

ANNUAL REPORT 2026



“This wasn’t just a program; it was a real path forward.”

“Determined to turn my passion for technology into a full-time career, I turned to Per Scholas. It was structured, rigorous, and focused on building not just skills, but a foundation I could actually build a career on.

Today, I work as a Technical Support Specialist at Planmeca USA. And what I’ve learned is that this field doesn’t box you in—it opens doors. It gives you options. It gives you room to keep growing.”

—ESTHER McILWAIN, Per Scholas Graduate
Technical Support Specialist, Planmeca USA



Dear Friend,

We know that opportunity changes lives, transforms families, and uplifts entire communities.

A new career can mean financial stability, greater confidence, and a chance to build a future that once felt out of reach.

But as artificial intelligence reshapes the economy, entry-level pathways are shifting, and too many talented individuals risk being left behind.

Per Scholas exists because we believe human potential should never be limited by access to opportunity.

As the future of work evolves, so do we.

We have already integrated AI into how we teach and learn while implementing new training tracks into booming industries like data centers, critical facilities, and advanced manufacturing.

By ensuring our learners gain hands-on skills with the exact AI tools deployed in the workforce today, we aren’t just keeping pace with the changing workforce; we are preparing them to lead it.

Our mission remains unchanged: to scale access to economic opportunity, strengthen communities, and connect employers with the skilled talent they need to thrive.

We are deeply grateful to have you with us on this journey.

Whether as a champion, an employer, or a supporter, your partnership drives this mission forward. Discover the many ways to stay involved at perscholas.org.

With gratitude,

Plinio Ayala, CEO

Caitlyn Brazill, President

Lewis E. Miller, Co-Founder & Board Chair

Proof of what's possible

2025, a year of meaningful impact

5,555+

PROFESSIONALS TRAINED

1,110+

EMPLOYERS CONNECTED
TO SKILLED TALENT

2.5X

AVERAGE WAGE GROWTH

2,650+

ALUMNI UPSKILLED THROUGH
CAREER ACCELERATOR

2,530+

VOLUNTEER ENGAGEMENTS
SUPPORTING OUR MISSION

Building opportunity nationwide

Scaling access across 25 cities



“Our work with Per Scholas reflects a shared commitment to expanding access to technology education and career opportunities. Together, we are helping learners build the skills, confidence, and credentials needed to succeed in a rapidly changing workforce.”

—LYDIA LOGAN, Vice President of Global Education and Workforce Development, IBM

Preparing learners for an AI-powered future

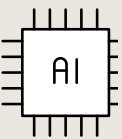
As AI transforms the workplace, Per Scholas is equipping learners with the skills to seize the opportunities it creates. Across programs, learners progress from foundational AI literacy to hands-on application and industry-specific implementation.



AGENTIC AI
As training advances, learners build intelligent systems capable of acting and making decisions autonomously, moving from AI users to AI builders.



DOMAIN-SPECIFIC AI
Specialized AI training is embedded directly into tracks like Cybersecurity and Salesforce, ensuring learners master the workflows and technical environments they will encounter on the job.



GENERATIVE AI
Through hands-on practice with advanced language models, learners apply AI to real-world problem solving, productivity, and innovation.



GENERAL AI
Learners begin with core concepts including Machine Learning, Computer Vision, and the ethical considerations required to use AI responsibly.

“AI is the tool. Human ingenuity is the engine. We prepare learners to command both, creating day-one-ready professionals who don’t just adapt to an AI-powered future, but help shape it.”

— BRITTANY MURREY, Executive Vice President, Talent Solutions, Per Scholas

Introducing our AI-native classroom

Per Scholas is developing an AI-native classroom model designed to make learning more adaptive, personalized, and scalable.

AI will support practice, feedback, and assessment while instructors focus on coaching, applied learning, and learner persistence. The model is designed to expand instructional reach, improve responsiveness, and increase learner support while helping learners build the skills needed to work alongside AI technologies.

AI tools are also helping reduce administrative burden across learner support functions, creating more time for high-impact engagement and guidance.



