tech-moms

ANNUAL REPORT

2025

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CO-FOUNDERS

MIKEL BLAKE
Executive Director

TRINA LIMPERT
Director of Operations

ROBBYN SCRIBNER
Director of Outreach

AWARDS AND ACHIEVEMENTS

Utah Business Magazine
30 Women to Watch
2020

Women in IT, New York
Shortlisted: 2021

Utah Business Magazine
40 Under 40
2021

Wasatch Innovation Network
100 Top Entrepreneurs
2022

Salt Lake Chamber
Non-Profit of the Year
2022

Utah Governor's Office of Eco Dev.
100 Companies Championing
Women 2022

Utah's 40 Over 40
Award Recipient
2023

Women Tech Council
Women Tech Awards
Finalist 2023

Utah Business Magazine
Most Influential Women
2024

PROG Foundation
GRIT Award Finalist
2024

Weber State University
Distinguished Alumni
2024

Women Tech Council
Impact Award
2024

Code for America
Innovator Award
2025

ANNUAL REPORT

Training, Transformation, Tech Careers for Women

2025 REPORT OVERVIEW

Tech-Moms empowers women to transition into tech careers and achieve long-term success by fostering lifelong learning and diversifying the tech talent landscape.

"Tech-Moms is the most supportive community you will ever join."

— *Alumna, 2023*

QUICK IMPACT STATS

- **Founded In 2020**
- **36 foundational** cohorts.
- **705 women** served.
- **88** cities across Utah.
- **1,400 children** supported.
- **90** 2.0 Program Participants:
  - **DATA ANALYTICS**
  - **CYBERSECURITY**
  - **PROJECT MANAGEMENT**

*"I truly feel like I've come across something so special that I can hardly believe it's real. Women helping other women gain a hand up. **I've never been so excited about my future**."*

— *Alumna, 2024*

EMPOWERING THE PIVOT

Since our first cohort in 2020, Tech-Moms has grown from a bold idea into a statewide movement. As of 2025, we proudly celebrate 705 students in 40 cohorts, supporting over 1,400 children in the process.

This isn't just a training program, it's a life transformation.
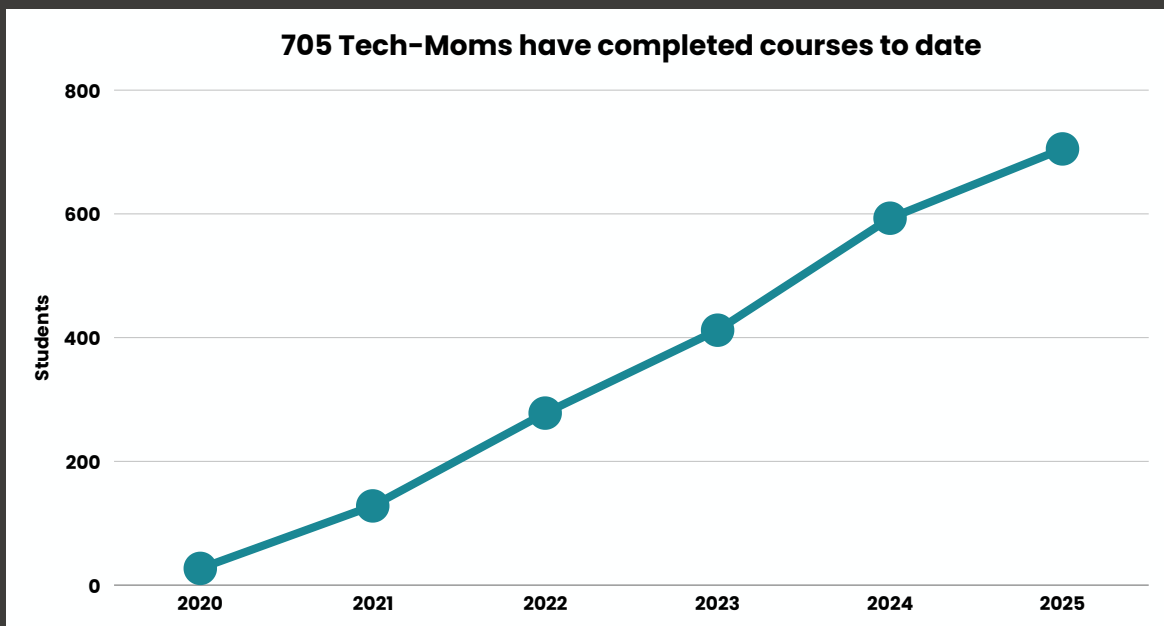
Numbers to Celebrate

