



ANNUAL REPORT 2024

We help people overcome barriers to gainful employment.

Since 1990, Working Wardrobes has reached over **132,600** individuals with transformative, empowering services that harness potential.



Core Values: Integrity, Thoughtful Relator, Humble Achiever, Grit

WORKINGWARDROBES.ORG

2000 E. McFadden Ave., Santa Ana, CA 92705 | 714-210-2460 | info@workingwardrobes.org



A Letter from the CEO

Ahead of you is our 2024 Annual Report, and I am most proud to share that we reached a record number of clients again this year – over **7600** – **doubling our reach** in just three years!

Your support helps people overcome all sorts of barriers to ultimately achieve gainful employment. Thank you for taking part in creating sustainable transformations in people's lives, and our entire community, as a result.

Check out what you helped achieve in 2024!



Bonni Pomush

Bonni Pomush
Working Wardrobes CEO

2024 Board of Directors



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Optum

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2024 Annual Outcomes



7,615 people reached

Our clients are young adults, Veterans and their families, people experiencing homelessness, adults re-entering the workforce, individuals recovering from alcohol or drug dependency, individuals interested in transitioning to a new career path, survivors of domestic violence, people involved with and impacted by the justice system, and individuals who are under resourced and face multiple barriers to employment.



Top Rated Workplace

In 2024, Working Wardrobes was again named among Orange County Business Journal's **Best Places to Work.**



Financial Highlights

In-Kind (clothing from retailers)

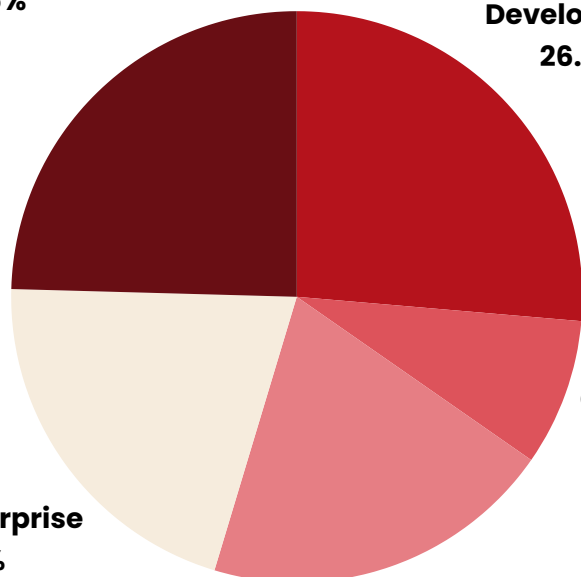
24.6%

Development

26.4%

56% Corporations

44% Individual Donors



2024 Total Revenue

\$6,356,598

Pre-audited financials

Social Enterprise

20.8%

Client Services

20%

Multi-year partnerships with **U.S. Bank**, **Optum** and **Bank of America's** Neighborhood Builders grant significantly bolstered our capacity to serve.

Working Wardrobes In the News

Good Day LA



Working Wardrobes serving clients in Orange County

Good Day LA's Bob DeCastro broadcast live from the Working Wardrobes Career Success Center. Styled by our team, he interviewed CEO Bonni Pomush, volunteers, clients and staff about the experience of empowering people who need a "hand up" to self-sufficiency.

December 16, 2024

CBS News

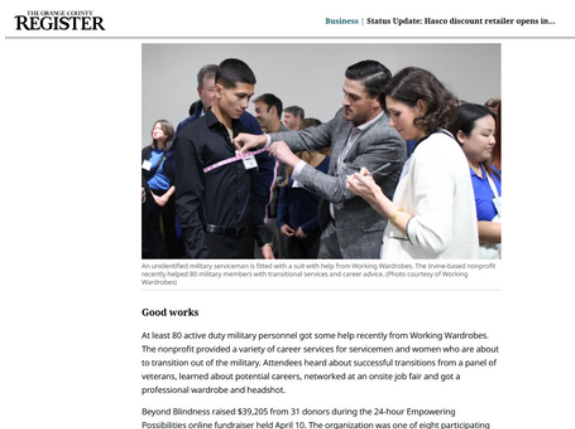


Orange County nonprofit helps Veterans transition from military life | Veterans' Voices

Chris Holmstrom's report from Working Wardrobes in Orange County highlighted the nonprofit and its unwavering effort to help military members as they transition to civilian life by providing the workforce development tools they need, including a way to dress for success.

