DWYER WORKFORCE DEVELOPMENT

Pathways To *Possibility*

2025 IMPACT REPORT

A MESSAGE FROM OUR CEO

Building Momentum, Changing Lives

Reflecting on 2025, I am incredibly proud of how far we have come and even more inspired by where we are headed. We experienced exponential growth as we expanded into new states, built meaningful partnerships, and served a record number of Dwyer Scholars. Each milestone represents more than growth—it represents possibility, opportunity, and lives changed.

Behind every one of those milestones is a person whose life is changing, a community feeling the impact, and a healthcare system growing stronger. Every Dwyer Scholar who earns their credential steps into a new career path, supports a team on a short-staffed floor, helps someone in need receive compassionate care, and creates greater stability for themselves and their family.

At a time when the need for skilled caregivers has never been greater, our work is more important than ever. By strengthening the frontlines of care, we are not only filling jobs. We are building a stronger, more resilient healthcare workforce from the ground up.

The need isn't slowing down. But, neither are we.

With gratitude,

Barb Clapp

AMERICA IS FACING A CAREGIVING CRISIS

9.7 Million

direct healthcare job openings are projected by 2034

As our population ages, the demand for compassionate, hands-on care skyrockets, but the supply of caregivers cannot keep up.

This creates a dangerous workforce gap that leaves our most vulnerable communities strained.

Source: Paraprofessional Healthcare Institute, Key Facts 2025

Real-Life Barriers Are Holding Capable People Back

The people needed to fill healthcare roles are out there. But real-life barriers often keep those careers from feeling possible.

The American workforce does not suffer from a lack of interest in healthcare; it suffers from a lack of accessible, debt-free pathways into the profession. Our model has proven that when you remove the financial barriers that keep eager, hard-working people out of the healthcare industry, they will show up by the thousands.

Caregiving depends on irreplaceable human connection, which makes this a crisis that technology and automation cannot solve. Addressing the shortage requires a deeply human-centered approach, one that removes barriers and creates clear pathways for people to step into healthcare careers where they can succeed.

We're breaking down the barriers

OUR MISSION

To *provide* comprehensive support to individuals who lack opportunity and aspire to pursue a career in the healthcare industry, *alleviate* a severe healthcare workforce shortage, and *improve* the lives of seniors and the community at large

MODEL OVERVIEW

The Dwyer Scholar *Journey*

Recruitment

Dwyer Scholars are recruited through our training partners, career fairs, website, workforce boards, referrals from other Dwyer Scholars, and outreach efforts. At the start, each Scholar connects with our Training Support Center to identify barriers and coordinate tailored support that helps create a clearer pathway forward.

Training

Dwyer Scholars partake in and complete Certified Nursing Assistant training through our training partners. Along the way, they work with a dedicated case manager and our Training Support Center to navigate barriers, access support, and stay on track toward certification and a healthcare career.

Job Placement

After completing training and earning CNA licensure, Dwyer Scholars receive support connecting with job opportunities at one of our employer partners' healthcare facilities.

Working as a CNA

Once placed, Dwyer Scholars begin working as CNAs while continuing to receive support from DWD. The DWD team also participates in biweekly employer check-ins to help monitor progress, address needs, and support long-term success.

Career Advancement

When a Dwyer Scholar is ready to take the next step, our Career Advancement Team helps map a pathway forward through continuing education, professional development, and stackable credentials toward roles such as Surgical Technician, Phlebotomist, LVN/LPN, or RN.

