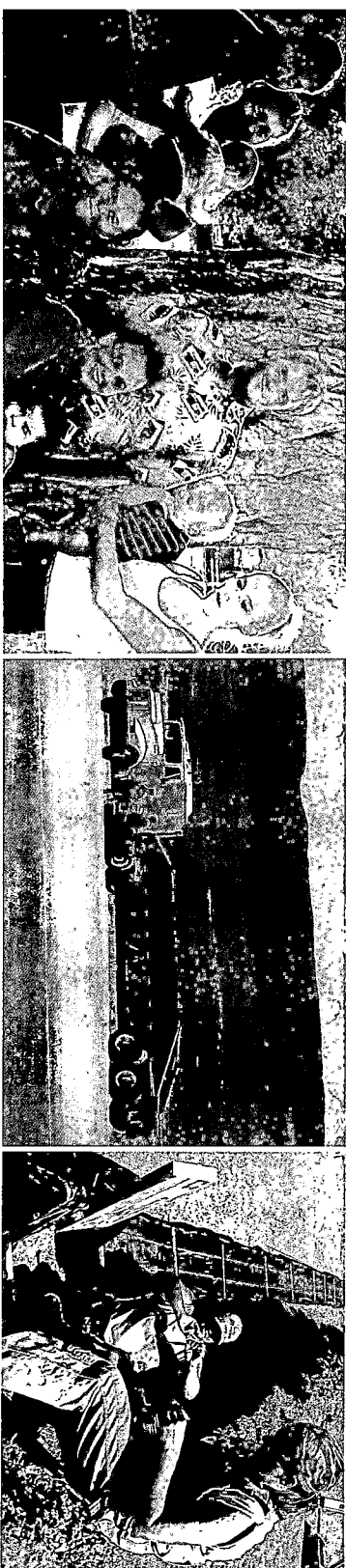
Caren Murray, Business and Industry Liaison—Our Families Our Future

"Our participant was instrumental in interpreting the needs of two Spanish speaking patients for one of our physicians. Our Families Our Future is to be commended for its placement efforts."

Patrick Monahan, Clinic Manager—University of Wyoming Family Practice Residency Program, Cheyenne

"We are thrilled with the support we've had from our business and community partners. This support has allowed hundreds of low-income single mothers to become contributing members of their communities."

Ray Fleming Dinneen, Executive Director—Our Families Our Future



By helping others we also help ourselves, because if we can lift a

single mother up and help her to become a responsible citizen, then she will pass her knowledge on to her children. And her children in

turn will teach their children. Instead of a cycle of poverty and

dependence, a new generation of healthy, working families

will emerge.

"We're taught it's not just a job, it's a career. It's something that you're gearing towards and you have the drive for... I know I do, and I know a lot of the other single moms have the same drive."

*Monique Elliott, participant
Climb Wyoming Female Heads
of Household Medical
Transcription Program*

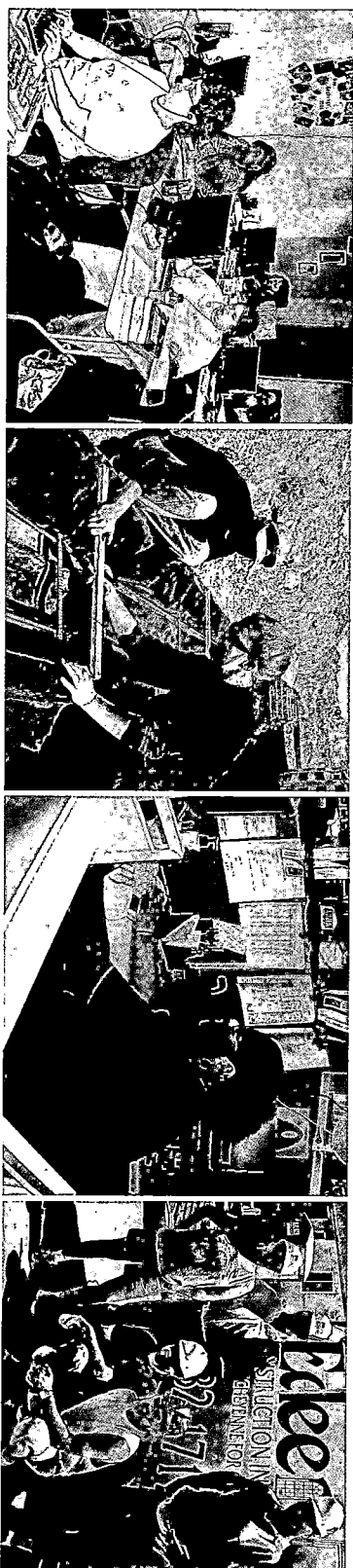
These are Our Families. This is Our Future.

