2021

THE RIGHT CAREER CHANGES EVERYTHING

PER SCHOLAS

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.**

"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


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.
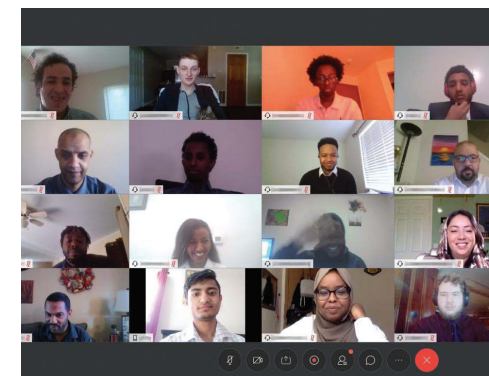
GROWING TO MEET TOMORROW'S CHALLENGES

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.

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.**

STEP 1
START

Prospective learners explore Per Scholas training options to support their careers.

STEP 2
APPLICANT

Individuals apply and move through our multi-step admissions process.

STEP 3
LEARNER
PHASE I

Once enrolled, learners embark on a full-time, rigorous technology bootcamp to launch their tech careers.

Average commitment: 10–15 weeks

STEP 4
GRADUATE
PHASE II

As job seekers, graduates connect with our robust employer network to secure employment.

Average commitment: 4–6 months

STEP 5
ALUMNI
PHASE III

Alumni engage in continuous upskilling opportunities and professional development to advance their careers.

Average commitment: 2 years

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.

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.

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.

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.

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

70%
of graduates retain employment for at least one year

$21/HR
average starting wage for Per Scholas graduates

$0
in loan debt from Per Scholas training

> " 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

TEKsystems
Own change

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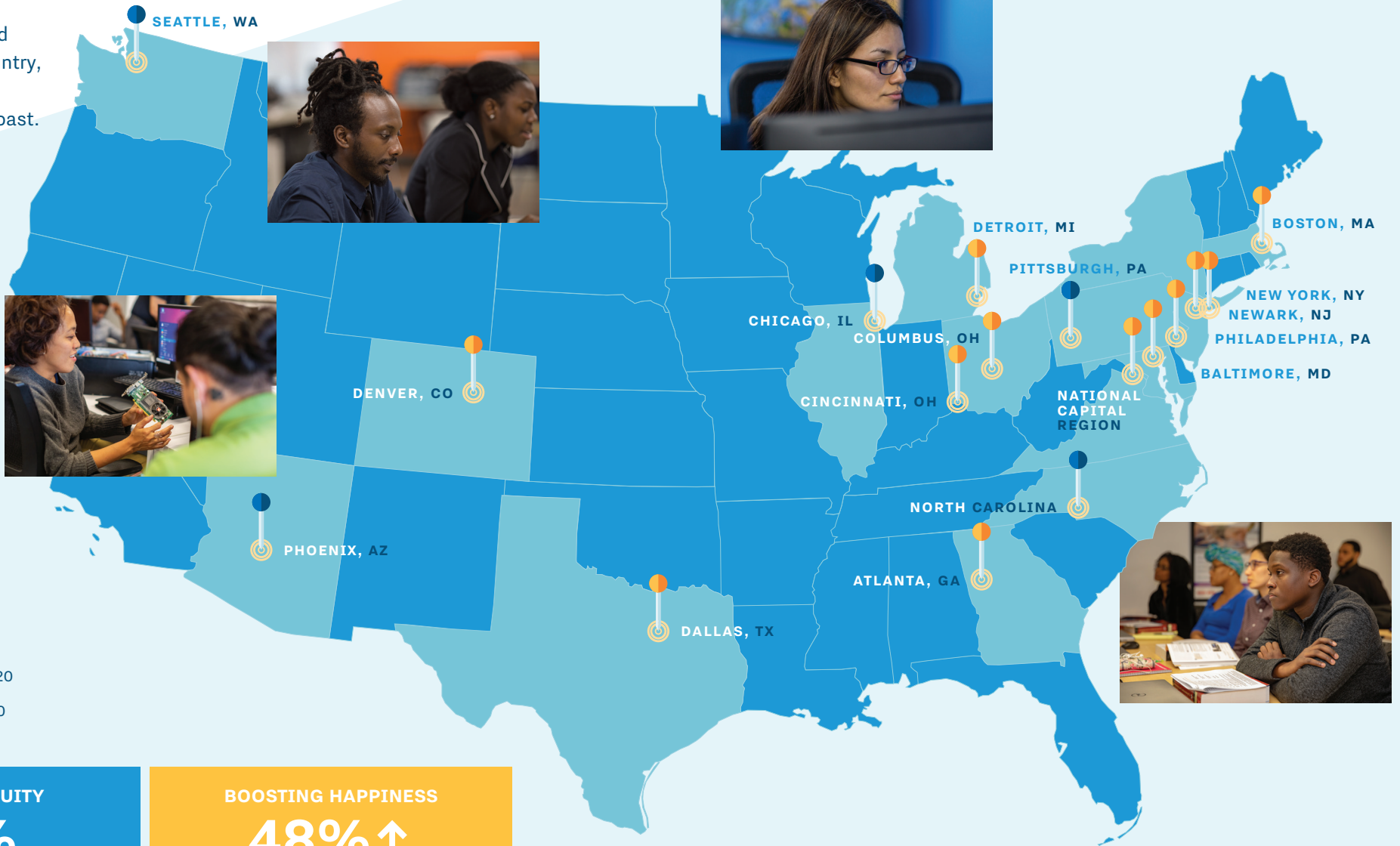careers launched since 2019, earning **$13 million+** in new annual wages