Building the workforce behind the AI economy

Artificial intelligence is reshaping industries, infrastructure, and workforce demand at unprecedented speed. To meet this moment, Per Scholas is rethinking not only how we train the workforce using adaptive technology, but what we train them for to thrive in an AI-driven economy.

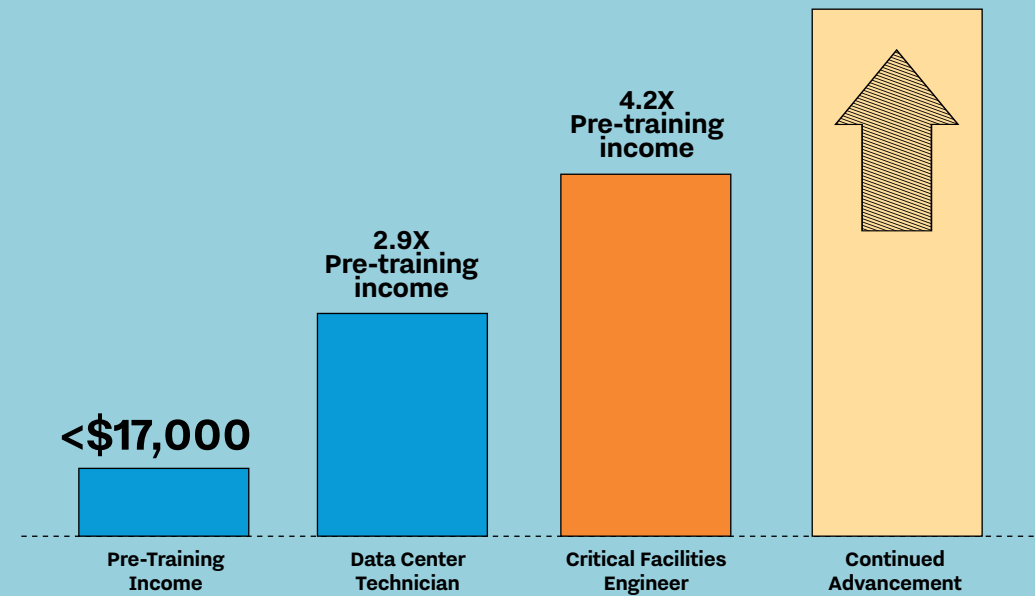
Evolving how we train

Per Scholas is expanding into the rapidly growing infrastructure domain, including critical facilities and other careers tied directly to the AI economy, creating pathways into high-growth roles while helping employers address a critical talent shortage.

Pathways, including Critical Facilities Engineer, Data Center Technician, Building Automation, Advanced Manufacturing, and Semiconductors, build on existing strengths in IT, networking, and technical support while preparing learners for workforce needs that continue to grow nationwide.

These careers offer strong wage mobility, long-term stability, and greater resilience to automation while helping employers address growing talent shortages across infrastructure sectors.

BUILDING ECONOMIC MOBILITY



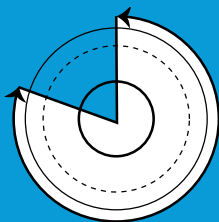
The human side of the data center revolution

The AI economy isn't powered by technology alone. It's powered by people. Per Scholas is turning this nationwide infrastructure demand into immediate economic mobility. With operations in 9 of the top 10 U.S. data center growth markets and deep employer relationships across the ecosystem, Per Scholas is uniquely positioned to connect learners to quality careers in this rapidly expanding industry.

Our data center program delivers career transformation for graduates:



\$53K
AVERAGE ANNUAL SALARY,
3X PRE-TRAINING INCOME*



81%
JOB
ATTAINMENT**

A new career in data centers

Aasif Allen was looking for a path forward when he enrolled in the Per Scholas Phoenix data center program. Today, he works as a Data Center Technician at Microsoft, helping power the infrastructure behind the AI economy.



“It’s night and day from where I was before Per Scholas to where I am now.”

— AASIF ALLEN, Per Scholas Graduate
Data Center Technician, Microsoft

*Reflects graduates who secured their first role in a data center.
**Reflects all data center program graduates who achieved job attainment within 12 months of graduation.



