

INTRODUCTION

The mission of Project Self-Sufficiency is to assist low-income, single parents in their efforts to achieve economic independence and become free from community and government assistance while building and maintaining strong, healthy families.

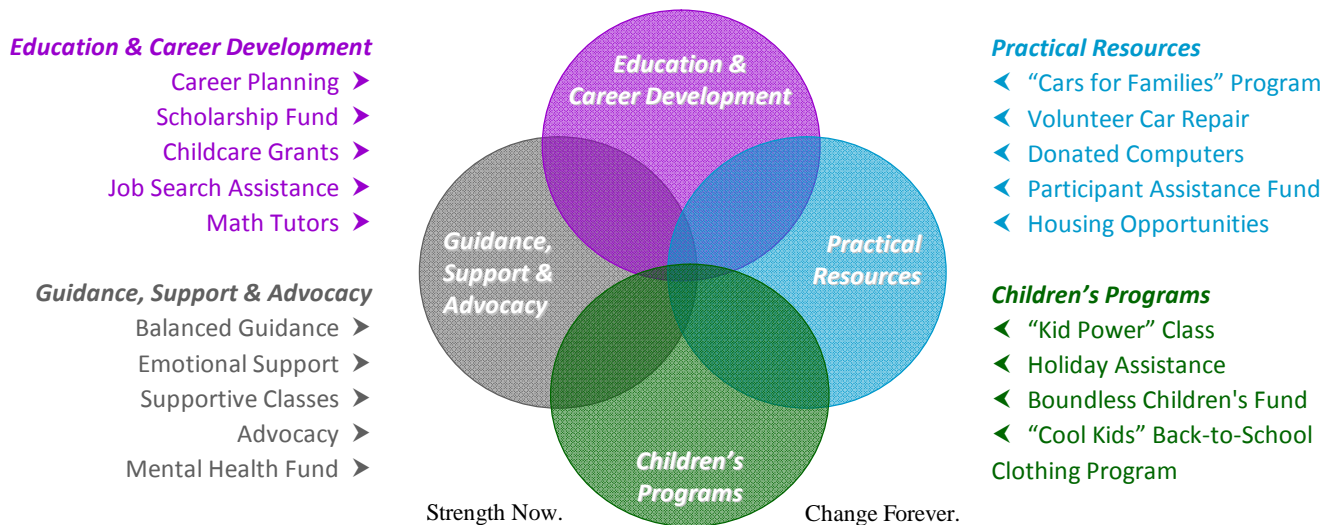
Each parent accepted into the program is assigned an advisor who assists in setting career and personal goals, developing a self-sufficiency action plan, identifying resources, resolving problems, and providing emotional support.

Project Self-Sufficiency takes a holistic approach, emphasizing areas such as self-esteem, parenting and recovery from domestic violence along with specific career and educational goals. Families are provided with services in the following areas:

- **Education & Career Development**
- **Guidance, Encouragement & Advocacy**
- **Practical Resources**
- **Children's Program**

Applicants come to the program requesting career and personal development, resources necessary to allow them to succeed with their goals, and the encouragement that is critical to maintaining momentum during challenging times. The support provided by PS-S is an investment in our families that enables them to reach their career and personal goals. In the end, it is all about preparing for and securing living wage employment. Without the assistance of these services and funds, it would be difficult for our families to absorb the initial costs and maintain the momentum needed to succeed.

At Project Self-Sufficiency, single parent families are wrapped in meaningful services that help them to overcome the obstacles that brought them into our program. We provide "strength now" so that our families can experience "change forever."