STUDENTS	COHORTS	CHILDREN
705	**40**	**1,400**

705 Tech-Moms have completed courses to date

PROGRAMS >
1.0 FOUNDATIONS

6
LOCATIONS

36
COHORTS

Location	Cohorts
UVU	8
Online	8
Weber State	7
SLCC	7
U OF U	3
Mountainland Tech	3

ACROSS THE WASATCH FRONT & ONLINE , TECH-MOMS 1.0 TEACHES BASIC CODING SKILLS IN HTML, CSS, + JAVASCRIPT. IN ADDITION TO THESE TECH SKILLS, THE 1.0 PROGRAM OFFERS EXPLORATION OF TECH-CAREERS AND SUPPORT SYSTEMS FOR THEIR TRANSITION INTO TECH.

1.0 PROGRAMS COMING FALL 2025
- **LEHI, UTAH**
- **SLC, UTAH**
- **ST. GEORGE, UTAH**

NEW LOCATION OPENING:
ST. GEORGE, UT!

PROGRAMS >
2.0 PROGRAMS

3
PROGRAMS

90
STUDENTS

DATA ANALYTICS + AI	STUDENTS: 47
CYBERSECURITY	STUDENTS: 19
PROJECT MANAGEMENT	STUDENTS: 25

TECH-MOMS 2.0 OFFERS SPECIALIZATION IN FAST-GROWING TECH PATHS

Students in our 2.0 programs earn **industry-recognized credentials, complete portfolio projects, and participate in real-world learning activities.**

While continuing their training in a supportive cohort environment, they are **prepared to move directly into technical roles at Utah's best companies.**

DEMOGRAPHICS >

A MULTI-GENERATIONAL MOVEMENT

705 STUDENTS

Since 2020, Tech-Moms has served 705 incredible students, each with their own story and their own *"why."*

They range in age from 22 to 80, proving that no matter your stage in life, it's never too late to try something new.
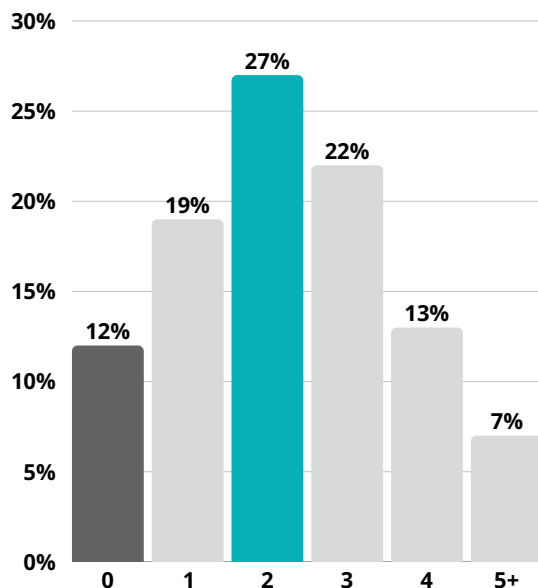
37% OF STUDENTS ARE BETWEEN THE AGES OF **30-39 YEARS OLD**