Thirty years of lives changed. One night to celebrate it all.

In 2025, Per Scholas gathered alumni, partners, supporters, and industry leaders in its founding home and headquarters, New York City, to celebrate thirty years of unlocking potential and expanding access to opportunity through skills training.

The evening was a tribute to the people and partnerships that made three decades of impact possible and a commitment to what comes next: ensuring the next generation of learners has the skills, support, and career pathways to transform their lives.



(Far left) GUEST SPEAKERS

(left to right): Charles Phillips, Co-Founder and Managing Partner of Recognize, and Ginni Rometty, former Chairman, President, and CEO of IBM and Co-Chair of OneTen, in conversation with emcee Noah Mitchell, Deputy Chief Program Officer, Per Scholas.

(Left) **PLINIO AYALA**, Chief Executive Officer, Per Scholas

(Top right) **PER SCHOLAS HONOREES** (left to right) Terri Ludwig, Chief Executive Officer of Ballmer Group (accepting on behalf of honoree Ballmer Group); and honoree Dalila Wilson-Scott, Executive Vice President and Chief Impact & Inclusion Officer of Comcast Corporation and President of the Comcast NBCUniversal Foundation.

(Bottom right) PER SCHOLAS ALUMNI SPEAKERS

(left to right): Adam Kagdis, Janay Smith-Ramsey, and Brittany Walcott.

Through no-cost-to-learner training: Advancing careers beyond graduation

Since launching in 2021, the Per Scholas Career Accelerator has become a powerful engine for long-term economic mobility, supporting alumni as they continue to build skills and advance their careers in a rapidly evolving landscape.

As AI and emerging technologies reshape the workforce, Career Accelerator helps alumni stay ahead.

In 2025 alone, more than 2,650 alumni enrolled in Career Accelerator courses spanning high-growth fields, including AI, Cybersecurity, and Cloud Computing.

The impact goes far beyond skill-building. Per Scholas’ 2025 report, **Upskilling: A Pathway to Economic Advancement for Early Career Tech Workers**, found that continued learning through Career Accelerator translates into measurable career advancement and lasting economic mobility.



“The Career Accelerator program has been huge for keeping me ahead of market trends. By constantly upskilling in things like AI, I’ve gained a real edge. It makes a massive difference in my role, especially when I’m managing projects and acting as the bridge between our tech teams and the executives.”

— DAVID KEA, Per Scholas Graduate
Technology Business Specialist, PNC

From service to tech: Supporting those who served

The skills forged through military service don’t end when service does. Through Vets in Tech, Per Scholas helps active-duty military members, veterans, and military spouses translate those strengths into thriving careers.

Through skills training and professional development, participants gain industry-recognized credentials, hands-on experience, and the support needed to successfully navigate the transition into civilian careers.

We are grateful to supporters such as PwC, Black Family Philanthropies, TD Charitable Foundation, and KKR for making this work possible.

Northrop Grumman Foundation joins Vets in Tech partnership

As Per Scholas continues to expand this work, we are excited to welcome the Northrop Grumman Foundation as our newest Vets in Tech partner, expanding our reach to serve more veterans and military families nationwide.



Partnering with Comcast to expand opportunity

Opportunity grows when organizations come together around a shared mission. Since 2021, Comcast NBCUniversal and Per Scholas have partnered to expand access to technology careers and build stronger workforce pipelines nationwide.

Together, Comcast and Per Scholas are focused on high-impact initiatives that:



BUILD ROBUST TALENT PIPELINES FOR THE RAPIDLY EVOLVING TECH ECOSYSTEM



EXPAND ACCESS TO CAREER-CHANGING TECH TRAINING



SUPPORT COMPREHENSIVE WORKFORCE DEVELOPMENT ON A NATIONAL SCALE



PREPARE INDIVIDUALS AND EMPLOYEES TO THRIVE IN THE FUTURE OF WORK

As a founding partner of Per Scholas’ Chicago, Houston, Indianapolis, Philadelphia, Pittsburgh, Seattle, and Kansas City campuses, Comcast continues to help expand access to technology training and upskilling opportunities across the country.