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

● Launched before March 2020
● Launched since March 2020

SEATTLE, WA
DETROIT, MI
BOSTON, MA
PITTSBURGH, PA
CHICAGO, IL
COLUMBUS, OH
NEW YORK, NY
NEWARK, NJ
PHILADELPHIA, PA
DENVER, CO
CINCINNATI, OH
NATIONAL CAPITAL REGION
BALTIMORE, MD
PHOENIX, AZ
NORTH CAROLINA
ATLANTA, GA
DALLAS, TX

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
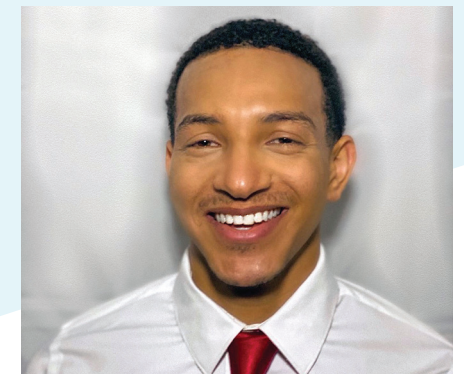### 27% ↑
Per Scholas graduates earn more per year*

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

*According to a 3-year impact evaluation

"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."

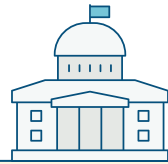**OMARI BROWN, SALESFORCE CONSULTANT PER SCHOLAS GRADUATE, ATLANTA**

HOW WE PARTNER

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

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

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.

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

PARTNERS POWER OUR WORK

FOUNDER'S CIRCLE

Anonymous	BlackRock	Google	Tim and Caroline
Arnold Ventures	Blue Meridian Partners	JPMorgan Chase	Reynolds
Ballmer Group	Comcast NBCUniversal	Lever for Change	TEKsystems
Barclays	Focusing Philanthropy		

CHAMPION Partners

Anonymous	Bill & Melinda	The Harry and Jeanette	Tiger Foundation
Atalanta Project — Black	Gates Foundation	Weinberg Foundation	Wilson Sheehan Foundation
Family Philanthropies	The Clark Foundation	Robin Hood	Workday

CATALYST Partners

Amazon	Chubb Charitable Foundation	NFL Foundation	Stand Together Foundation
AT&T	City of Cincinnati	Ernest Posey	Steven and Alexandra
Capital One	Robert Anthony Granieri	Salesforce	Cohen Foundation
Carnegie Corporation	Liquid Technology	Ian Schaad and	Raz and Hana Tirosh
of New York	New York City Council	Ina Kim-Schaad	

SIGNATURE Partners

Anonymous	Donald A. Pels	The New York Community Trust	S&P Global Foundation
1199 SEIU Benefit and	Charitable Trust	New York State Department	Searle Funds at The Chicago
Pension Funds	The Eleanor Schwartz	of Labor	Community Trust
Anthem	Charitable Foundation	News Corp	SkillWorks
The Arthur M. Blank	GreenLight Fund Boston	Opportunity@Work	State of Maryland Department
Family Foundation	Henry L. Hillman Foundation	Patrick J. McGovern	of Labor
The Bernard F. and Alva B.	The Jeffrey H. and Shari L.	Foundation	TD Bank Group
Gimbel Foundation	Aronson Family Foundation	PDT Partners	Toyota
Bloomberg Philanthropies	Kate Spade New York	The Pinkerton Foundation	UJA Federation of New York
BNY Mellon	Foundation	The Prudential Foundation	United Way of Greater Atlanta
Booth Ferris Foundation	The Lawrence Foundation	Ralph C. Wilson, Jr.	United Way of
The Boston Foundation	Llewellyn Family Foundation	Foundation	Metropolitan Dallas
Capgemini	Nationwide	Richard King Mellon	Urban Alliance
		Foundation	Adam and Abigail Winkel

