



**PER SCHOLAS**

# CUSTOMIZED TRAINING FOR YOUR ENTERPRISE

FLEXIBLE // COST-EFFECTIVE // COLLABORATIVE



Not another staffing firm.  
**A talent partnership.**

[customizedtraining@perscholas.org](mailto:customizedtraining@perscholas.org)  
[PerScholas.org/Customized](https://PerScholas.org/Customized)



# YOUR TECH TALENT SOLUTION

Per Scholas Customized Training is a flexible and cost-effective solution for pre-employment training and workforce development.

We work hand in hand with businesses to train and develop talent where it is needed most. We can build local training operations in cities across the country and offer remote training courses for distance learning.



# TEACHING IN-DEMAND SKILLS

Our proven training models are designed to provide a hands-on technical learning environment for your company's entire skill stack. We prepare employees to succeed in positions ranging from entry level to advanced in areas from technology support to software engineering.

## Areas of Training Expertise

- > Cloud Engineering
- > Cybersecurity
- > Data Engineering
- > IT & Network Support
- > Java Development
- > More options available both in person and online!



# IN-PERSON OR ONLINE LEARNING

Per Scholas's curriculum and teaching methods are uniquely suited for remote training.

Our learning management system allows all content to be delivered virtually and simulates classroom interaction.

Virtual classrooms include at least two instructors to ensure that questions are answered in real-time and troubleshooting does not slow down fast-paced learning.

Our instructors devote 15 hours per month to their own professional development to stay updated on the latest online learning tools and adult learning best practices.



# THE PER SCHOLAS ADVANTAGE

For over 25 years, **Per Scholas** has **partnered with hundreds of organizations** to design and deliver job-specific courses that train people for successful technology careers.