“Comcast partnered with Per Scholas to reskill our junior tech professionals to become Full Stack Java Developers, building our pipeline within our own organization.”

— RICK RIOBOLI, Executive Vice President & Chief Technology Officer, Comcast Board Member, Per Scholas

From Sales Rep to Software Engineer

As a Comcast Retail Sales Representative for seven years, Brittany Walcott never imagined she would become a Software Engineer.

Through the technical training provided by the Comcast and Per Scholas partnership, she gained the foundational skills needed to take the first step toward a new career in technology.

Today, she is continuing that journey through a software engineering apprenticeship while growing within Comcast and building her technical skills.



“Per Scholas is touching communities that would not have these opportunities otherwise. They are truly life-changing—literally changing lives with just the power of knowledge.”

— BRITTANY WALCOTT, Per Scholas Graduate Software Engineer, Comcast

The Satellite Model: Expanding access and impact

Not every learner lives near a Per Scholas campus. For many, distance, transportation, and limited local training options can make career-focused education difficult to access.

The Satellite Model helps bridge that gap by delivering live, instructor-led training through trusted local community partners. By leveraging existing infrastructure, Per Scholas can expand into rural and underserved communities more quickly and cost-effectively, bringing opportunity closer to where learners live.

“The Per Scholas Satellite Model shows how high-quality training can scale in reaching more learners, particularly those from low-income backgrounds, without sacrificing outcomes.”

—MARYANN RAINEY, Senior Program Officer, Ascendium Education Group



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NEW SATELLITE PARTNERSHIPS IN 2025
Los Angeles • Greater Cincinnati • Philadelphia • Pittsburgh



2-3

ADDITIONAL LOCATIONS
PLANNED BY THE END OF 2026

The Zero Percent Loan: Expanding access through funding

Amira Lions was determined to build a long-term career in technology, but like many learners, she faced a difficult reality: stepping away from work to participate in full-time training was financially out of reach.

The Zero Percent Loan changed that. By helping cover living expenses while she completed Per Scholas’ IT Support program, it gave Amira the stability to focus on learning and building a new future.

Today, she works as a Representative at UW Medicine and continues her upskilling journey through Per Scholas’ Cybersecurity Career Accelerator.

“This is not just a tech course. They take care of the whole learner. The Zero Percent Loan made it possible for me to focus, to breathe.”

— AMIRA LIONS, Per Scholas Graduate
Representative, UW Medicine



The Zero Percent Loan, explained

The Zero Percent Loan helps Per Scholas learners cover essential living expenses while completing full-time training. Offered in partnership with Social Finance and with support from the Google Career Certificates Fund, it helps remove financial barriers so learners can focus on building new careers.



Shaping the future of opportunity

Creating opportunity takes more than training alone.

Through advocacy, partnerships, and federal and local policy initiatives, Per Scholas is helping shape the systems and practices that connect more people to high-growth careers and economic mobility.

Working alongside government agencies and local, state, and national organizations including America Forward and the National Skills Coalition, Per Scholas has a dedicated team that collaborates with policymakers, employers, and workforce leaders to champion skills-first approaches that create more equitable pathways.

Inaugural America Forward Policy Council

Helping shape the future of economic opportunity requires a seat at the table. In 2026, **Per Scholas President Caitlyn Brazill** was announced as one of 15 national leaders helping influence public policy and advance innovative solutions that expand economic opportunity nationwide.

National Skills Coalition

Through the National Skills Coalition’s A New Promise of Work Advisory Council, Per Scholas is helping shape a national policy agenda focused on equitable workforce investment and access to high-growth careers.



CAITLYN BRAZILL
President, Per Scholas

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Financials 2025

In 2025, Per Scholas directed 80% of its expenditures directly to program costs. The organization also earned a four-star rating from Charity Navigator for the 13th consecutive year, receiving their highest honor for financial health, accountability, and transparency.