Aug 13, 2024

OC Register



Good works

At least 80 active duty military personnel got some help recently from Working Wardrobes. The nonprofit provided a variety of career services for Servicemen and women about to transition out of the military. Attendees heard about successful transitions from a panel of Veterans, learned about potential careers, networked at an onsite job fair, and received professional wardrobing and headshots.

April 22, 2024

Rebuilding Careers Program

We envision a future where every person transforms their potential into purpose, to create lives of lasting fulfillment and ultimately a stronger community. Working Wardrobes' full-service **Rebuilding Careers Program** provides services to people facing self-described barriers to gainful employment, **at no cost to them**. We help people develop workforce readiness skills through **individualized employment plans**.

Personalized Support

We utilize trained case managers as Career Navigators and experts in the Human Resources field who volunteer as Career Coaches to assist with workforce readiness skills including:

- Career goal setting and Individualized Employment Plans
- Career Assessments
- Life skills training
- Resume building & Job search strategies
- Interview preparation and practice sessions
- Secondary Education and Skill-based certification programs

Career Development Training Programs

We offer a diverse range of workforce readiness trainings to clients in formats that best serve a variety of learning styles. We have over 12 different internally designed workshops presented in small group settings both in-person and virtually by trained Facilitators. These workshops are designed to provide hands-on skill building opportunities on traditional workforce readiness topics but also include topics like:

- Power of Your Image - Professional branding
- Navigating Success in the Workplace
- Transitioning MOS (military occupational specialty) into Civilian Life
- Networking & Informational Interviewing

We also partner with volunteers who offer their expertise to provide trainings on topics like financial literacy, mental health, industry trends and shared life experiences.

Additionally, with the support of our partners, clients can access free self-paced virtual learning programs to be completed at their own pace



Rebuilding Careers Program (cont.)

Community Partner Service Program

By collaborating with community partners and leveraging our expertise, we create a greater impact in the community. Currently, we work with over 20 partners who have tapped into our workforce readiness expertise, selecting tailored career development programs to meet the specific needs of their clients. These programs may include a mix of on-site and off-site workshops, as well as individualized or small group wardrobe experiences. We enhance the invaluable work our partners are already doing by offering our signature workforce readiness services.

Success Suits You

Our signature professional wardrobe service takes place in a department store like setting with the support of Personal Stylists that help clients select an outfit that empowers them to take on that interview with confidence! Actively engaged full-service clients are eligible for one complimentary outfit while community partners can select from different wardrobe packages that best suit their clients' needs.



Mission in Action: Emmanuel

Determined to build a better future, Emmanuel turned to Working Wardrobes for support. With resume help, interview preparation, certifications, transportation resources, and an interview suit to boost his confidence.

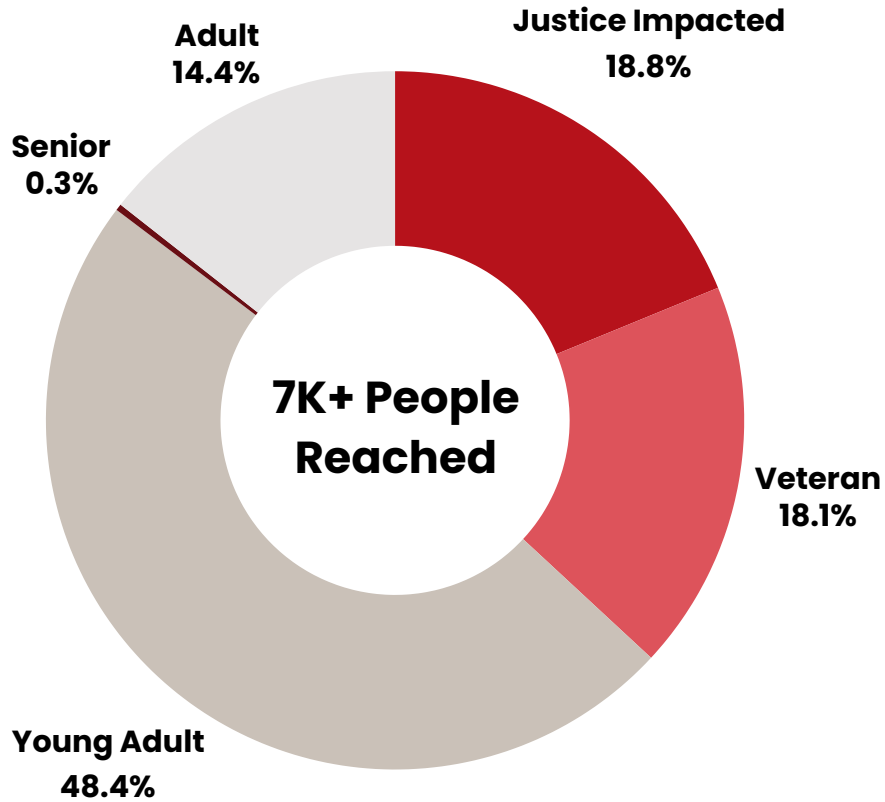
“The motivation that comes from Working Wardrobes, giving you a friendly push in terms of how to get things done, was very helpful. The people here are very organized, experienced, and know what recruiters are looking for. I was seen as a more serious, well-prepared candidate.”

