THE RIGHT CAREER CHANGES EVERYTHING

PER SCHOLAS
PERSCHOLAS.ORG
For more than a quarter century, Per Scholas has driven proven positive outcomes in communities across the country. Through rigorous, tuition-free technology training and professional development, we prepare diverse individuals for high-growth careers in technology, then connect them to businesses in need of their talents.

**A Focus on Access and Economic Mobility**

During this period of public health and economic uncertainty, communities of color have been hit disproportionately hard. Per Scholas is at the forefront of a movement to improve access to well-paying technology jobs for those who have often been excluded from tech careers. Not only do our graduates and their families experience the benefits of economic mobility, the companies where they work are strengthened as well. *Diverse companies are successful companies — with higher productivity, creativity, and employee morale.*

**OUR CONTINUED PANDEMIC RESPONSE**

Adapting a hands-on training approach for success in a remote economy has required not only innovation, but also the utmost care for our community.

As Per Scholas adapted to the challenges of COVID-19, it became clear that our flexibility is among our most important assets. 2020 necessitated a shift to a virtual training model, and the success of that pivot has enabled Per Scholas to launch remote training for learners in five new cities since the onset of the pandemic.

**Learner Support Team**

A focus on wellbeing is a cornerstone of the Per Scholas experience, which is why our Learner Support Team has expanded its work to include all of our cohorts nationwide. Through collaboration and skill building, we have partnered with learners throughout this period of compounded anxiety to reinforce stress management strategies, strengthen emotional intelligence, identify an optimal work-life rhythm, and plan for a financially secure future.

**GROWING TO MEET TOMORROW’S CHALLENGES**

We are committed to providing leadership in creating new models for training in order to improve diversity, equity, and access to opportunity in the tech sector. Per Scholas will:

- **SCALE** in order to support equitable economic recovery by enrolling 10,000 diverse learners annually by 2025, a large share through remote training.

- **INFLUENCE** employers to foster more equitable job opportunities and co-invest in creating talent pipelines for Per Scholas graduates.

Help graduates **ADVANCE** by working with them for two years after they complete Per Scholas training, providing career-specific upskilling opportunities, financial coaching, and more to help alumni achieve a thriving wage.

“Before Per Scholas, I never really knew how to communicate professionally or sell myself in an interview. I was able to build on my mindset, my character, and my technical skills.”

TARA JACOBS, HELP DESK SPECIALIST
PER SCHOLAS GRADUATE, DALLAS
**LEARNER LIFECYCLE**

Per Scholas partners with our learner community, from prospective applicants to experienced alumni, to build skills that result in long-term success and thriving wages.

<table>
<thead>
<tr>
<th>STEP 1 START</th>
<th>STEP 2 APPLICANT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prospective learners explore Per Scholas training options to support their careers.</td>
<td>Individuals apply and move through our multi-step admissions process.</td>
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</table>

<table>
<thead>
<tr>
<th>STEP 3 LEARNER PHASE I</th>
</tr>
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<tbody>
<tr>
<td>Once enrolled, learners embark on a full-time, rigorous technology bootcamp to launch their tech careers.</td>
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<tr>
<td><strong>Average commitment</strong>: 10–15 weeks</td>
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<table>
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<tr>
<th>STEP 4 GRADUATE PHASE II</th>
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<tbody>
<tr>
<td>As job seekers, graduates connect with our robust employer network to secure employment.</td>
</tr>
<tr>
<td><strong>Average commitment</strong>: 4–6 months</td>
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<tr>
<th>STEP 5 ALUMNI PHASE III</th>
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<tbody>
<tr>
<td>Alumni engage in continuous upskilling opportunities and professional development to advance their careers.</td>
</tr>
<tr>
<td><strong>Average commitment</strong>: 2 years</td>
</tr>
</tbody>
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**HOW WE KNOW IT WORKS**

85% of Per Scholas learners graduate

80% of Per Scholas graduates find jobs

400% typical increase in post-training income, and often much more

$21/HR average starting wage for Per Scholas graduates

$0 in loan debt from Per Scholas training

424 careers launched since 2019, earning $13 million+ in new annual wages

**PER SCHOLAS TRAINING TRACKS**

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

- **IT SUPPORT**: A 12-week course that leads to CompTIA A+ and Google IT Support Professional certifications. Learners are prepared for careers as a Helpdesk Technician, Field Technician, Junior Network Administrator, or Junior Analyst.