SERVICES PROVIDED TO PS-S FAMILIES IN 2010

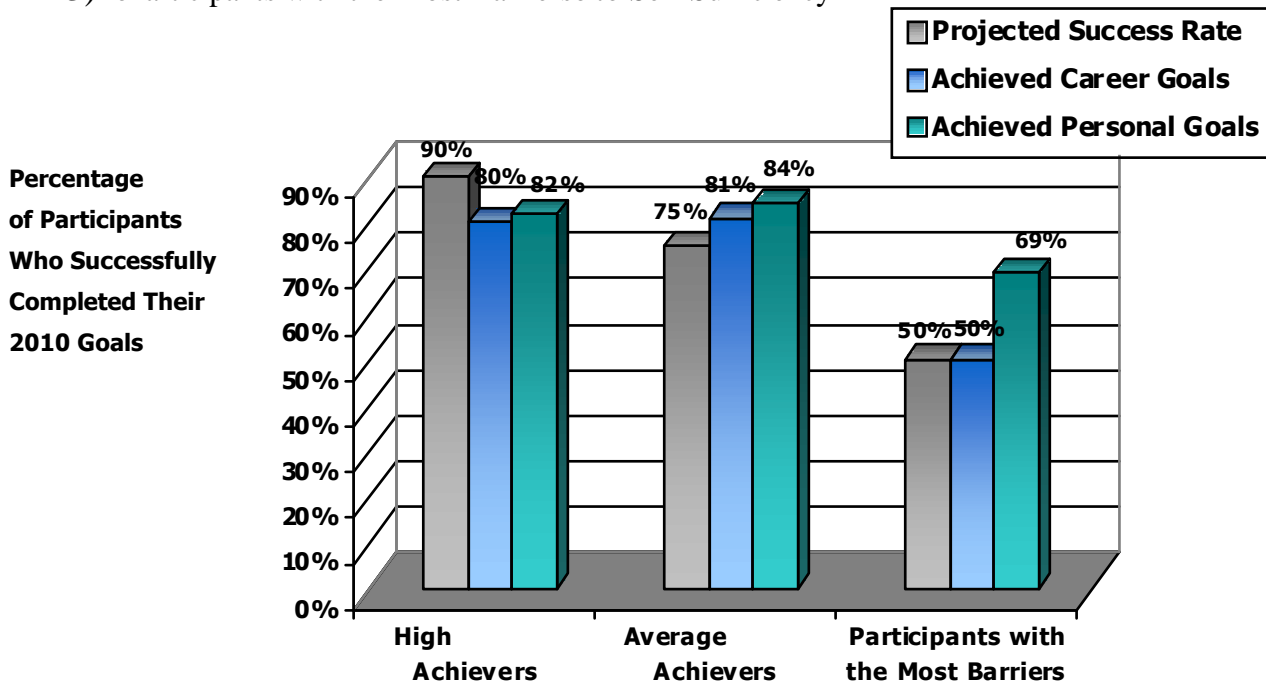
Project Self-Sufficiency provided services to 196 single parent families who were enrolled during all, or a portion of the calendar year. Many participants also received these services in a previous year. Below is a list of services provided:

Assistance in Developing or Updating a Self-Sufficiency Action Plan	182 Parents
Career Planning Guidance	137 Parents
Access to Higher Education and Financial Aid	119 Parents
Counseling and Guidance for Personal and Family Matters	106 Parents
Job Search Assistance	78 Parents
Information and Referral Services	178 Families
Advocacy with Systems	102 Families
Participant Financial Assistance	144 Families
Willow Place and Matuka Court Housing	30 Families
Scholarship Funds from PS-S	50 Parents
Scholarship Funds from PS-S Partners	47 Parents
PS-S Child Care Scholarships	22 Families
Donated Cars for PS-S and Workforce Center	21 Families
Purchased Cars for PS-S and Workforce Center	4 Families
Volunteer Car Repair Assistance	44 Families
Donated Computers & Computer Repairs	30 Families
Career Clothes for Single Parents ó Includes Able Women	23 Parents
õCool Kidsö Back to School Clothing for Children	145 Children
Holiday Assistance ó Under-the-Tree Gift Sponsorship	111 Families with 210 Children
Holiday Party ó Gifts and Entertainment	101 Families with 170 Children
Boundless Childrenø Fund	57 Children
Parenting Class (2)	22 Parents
Self-Esteem Building Classes (2)	26 Parents
Mental Health Fund ó evaluation and treatment	14 Parents
Volunteer Math Tutoring	19 Parents
Womenø Wellness Exams Donated by Womenø Clinic	9 Parents

2010 GOAL ACCOMPLISHMENTS FOR PS-S PROGRAM PARTICIPANTS

Project Self-Sufficiency works with participants to set their own Career and Personal Goals. For measurement purposes only, participants are listed as either:

- 1) "High Achievers"
- 2) "Average Achievers" or
- 3) "Participants with the Most Barriers" to Self-Sufficiency



The above chart reflects the performance of 166 program participants enrolled in PS-S during 2010. Another 30 participants were not active in the program long enough during 2010 to have set and reached goals.

- Of 39 "high achievers", 31 completed their career goals (80%) and 32 completed their personal goals (82%).
- Of 105 "average achievers", 85 reached their career goals (81%) and 88 completed their personal goals (84%).
- Of the 22 participants who faced the "most barriers" to success, 11 completed their career goals (50%) and 15 completed their personal goals (69%).
- Considering all 166 participants across all three groups, 77% reached their career goals for 2010. 82% reached personal goals.

