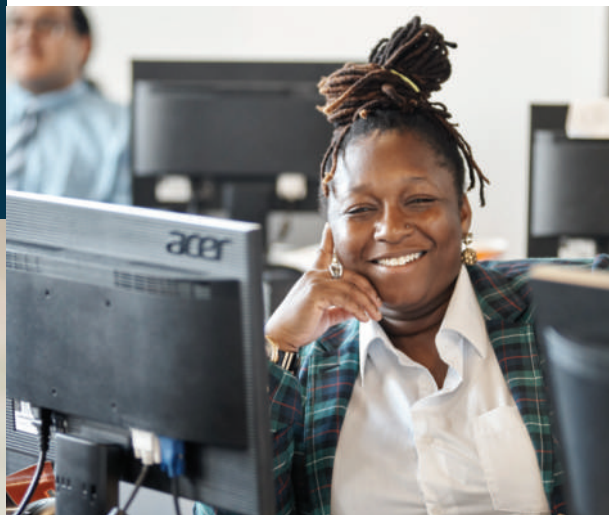# A Good Job CHANGES EVERYTHING

85%
of Per Scholas students graduate

80%+
of Per Scholas grads find jobs within one year of graduating

$21/hour
average starting wage for Per Scholas graduates

PER SCHOLAS is a national nonprofit that drives proven social change in communities across the country. Through rigorous and tuition-free technology training, we prepare motivated and curious adults who are un- or underemployed for successful careers as technology professionals, and create onramps to businesses in need of their talents.

This year, Per Scholas enrolled its **10,000th** student and continues to expand nationally, partnering with employers across the country to design technical and professional development courses for in-demand tech careers. We know that **diverse companies are successful companies**. 87% of Per Scholas grads are people of color, and 31% are women.

EVIDENCE DRIVES OUR WORK:
A three-year impact evaluation found Per Scholas students were:

EARNING
27%↑
more per year than the control group

HAPPINESS
48%↑
more likely to report life satisfaction than the control group

PUBLIC BENEFITS USE
50%↓
less likely than the control group to rely on public benefits

PER SCHOLAS

PERSCHOLAS.ORG

Direct Job Placement

The Per Scholas Business Solutions team works with employers nationwide to source candidates for tech roles across every sector.
**500+ employers** hired Per Scholas graduates in 2018.

Professional Development

20% of Per Scholas training focuses on communication, collaboration, continuous learning, giving & receiving feedback, and career navigation skills critical to landing that first job or moving up the tech career ladder.

Technical Instruction

Through 12-18 week full-time, immersive courses in Cloud Support, Cybersecurity, Network Support, and Software Engineering, Per Scholas graduates earn industry-recognized certifications, competitive in the market.
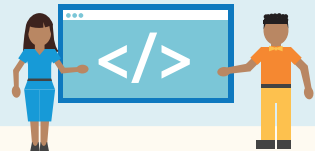
Customized Training

Working hand-in-hand with businesses, Per Scholas designs employer-customized training tracks for partners seeking qualified and diverse hires to meet their unique needs.
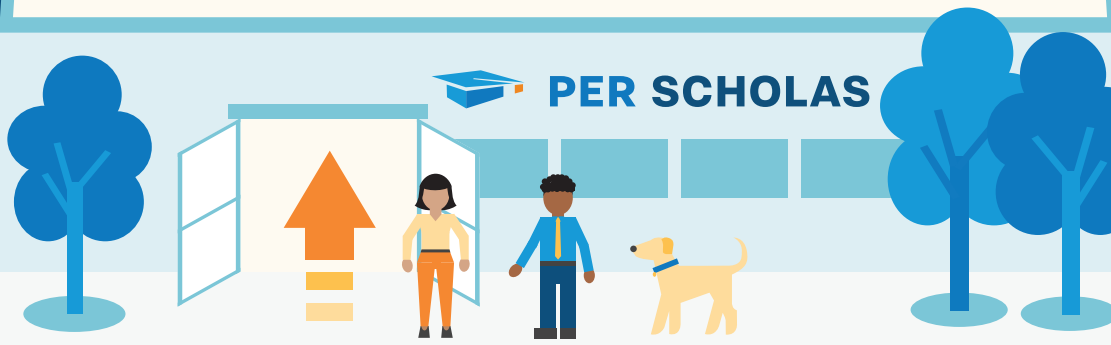
PER SCHOLAS

HOW WE TRAIN

PER SCHOLAS Training Tracks

Course offerings evolve to meet the emergent market demands of the rapidly changing technology field. Current Per Scholas courses include:

NETWORK SUPPORT

Entry-level course, offering technical and business-essential skills/career development instruction. Graduates earn CompTIA A+ and Network+ certifications and are ready to start new careers in IT.