Age	Percentage
20-29	15%
30-39	37%
40-49	35%
50-59	11%
60+	2%
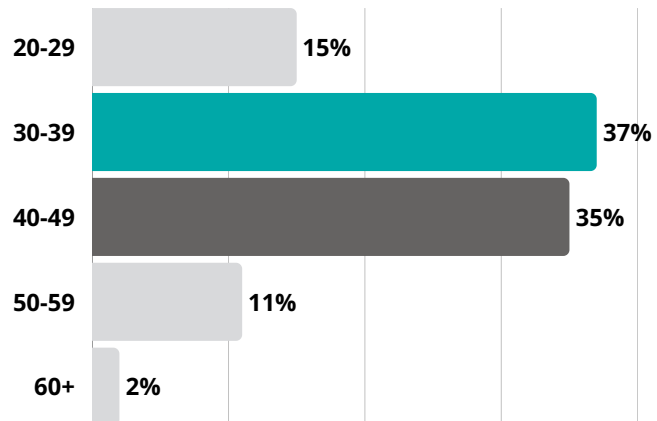
AGE RANGE: 22 - 80 YEARS OLD

JUGGLING CHILDREN & FUTURES

STUDENTS REPORTED AN **AVERAGE OF 2 CHILDREN EACH**

Children	Percentage
0	12%
1	19%
2	27%
3	22%
4	13%
5+	7%

CHILDREN

Our students' family sizes vary widely, from **no children to as many as nine**. Altogether, they're caring for more than **1,400 children** while pursuing new careers in tech.

These students aren't just learning, they're proving that tech can make space for **real life, real families, and real possibilities.**

RANGE OF CHILDREN PER STUDENT: 0-9

DEMOGRAPHICS >

A COMMUNITY OF VOICES

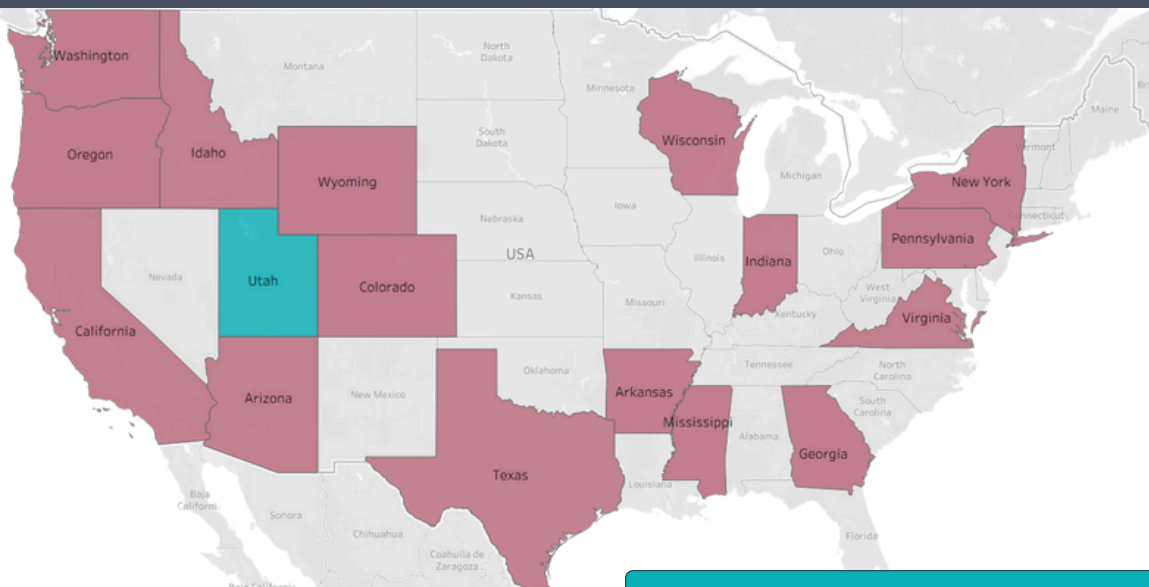Tech-Moms proudly supports **students from many racial, ethnic, and cultural backgrounds.**

We've launched three Tech-Moms in Color cohorts to expand access and representation in tech fields.