- **AWS RE/START**: A 15-week course that leads to the AWS Certified Cloud Practitioner certification. Learners are prepared for tier-one Cloud positions.

- **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.

- **SOFTWARE ENGINEERING**: A 15-week course that prepares learners in computer science theory and advanced software engineering skills, leading to a career as a Junior Software Engineer.

- **CYBERSECURITY**: A 15-week course that leads to the CompTIA CySA+ certification. Learners are prepared for careers as a Junior SOC Analyst.

- **CUSTOMIZED TRAINING**: Working hand-in-hand with businesses, Per Scholas designs employer-customized training tracks for partners seeking qualified and diverse tech talent to meet their unique needs.

**“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 outstanding talent for future growth that builds a diverse tech workforce.”**

**JAY ALVATHER**

**PRESIDENT, TEKSYSTEMS**
WHERE WE WORK

Per Scholas has expanded to 17 cities across the country, providing our tech talent solutions from coast to coast.

Atlanta, GA
Baltimore, MD
Greater Boston, MA
Chicago, IL
Greater Cincinnati, OH
Columbus, OH
Dallas, TX
Denver, CO
Detroit, MI
National Capital Region
Newark, NJ
New York, NY
North Carolina
Philadelphia, PA
Phoenix, AZ
Pittsburgh, PA
Seattle, WA

BUILDING EQUITY
87%
of our learners are people of color, 30% are women, and 30% are young adults

BOOSTING HAPPINESS
48%↑
Per Scholas graduates are more likely to report life satisfaction*

INCREASING EARNINGS
27%↑
Per Scholas graduates earn more per year*

DECREASING PUBLIC BENEFITS USE
50%↓
Per Scholas graduates are less likely to rely on public benefits*

“Per Scholas taught me that there is a lot of unique value in my life experiences that other people might not be able to provide, whether that’s people who didn’t have the same upbringing as me, or people who went to a four year university.”

OMARI BROWN, SALESFORCE CONSULTANT
PER SCHOLAS GRADUATE, ATLANTA

*According to a 3-year impact evaluation
HOW WE PARTNER

LEARNERS
Collaborations with learners foster economic mobility through tech education and professional development. This partnership is key to everything that happens at Per Scholas.

COMMUNITY
Community-based organizations and networks amplify Per Scholas’ impacts in diverse communities by referring potential candidates to training and providing critical support services.

GOVERNMENT & PHILANTHROPY
Thought leadership and collaboration expand access to technology careers and foster economic development in cities across the U.S.

EMPLOYERS
Curriculum-design, hiring, and volunteer partnerships build sustainable pipelines to skilled, diverse talent for in-demand jobs.

PARTNERS POWER OUR WORK

FOUNDER’S CIRCLE
Anonymous
Arnold Ventures
Ballmer Group
Barclays

CHAMPION Partners
Anonymous
Atlanta Project – Black Family Philanthropies

CATALYST Partners
Amazon
AT&T
Capital One
Carnegie Corporation of New York

SIGNATURE Partners
Anonymous
1939 SCLC Benefit and Pension Funds
Anthem
The Arthur M. Blank Family Foundation
The Bernard F. and Alva B. Gimbel Foundation
Bloomberg Philanthropies
BNY Mellon
Booth Ferris Foundation
The Boston Foundation
Cagpemini

SPARK Partners
Anonymous
Altiman Foundation
Annie E. Casey Foundation
The Boeing Company
City of Boston’s Neighborhood Jobs Trust
City of Somerville, MA
The Columbus Foundation
Libby Delucia-Harting EY

MAJOR Partners
Accenture
Alkami Technology Inc.
Bank of America
James Barker
The Barker Welfare Foundation
Carl B. and Florence E. King Foundation
COFRA Foundation

OPPORTUNITY Partners
Anonymous
A.C. Batakashy Foundation
Andreessen Horowitz Cultural Leadership Fund
Byrne Family Foundation Trust
James S. Sammon
Geoffrey C. Hughes Foundation
Holloway Family Foundation
The Inlay Foundation
Ingram-White Castle Foundation

KeyFactor
Michael Koest
Mead Family Foundation
Lewis Miller
MUG Union Bank, N.A.
The Neuberger-Berman Foundation
New York City Council 4th District
Member: Keith Powers
New York City Council 8th District
Member: Diana Ayala

Google
JPMorgan Chase
Lever for Change

Google
JPMorgan Chase
Lever for Change

Tim and Caroline Reynolds
TEKsystems

Partners listed based on contributions received between July 1, 2020 – June 30, 2021.