- Foundations: 44.95%
- Corporations: 21.84%
- Individuals: 15.69%
- Government: 8.58%
- Enterprise Talent: 5.39%
- Other: 3.54%



- Programs: 80%
- Fundraising: 8%
- Administration: 12%

END OF YEAR NET ASSETS:

\$45,932,444

Thank you to our 2025 donors and partners

Organizational Partners listed are based on contributions received between January 1, 2025–December 31, 2025

FOUNDERS CIRCLE Anonymous (3) Ascendium Education Group Ballmer Group Black Family Philanthropies Blue Meridian Partners Comcast NBCUniversal Focusing Philanthropy Lever for Change TEKsystems Truist Foundation	Ewing Marion Kauffman Foundation IBM Liquid Technologies Marion and Henry Bloch Family Foundation NFL Foundation Palo Alto Networks The Prudential Foundation Richard King Mellon Foundation SAP Stand Together Foundation	SPARK PARTNER Anonymous (3) The Achelis & Bodman Foundation AdventHealth Akamai Technologies CDW Deloitte LLP The Herzstein Foundation Highmark Blue Cross Blue Shield of Western New York The Lawrence Foundation LexisNexis Risk Solutions Motorola Solutions Nina Mason Pulliam Charitable Trust Rainwater Charitable Foundation The Richard E. & Nancy P. Marriott Foundation Silver Lake State Street Foundation Staten Island Foundation Steven & Alexandra Cohen Foundation T. Rowe Price Group, Inc. TE Connectivity Foundation Toolbox Foundation United Way of Metropolitan Dallas Wilf Family Foundations Year Up	Flagstar Bank Guardian The Hagedorn Fund Joseph Drown Foundation KeyBank KMS Technology Light a Single Candle Foundation Lincoln Financial Foundation Lloyd A. Fry Foundation Margaret A. Meyer Family Foundation, Inc. Michael J. Connell Foundation Neuberger Berman Northwestern University Pittsburgh Foundation Plymouth Rock Assurance PNC The R. C. Durr Foundation Stainman Family Foundation	Steans Family Foundation The Thomas J. Emery Memorial T-Mobile Valley of the Sun United Way	The Gordon Charter Foundation The Harry A. and Margaret D. Towsley Foundation Holloway Family Foundation Joseph and Kathleen Curatolo Foundation Lucky Shoals Community Association M K Reichert Sternlicht Foundation M&T Bank Nicholas H Noyes Jr Memorial Foundation Inc. Resilience Insurance Siemer Family Foundation USBank Women’s Fund of Central Ohio
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CATALYST PARTNER Anonymous (4) Andrew Carnegie Foundation Annie E. Casey Foundation Ares Charitable Foundation The Campbell’s Company Citi The Clark Foundation Clayton, Dubilier & Rice The Coca-Cola Company Cognizant					

Thank you to our Per Scholas Keys Recurring Donors, whose ongoing generosity powers opportunity throughout the year. Become a Keys member and help open doors to careers at perscholas.org/keys.

Susan Bayley	Katherine Gottschalk	Justin Lieber	Justin Thomas
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Nicholas Eckert	Carolyn Landis	Teresa Sullivan	
Seth Fromer	Victor Lerch	Stellos Tavantzis	

Employer Hiring Partners

Thank you to our 2025 leading partners, who actively drive their business success and meet critical hiring demands through our pipeline of skilled, job-ready talent.

- Agilant Solutions Inc.

Amazon

Amazon Web Services (AWS)

Bank of America

Charter Communications

Effex

Everforth Apex Systems
- Green Key Resources

Interface Computer Communications, Inc. (ICC)

Manpower

MDMartin Staffing LLC

Northwell Health

PeopleShores PBC
- Royal Communications Consultants

Sage

Salute, Inc.

SMS InfoComm

TEKsystems

TEKsystems Global Services

USEReady

Ready to fill your open roles and future-proof your workforce pipeline?

Our customizable talent solutions help you hire skilled talent or upskill your current teams. Our experts are ready to build the right strategy for your goals.

Looking Ahead

Per Scholas has transformed lives, strengthened businesses, and built economic opportunity nationwide. Now we’re scaling that impact to accelerate even more careers.



To learn more, visit perscholas.org
