



PER SCHOLAS

UNLOCKING POTENTIAL

CHANGING THE FACE OF TECH



ANNUAL REPORT

2023



UNEMPLOYMENT IS TRENDING DOWN, BUT EARNINGS ARE NOT KEEPING PACE WITH THE COST OF LIVING.

Across the 30 largest tech employment markets in the U.S., there are more than 350,000 unfilled tech jobs *each month* that pay an average of \$56,000 a year. 80,000 of these openings do not require a college degree. Yet in the same markets, 2.7 million adults are out of work, and millions more struggle to make ends meet in low-paying jobs. If we can help even a fraction of these individuals unlock their potential to join a thriving tech workforce, then economic conditions will improve for everyone.

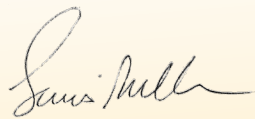
PER SCHOLAS creates access to high-growth careers in technology by providing cutting-edge technical instruction and professional development, financial coaching and navigation from MSW-credentialed Learner Support Managers, and career coaching alongside direct connections to employers—all at no cost to our learners. Our Career Accelerator then boosts alumni toward a thriving wage through technical upskilling, continued career development, and networking opportunities. In 2022, we are proud to have supported more than 4,500 learners and alumni on their journeys. And despite the challenging economic challenges of the last few years, we are thrilled to report that of our graduates from 2021, 80% have launched careers earning nearly three times their pre-training wage—a benchmark for success that we know our more recent graduates will certainly attain.

We have been training diverse talent for 28 years, not just because we believe it is the right thing to do, but because we know it makes good business sense. Demand for tech talent remains strong and there are more job openings than there are qualified people to fill them. According to the World Economic Forum, by 2030 more than half of all jobs will require skills in digital technology. By training populations traditionally underrepresented in tech—women, people of color, those for whom college isn't the right fit—we can help drive economic and social progress for all.

The business of changing lives takes a strong network of partners. We are grateful to the incredible system of support that makes our work possible and fuels our continued expansion. You will read about a few of them in this report, but it would not be possible to thank every donor, every volunteer, every staff member, or alumni who lent a helping hand to a learner taking the next step in their journey. But please know that we see you. Above all, this annual report is the story of what you have helped to make possible.



Plinio Ayala
President and CEO,
Per Scholas



Lewis Miller,
Co-Founder and Board Chair,
Per Scholas



“Per Scholas is actually preparing people for what they are going to do in the job field right now. They are really giving you all the resources, all the professional development, all of the training hands-on to be able to jump right into the workforce and actually be a member of your team that can contribute.... Honestly, there is nothing like Per Scholas.”



JASMIN SMITH, DIGITAL MEASURE PROGRAMMER
Per Scholas Dallas Graduate, 2022

UNLOCKING POTENTIAL FROM COAST TO COAST

Per Scholas offers training across 22 major metropolitan areas in the U.S. with plans to increase our footprint to 25 cities by the year 2025. In 2023, we opened new locations in Houston, Indianapolis, and Los Angeles.

PER SCHOLAS LOCATIONS

Per Scholas Locations as of October 2023

Atlanta, GA	National Capital Region
Baltimore, MD	Newark, NJ
Greater Boston, MA	New York, NY
Chicago, IL	North Carolina
Greater Cincinnati, OH	Orlando, FL
Columbus, OH	Philadelphia, PA
Dallas, TX	Pittsburgh, PA
Denver, CO	Phoenix, AZ
Detroit, MI	Seattle, WA
Houston, TX	St. Louis, MO
Indianapolis, IN	
Los Angeles, CA	



BY THE NUMBERS

In 2022, Per Scholas experienced another year of rapid growth, enrolling 33% more learners than the previous year and nearly doubling the number of learners trained over 2020. 2,162 Per Scholas graduates attained jobs at an average wage of \$50K, earning \$108M in first-year wages alone. And for the first time in our history, two out of every five Per Scholas learners were women, fueled in large part by the accessibility of our remote training.

2022 DIVERSITY PROFILE

85% of Per Scholas learners identify as people of color

41% of Per Scholas learners identify as women

MORE THAN 54% have a high school diploma as their highest level of education

2022 NATIONAL OUTCOMES

85% of Per Scholas learners graduated in 2022

MORE THAN 3.7K learners trained, including 2,500+ remotely

OVERALL ECONOMIC IMPACT

8:1 economic return for every dollar invested in Per Scholas

MORE THAN 2.1K graduates launched careers, earning an average of 3x their pre-training wage

767 alumni enrolled in upskilling opportunities to advance in their careers



ADVANCING WOMEN IN TECH

Tech careers can be a uniquely valuable pathway to economic mobility for women, yet only 26% of tech workers identify as female, and Black and brown women represent only 4% of people employed in tech roles. Per Scholas and our supporters are working to reverse that trend.