39% TECH-MOMS ARE **WOMEN OF COLOR**

FROM METRO AREAS TO RURAL TOWNS, OUR ONLINE AND IN-PERSON COURSES ALLOW US TO MEET STUDENTS WHERE THEY ARE.
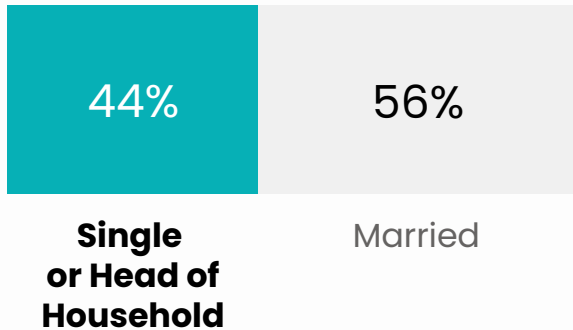
TECH-MOMS' NATIONAL REACH

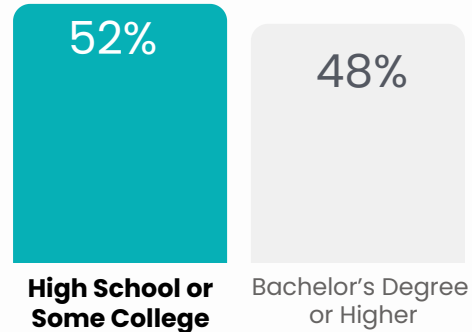TECH-MOMS HAS ALUMNI IN **88 CITIES** THROUGHOUT UTAH

DEMOGRAPHICS >

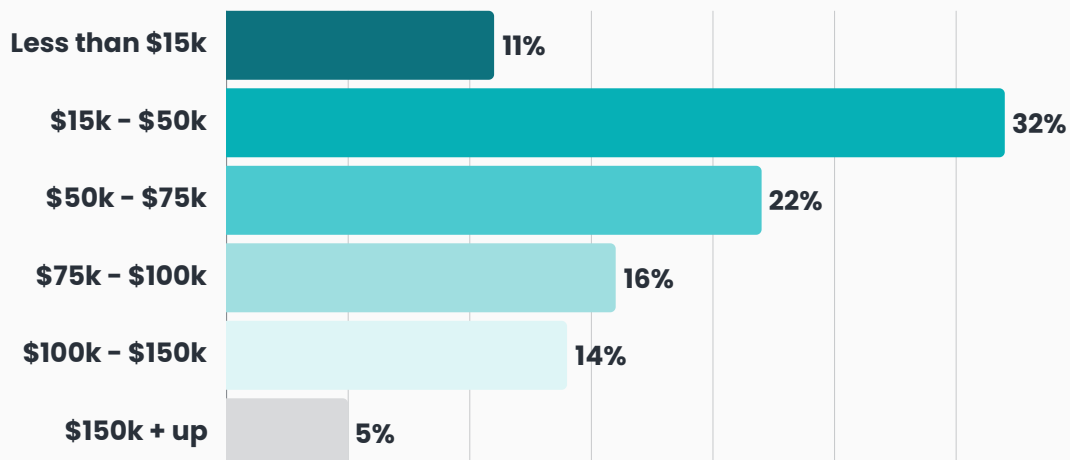## MARRIAGE STATUS

44% of Tech-Moms were **single at enrollment**

44%	56%
Single or Head of Household	Married

EDUCATION BACKGROUND

Majority of Tech-Moms **have not completed** a 4-year degree at enrollment

52%	48%
High School or Some College	Bachelor's Degree or Higher

ANNUAL HOUSEHOLD INCOME

The majority of Tech-Moms had a household income **of less than $75k per year at enrollment**

Income	Percentage
Less than $15k	11%
$15k – $50k	32%
$50k – $75k	22%
$75k – $100k	16%
$100k – $150k	14%
$150k + up	5%

In Utah the median household income is **$98,336**

ALUMNI >
SURVEY RESULTS

Out of 550 eligible alumni, 323 responded, a 59% response rate.

An eligible alum is a Tech-Moms student who completed the Foundations Class prior to December 2024.