SPARK Partners

Anonymous (2)	Federal Reserve Bank of	KeyBank Business Boost &	Smart Family Fund
Altman Foundation	New York	Build Program powered by	Staten Island Foundation
Annie E. Casey Foundation	France-Merrick Foundation	JumpStart Inc.	Trefler Foundation
The Boeing Company	Francine A. LeFrak Foundation	LexisNexis Risk Solutions	Verizon
City of Boston's	Goldman Sachs	Montgomery County,	Wilf Family Foundations
Neighborhood Jobs Trust	The Hagedorn Fund	MD Council	W.W. Caruth, Jr. Fund at
City of Somerville, MA	Integrity CDC	Philip L. Graham Fund	Communities Foundation
The Columbus Foundation	Ira W. De Camp Foundation	PIMCO	of Texas
Libby DeLucia-Harting	The James and Judith K.	Prosperous People Fund at	
EY	Dimon Foundation	the Community Foundation	
		for Greater Atlanta	

MAJOR Partners

Accenture	Con Edison	Meyer Foundation	Ponce De Leon Foundation
Alkami Technology Inc.	Estee Lauder	Mizuho USA Foundation	Richard E. & Nancy P.
Bank of America	Flex Foundation	Montgomery County Economic	Marriott Foundation
James Barker	General Motors	Development Corporation	Rocket Community Fund
The Barker Welfare	Jean Hill and Larry Schultis	Motorola Solutions Foundation	State Street Foundation, Inc.
Foundation	Josh Lieberman	National Grid	Sunny and Abe Rosenberg
Carl B. and Florence E.	Massachusetts Executive	Charles and Peggy Norris	Foundation
King Foundation	Office of Education	Plaid Inc.	
COFRA Foundation	MAV Foundation	PNC Foundation	

OPPORTUNITY Partners

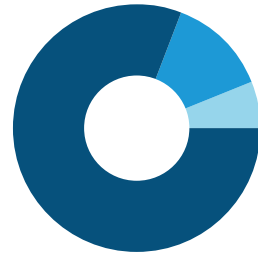|			
Anonymous	KeyFactor	New York City Council 18th District	Stainman Family Foundation
A.C. Ratshesky Foundation	Michael Kosty	Member Ruben Diaz, Sr	Michael Sullivan
Andreessen Horowitz Cultural	Mead Family Foundation	New York City Council 34th District	The Thomas J. Emery Memorial
Leadership Fund	Lewis Miller	Member Antonio Reynoso	Leon Trefler
Byrne Family Foundation Trust	MUFG Union Bank, N.A.	Ohio National Foundation	U.S. Bank Foundation
James Gannon	The Neuberger Berman Foundation	Philadelphia Youth Network	Wells Fargo
Geoffrey C. Hughes Foundation	New York City Council 4th District	Tyler and Sara Reeder	WPCU Sunshine Community Fund
Holloway Family Foundation	Member Keith Powers	Sage Foundation	
The Imlay Foundation	New York City Council 8th District	Scripps Howard Foundation	
Ingram-White Castle Foundation	Member Diana Ayala	Siemer Family Foundation	

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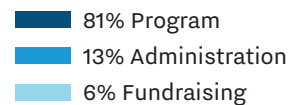
FINANCIALS 2020

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
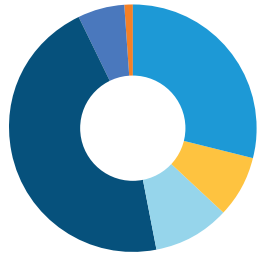
- 81% Program
- 13% Administration
- 6% Fundraising

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

PROGRAM EXPENSES:

Program Name	Program Expense
Atlanta, Georgia	$1,134,365
Baltimore, Maryland	$447,217
Boston, Massachusetts	$827,354
Cincinnati, Ohio	$674,421
Columbus, Ohio	$1,145,753
Dallas, Texas	$959,293
Detroit, Michigan	$158,626
New York, New York	$5,262,590
Newark, New Jersey	$1,320,892
Philadelphia, Pennsylvania	$61,773
Silver Spring, Maryland — National Capital Region	$1,644,619
Social Ventures	$6,417,593
Total Program Service Expenses	**$20,054,496**

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.

Wale Akinwande
S&P Global

Ami Ariel
G-Way Management

Plinio Ayala
Per Scholas

Derek Braddock
BraddockMatthews, LLC

Dwayne Brown
Accenture

Kevin P. Brown
Ernst & Young LLP

John Fox
Fox Consulting Management Group

Blair Greenberg
Bregal Sagemount

David Hannigan
Google

Jean Hill
Alvarez & Marsal

Faith Rottmann Johnson
TEKsystems

Wayne Kunow
BNY Mellon

Carolyn Landis
Catalyst Partners, LLC

Josh Lieberman
KMS Technology

Jan Lodal
Lodal and Company

Tina Lyden
Elysian Fiber

Tino Mathew
Informatica

William McCaster
Ohio National Financial Services

Lewis Miller
ActionPoint Advisors, LLC

Mary Beth Molloy
MBM Elevate LLC

Ian Schaad

Ian Shrank

Gregory Sills
Apollo Global Management LLC

Tony Spinelli
Urban One, Inc

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

PER SCHOLAS
PERSCHOLAS.ORG