Of all 166 participants, 68% passed both their career and personal goals. By group, this is 72% of the High Achievers, 73% of the Average group, and 41% of those with Most Barriers to self-sufficiency.

The "Average" group is by far the largest with 105 participants. It was unexpected that this group performed slightly higher than those considered to be "High Achievers" and they also exceeded expectations in both goal categories. It is noteworthy that those considered to have the "Most Barriers" did quite well with their personal goals and met expectations for their career goals.

ACADEMIC ACCOMPLISHMENT

Education is a key element as PS-S participants move forward with their career goals. During 2010 participants accomplished the following academic goals:

- 102 participants completed 1,885 credit hours for an average of 18.48 credits per person.
 - 72 program participants completed at least 12 credits of post secondary education for a total of 118 semesters of school.
 - 37 of these participants completed 24 to 41 credits.
 - 28 program participants completed between one and 11 credits.
- Fifteen of these participants completed academic and certificate programs:
 - Five earned Bachelor's degrees:
 - One left PS-S and went on to study for her Master's Degree in Nutrition.
 - One is searching for a job in Criminal Justice.
 - One recently secured a teaching position with a local school district in Early Childhood Education.
 - One has a part-time job as an investigator plus other unrelated employment.
 - One is searching for a job in social work.
 - Five earned Associate degrees:
 - Two are now working on Bachelor's degrees.
 - One earned her R.N. and is job searching.
 - One is working in a clerical position.
 - One is searching for a position as an accounting clerk.
 - Three completed certificate programs:
 - One has secured at position at a hospital as an EMT.
 - One is searching for a position as a dental assistant.
 - One is taking additional certification classes while she job searches.
 - Two earned their GED and are continuing their education.

PS-S EXIT REPORT

Each year PS-S completes an Exit Report for all participants leaving the program during that calendar year. Accomplishments and current status is reported by level of self-sufficiency achieved. All participants enrolled five months or longer are included. Some participants stayed in the program until they reached their career goals and had been employed for a time. In these cases, PS-S is able to include their employment in our program results. Other participants work with PS-S to launch their self-sufficiency plan, accomplish some of their goals, and then decide to finish independently. It can be difficult to track the ultimate level of success in these situations unless former participants either contact PS-S or respond to follow-up surveys.

Prior to leaving the PS-S program, most participants have successfully accomplished one or more of the following: career planning, personal goals, stabilization of their situation, removal of barriers to self-sufficiency, all or a portion of an academic program, and securing employment. There are a few participants who do not accomplish any of the above goals prior to leaving the program. Participants exit PS-S for a number of reasons including: completion of career goals, marriage, a move out of the area, lack of time or interest to meet with their advisor, the desire to continue independently without enrollment in PS-S, or failure to follow through with the program.

Data for 55 Program Participants Who Exited in 2010:

<p>Achieved Self-Sufficiency: (2 Graduates) Program graduates who completed academic programs and secured career-related, self-sufficient employment while active in PS-S One earned her degree in Occupational Therapy, secured a paid internship that allowed her to gain experience, and then worked in on-call positions. She begins a regular position in April 2011 and earns enough now to be self-sufficient. A second 2010 graduate completed her RN degree and is working full time with benefits as a nurse. Note: Not counted here was a short term participant who was only enrolled in PS-S two months, already had a degree, but was assisted by PS-S in securing a full-time position with a local newspaper in their Marketing and Sales Department.</p>	<p>Partially Self-Sufficient: (7 Graduates) Program graduates who secured jobs related to their careers, but do not yet earn enough to be self-sufficient. Over time they expect to move up the career ladder or secure enough hours to be financially viable. Five of the seven completed academic/training programs while enrolled in PS-S and secured career-related employment. Two earned Bachelor's degrees. One BA level graduate became a teacher with benefits at a local school but is not yet working enough hours to be completely self-sufficient. One graduate studied political science and communication and is working 15 hours weekly as an investigator, while working two other jobs to supplement her income. Two graduates completed dental assistant certificates - one is working full-time and one part-time, but neither is earning enough to be totally self-sufficient. One graduate completed Certified and Registered Massage Therapist training and is working in his career, but not yet earning enough to become self-sufficient. Two graduates in this category had B.A. degrees when they came to PS-S but needed employment. One secured a child care center position, but is not in her chosen teaching career. The other moved from a temporary clerical position to a Larimer County Eligibility Tech position paying \$2.00 more per hour and allowing more use of her skills.</p>	<p>Prepared for Self-Sufficiency: (7 Participants) Program graduates who completed academic or training programs but were not employed in their careers at time of exit. This group continues their job search and may struggle concurrently with personal and family issues. The chosen career paths for these seven participants are: criminal justice, dental assistant, teaching (2), social work, marketing/ communication, and accounting /bookkeeping. The accounting/bookkeeping graduate currently works as an administrative assistant but was not using her accounting skills or earning a living wage at report time. One teacher graduate is substitute teaching and working in retail.</p>
<p>Continuing Education on Their Own (15 Participants) Participants who chose to proceed on their own. Nine of the 15 were in school but not working. The other six were working in stop gap jobs while completing school.</p>		<p>Completed Career Planning (5 Participants) These participants exited soon after career planning. One completed her GED, plus 3 English as a Second Language classes.</p>
<p>Increased Income but Career Goals Not Yet Achieved (6 Participants) Program participants who were not yet working in their career of choice. Four of the six also completed some education.</p>		<p>Removed Barriers to Self-Sufficiency (5 participants) PS-S assisted participants in resolving issues related to transportation, housing, child care and other concerns before they exited the program.</p>
<p>Did Not Follow Through With Program Advisor (4 Participants) Program participants did not reach any personal or career goals.</p>		<p>Addressed Mental Health and/or Medical Issues (4 participants) Participants exited after taking steps to resolve health related barriers. No career development was accomplished.</p>