SOFTWARE ENGINEERING

Students learn computer science theory and advanced software engineering skills in a course tailored to meet the chief employer needs in their regions.

CYBERSECURITY

Multiple courses culminating in a CompTIA Cybersecurity Analyst CySA+ credential, or dual CompTIA Network+ and Security+ certifications. Students prepare for entry-level roles in Security Operations Centers (SOCs) and other Cybersecurity careers.

CLOUD SUPPORT

In partnership with AWS Academy and AWS Educate, students earn CompTIA Linux+ and AWS Associate Level certifications, and prepare for careers as administrators of critical cloud-based IT infrastructure.

BRIDGE PROGRAMS

4-9 week courses that facilitate transition from high-school or un/under-employment to technical training and careers in technology.

JAVA DEVELOPER

An intensive Java development immersion, covering software development lifecycles and methodologies, along with a wide range of tools and platforms. Also offered as an expanded track, paced for career changers and those returning from long-term unemployment or leave.

DATA ENGINEERING

Hands-on instruction in the basics of Big Data and Hadoop technologies, including how to extract, scrub and manipulate real-time and warehouse data, and prepare large data sets for analysts.

QUALITY ASSURANCE

A course in the use of open source technologies, and Agile and Scrum methodologies to automate product testing, and analyze and enhance the quality of tech products and services.

RPA DEVELOPER

A training track in Robotic Process Automation (RPA) for automating repetitive tasks using enterprise-grade tools so that organizations can refocus their attention and resources.

PER SCHOLAS Five Year Strategic Growth Plan

GOAL 1

TRAIN 4,000+ NEW STUDENTS
Per Year by 2023

- Grow in all our existing markets and open 2-6 new Per Scholas locations.
- Introduce new courses and programming that align with employers' own fast-changing talent needs.
- Scale employer-paid training, and enroll half of all students in customized training tracks.

GOAL 2

Foster a More
EQUITABLE AND DIVERSE TECH SECTOR

Boost diversity and equity in the tech workforce by helping employers create more robust pathways to tech employment for individuals from under-represented communities by:

- Participating in a new impact evaluation of Per Scholas training outcomes to demonstrate the national efficacy of Per Scholas' model.
- Growing Diverse by Design, Per Scholas' national tech workforce diversity campaign in partnership with the **IT Senior Management Forum** and leading employers, to pilot and share innovative strategies like investing in pre-employment training.

GOAL 3

Build the Foundation for
FUTURE SUSTAINABILITY AND GROWTH

Foster rapid annual revenue growth to sustain the achievement of our strategic plan goals and lay a solid foundation for Per Scholas' future by:

- Growing earned income from employers to 50% of annual revenue by 2023, essentially doubling the return on every philanthropic dollar.
- Pilot placement fees from non-customized training employers to help recover (and quickly reinvest) a portion of training costs.
- Expand traditional fund development strategy, with a major new role played by individual donors.

PER SCHOLAS

IMPACT Across Our Sites

COLUMBUS, OH
- Per Scholas Columbus made critical site improvements, expanding capacity to serve up to 180 students per year.
- Per Scholas began partnering with TECH CORPS to pilot a 12-month high-school-to-Per Scholas initiative for young adults.

GREATER CINCINNATI, OH
- Per Scholas piloted a 5-week Mainframe Operations training track that yielded 100% graduation and job placement.
- Technical Instructor Delrae McNeill was named to comSpark's Power 500, a list of the leading technology and innovation influencers in greater Cincinnati and Northern Kentucky.

DETROIT, MI

BOSTON, MA

COLUMBUS, OH

NEW YORK, NY

NEWARK, NJ

PHILADELPHIA, PA

CINCINNATI, OH

NATIONAL CAPITAL REGION

ATLANTA, GA

DALLAS, TX

DALLAS, TX
- By the end of 2018, Per Scholas Dallas trained a total of 427 students, more than quadrupling annual enrollment over the previous year. More than 300 students have graduated from employer customized training tracks created in partnership with Cognizant.
- Per Scholas began offering a modified training to high school students at Dallas CAN Academy, in which students receive their CompTIA A+ certification at the end of the semester long course.

ATLANTA, GA
- Launched OnRamps to Digital Careers, a bridge program designed to combine tech training with adult basic education, boosting literacy and math skills to the 10th grade level, and earning a Microsoft Office Specialist Certification.
- Per Scholas expanded its regional footprint, and began offering training at a new location in Cobb County, GA.

GREATER BOSTON, MA
- Per Scholas opened doors in Kendall Square and kicked off its first IT Support class in April, 2019.
- Launched the Java Developer course powered by TEKsystems in May, 2019, creating a new direct hiring pipeline for Greater Boston tech talent.