UNMATCHED EXPERIENCE

10,000+

Number of candidates trained since 1995



HIGH-QUALITY CANDIDATES

**Only 30%**

Percentage of applicants who pass  
our rigorous screening process





WORLD-CLASS INSTRUCTORS

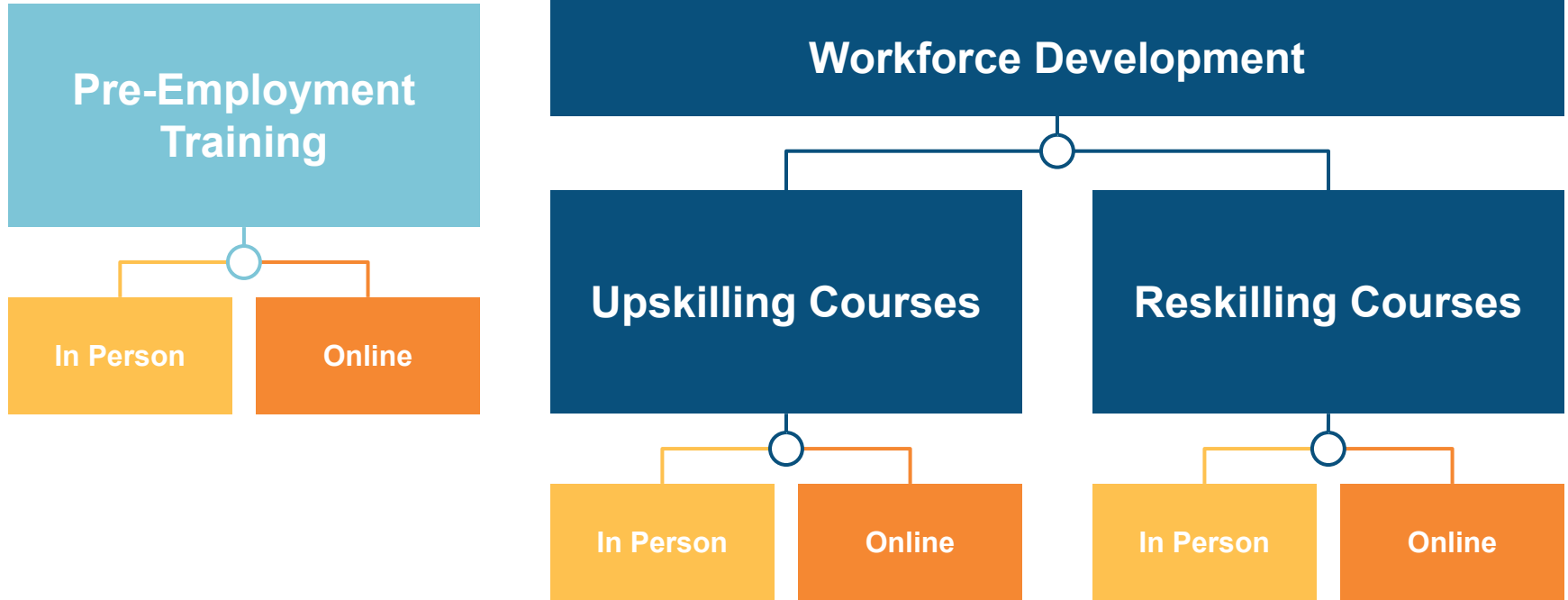
# 15 Years

Average industry experience of  
Per Scholas instructors



**CHOOSE YOUR  
TECH TALENT SOLUTION**

## FLEXIBLE TRAINING OPTIONS





# PRE-EMPLOYMENT SOLUTIONS

Per Scholas provides employers with a **steady stream of high-quality candidates with job-specific skills** tailored to meet real-time hiring demands.



#### HOW YOUR BUSINESS BENEFITS

**Cost-Effective Recruiting:** Our customized training is lower on a cost-per-head basis than traditional staffing agencies and delivers a consistent flow of qualified talent.



## HOW YOUR BUSINESS BENEFITS

**Limiting Risk in Hiring:** We tailor our solutions to each company's specific needs and give employers an extended period of time to evaluate a trainee's potential before making a hiring decision.





## HOW YOUR BUSINESS BENEFITS

**Reduced Turnover:** Our training solutions teach both the technical and professional skills needed to ensure long-term employment. Employees trained by Per Scholas have a 30-50% lower turnover rate.



#### HOW YOUR BUSINESS BENEFITS

**A Diverse Talent Pool:** We have a proven track record of developing high-quality tech talent from non-traditional sources and diverse backgrounds.

# HOW IT WORKS

Per Scholas works closely with businesses to solve their unique staffing challenges. Every step of the way, we help your business succeed without creating more work for you. In our partnerships, we do the hard work to make your job easier.



## Strategic Planning

Identify your hiring challenges, evaluate the job-specific skills you need, choose the right city or region for your customized solution



## Training Development

Develop training curriculum, set up local facilities, integrate training with your projects



## Recruiting & Training

Recruit cohort of trainees, launch training classes, monitor and evaluate trainees' progress



## Hiring

Provide you with direct hiring opportunities, continue professional support for graduates



# 3-9 Months

Time from handshake to hire  
(and Per Scholas will do all the heavy lifting)



# WORKFORCE DEVELOPMENT

Per Scholas offers training models for an employer's existing staff. By investing in workforce development, companies can **capitalize on the talent already available to them—and offer trusted employees opportunities for growth**. Especially now as workers are required to stay home, online training courses are a great investment in the future of your business.

# RESKILLING

Our reskilling solutions offer immersive technical skills training for non-technical employees desiring to enter new technical roles.

The number of technology-centric jobs is growing rapidly, but a huge portion of the current workforce lacks the skills necessary to fill them.

With Per Scholas as a partner, your company can train individuals in non-technology roles with the critical tech skills they need and unlock their potential.



# UPSKILLING

Our upskilling solutions offer short-term, intensive skills training to help businesses give employees new or enhanced technology skills.

The incredible pace of digital transformation means even the most skilled tech worker will need to be retrained mid-career to adapt to new innovations.

Per Scholas works with your technology leaders to identify the necessary skills and develop upskilling solutions to ensure that they can continue in high-skill technology jobs.

# PRE-EMPLOYMENT

Pre-employment training provides employers with a steady stream of high-quality candidates with job-specific skills tailored to meet real-time hiring demands.

Our customized training is lower on a cost-per-head basis than traditional staffing agencies.

We tailor our solutions to each company's specific needs and give employers an extended period of time to evaluate a trainee's potential before making a hiring decision.



# SELECTED PARTNERSHIPS

Per Scholas has **partnered with hundreds of businesses** to identify their needs and develop customized curricula to help them succeed.