60%

Additional Education

60% of alumni have received additional education since completing Tech-Moms

51%

Accepted a New Position

Majority of alumni have landed new positions after completing the program

53%

Received a Raise

Over half of women saw an increase in their income post Tech-Moms

48%

Average Pay Increase

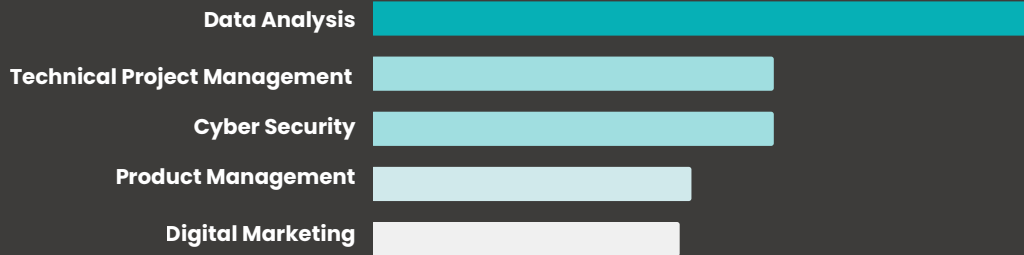Among those who received raises, the **average salary boost was 48%**

27%

Received Promotions

27% of alumni have received promotions since completing Tech-Moms

PATHWAY >
TRENDS AND OUTCOMES

TOP 5 TECHNICAL DISCIPLINES TECH-MOMS GRADUATES ARE MOST INTERESTED IN PURSUING

Discipline	
Data Analysis	████████████████████
Technical Project Management	██████████
Cyber Security	██████████
Product Management	████████
Digital Marketing	███████

SELECT EMPLOYERS OF OUR ALUMNI

- Adobe
- Amazon
- Arctic Wolf
- Avetta
- Bamboo HR
- BAE Systems
- CHG Healthcare
- Domo
- Health Catalyst
- Milestone Technologies
- NetDocuments
- Porch Software
- Seekwell
- Tesla
- Vivint
- Weave

EDUCATION >
EXPANSION

THE MAJORITY OF STUDENTS HAVE CONTINUED THEIR EDUCATION AND TRAINING

42% — **Online Learning**

- Climbhire
- Coursera
- Cybrary
- Data Camp
- Free Code Camp
- Google Career Certificates
- Grow with Google
- Pluralsight
- Quantic School of Business & Technology
- Sophia Learning
- Udemy
- W3School

41% — **Colleges + Universities**

- Berkeley Haas
- BYU
- BYU Idaho
- Eastern University
- Mountainland Technical College
- Ogden-Weber Technical College
- Quantic School of Bus & Tech
- Salt Lake Community College
- Saras AI Institute
- SUNY Ulster
- University of Calgary
- University of Texas
- University of Utah
- Utah State University
- Utah Valley University
- Weber State University
- Western Governors University
- Valar Institute

17% — **Bootcamps**

- Dev Mountain
- Dev Pipeline
- Codefi
- Codeup
- Rosie Project
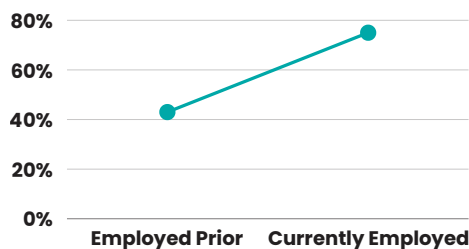- Soft Innovas
- Tech-Moms 2.0
- V School

RETURNERS >

A returner is an individual re-entering the workforce after a career break, often to raise a family or support loved ones.