TEKsystems has been a leading supporter of this work, and with their national investment, enrollment from women learners has increased from **30% in 2019 to 41% in 2022**. Additional learner supports unique to the needs of women learners have helped increase graduation rates from **77% to 83%** over the same time period.

The Women In Tech Workshop Series provides a regular forum for women learners and alumnae to connect, building their networks and mutual agency. Many generous funders have fueled essential support for women learners, including **Atalanta Project - Black Family Philanthropies, Francine A. LeFrak Foundation, Kate Spade New York Foundation, and S&P Global Foundation**. For more information, check out our digital annual report [perscholas.org/2023-annual-report].

INNOVATING PATHWAYS TO THRIVING CAREERS IN TECHNOLOGY

Whether Per Scholas is engaging new populations or innovating ways to improve outcomes for our learners, alumni, and employer partners, we are driven to do more.

- > Per Scholas North Carolina's rural training initiative, launched in partnership with **Wilkes Community College** and with leadership support from **Truist Foundation**, has trained 144 learners since launching in 2021, with 90% of graduates attaining jobs within one year.
- > Per Scholas **Vets in Tech** will support 1,000 veterans and military spouses to launch tech careers by 2025, generating \$45M in new wages for military families.
- > Since launching Cybersecurity training in 2016 in partnership with **Barclays**, Per Scholas has trained more than 1,850 learners across 15 campuses in high-demand cybersecurity skills. Per Scholas became a Federally-Registered Cybersecurity Apprenticeship Provider in 2023.
- > **Career Accelerator** services have directly supported more than 2,500 alumni to advance in their careers towards a thriving wage, earning an average of more than \$12K annually after earning just one stackable credential.

“

For nearly a decade, TEKsystems has partnered with Per Scholas and created access to opportunity for more than 1,000 diverse technologists, helping to unlock potential for individuals, their communities, and their employers. Our partnership goes beyond hiring—we share a purpose and a vision. We want to empower learners with the right skills for thriving careers and change the face of tech. I'm proud to serve on the Per Scholas National Board, and I'm confident that together with our Per Scholas partners we will continue to create opportunity and unlock potential for years to come. ”

FAITH JOHNSON | TEKsystems

Vice President, Global Human Resources, Talent Acquisition and Corporate Social Responsibility

1,000+ Per Scholas technologists have started their careers with



STRATEGIC PARTNERSHIPS EXPAND ACCESS

Following the success of our partnership with **ActivateWork** in Denver, CO, Per Scholas has established a new model for expansion. By partnering with like-minded organizations and leveraging what each organization does best, we can scale to new cities more quickly and sustainably.

- > Per Scholas St. Louis launched in partnership with **Cortex Innovation Community**, with support from **The Bellwether Foundation, The Kemper Foundation, and Bank of America**.
- > A partnership with **Goodwill of Central & Southern Indiana** enabled the launch of Per Scholas Indianapolis in 2023 at Goodwill's headquarters, with financial support provided by **Lilly Endowment, Inc., Comcast NBCUniversal, and Salesforce**.
- > Per Scholas Houston is our newest campus, launched in partnership with **Ion District and Rice University**, made possible by generous support from **BlackRock and Comcast NBCUniversal**.



EMBRACING DIVERSITY TO ADVANCE EQUITY IN TECH

Whether it's recruiting learners from a variety of backgrounds, hiring staff that bring varied perspectives to the table, or ensuring instructors reflect the communities represented by our learners, Per Scholas is committed to promoting and embracing diversity in everything we do.

Per Scholas Diverse by Design advances equity in tech through diverse talent solutions and a network of forward-thinking leaders. With support from **CGI**, **Chubb**, **Comcast NBCUniversal**, **Google**, the **NFL Foundation**, and **TEKsystems**, we facilitate conversations and events that promote socially impactful business practices.

Our belief in the value of a diverse team is demonstrated by our own staff. Just over half of all staff members are women and 70% of staff identify as BIPOC. We live in big cities and small towns, and we experience the world in 486 individual ways. What unites us is a belief that these differences make us stronger as a team.

CREATING THE FUTURE, TOGETHER

We know the technology industry will evolve, with new roles emerging in the coming years that we can't even begin to imagine today. In response, Per Scholas will do what we have successfully done for the last 28 years—innovate, pivot, adapt, and then innovate some more—to provide opportunity and access to individuals from communities historically underrepresented in tech, and to help power economic development by building a more diverse, skilled, and thriving tech workforce. With your continued support, we will push forward with the same grit, curiosity, and passion that unites our learners, until every individual has a chance to unlock their potential.

