



cwee

CENTER FOR
WORK EDUCATION &
EMPLOYMENT

2024-2025 ANNUAL REPORT

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OUR MISSION

CWEE fosters personal and professional transformation for low-income families through confidence building, customized skills training, and career advancement.



Dear Friends,

When we take a moment to reflect on the past year, it is evident that it was one of great impact and growth for the Center for Work Education and Employment. Alongside you and our community of participants, staff, program partners, donors and volunteers, CWEE activated hope in the lives of more than 1,000 families this year. With your care and support, legacies of change are taking root in the lives of our families. Below you'll find just a few of the moments you helped make possible.

This year, we saw more participants on-site at CWEE than we have since the pandemic began. We made a thoughtful and intentional effort to expand our in-person program offerings this year, with great success. **Our on-site attendance has increased by 537% this year!** Welcoming more participants onsite, more often, has contributed to a richer community and greater programmatic outcomes.

As a result of increased on-site attendance and activity, we expanded our resources and supports available to participants when they are at CWEE. This year, we distributed more than 30,000 pounds of food through our Resource Room, hosted nearly 200 individuals to shop in our professional clothing boutique, and began offering drop-in labs to help participants build self-advocacy skills relating to housing, benefit navigation, and transportation.

We were thrilled to continue working alongside long-time CWEE friends and supporters, while welcoming many new members to the CWEE community. This spring, we were honored to be featured on Kyle Clark's Word of Thanks segment on 9News, introducing our work to thousands across the state of Colorado. CWEE also had a wonderful year of firsts, from our first ever CWEE Serves Day to the launch of our Pack the Pantry campaign. On CWEE Serves Day, staff, volunteers and board members gathered to complete service projects in support of our participants and a few of CWEE's beloved community partner agencies. During the Pack the Pantry campaign, our community helped us stock the shelves in our Resource Room to support the increased food needs of our participants and their families as summer break began.

As we look back in gratitude, we are reminded that none of this would be possible without you! Your generosity, time, and belief in CWEE's mission continue to transform lives and empower families to break the cycle of poverty through employment and education. The past year has shown us what's possible when our community comes together with shared purpose and compassion. As we look ahead, we do so with renewed energy and unwavering commitment to deepening our impact. Thank you for standing with CWEE. Together, we are building a stronger, more equitable future - one family at a time.

With gratitude,



Kate Horle
Chief Executive Officer



Keith Peterson
Board Chair



A photograph of a woman with dark hair, smiling and looking down at a baby she is holding. The baby is laughing and looking up at the woman. They are positioned in front of a light-colored stone wall. The text 'Our Impact' is overlaid in the top right corner.

Our Impact

956
families served

295%
increase in annual income

WHAT WE DO

Programmatic Pillars

For more than 40 years, CWEE has supported low-income parents in the Metro-Denver community as they overcome significant barriers to securing and maintaining quality employment.

CWEE activates hope for low-income parents through three holistic programmatic pillars designed to help participants gain employment and exit generational poverty.



Foundational

During the Foundational Support phase, CWEE staff build relationships with and provide support to our participants through collaborative goal setting to address areas of significant need identified by participants.

Participants focus on achieving goals of housing stability, obtaining childcare, and transportation access, which will prepare them to find and retain quality employment.



Wellness

CWEE recognizes that personal wellness is essential for professional success. Wellness is at the center of our work and is infused in all program elements, from our trauma-informed practices to our no-cost mental health services.

During their time with CWEE, participants also complete social-emotional learning alongside a cohort of other participants, where they learn skills such as emotional regulation and stress and time management.



Education & Employment

CWEE's career-readiness programming provides personalized, hands-on career training so participants can job-search and interview with confidence and courage. Participants build digital skills for the workplace, create resumes and cover letters, take part in mock interviews, and receive one-on-one support with their job search.

Throughout the program, CWEE staff help participants explore education options such as college, trade schools, and certificate programs.