Tech-Moms supports returners with flexible training, career coaching, real-world returnships, and free childcare during classes, making it easier to restart their careers with confidence.
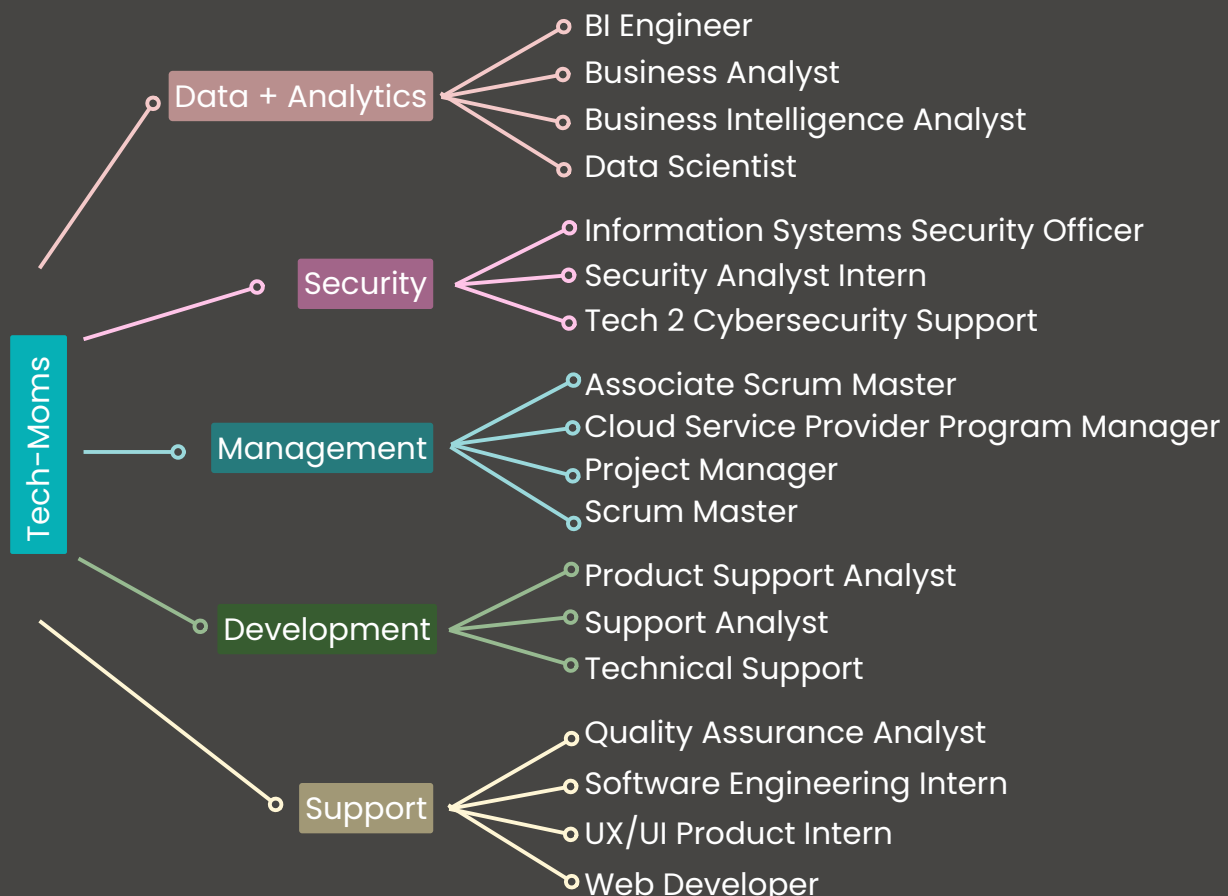
Working Before
43%

Employment Status: Before vs. After Tech-Moms

80%	
60%	
40%	
20%	
0%	
Employed Prior	**Currently Employed**

Working Currently
78%

TECH JOBS HELD BY RETURNERS

Tech-Moms

Data + Analytics
- BI Engineer
- Business Analyst
- Business Intelligence Analyst
- Data Scientist

Security
- Information Systems Security Officer
- Security Analyst Intern
- Tech 2 Cybersecurity Support

Management
- Associate Scrum Master
- Cloud Service Provider Program Manager
- Project Manager
- Scrum Master

Development
- Product Support Analyst
- Support Analyst
- Technical Support

Support
- Quality Assurance Analyst
- Software Engineering Intern
- UX/UI Product Intern
- Web Developer

CASE STUDY >

KeeNan

From Homeschool Mom to 6-Figure Tech Worker

> " *Tech-Moms provided a springboard for me at a difficult time in my life and helped me launch back into the workforce much more successfully than I thought possible.* "

BACKGROUND:

- Math undergraduate degree
- 2 - 3 years tech work experience
- Stay at home mom for 21 years
- 7 kids
- Divorced

RE-ENTRY TO THE WORKFORCE:

- Took career exploration class from Tech-Moms
- Continued education at Weber State in Data Analytics
- Landed a Business Intelligence Analyst role
- Is currently making 6 figures

IMPACT AREAS >

CONFIDENCE. ADAPTABILITY. SKILLS. CAREER.