2025

Year In Review

A RECORD YEAR FOR LAUNCHING LASTING HEALTHCARE CAREERS

21%+

YOY growth in Scholars served

4,776

Scholars served in 2025

11,000+

Scholars served life to date

INVESTED IN PEOPLE, EXPANDED OPPORTUNITY

$10.56MM
Invested in comprehensive job training & direct support services for Scholars

129
New employer & community partnerships secured

25,250
Hours of one-on-one case management and program navigation services for Scholars

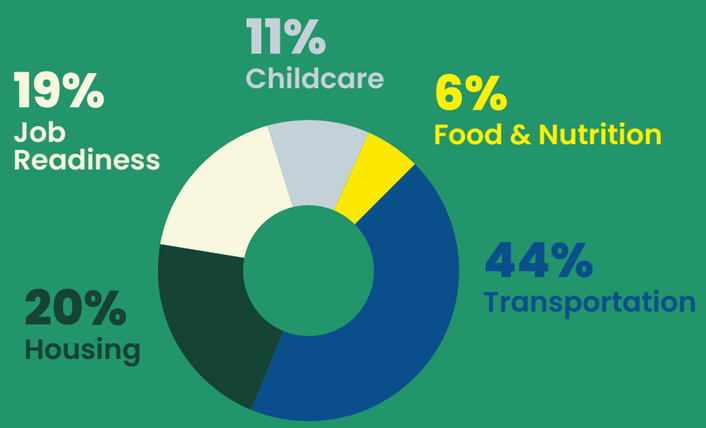
30%–40%
Higher retention rates

$200MM+
Annual earnings potential for Scholars served in 2025

435
Job training cohorts completed

REMOVED BARRIERS WITH WRAPAROUND SUPPORT SERVICES

Technical training alone isn't enough. We provided Scholars with support for:



EXPANDED ACROSS THE COUNTRY

KS DE PA UPSTATE NY TX MD FL

Beyond Training, *Changing* the Workforce Conversation

As healthcare workforce shortages grew and our model gained recognition as a scalable solution, we helped shape the national conversation around what it takes to actually solve the crisis.

- **Media coverage highlighting** our model and Scholar outcomes across national and regional outlets
- **Podcast appearances and speaking engagements** focused on career pathways and workforce retention
- **Expanded partnerships** with workforce boards, employers, training providers, and state agencies
- **Continued advocacy** for strategies that create economic opportunity and strengthen the healthcare pipeline

As we grow, we remain committed not only to launching healthcare careers—but to advancing workforce solutions that strengthen care delivery, support employers, and meet the growing demand for caregivers nationwide.

careforce collective

A Morning Of *Impact*

On October 9, 2025, we brought together business leaders, philanthropists, and community partners for our first annual Careforce Collective Leadership Breakfast. The sold-out event celebrated the Scholars, supporters, and mission that make our work possible, with remarks from CEO Barb Clapp, members of DWD's Board of Directors, and powerful personal stories shared by Dwyer Scholars.

OUR FIRST ANNUAL LEADERSHIP BREAKFAST WAS A MAJOR SUCCESS

175
Attendees

$300K
Raised

30
Sponsors from across the country

A REAL SUCCESS STORY

Dwyer Scholar Briyona
On Finding Her Path

When Briyona discovered she was pregnant, she made a promise to herself: to live a life of purpose and show her daughter what's possible. At the time, that dream felt distant. She was working dead-end jobs, searching for stability and a career that reflected her heart for helping others.

Determined to create a better future for herself and her child, she left bartending to pursue her calling in healthcare, enrolling in our Certified Nursing Assistant (CNA) training program.

To succeed, she needed one critical thing: childcare support. We provided exactly that, allowing Briyona to focus on her training, earn her certification, and step confidently into her first healthcare role.

She didn't stop there. With DWD's continued support, Briyona upskilled and completed additional training and became one of the **first Dwyer Scholars to advance from CNA to Licensed Practical Nurse (LPN).** Today, she works in the emergency room at a prestigious medical institution and is financially independent, thriving, and showing her daughter what determination looks like.

> **Dwyer didn't just help me find a job—they helped me find my purpose. Now I want to mentor other young women to believe they can do it, too.**
>
> Briyona, Dwyer Scholar

Scan here to watch her story!

PERSPECTIVES FROM THE PEOPLE BEHIND THE PATHWAYS

A Case Manager's Role In *Building Pathways*

Rebecca Stack became a social worker to be the mentor she wished she had growing up. Now a case manager at Dwyer Workforce Development, she uses her experience to fix where traditional social services fall short.