NEW YORK, NY
- Per Scholas New York completed a full-scale renovation of its Bronx training site which now features total of seven classrooms, including new state-of-the-art cyber lab, in addition to a more modern, open concept flex space for students and staff.
- Partnering with Amazon Web Services, Per Scholas developed and launched Cloud Support, a brand new training track to prepare students for careers in the rapidly growing field of cloud data management.
- Per Scholas launched new offerings in customized training, including a Robotic Process Automation (RPA) Developer course in partnership with Cognizant and UiPath, and a Java Developer returnship program for candidates re-entering the workforce.

NEWARK, NJ
- In April 2019, Per Scholas opened its doors to a new site located in Newark's Central Ward, with a grand opening celebration attended by Governor Phil Murphy, over 200 industry and community leaders, and the new training center's inaugural class.
- Over the next three years, Per Scholas expects to place 200 jobseekers from Newark and its surrounding communities into tech employment.

NATIONAL CAPITAL REGION
- In Partnership with TEKsystems, Per Scholas offered its first course in Baltimore, MD, which is expanding to offer three additional cohorts in 2019.
- Per Scholas NCR launched a partnership with the District of Columbia Public Schools (DCPS) and On-Ramps to Careers to offer IT training to high school seniors, culminating in the CompTIA IT Fundamentals certification, and placement in paid internships with employer partners.

PHILADELPHIA, PA AND DETROIT, MI
- Customized training powered by TEKsystems launched in July, 2019.

Partners Power Our Work
INVEST | HIRE | VOLUNTEER

FINANCIALS 2018

In 2018, Per Scholas spent $15,854,366, or 80% of the $19,649,031 raised for direct program costs. Per Scholas received four stars, the highest rating, from Charity Navigator for financial stability, accountability and transparency.

CHARITY NAVIGATOR
★★★★
Four Star Charity
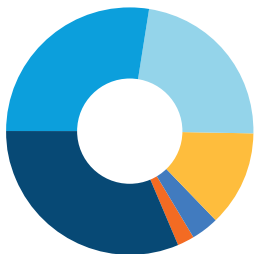
REVENUE – $19.65M

- 32% Foundation
- 27% Sales Revenue
- 23% Corporation
- 12% Government
- 4% Individual
- 2% Board
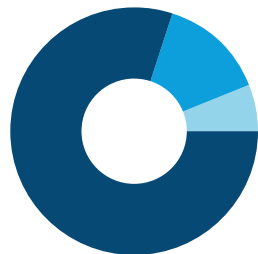
EXPENSES – $15.85M

- 80% Program Services
- 14% Administration
- 6% Fundraising

Thanks to the contributions of our Board of Directors and Regional Advisory Boards, our programs are stronger, our trainings surpass industry standards, and our national expansion is extending our impact across the country.

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Beacon Hill Staffing Group	Fannie Mae		

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Arnold Ventures	Community Foundation for Montgomery County	The Lawrence Foundation	Thomas J. Emery Memorial Fund
The Arthur M. Blank Family Foundation	Crane Group	May and Samuel Rudin Family Foundation	Thomson Family Foundation
Ballmer Group	Donald A. Pels Charitable Trust	MENTOR	Tiger Foundation
The Barker Welfare Foundation	The Eleanor Schwartz Charitable Foundation	Meyer Foundation	United Way of Central Ohio
The Bernard F. and Alva B. Gimbel Foundation	The Hagedorn Fund	The New York Community Trust	United Way of Greater Atlanta
The Boone Family Foundation	The Harry and Jeanette Weinberg Foundation	Richard E. & Nancy P. Marriott Foundation	United Way of Greater Cincinnati
Booth Ferris Foundation	Heckscher Foundation for Children	Robin Hood	United Way of Metropolitan Dallas
The Boston Foundation	Holloway Family Foundation	Ruth J. & Robert A. Conway Foundation, Inc.	The Waterfall Foundation
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		Sunny and Abe Rosenberg Foundation	

GOVERNMENT

BCC Research Foundation	Hamilton County Job & Family Services	NYC Council Bronx Delegation, Speaker C. Johnson, and Council Members D. Ayala, R. Diaz, V. Gibson, M. Gjonaj, A. King, M. Levine, R. Salamanca, and A. Reynoso	NYC Department of Youth & Community Development
City of Cincinnati Human Services Fund	Maryland Dept. of Labor, Licensing and Regulation		NYC Human Resources Administration
City of Columbus	Montgomery County, MD		NYS Dept. of Labor
Employ Milwaukee	NY County District Attorney's Office		NYS Office of Temporary and Disability Assistance
Franklin County Economic Development & Planning			U.S. Dept. of Labor

For a full list of Per Scholas Partners & Supporters please visit **perscholas.org/partners**