Tech-Moms supports workforce re-entry with **boosted confidence, stronger technical skills, and greater adaptability.**

Graduates **feel better prepared** for professional challenges, thanks to the program's hands-on, skill-building approach.

These results highlight **Tech-Moms' role in empowering career transitions within a supportive community.**

1 = Strongly Disagree. 2 = Disagree. 3 = Neutral. 4 = Agree. 5 = Strongly Agree.

Increased my **overall confidence**

4.4 ★★★★½

Increased my ability to **pivot and adapt to changing situations**

4.2 ★★★★☆

Increased my **technical skills and competencies**

4.3 ★★★★½

Increased my ability to **launch and maintain a successful career**

3.9 ★★★★☆

CASE STUDY >

Ali

From Nurse to Tech Founder

> " *Tech-Moms helped me understand the roles within tech, so I could structure my company with the right people and vision from the start.* "

BACKGROUND:

- Registered Nurse with nearly 20 years in healthcare
- Led teams in hospital admin and clinical operations
- Master's of Business Creation from U of U
- Mom of 3 kids under 6

PIVOT INTO TECH:

- Completed Tech-Moms to gain the foundation to launch a venture-backed company
- Turned real-world nursing frustrations into a health tech startup

HOW TO HELP >
REAL HELP. REAL IMPACT.

EQUIP HER TO LEARN

- Donate laptops or monitors
- Offer free or low-cost space for classes
- Provide food for classes (moms & kids)

SHARE YOUR VOICE

- Become an instructor
- Be a guest speaker
- Mentor

BOOST HER CAREER

- Offer internships
- Hire graduates
- Introduce Tech-Mom grads to hiring managers
- Host a career fair

INVEST IN HER FUTURE

- Sponsor a Tech-Mom
- Sponsor a Tech-Mom grad's continuing education
- Partner with us to offer training or certification

SUPPORT HER FAMILY

- Sponsor child care for our courses
- Offer free or low-cost child care at your events

TESTIMONIALS >

I'm in the process of securing funds for a data analytics certification. **All these amazing opportunities are because of Tech Moms.** Thank you!

I came out of Tech-Moms with so much confidence. **I had an awesome resume and interviewing skills.** I wouldn't have done It without Tech-Moms.

Tech-Moms gave me the **confidence I needed to get a job**, and they continue to **help me in my current job**.

Tech-Moms came into my life when I had **just been laid off** and **found out I was pregnant.** Joining gave me a supportive community that helped me get back on my feet.
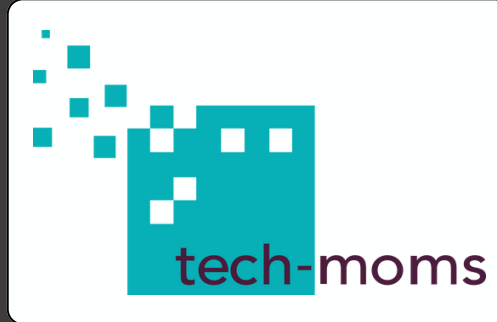
I knew nothing about what careers were out there. Tech-Moms showed me possibilities and gave me the community and connections that **landed me my first tech-job. I still have it 4 years later.**

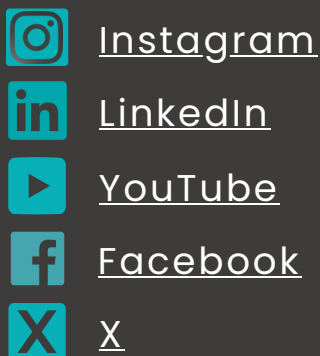**This is the best thing I've done for myself - maybe ever.**

THANK YOU >

GET INVOLVED TODAY

It takes a community to bring about lasting change. If you're curious about ways to support Tech-Moms, whether through sponsorship, mentoring, sharing job leads, volunteering, or simply learning more,
we'd love to hear from you.

Contact Us at **info@tech-moms.org**

Instagram

LinkedIn

YouTube

Facebook

X

Visit Tech-Moms.org