FOUNDATIONAL

Achieving your goals begins with a strong foundation. Here are some of the ways CWEE is helping participants ensure they have everything they need to succeed:



Resource Room

CWEE's Resource Room is an essential support to hundreds of families each year. Here, CWEE parents can access fresh and shelf stable food to ensure their families won't go hungry. On average, participants receive \$32 in essential resources such as food, diapers, and hygiene items each time they visit the Resource Room.



PA Coaching

During their time at CWEE, participants work one-on-one with their Program Advisor (PA) to determine their goals and understand their motivation to make those goals happen. During these coaching sessions, PAs use techniques such as open-ended questions and reflective listening to help participants understand what changes they want to make. PAs work with participants to collaboratively set goals that build on skills participants already bring to the table and will advance them further in their lives and careers.



Professional Clothing Boutique

Through our boutique, CWEE provides professional clothing to participants at no cost to help them make a great first impression at their interview, and dress to impress once they've landed the job. The boutique offers everything our career-seekers need for a business-casual wardrobe, from suits and shoes to dresses and ties.



Essential Baby Gear

Thanks to our partnership with WeeCycle, CWEE is proud to offer essential baby gear to participants at no cost. Raising a family on a limited budget is not easy – we're here to help by providing car seats, cribs, baby clothing and more, all at no cost to participants.



Community Resources and Support

Program Advisors work closely with participants to understand the needs of the families they walk alongside and connect them to resources for long-term sustainability, such as childcare, housing, legal support, and more.

WELLNESS

We believe that personal well-being is the cornerstone for professional growth. Here's how we're ensuring participants have access to the supports they need to succeed professionally.



Social-Emotional Learning

Social-emotional learning (SEL) is an integral part of our workforce readiness training because it increases career seekers' confidence and personal management skills. SEL also helps participants recognize that change is possible, and provides the tools needed to make that change.

During their time at CWEE, participants have the opportunity to learn about and practice a wide variety of SEL topics, from emotional regulation strategies to time management.



Peer Support

This year, we launched bi-weekly peer support groups. Every other Wednesday, participants come together in community to discuss relevant topics and offer their own personal experiences. These lunches, led by CWEE's Social-Emotional Learning Facilitator, also result in resource exchanges, with participants sharing everything from where to get used tires to childcare and school recommendations.



Couples and Family Therapy

At CWEE, 100% of our participants are parents who are pursuing careers while meeting their family's needs. We know that parents' personal well-being is directly related to their families' wellness. This year CWEE began offering on-site family therapy services for the first time.

We were also proud to begin offering couples counseling for CWEE participants. We recognize that raising a family together is a big job, and we believe couples deserve the support they need to help them succeed. These expanded services are part of our commitment to multi-generational approaches to strengthening career seekers and their families alongside one another.



Bilingual Opportunities

Approximately 29% of our participants speak Spanish. We recognize the importance of being able to access mental health services in the language you are most comfortable with. CWEE has a bilingual therapist on staff to ensure accessible and culturally responsive care.

EMPLOYMENT & EDUCATION

Building a successful career begins with access to quality education and meaningful employment. Here's how CWEE is equipping participants with the tools and training they need to succeed in today's job market:



Career Readiness Program

This year, CWEE launched a new, four week in-person program that provides engaging and supportive classes to prepare participants for the job search process and future employment. Through CWEE's Career Readiness Program (CRP), participants receive individualized, comprehensive career coaching and training. Participants learn employment-related digital skills, write resumes and cover letters, participate in mock interviews, and receive individual job search support.



High School Equivalency

Earning a GED is not only a huge life milestone – it's an important step toward financial stability and greater competitiveness in the workplace. That's why CWEE offers GED preparation classes in a supportive environment at no cost to participants. We utilize a hybrid program model that meets students where they are so they can succeed in their educational goals. The results of this empowering approach were evident during the fiscal year as four CWEE participants earned their GED and 28 individual subject area exams were passed.