"We need to enlist the private sector, community colleges and others and try to find real solutions that don't just provide job training, but provide comprehensive services in a way that prepares young women to be mothers as well as to work in jobs that pay meaningful wages."

Rodger McDaniel, Director—Wyoming Department of Family Services

"Being an employer for the jobs development portion of Our Families Our Future was a good experience. Each day with our participant was fruitful. The Our Families Our Future program is a 'win-win' situation for the employer and the intern."

Helen Magee, Human Resource Manager—Smokey Canyon Mine, J R Simplot Company



80%

of program participants

are placed in private

sector work experience

positions

The Business Partner Program provides:

- > **Motivated workers** who gain **training in the employer's field**
- > Workers who have been taught the importance of **a good work ethic**
- > **The opportunity for wage reimbursement** during work placement
- > Professional staff on call to assist **employers and participants**
- > **The option to retain participants** after the program

"During this term as governor, if we can make this a better place for parents and children to have a chance to make their dreams come true, then we should do it."

Dave Freudenthal, Governor—State of Wyoming

74%
of program participants
are retained in jobs after
program completion

Thank You to the Following Employers who have Hired Single Moms in Our Program

ALBANY COUNTY

Advantage Real Estate
Albany County Carpet
Allen Insurance
American Collections
Bio Life Plasma Services
Dr. Kelly Palm
Holliday Furniture
Laramie Care Center
Prehoda, Leonard and Janack

BIG HORN BASIN

Halliburton Energy Services
McGarvin-Moberly Construction
Schlumberger
Stepp by Stepp Trucking
Transystems

CAMPBELL COUNTY

American Couriers
Campbell County Concrete
Hot Iron, Inc.
Intermountain Construction, Inc.
L and T, Inc.
MGM Enterprises
Powder River Construction
3 Rivers Well Service

FREMONT COUNTY

Body Potions
Boys and Girls Club of the
Northern Arapahoe Tribe
Central Wyoming Community College
G Bar G Veterinary Services

LARAMIE COUNTY

Capco Insurance
Community Action of Laramie County, Early Headstart
Dynacare Laboratories
Edeen Construction, Inc.
First American Title Company
Laramie County School District #1
Mountain Towers Healthcare and Rehabilitation
Schroll Cabinetry
Steve Walters Construction, Inc.
United Blood Services
United Medical Center
 > Human Resources > Radiology
 > Health Information > Surgical Unit
University of Wyoming Family Practice Residency Program
 > Health Information > Medical Transcription
WinHealth Partners

NATRONA COUNTY

Bio Life Plasma Services
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Herbal Remedies
JTL Group
James W. McIntosh Construction
Drs. Pippen and Hageman Oral Surgery
Powder River Construction
71 Construction
Tom Sedar, Attorney at Law
Williams, Porter, Day and Neville,
Attorneys at Law
Wyoming Financial Securities

TETON/LINCOLN/SUBLETTE COUNTIES

Community Children's Project
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National Museum of Wildlife Art
Off Square Theatre Company
St. John's Medical Center
Sublette County Clerk's Office


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