BOARD OF DIRECTORS

Thanks to the contributions of our Board of Directors, Regional Advisory Boards, and our Diverse by Design Advisory Board, 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

Dwayne Brown
Accenture

Kevin P. Brown
Ernst & Young LLP

Blair Greenberg
Bregal Sagemount

David Hannigan
Nubank

Jean Hill
Alvarez & Marsal

Faith Rottmann Johnson
TEKsystems

Wayne Kunow
BNY Mellon

Carolyn Landis
Catalyst Partners, LLC

Jennifer Lapierre
PwC

Josh Lieberman
KMS Technology

Dirk Manelski
PIMCO

Lewis Miller
Co-Founder, Board Chair
ActionPoint Advisors, LLC

Mary Beth Molloy
MBM Elevate LLC

Indy Reddy
PGIM Investments

Rick Rioboli
Comcast

Ian Schaad

Ian Shrank
Nonprofit Lawyer

Gregory Sills
Apollo Global Management LLC

Senta Taylor
TD Bank



“

Per Scholas transformed my life by giving me an entry point to an IT career. I am very proud of my time with Per Scholas and I give back by being a donor, a volunteer, and a speaker. ”

COURTNEY BRYANT, OPERATIONS SUPPORT ANALYST

Per Scholas Atlanta Graduate, 2016



PARTNERS POWER OUR WORK

Thanks to our generous network of partners and supporters for helping us change the face of tech, and for unlocking transformative career opportunities for our learners across the United States.

FOUNDERS CIRCLE

Allstate Foundation
Ascendium Education Group
Ballmer Group
Barclays
BlackRock
Blue Meridian Partners
Comcast NBCUniversal
Richard and Jacqueline Emmet
Focusing Philanthropy
Franklin County Board of Commissioners
Google
The Harry and Jeanette Weinberg Foundation
Lever for Change
Robert Anthony Granieri
Robin Hood
Ian Schaad and Ina Kim-Schaad
TEKsystems

CHAMPION PARTNERS

Arnold Ventures
Atalanta Project – Black Family Philanthropies
Charles Koch Foundation
Commonwealth Corporation
Communities Foundation of Texas
Consortium for Worker Education
Goodwill of Central & Southern Indiana
JPMorgan Chase
Lilly Endowment, Inc.
New York City Council
Philadelphia Authority for Industrial Development
PwC
Tiger Foundation
Truist Foundation

CATALYST PARTNERS

Amazon
Annie E. Casey Foundation
Apollo Global Management
Bank of America
BNY Mellon
City of Dallas
The Clark Foundation
Clayton Dubilier & Rice, Inc.
Red Nose Day Fund at Comic Relief
Cortex Innovation Community
Empire State Development
Henry L. Hillman Foundation
The Kemper Foundation
Liquid Technology
New York State Department of Labor
NFL Foundation
Patrick J. McGovern Foundation
The Prudential Foundation

Ralph C. Wilson, Jr. Foundation
Salesforce
Raz and Hana Tirosh
Wilson Sheehan Foundation
Adam and Abigail Winkel
Zgaljic Family

SIGNATURE PARTNERS

Akamai
Amerigroup DC
Anna-Maria & Stephen Kellen Foundation
The Bellwether Foundation, Inc.
The Boeing Company
CGI
The Charles Hayden Foundation
City of Boston's Neighborhood Jobs Trust
Cradle to Career at The Boston Foundation
Craig DeLucia
Detroit Employment Solutions Corporation
The Eleanor Schwartz Charitable Foundation
Elevance Health Foundation
Foundation for California Community Colleges
Francine A. LeFrak Foundation
GreenLight Fund Boston
Indeed
The Jeffrey H. and Shari L. Aronson Family Foundation
Kate Spade New York Foundation
The Kulynych Family Foundation II, Inc.
Lenfest Foundation
The Leonard G. Herring Family Foundation
Liberty Mutual Foundation
Llewellyn Family Foundation
Nationwide
New York City Workforce Development Fund in The New York Community Trust
Nina Mason Pulliam Charitable Trust
PDT Partners
The Pinkerton Foundation
Richard King Mellon Foundation
Steven and Alexandra Cohen Foundation
TD Bank Group
Upper Manhattan Empowerment Zone Development Corporation
Verisign
Wif Family Foundations
Workday