Employer Partners

Employer partners are an essential part of CWEE's program. They volunteer at events, complete resume reviews and mock interviews, provide quality employment opportunities for participants, and offer valuable insights that shape our programs. From wrapping gifts at Winter Wonderland, to hosting lunch-and-learn events, and leading industry-learning workshops for participants, our employer partners invest in CWEE families all year long. This year, CWEE was proud to partner with 15 employer partners who spent a total of 30 hours investing in CWEE participants.

CAREER READINESS PROGRAM HIGHLIGHTS

- 88% of participants in the Career Readiness Cohort program report increased social support.
- 70% of those who started Career Readiness programming completed the program and earned a certificate.
- 97% of participants report increased confidence in vital jobs skills.

WHERE WE'VE BEEN

CWEE Alumni

For more than four decades, CWEE has been investing in the potential of low-income parents through holistic, comprehensive career-readiness training.

We're looking back on a legacy of 43 years by sharing the stories of some of CWEE's earliest alumni.



"Before coming to CWEE, I had no goals or direction. Since graduating from CWEE in September of 1982, I got my GED, went to school for electronics and completed radio repair and electronic test technician certification. I worked with Siemens Component, Inc., as an Assembler III for 8 months and have recently begun a new career with Xerox. I moved out of the housing projects and rent a place of my own. Since graduating from CWEE, everything I have wanted to accomplish has happened."

-Robin



"Before CWEE, I was a single mother trying to become self-supportive and independent. I heard about CWEE from a friend and I knew that a program supportive of single parents was what I needed. Graduating from CWEE in January of 1983 definitely was the most positive move I have ever made. My life is moving in the direction that I want it to go. Thank you, CWEE!"

-Cheryl



"I had been unemployed for two years previous to enrolling in CWEE. All of my time was taken up raising my daughter. CWEE's training gave me the courage and confidence to get word processing training which enabled me to obtain a skill that was highly marketable. I am now a member of Governor Lamm's personal staff. I owe a great deal of the credit for my success to CWEE and its staff."

-Beverly

**originally printed in CWEE's 1984 annual report*

Today, CWEE continues to invest in the potential of hundreds of parents each year, empowering them to build brighter futures for themselves and their families. As we look ahead, we're filled with hope and excitement for all that our participants will achieve.



"Before CWEE, my life was stressful, I felt confused, misled and clueless. I didn't really have a plan of what I wanted to do with my future until I got here. Now, I have more hope in myself and believe in myself more. I'm able to go into these interviews, answer the questions, and give them a resume that is top tier. Those little things matter and help out in the long run. I'm just a single father trying my best for myself and my daughter. I'm not perfect, but with the right support system, I believe anything is possible."

-Tremaine



"Next spring I will be graduating with my bachelor's in business management. I began this journey in 2020 and am so excited to be completing my goal! Before coming to CWEE, I felt like I didn't have anyone who was keeping me motivated, asking me how things are going. I really appreciate my Program Advisors I've had – they have always been so supportive, checked in on how I'm doing, and kept me motivated to reach my goals. CWEE is so considerate of what's going on personally and professionally and makes sure they can get us all the resources we need."

-Shuantaye



"I passed my science test! Next up is my math test. Earning my GED will mean a better future for me and my daughter. When I first started with CWEE, I was in dark times. I've learned that everyone has something they have to go through, but everything will be okay. As long as CWEE is in your corner, you're going to be okay."

-Alicia

CWEE CHANGEMAKERS

This year, we took meaningful steps to grow our volunteer community in service of our participants. Whether assisting in the boutique, leading mock interviews, or participating in CWEE Serves Day, our volunteers are living out our mission by showing up, making a difference, and reminding us of the power of service.