"In past roles, short-term assistance left clients returning to the same challenges," Rebecca shared. "DWD takes a different approach by breaking these cycles."

Rebecca recently worked with a Scholar who couldn't get a job because she lacked stable housing. After helping her secure temporary housing, Rebecca and the Scholar focused on employment—refining her resume, practicing interview skills, and leveraging DWD's employer network. Today, the Scholar is working, saving, and moving into her own apartment.

By tackling root barriers to success rather than quick fixes, DWD provides Scholars with the resources and community network needed to achieve true self-sufficiency.

> **We meet Scholars where they are and walk with them through this entire journey and beyond.**
>
> Rebecca, Case Manager

PERSPECTIVES FROM THE PEOPLE BEHIND THE PATHWAYS

The Work, Through Our *Partners'* Eyes

Our model succeeds because of the collective strength of our network. Together, Healthcare Employer Partners, Workforce Development Partners, Education Partners, Community Partners, and Funding Partners create an ecosystem where everyone wins.

Samantha Shinn, BSN, RN, Director
Elite Nurse Aide Training Killeen, Texas Training Partner

"**DWD has made a meaningful impact** by providing financial assistance and workforce development opportunities to CNA students who may otherwise face barriers to entering the healthcare field."

Lou Grimmel Sr., CEO
Lorien Health Services, Maryland Employer Partner

"DWD is exceptional. In my long career, I have never seen a company address workforce development the way they have, **which is the right way."**

Marci Murphy, Executive Director
CareerSource Brevard Flagler,
Florida Workforce Development Partner

"Dwyer's holistic and individualized approach **led to high certification and job placement rates** for CNA Scholars, helping them overcome challenges and launch healthcare careers."

OUR FUTURE-LOOKING GOALS

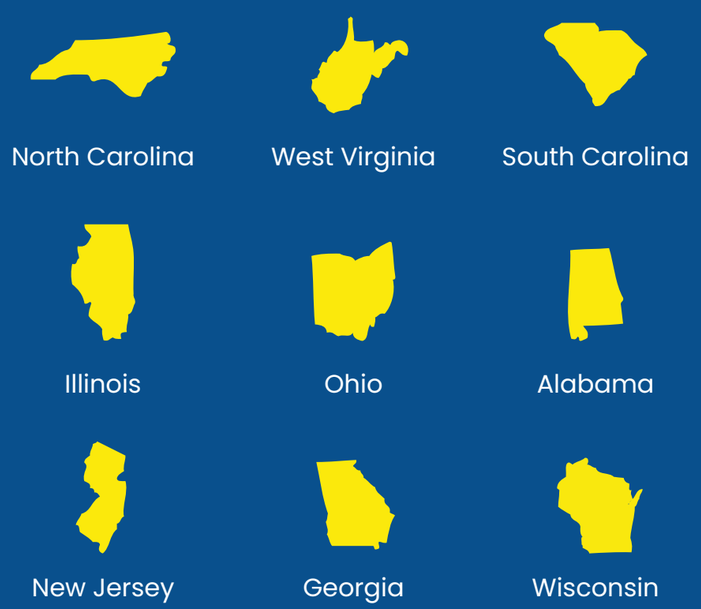
The Path Ahead For DWD

Our goal is to serve

100,000

Scholars by 2030

To help us get there, we plan to serve 7,500 Scholars and expand into nine new states in 2026:



Every Scholar's Journey Starts With *Support*

Behind every face is a story of determination, resilience, and hope. Your support helps Scholars overcome barriers, pursue meaningful careers in healthcare, and build stronger communities along the way.

Did you know?

100%

of every donation goes directly toward Scholar support

Scan here to donate today!

DWYER WORKFORCE DEVELOPMENT

ACKNOWLEDGEMENTS

We Are Grateful For The Continued *Support* From Donors!

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>
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