SPARK PARTNERS

1Philadelphia
Altman Foundation
Boys & Girls Club of Western Pennsylvania

Bread Financial
Chubb Charitable Foundation
Citizens Bank
COFRA Foundation
Community Foundation of Greater Atlanta
Donald A. Pels Charitable Trust
General Motors
The Hagedorn Fund
The Lawrence Foundation
Lenovo
LexisNexis Risk Solutions
Linde Family Foundation at Mott Philanthropic
News Corp
Pittsburgh Foundation
Rainwater Charitable Foundation
Rocket Community Fund
S&P Global Foundation
Silver Lake
Splunk, Inc.
St. Louis County Port Authority
State Street Foundation
T. Rowe Price Foundation
The Thomas and Jeanne Elmezzi Private Foundation
UJA Federation of New York
United Way for Southeastern Michigan
United Way of Metropolitan Dallas
Year Up

MAJOR PARTNERS

Accenture
Ally Charitable Foundation
Arizona Public Service Company
Arman N Roy Foundation
The Barker Welfare Foundation
Bell Charitable Foundation
Connolly Foundation
Deloitte
France-Merrick Foundation
Goodwill of North Georgia
Jean Hill and Larry Schultis
KMS Technology
Motorola Solutions Foundation
National Grid
Office Timeline
The P&G Alumni Foundation
Panasonic
PIMCO
Richard E. & Nancy P. Marriott Foundation
Smart Family Fund
Stainman Family Foundation
State of Maryland-Department of Human Services
Staten Island Foundation

Partners listed based on contributions received between July 1, 2022 - June 30, 2023.

Sunny and Abe Rosenberg Foundation
The Baltimore Community Foundation

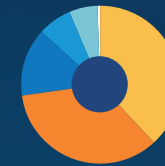
OPPORTUNITY PARTNERS

A.C. Ratschesky Foundation
Ami Ariel
The Arthur M. Blank Family Foundation
AT&T
Employees of BairesDev LLC
Richard Barna
Bath and Body Works
Derek Braddock
Byron and Alice Lockwood Foundation
Capgemini
Capital One
CityLink Center
The Daniel and Susan Pfau Foundation
Duke Energy Foundation
Elsa Heisel Sule Foundation
Glaser Foundation
Greater Washington Community Foundation
David Hannigan
The Harry A. and Margaret D. Towsley Foundation
Holloway Family Foundation
Eugene Holtzman
Ingram-White Castle Foundation
Insight Global
JobsFirstNYC
John A. Schroth Family Charitable Trust
Patrick Kaifosh
Kore Capital
J.C. Lapierre
Josh Lieberman
Dirk Manelski
Microsoft
The Neuberger Berman Foundation
The Norcliffe Foundation
Plymouth Rock Assurance Foundation
PNC Foundation
Ian Shrank
Siemer Family Foundation
Charles Song
Southern Company
The Starry Night Fund
Michael Sullivan
Urban League Of Philadelphia
Valley of the Sun United Way
Wells Fargo

FINANCIALS 2022

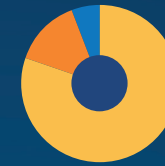


In 2022, more than 80% of Per Scholas' spending went directly to program costs. Per Scholas received four stars, the highest rating from Charity Navigator for financial stability, accountability, and transparency - for the 10th year in a row.



REVENUE \$55.034M

- 38.60% Foundation
- 35.07% Corporation
- 13.97% Individual
- 6.93% Government
- 5.02% Sales Revenue
- 0.41% Other



EXPENSES \$55.03M

- 80.40% Program
- 13.93% Administration
- 5.67% Fundraising

END OF YEAR NET ASSETS:

\$21,145,014

PROGRAM NAME	PROGRAM EXPENSE
Customized Training	\$10,552,692
New York	\$8,169,261
National Capital Region	\$3,334,916
Newark	\$2,632,393
Dallas	\$2,456,385
Atlanta	\$2,412,048
Columbus	\$2,144,040
Greater Boston	\$2,091,346
North Carolina	\$1,605,593
Greater Cincinnati	\$1,541,539
Baltimore	\$1,054,440
Philadelphia	\$987,959
Detroit	\$934,793
Chicago	\$884,123
Phoenix	\$706,808
Pittsburgh	\$679,483
Seattle	\$649,033
St. Louis	\$516,201
National Expansion	\$372,575
Orlando	\$198,672
Los Angeles	\$169,747
Indianapolis	\$152,102

Total, Program Expenses

\$44,246,149



“

Once I got into my first network administration position, it was everything I was looking for in an IT job, and it was all things I learned, hands-on, at Per Scholas. ”

AARON WEBB, IT IMPLEMENTATION SENIOR ANALYST

Per Scholas Pittsburgh Graduate, 2021

Pennsylvania Army National Guard Veteran



PER SCHOLAS

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