This year, 50 volunteers stepped forward to serve, each bringing unique talents and an unwavering commitment to our mission. Hear from a few of our volunteers below about what CWEE means to them:

"I feel incredibly fortunate to have found CWEE as an opportunity to give back to my community. After searching for quite some time for an organization that aligned with my interests and values, CWEE has proven to be the perfect fit. The volunteer appreciation luncheons I've attended exemplify what I believe life is truly about: caring for others, honoring their dignity, and providing assistance through an open, respectful organization that operates with genuine heart and compassion."

- Jenny M.

"When I was first introduced to CWEE, I heard powerful stories from participants about how the organization helped remove barriers and empower them to pursue their education and career goals. I was especially moved by CWEE's commitment to supporting the whole person, meeting essential needs with care and dignity. I continue to support CWEE because its mission reflects the kind of human-centered, community-driven work that I believe in, and the kind of future I'm excited to help build in Denver."

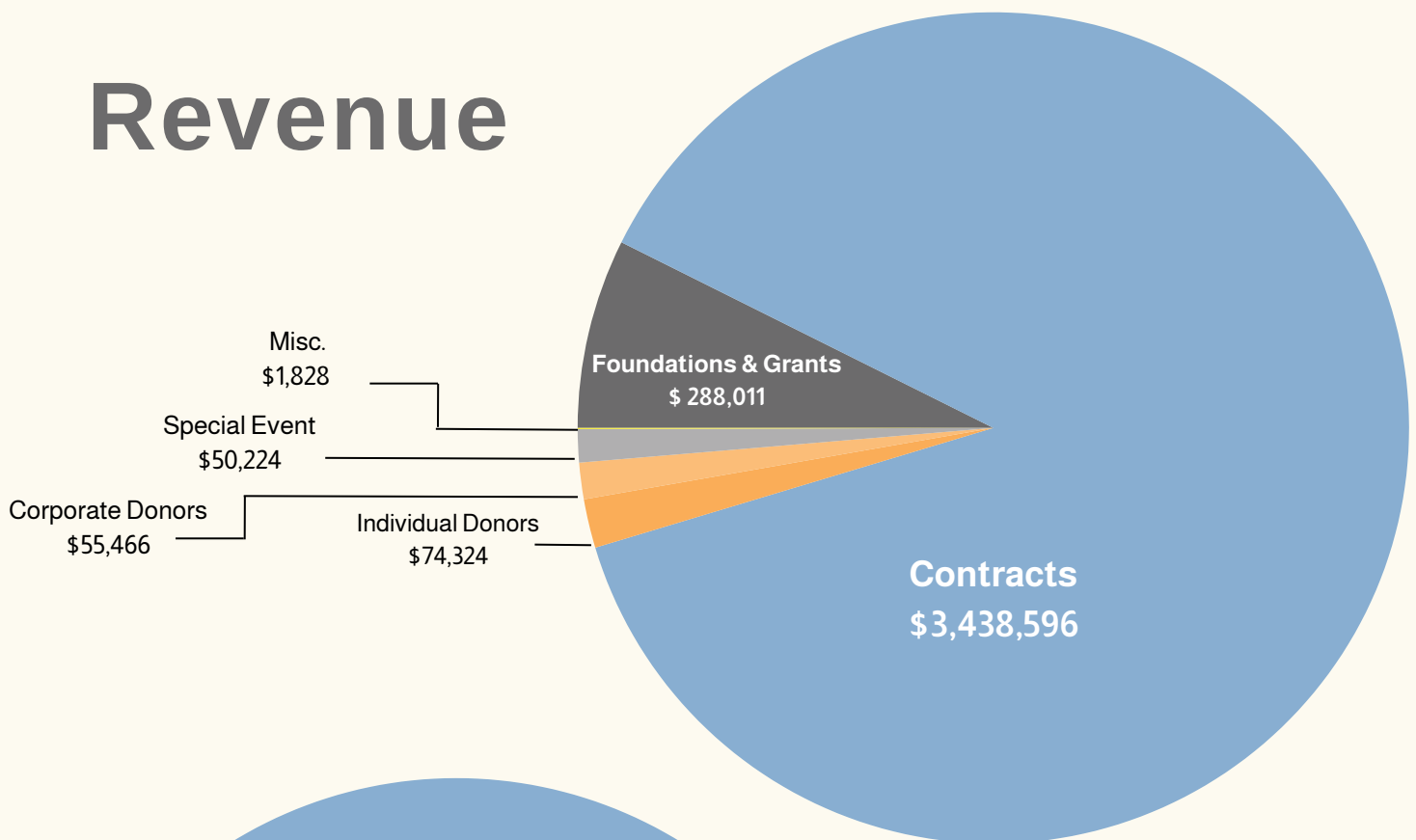
-Martae G.

