



People Helping People
Strengthening Families Through Successful Employment

Annual Report 2023-2024

People Helping People is dedicated to reducing the number of children living in poverty by helping low-income women, primarily single moms, reach an adequate income through successful employment.





Meet Heidi

Before PHP

- Mom of two, navigating a challenging marital situation
- Working to overcome the fear of leaving her husband

PHP Pathway

- Discovered how her skills as a single mom are transferrable to the workplace, boosted confidence
- Worked with a PHP Mentor to tailor resume to job applications

Today

- Secured first role with PHP Employer Partner
- Got an even better job with a second PHP Employer Partner
- Full benefits—PTO, health insurance, retirement, etc.
- Happily in new relationship—spent the summer traveling Utah and other states with kids and partner
- Optimistic about the future—knows she has the strength to overcome life's challenges



Meet Saray

Before PHP

- In stressful job in which she felt overworked, unappreciated, and undervalued for over 20 years
- Decrease in self-esteem, didn't believe she could achieve more

PHP Pathway

- Reconstructed resume, open to feedback from PHP Coaches
- Learned how to network while practicing her interview skills

Today

- New job at a global company, beat 300 candidates for the role
- Great benefits and growth opportunities
- Received recognition and awards for her quality of work
- Paid off debts, growing her retirement account
- Regained confidence, self-esteem, and drive
- Enjoys traveling
- Feels appreciated, valued, and praised in her career



Meet Trang

Before PHP

- Single mom of two children
- Recently left her job, not confident in her English skills

PHP Pathway

- Attended PHP's Resumes That Rock workshop and learned how to structure her resume
- Found value in learning from other women's experiences
- Learned to present her best self to an employer with her mentor

Today

- Landed a full-time job with great benefits
- Purchased a home
- Receives quarterly bonuses, paid off all debt, contributes to her 401K
- Feels confident when communicating in English
- Feels proud & accomplished, knows she can keep pursuing improvement

This past year, PHP celebrated 30 years of providing employment guidance and support to low-income women in Utah, serving Weber, Davis, Salt Lake and Utah counties. In April, our community came together to honor this milestone, recognize the collective impact of our donors, volunteers, employer and agency partners, and celebrate PHP's founder, Kayleen Simmons. *Thank you again to our event sponsors, UBS Bank, Ally Bank, BMO Wealth Management, Zions Bank, and PHP Board Members.*

The People Helping People employment program is unique. Looking ahead, we plan to expand program reach into Tooele, Cache, Box Elder, and Summit counties. Calculated efforts will be made to measure need, establish funding resources, and determine employment opportunities. We will diligently work to establish area specific agency partners and recruit local volunteers. Our efforts will be focused on making certain that the current delivery of services is not interrupted as we work towards serving more women throughout the state of Utah.

Each client we work with is unique. The PHP pathway helps clients overcome barriers to working successfully and define what success looks like for her and her family which helps her become more confident in her abilities. Self-esteem is really an inside job and only clients can decide how they feel about themselves, but by enlisting the help of business professionals, PHP offers a way to introduce clients to a new network while building up her confidence talking about herself and articulating value. Little successes over time are often the biggest builders of self-esteem. And at PHP, *we expect every client to succeed!*

Because of their circumstances, many clients do not expect to achieve many of the things others take for granted: financial stability, professional achievement, or even freedom from violence and poverty. But at PHP, **we expect her to be successful**. We know she is capable and deserving of success and that with the right long-term support, she will reach her goals and full potential.

For most of us, a job is more than a paycheck. It is a way to contribute to the world, put our talents to use, to form relationships with other people, establish benefits like health insurance or PTO, and to find meaning in our daily lives. Financial compensation is important, of course, but money isn't the only reason we show up to work each day. The impact of work on your life stretches beyond working hours. It's why helping our clients find the *right job* with the *right employer* and *understand why* she wants to work is so crucial to her success. Helping clients get specific in their "WHY" for working helps her stay focused, determined, motivated, and succeed long-term.

As we look forward to the next 30 years, we thank you for your continued support, whether through time, talents, or treasure. Your contributions allow PHP to serve over 1,000 women each year and ensure the stability of our program.