# SUCCESS STORIES



TEKsystems, an industry leader in full-stack technology services, chose Per Scholas to develop a signature new talent development initiative for emerging U.S. tech hubs.

6

Number of Training Centers

Baltimore, Boston, Charlotte,  
Chicago, Detroit  
& Philadelphia

3

Number of Training Areas

Cybersecurity, Software Engineering  
& Data Engineering

400

Number of Per Scholas trainees

TEKsystems has hired to date

“Per Scholas is a trusted training partner that has proven their ability to quickly adapt to our technology and geographic needs. Their customized solutions make it easy for us to hire for future growth and diversify our workforce.”

— JAY ALVATHER // President, TEKsystems





Financial giant Capital One chose Per Scholas as a training partner to deliver intensive upskilling solutions at their tech campus in Plano, Texas.

5

Weeklong Python Intensives

To upskill data &  
analytics employees

2

Training Tracks

Intermediate and Advanced

3

Months from

handshake to launch



**RECOGNIZED  
LEADERSHIP**



# The New York Times

February 12, 2020

“With offices in 12 cities, Per Scholas is **one of the largest tech training programs.**”

“The growing need for tech workers is forcing employers to look beyond traditional recruiting pipelines, like elite universities, to new sources of talent, including local people without college degrees.”

“Some Per Scholas alumni are working at tech companies like Google and Amazon. But far more are employed at places like Barclays, Bloomberg, the Federal Reserve Bank of New York and the local operations of the Japanese electronics maker Ricoh.”



# YOUR CUSTOMIZED TRAINING TEAM

# NATIONAL ACCOUNT LEADERS



## **Damien Howard // SVP, Social Ventures**

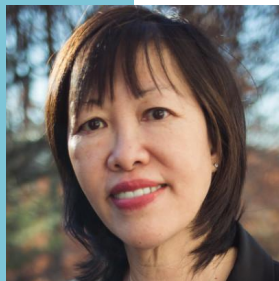
Damien is responsible for launching and scaling revenue-generating enterprises that fuel innovation and provide working capital to re-invest in all of Per Scholas' offerings. Damien attended Baruch College and is a graduate of the Columbia Business School Institute for Nonprofit Management.



## **Meghann Bridgeman // VP, National Accounts**

Meghann is responsible for overseeing key customized accounts to ensure all touch points of client satisfaction and engagement are met. Meghann holds dual masters' degrees in business administration and arts administration, from Southern Methodist University.

# CUSTOMIZED IMPLEMENTATION LEADERS



## **Theresa Chin // SVP, Customized Implementation**

Theresa is responsible for the execution and scaling of Per Scholas's Customized Training operations. She is a veteran of financial services and digital/mobile in both start up and traditional environments, and holds a BA from Wellesley College and and MBA from The Wharton School.



## **Alanna Hughes // VP, Customized Implementation**

Alanna is responsible for core launches of customized solutions. A former Managing Director of Customized Training in Greater Boston and Detroit, Alanna has extensive experience in nonprofits and management consulting. She holds an MBA from MIT Sloan School of Management, an MPA from Harvard Kennedy School, and a BSFS from Georgetown University's School of Foreign Service.

# INSTRUCTIONAL LEADERS



## **Yin Mei // Director, Technical Curriculum**

Yin is responsible for delivery of overall curriculum strategy and design for corporate partners. She holds a B.S. in Psychology from University of California, Berkeley and a M.S. in Cyber Security at New York University, Tandon School of Engineering.



## **Sid Ross // Senior Manager, Instructional Excellence**

Sid oversees the development of technical instructors with a specific emphasis on best in class adult learning andragogy. With extensive experience in adult workforce training, Sid is a graduate of Teachers College, Columbia University.



## **AHM Shahparan // Technical Instruction/SME**

Shahparan is both a former student and instructor at Per Scholas. Shahparan is responsible for development of curriculum materials and assessments. He holds a B.S. in Computer Science from Noakhali University and a Masters in Computer Science from Leibniz Universitat Hannover.



# WHAT CAN WE BUILD TOGETHER?

What skill areas do you need to develop?

Do you need to recruit new employees or develop your existing workforce?

Are you interested in local training or distance learning?

# THANK YOU

Let's build something  
**together.**

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