"At KeyBank, our mission is to help our community thrive, and we understand that an important building block is helping people realize their full potential and develop skills that lead to successful and fulfilling careers. A secure job is the gateway to a solid financial future, so giving my time to CWEE is not a hard decision to make. I am honored to support an organization that helps create a foundation that will help build long-term stability for so many."

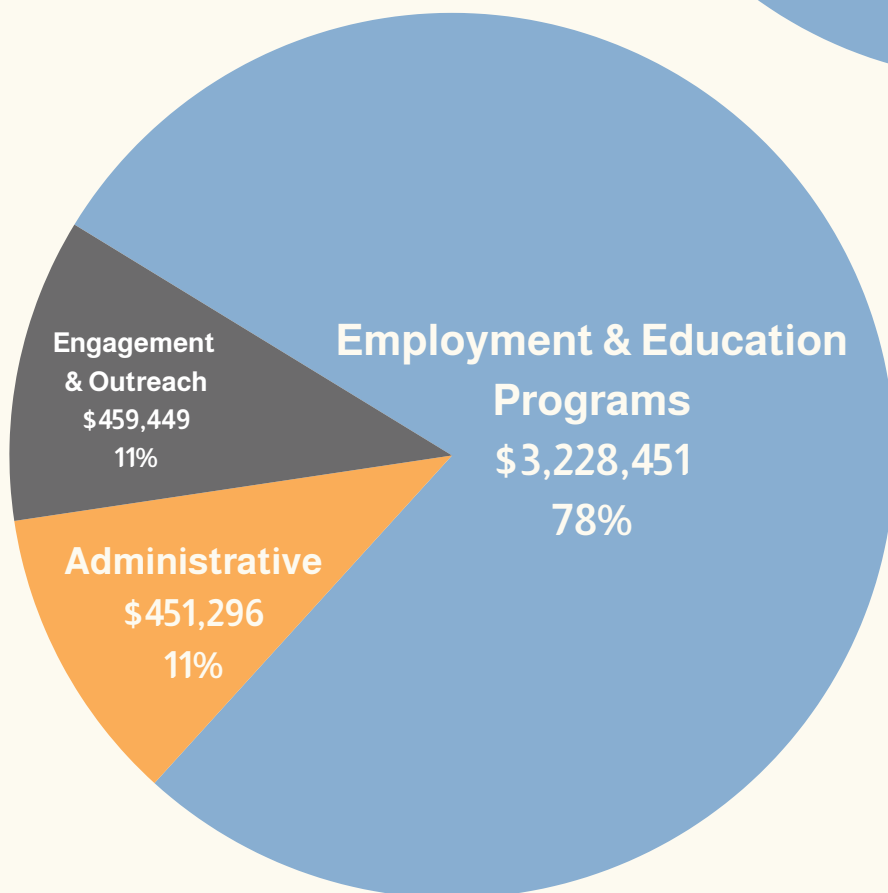
-Lynn R., KeyBank

FINANCIALS

Revenue



Expenses



With Gratitude

This year, you have been a beacon of hope and a catalyst for change for CWEE families. Your steadfast support and belief in our mission have been the driving force behind every step forward we've taken this year. With deep gratitude and renewed inspiration, we thank you for walking alongside us and our families. Together, we are creating a future filled with promise.



WHERE TO FIND US

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