Kathryn Thomas

Executive Director of People Helping People

<https://www.youtube.com/watch?v=1ytFB8TrkTo>

Mission:

People Helping People (PHP) is dedicated to reducing the number of children living in poverty by teaching low-income women, primarily single moms, how to earn an adequate income through successful employment.

Philosophy:

People Helping People believes that every woman is capable and deserving of achieving success and self-sufficiency. We promote this belief by helping our clients see the benefits of work, identify and navigate barriers, understand their transferable skills, create a personal breakeven, and communicate their value to employers. Each year, our volunteer-centric program works with hundreds of women and/or single mothers who are under-employed. Teaching from the employer's perspective helps clients learn how to navigate the world of work and build the confidence needed to make changes personally and professionally. PHP is shifting the paradigm from seeing people as problems to solve, to seeing people who are capable of solving problems.

Vision:

PHP's vision is to help women see themselves as primary earners. We understand the important role we fill in helping our clients be more deliberate and focused during their job search process. PHP works to drive Utah culture forward and promote systems in which women are provided equal opportunities for career advancement. We know that when women do better, children do better. When children do better, communities do better. When communities do better, we are all better.



Employment Program

Program Outline

PHP's Employment Program offers Education, Coaching, and Mentoring. The **Education** component offers a series of employment workshops. Workshops are repeated regularly and taught from the employer's perspective. **Mentoring and Coaching** components consist of 4 Phases. **Phase 1 Coaching** focuses on Employment Preparation. Clients meet one-on-one with a variety of volunteer business professionals to complete employment tools necessary for a successful job search which includes understanding their transferrable skills, their personal breakeven, and self-sufficiency goals. **Phase 2 Mentoring** focuses on Resume Building and polishing Interview Skills. Business professionals volunteer as mentors to help clients identify appropriate jobs, prepare for resume and interview coaching sessions, and explore what they learn in workshops and employer meet and greets. They help clients develop a job search plan, understand business vocabulary, practice for interviews, and apply for jobs. **Phase 3 Employment Strategies Network (ESN)** supports clients during the first 12 months of a new job. This phase helps them navigate through the learning curve of a new job, manage their personal lives, prepare for promotions, and maintain steady employment for one year. **Phase 4 Women's Professional Network (WPN)** focuses on getting ahead and provides ongoing education, tools and training to increase earning potential, and opportunities for members to gain leadership skills and grow their professional network.

Four Core Principles

1. **Commitment:** Show up every day, on time, ready to work. Be someone your employer can count on.
2. **Good Attitude:** Contribute to a positive work environment and be someone others want to be around.
3. **Willingness to Learn:** Be willing and able to learn what is asked of you and improve your skillset.
4. **Contribute to the Bottom Line:** Understand and contribute to company goals.



\$37K

The median income among Utah single mothers with kids under 18 is \$37,900 in 2020 (1).

73%

Utah women who work full time earn 73% of what their male counterparts earn (2).

69%

69% of Utah single-parent families are headed by single mothers (1).

14%

Infant care for one child costs 14% of a median family's income in Utah, and it gets more expensive with each additional child (1).

6.1%

6.1% of Utah children do not have health insurance (3).

22%

More than 22% of Utah public-school age children are eligible for school free or reduced lunch programs (4).

(1) <https://www.usu.edu/uwlp/files/snapshot/50.pdf>

(2) <https://jobs.utah.gov/blog/post/2022/11/28/utah-s-gender-wage-gap#continue>

(3) <https://kidshealthcarereport.ccf.georgetown.edu/states/utah>

(4) <https://www.publicschoolreview.com/free-lunch-stats/utah>



Meet Gabby



"As for my future, I know that it looks bright, full of possibilities and continued growth."

"Before People Helping People, my life was at a crossroads. I had just left a ten-year marriage, a decision fueled by a misalignment of goals—my ex-husband didn't want kids, but I did. Moving in with my aunt and uncle, I faced the daunting task of rebuilding my life from scratch. With no driver's license or high school diploma, I felt overwhelmed and frustrated, especially because these challenges had been a source of tension in my marriage. However, I was fortunate to have the support of my family during this tumultuous time.

My journey with PHP began when my aunt, a former social worker, referred me to Vocational Rehabilitation to help me obtain my GED and driver's license. Through Vocational Rehabilitation, I was connected to PHP. After attending a PHP Program Overview and meeting Kathryn, I was motivated and excited to start the program.