Now a full-time, full-benefits employee at OCTA, Emmanuel is thriving and grateful for the support he received.



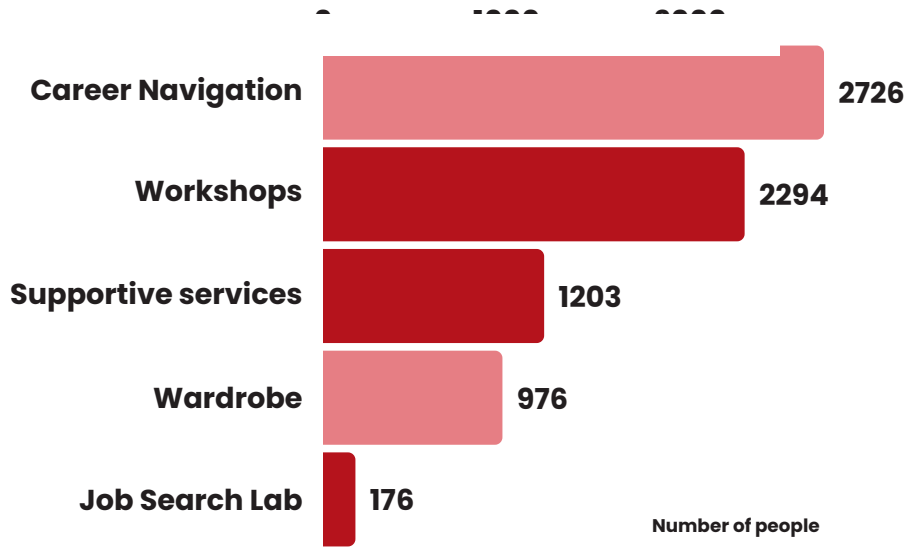
Populations Reached

We expanded our reach into the community and surpassed our pre-pandemic outreach and service numbers. In 2024 we transcended our goal of reaching 6000 people and reached **7615** people on their employment journeys.



Services Provided

Individuals enrolled in our workforce readiness program, Rebuilding Careers, on average, received **5 services each!**



We launched **Project New Start**

In partnership with the City of Santa Ana, we provided a deeper level of support to individuals involved with the justice system. Program participants engaged in skills-based **training and certification programs**, secondary education enrollments, an 8-part workforce readiness **soft skills** workshop series, and a **professional wardrobe** package.

111 clients enrolled

16 enrolled in training, pursued post-secondary education, or earned a certification

32 are already employed!