DIVERSE x DESIGN

Per Scholas first launched Diverse by Design (DxD) as a conversation series in partnership with the Information Technology Senior Management Forum (ITSMF) in 2016. Today, DxD:

- Promotes solutions-driven conversations about diversity, equity, and inclusion within tech
- Produces meaningful content that empowers c-suite leaders to make both valuable and socially impactful business decisions
- Provides access to sophisticated customized training and talent sourcing solutions to meet companies’ talent demands while transforming the diversity landscape of their organizations

Learn more at diversebydesign.org
**FINANCIALS 2020**

In 2020, 81% of Per Scholas spending went directly to program costs. Per Scholas received four stars, the highest rating, from Charity Navigator for financial stability, accountability, and transparency.

**REVENUE – $25.19M**
- 46% Corporation
- 29% Foundation
- 10% Sales Revenue
- 8% Government
- 6% Individual
- 1% Other

**EXPENSES – $24.81M**
- 81% Program
- 13% Administration
- 6% Fundraising

**END OF YEAR NET ASSETS: $11,792,918**

**PROGRAM EXPENSES:**

<table>
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<tr>
<th>Program Name</th>
<th>Program Expense</th>
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<tr>
<td>Atlanta, Georgia</td>
<td>$1,134,365</td>
</tr>
<tr>
<td>Baltimore, Maryland</td>
<td>$447,217</td>
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<tr>
<td>Boston, Massachusetts</td>
<td>$827,354</td>
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<tr>
<td>Cincinnati, Ohio</td>
<td>$674,421</td>
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<tr>
<td>Columbus, Ohio</td>
<td>$1,146,753</td>
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<tr>
<td>Dallas, Texas</td>
<td>$959,293</td>
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<tr>
<td>Detroit, Michigan</td>
<td>$158,626</td>
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<tr>
<td>New York, New York</td>
<td>$5,262,590</td>
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<tr>
<td>Newark, New Jersey</td>
<td>$1,320,892</td>
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<tr>
<td>Philadelphia, Pennsylvania</td>
<td>$61,773</td>
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<tr>
<td>Silver Spring, Maryland — National Capital Region</td>
<td>$1,644,619</td>
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<tr>
<td>Social Ventures</td>
<td>$6,417,593</td>
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<tr>
<td><strong>Total Program Service Expenses</strong></td>
<td><strong>$20,054,496</strong></td>
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**BOARD OF DIRECTORS**

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

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<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Wale Akinwande</td>
<td>S&amp;P Global</td>
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<tr>
<td>Ami Ariel</td>
<td>G-Way Management</td>
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<tr>
<td>Plinio Ayala</td>
<td>Per Scholas</td>
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<tr>
<td>Derek Braddock</td>
<td>BraddockMatthews, LLC</td>
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<td>Dwayne Brown</td>
<td>Accenture</td>
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<td>Kevin P. Brown</td>
<td>Ernst &amp; Young LLP</td>
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<td>Bregal Sagemount</td>
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<td>Lodal and Company</td>
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<td>Elysian Fiber</td>
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<td>Tino Mathew</td>
<td>Informatica</td>
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<tr>
<td>William McCaster</td>
<td>Ohio National Financial Services</td>
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<tr>
<td>Lewis Miller</td>
<td>ActionPoint Advisors, LLC</td>
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<tr>
<td>Mary Beth Molloy</td>
<td>MBM Elevate LLC</td>
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<td>Ian Schaad</td>
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**IN TRIBUTE**

**John Hoyt Stookey, Founder of Per Scholas**

In February of 2021, Per Scholas mourned the passing of John Hoyt Stookey. In collaboration with co-founder Lewis Miller, Stookey created Per Scholas and changed thousands of lives for the better. For many years, John was an anchor at Per Scholas, and a mentor to many who knew him. He tapped into his business acumen and love for people to build a team that would take Per Scholas to incredible heights. The impact to so many individuals, families, and communities is immeasurable, including the over 15,000 tech jobs that Per Scholas graduates have attained over the years.

“We are, and always have been, in the business of creating opportunity.”

JOHN HOYT STOOKEY
“Per Scholas is cultivating an incredible and diverse pipeline of talent that companies like Prudential must continue to tap into to create a fully inclusive workplace.”

SHANÉ HARRIS
VICE PRESIDENT, INCLUSIVE SOLUTIONS
AT PRUDENTIAL FINANCIAL
PRESIDENT, THE PRUDENTIAL FOUNDATION