As I progressed through the PHP Employment Program, the support from the staff and the sense of community among clients kept me coming back.

Unlike other programs I had tried, PHP felt personal. The consistent communication and reminders, along with the insightful workshops, made a significant difference in my journey. Working with Haley, my mentor, was especially pivotal. She not only helped me with my GED and computer classes, but also supported me in networking and resume building.

The Employer Meet and Greets were invaluable for networking and the encouragement I received from business professionals was confidence-boosting. Through PHP, I learned that I am capable and that my non-traditional education background does not define my potential. My potential is limitless!

With the help of my mentor, I built my LinkedIn profile. This led to a job offer from Multiview within a week. I have excelled in my role as a Sr. Marketing Consultant – full-time, salaried role with commission. I have full benefits that has allowed me to get healthcare for arthritis care and Invisalign. I also work as a Teacher's Assistant at SLCC, furthering my involvement in education. Here, I have completed a class and received additional company training to improve my skillset. I purchased a car and am currently saving to buy a house.

Today, I feel independent, a word I never thought would describe me. I'm very proud that I am a person you can rely on. I continue to stay engaged with PHP because of the immense benefit it provides to my ongoing career success, and I look forward to achieving more of my goals in the future.

To other women in similar situations, I would say don't give up. Keep pushing forward and PHP can help you succeed. For business professionals, I encourage you to volunteer and hire PHP clients. Volunteering is a rewarding experience that can truly make a lasting impact on someone's life. To donors, I want them to know that investing in resources like PHP is investing in a stronger, healthier, more supportive community overall.

As for my future, I know that it looks bright, full of possibilities and continued growth."

Goals & Results

During the 2023 - 2024 Fiscal Year, People Helping People set out to achieve, and surpassed, the following program goals:

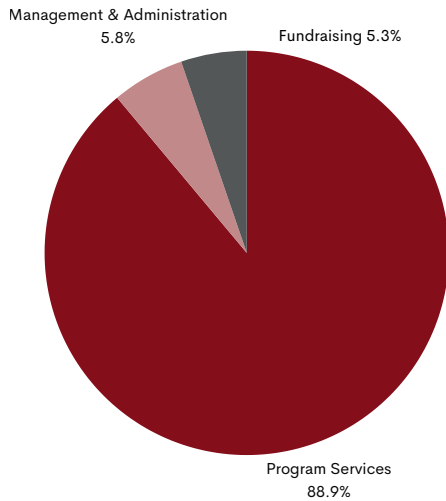
- **Community Awareness: 5,000** low-income women will learn about our program through community and agency outreach presentations and flyers. **Achieved: 5,000+ reached.**
- **Enrollment:** Through Community Awareness efforts, approximately **1,000** low-income women will inquire about our services and enroll in our employment program. They will receive monthly employment tips mailers along with follow-up phone and email support. **Achieved: 1,226 enrolled.**
- **Education: 500** low-income women will participate in at least one employment workshop, will receive 12 issues of our monthly employment tips newsletter and workshop calendar, and will be contacted on a regular basis to encourage participation. **Achieved: 612 engaged.**
- **Phase 1: Coaching (Employment Preparation)** will provide **150** clients with one-on-one coaching to develop a Personal History, Financial Breakeven Analysis, and Barrier Action Plan. **Achieved: 161 coached.**
- **Phase 2: Mentoring (Resume and Job Search)** will provide **75** clients with one-on-one mentoring and coaching to develop additional employment tools, a resume, a job search plan, and prepare for interviews. **Achieved: 178 mentored.**
- **Phase 3: Employment Strategies Network** will support **90** newly employed clients through a series of monthly Success Dynamix Workshops and a networking group to help them navigate the learning curve of their new job and to monitor their employment progress. **Achieved: 162 supported.**
- **Phase 4: Women's Professional Network** will support **65** clients in their efforts to advance their careers by offering two professional development seminars annually that are hosted by employer and funding partners. **Achieved: 97 supported.**

Phase 4 clients were asked to report on satisfaction and better off measures. When asked, "On a scale from 1-5, how supported have you felt as a client in the PHP Employment Program?", the average response was **4.6 out of 5**. When asked, "On a scale from 1 to 5, do you feel you have more direction with your career path from participating with PHP?", the average response was **4.4 out of 5**.