Volunteer Program

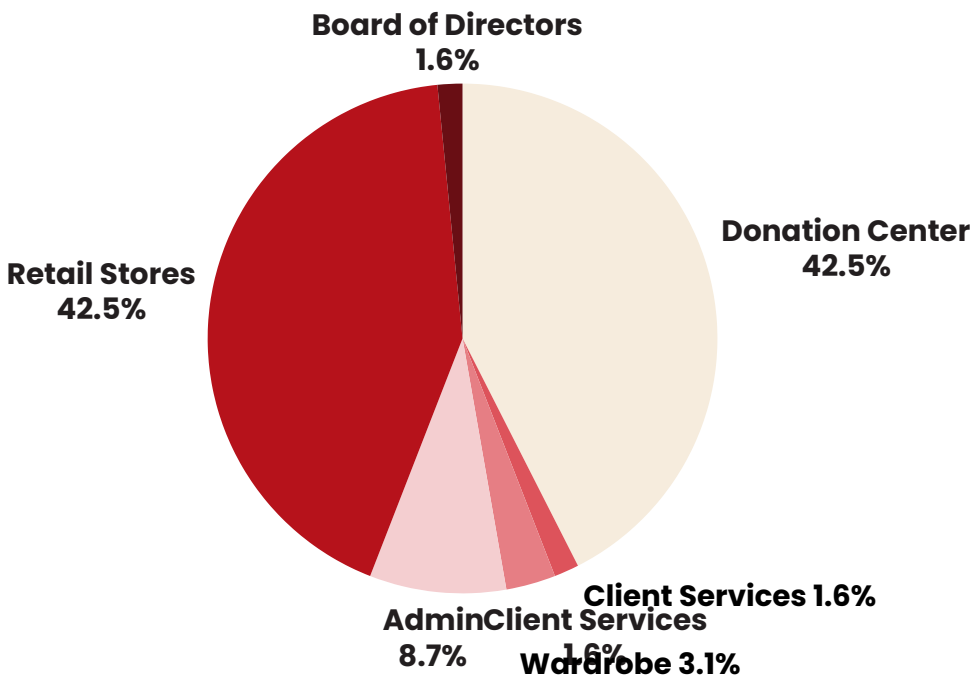
Volunteers at Working Wardrobes make a difference in our community, ultimately **empowering thousands of people** by helping quality control and process clothing at the Donation Center, styling clients in Success Suits and shoppers at The Hanger, providing Career Coaching, and more!



Who Volunteers?

- Individuals wanting to make a difference!
- Community Partners
- Corporate Partners
- Return-to-Work Program Participants
- Transitional Age Youth Programs
- Community Service

Volunteers shared their valuable skills for a total of **25,727 volunteer hours**



totaling a value of **\$861,585**

Corporate Social Responsibility (CSR)

Corporate Social Responsibility (CSR) Days promote volunteerism within corporate organizations and strengthen mission efforts by establishing partnerships in the community.

Over **10,000 clothing items** are processed monthly thanks to Corporate Social Responsibility (CSR) days at the Donation Center.



What happens at a CSR?

- Greet & accept items from our generous donors.
- Perform Quality Control to curate clothing.
- Fashion Processor: sort and process new clothing to dress clients for success.

How does it work?

- 5-20 people per group
- 3-hour shifts (9a-12p or 12-3p) on Wed/Thur/Sat
- Included with Rebuilding Careers Coalition Membership or \$1,500 donation

Book your group: CSR@workingwardrobes.org



Rebuilding Careers Coalition (RCC)

The **Rebuilding Careers Coalition (RCC)** is a giving collective of individuals and corporations dedicated to empowering people in our community. Through monthly and annual donations, the Coalition helps jobseekers overcome barriers to employment.



JOIN TODAY

RCC members raised over \$50,000 to fund wrap-around workforce readiness services for 25 clients.

Why Join the Coalition?



“ — Erik Hiller

“It’s been a privilege to contribute to the success of Working Wardrobes’ clients as they seek to improve their skills and capabilities and be ready for that next step in the job market, and I look forward to seeing what Working Wardrobes and their clients will continue to achieve!”



“ — Cyndi Karapogolian

“My purpose for joining Working Wardrobes is a very personal one. My sister early in her adult life was in a highly abusive relationship, which affected her self esteem and her career. Had I known about Working Wardrobes way back then, I wouldn’t have had to see her struggle as much as she did, and I want to provide help and support to others in the same way.”

2024 Annual Gala: Infinite Horizons

On Saturday, September 14th, we celebrated Infinite Horizons at our 2024 Annual Gala. Sponsors, donors, guests, and auction participants motivated by the desire to transform the lives of unemployed and underemployed Southern Californians set off hundreds of life-changing ripple effects. The result was opportunity without limits!



Over **\$415,000** was raised to help people overcome barriers to gainful employment. These funds sponsor **75 clients** receiving full service career readiness.



Representing every part of our mission, honorees included a current client, former client now Peer Navigator, workshop facilitator, and volunteer/Board member.