COMMENTS FROM PARTICIPANTS SURVEYED IN 2010

The following comments were provided by PS-S participants, former participants, and recent graduates. Those enrolled anytime between January 2009 and June 2010 were sent a survey to complete. The purpose of the survey was to gather information on participant satisfaction, on unmet needs, and on progress made in the program as viewed by the participant. Some were relatively new to the program while others had been with PS-S for some time. A portion of the survey is provided here and a copy of the entire document can be provided upon request.

Question: Compared to before your participation in Project Self-Sufficiency, do you feel you are:

- (1) better off now - 84%**
- (2) about the same - 16%**
- (3) worse off now - 0%**

Participant's response when asked to explain the above selection:

- I have a sense of security that was entirely absent before. I don't feel like I am so alone, and that changes how I look at life in general. PS-S has been such a support for us, financially and otherwise.
- Since I first entered PS-S I have graduated from CSU which contributes to the feeling that my life is now better off.
- This program has helped me tremendously in all different aspects of my life, some of them being financially, emotionally and mentally.
- I am in school getting an education and going into the field I am going to love.
- I was getting along before PS-S, but the program has really enriched our lives and helped me to become a better mother.
- I was employed before entering PS-S and had some college. However I did not know how or think I had the ability to complete my goals. PS-S has helped me define my goals and set a clear plan to reach them. I don't think I would have done that without them.
- I have a direction on my journey. I've set goals throughout this year and I'm accomplishing them.
- I have already made a lot of changes in my life. I am going to school, keeping my appointments, many things.
- Just started program, but feel now I have more resources than before.
- I have not really received many benefits because I am in my 3 month waiting period.
- I am stable in a home and going to school, which is better than not being sure when I would be able to pay for rent or necessities.
- My life has improved some since applying to PS-S. I have made some positive changes in my life. PS-S will be a huge help to me. I'm brand new so I think good things are to come from the program.
- But not because of your program.
- Extremely better off now!
- I have just finished my 3 month mark.
- So far about the same because I really haven't accomplished much yet.
- I have hope for my future and my son, something that PS-S has helped me with greatly.
- I have a support system to identify weaknesses and to build strength. PS-S is such a self-esteem booster. They helped me focus on my skills and goals rather than my faults.

- Help with children's extra-curricular sports, Christmas, life situations, medical needs, food boxes, seminars, confidence.
- Better because I am learning to be self-sufficient.
- Finished my degree at CSU and have support.
- I feel I am finally getting my life on track by going back to school.
- I have a plan and clear direction now and the support of PS-S to help break down any and all barriers between me and making my dreams of self-sufficiency a reality!
- I haven't gotten to a point of clear direction yet. I have been provided with some great resources but need to figure out a career path.
- I have more tools and resources to do the things I need to do.
- The help with school items and clothing for my daughter is huge as are the scholarships. I couldn't do this without that help.
- Changes are slowly under way. My advisor has been a great source that I can rely on.
- My self-esteem increased. The support emotionally and financially paved the way for me to follow through with my education and career goals.
- I graduated from CSU with a Bachelor of Social Work degree and have a dependable car.
- I have just graduated and am currently seeking employment. I feel that I am more prepared.
- I do not know where I would be without your help. Thank you so much.
- I am working toward a goal and I feel like I have a good support system.
- Feeling more centered and focused toward life-long goals. Seeing and believing my potential.