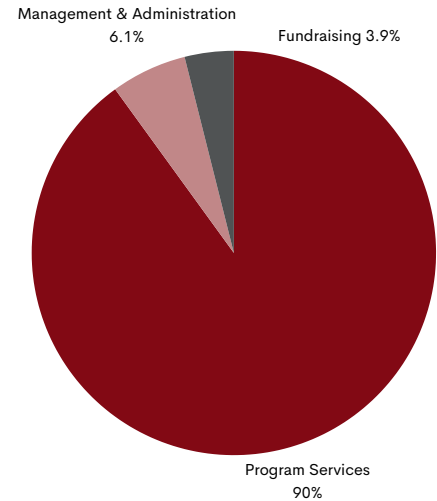
Budget vs. Expenses

FY24 BUDGET
\$747,000



Program Services: \$663,796
Management & Admin: \$43,441
Fundraising: \$39,263

FY24 EXPENSES
\$610,246



Program Services: \$549,297
Management & Admin: \$37,009
Fundraising: \$23,940

In FY24, People Helping People managed an estimated \$165,000 in volunteer hours.

This Annual Report reflects People Helping People's Fiscal Year of July 1, 2023-June 30, 2024. At the publication of this report in October 2024, these financials were unaudited. To request full audited financials or our Form 990, please contact us at info@phputah.org.



Building Success Together

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Volunteers

Volunteers help People Helping People clients learn successful workplace behaviors, develop critical employment tools, and explore the job search process. Working with business professionals provides an opportunity for clients to meet a variety of business professionals representing a wide range of job types and industries. This interaction helps them expand their options and discover opportunities that might otherwise not be available to them. Volunteers provide our clients with a support system of mentors and coaches dedicated to providing the encouragement and support necessary for ongoing and long-term successful employment.

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Employer Partners

Each year, People Helping People recruits the support of local and national employers in search of dedicated employees. These employer partnerships represent a variety of industries and provide clients a way to explore various career opportunities and interact with recruiters and HR professionals who share useful employment tips. Our employer partners all offer entry-level and upper level roles, pathways for upward mobility, competitive benefits, and training opportunities for skill advancement.

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Agency Partners

People Helping People works closely with community agencies, community resources, government programs, and religious organizations to create awareness of our services and to ensure that our clients have access to beneficial programs. Collaboration with other resources in our community helps ensure that the women we serve have access to critical resources during their journey towards self-sufficiency.

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Donors

People Helping People is proud to be 100% privately funded by generous corporations, foundations, and individuals. These donors bring a personalized commitment to the success of the low-income women and single moms we serve, fostering a sense of community engagement and shared responsibility for positive change.



FY24-BOARD OF DIRECTORS

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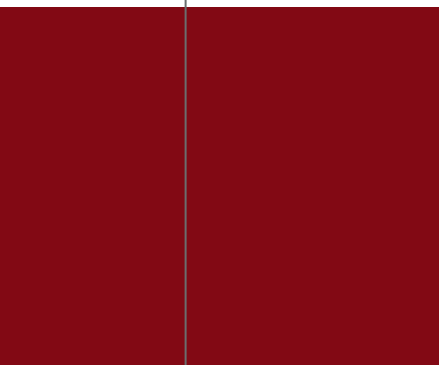
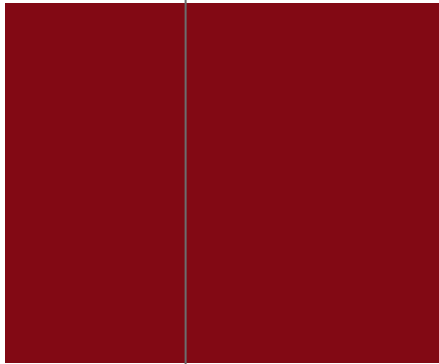
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Kristen Carr, *Community Outreach Coordinator*
Elizabeht Hansen, *Program & Volunteer Coordinator*
Bella Paolucci, *Program & Volunteer Coordinator*





Thank You

Thank you for supporting People Helping People's mission to break the cycle of poverty by supporting low-income women, primarily single moms, as they work to build a better future for themselves and their families.

Donate to People Helping People at www.phputah.org/donate.

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 www.phputah.org