Mission in Action: Quilt of Valor Honorees

At Working Wardrobes, we proudly honor the strength and resilience of our Veteran clients through the incredible Quilts of Valor. From overcoming homelessness and career setbacks to finding new purpose, these Veterans are living proof that with the right support, anything is possible. Their journeys are filled with courage, determination, and the drive to succeed.

"I love being a career coach and trainer who is passionate and patient in guiding our clients in their discovery of key transferable skills to unlock and expand their career options.

I have a passion for sharing my career coaching insights and experience with young adults and military professionals, which is my way of giving back to those who have helped me in my career path." -Terence, Career Coach and Quilt of Valor recipient

Save the Date: Saturday, September 20, 2025
Celebrating 35 Years

Power Up For Success

Power Up For Success is a signature event providing a variety of **career preparedness services** to active duty **Marines/Sailors** preparing to transition out of the military.

Over **\$110,000** was donated to support their upcoming transitions into the civilian workforce. **139 clients** were provided with full wrap-around workforce readiness services at these events.



Attendees learned about successful transitions into the workforce from a distinguished panel of Veterans, discovered potential careers that utilize their military skills and experiences, networked at an onsite job fair, and received a professional wardrobe and headshot – all culminating in a celebratory fashion show.

Mission in Action: Marines Give Thanks



Working Wardrobes Donation Center

Over **500,000** new and gently used clothing and accessories were donated and given a second life in 2024.

We pride ourselves on being good stewards of our community and the environment through upcycling, re-donating, and recycling efforts.

Upcycle - After undergoing a comprehensive quality-control check, business clothing, shoes, and accessories are provided to the Wardrobe Center to outfit clients in their perfect Success Suit. Clothing is also sent to The Hanger retail store locations where shoppers can purchase these gently-loved garments to provide them with a new life and help fund the mission.

Re-donate - Due to the generosity of our amazing donors, we can support other local nonprofits with excess merchandise.

Recycle - Clothing that is too damaged to wear is provided to a textile recycler. Nothing goes to waste/landfills.



Visit the Donation Center!

17392 Daimler Street, Suite 150
Irvine, CA 92614
off MacArthur/55
Open Tues-Sat: 9am- 3pm
(Closed Holiday Weekends)

How do The Hanger stores help people find jobs?

Sales at **The Hanger** (our retail stores) **generate revenue** so that Wardrobe services are provided at no charge to clients. The stores also **provide employment training and job placement opportunities!**

Shopping at The Hanger creates impact such as:

- Career coaching
- Resume workshop sessions
- Certification programs
- Essential needs like food and transportation
- An interview-ready work outfit



Shop for a Cause at The Hanger

Discover new treasures for your closet at a location near you!

Elevate your wardrobe with **luxury and sophistication at our Laguna Niguel store**. Known for its curated selection of high-end items, this store is perfect for those seeking premium fashion and accessories.

A haven for fashion lovers, the **Garden Grove store offers a diverse collection** of clothing for every taste, style, and occasion. From everyday essentials to standout pieces, there's something for everyone. A treasure trove of timeless fashion, our **Costa Mesa store specializes in vintage clothing**. Explore unique, **one-of-a-kind pieces** perfect for those who love retro style and sustainable shopping.



LAGUNA NIGUEL
28051 Greenfield Dr. _____



COSTA MESA
803 W. 19th Street



GARDEN GROVE
12761 Harbor Blvd.

By shopping at The Hanger, you contribute to a larger mission: helping people overcome barriers to gainful employment.

What's Ahead in 2025?



In 2025, we aim to reach another record number of lives.



Health & Wellness Spring Festival

Building on the success of 2024 and our very first Spring Festival, this year we're going even bigger by introducing a health and wellness focus, and we're thrilled to host the festival at the Orange County Soccer Club at the Irvine Great Park on **Saturday, March 22 at 4pm.**



Our biggest Power Up For Success event

We successfully held three PUFs events in 2024, including one at our Career Success Center for the first time. In 2025, we're excited to unify our efforts into one large, combined PUFs event, bringing everyone together to create an even more impactful experience.



Scan to stay connected!

Stay up-to-date on all things Working Wardrobes!

Explore our socials, events, campaigns, and subscribe to our newsletter.



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