



PER SCHOLAS

UNLOCKING POTENTIAL

CHANGING THE FACE OF TECH



2022
ANNUAL REPORT

IN 2021, THE GLOBAL COMMUNITY TRIED TO BUILD A PATH FORWARD FROM A WORLDWIDE PANDEMIC.

The team at Per Scholas spent a great deal of time considering our role in our country's recovery. We knew from our own experience that it was possible to not just come back, but to come back better; that the lessons we learned in the face of hardship could transform our culture.

Per Scholas opens doors for individuals facing barriers to economic mobility. Our network of committed staff members, volunteers, partners, and funders works to connect individuals with careers in technology that transform lives and diversify the entire tech industry. The pandemic did not slow us down and, in fact, our innovative response allowed us to reach more individuals than ever. In 2021, we helped 1,949 individuals start careers in technology with an average salary of more than \$45,000, translating to an economic impact of over \$88 million in first year wages alone.

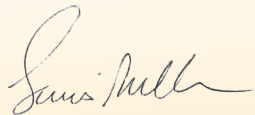
Our model also helps to close the gap between the number of tech jobs in the market and the number of individuals qualified to fill those careers. In 2021 alone, only three in five tech jobs in the United States were filled. That means that more than 1.3 million positions went unstaffed, stalling economic growth and signaling a need for Per Scholas to continue to scale operations.

With the help of our dedicated supporters, we opened three new campuses in 2021, and by the end of this year we will have opened four more. This expansion allows us to reach new learners in markets that face tech workforce shortages while making careers in the tech industry more accessible to communities that are highly underrepresented in tech. As we continue to grow, our ambition is to scale to 25 cities by 2025 and to be able to train 10,000 learners annually.

What can't be fully quantified are the deeply personal outcomes we effect by training and connecting people with promising new careers: the renewed sense of purpose for our alumni, the families who now have access to proper healthcare, and the communities uplifted by neighbors who have forged a new path for themselves. I am so proud of all we've accomplished thanks to the partnership of all of our supporters—from our volunteers to funders, employers to community partners, to our staff and alumni – by working together, we succeed together.



Plinio Ayala
President and CEO, Per Scholas



Lewis Miller,
Co-Founder, Board Chair



**WATCH PLINIO'S VIDEO MESSAGE
AT [PERSCHOLAS.ORG/2022](https://perscholas.org/2022)**

“

If someone had told me that this was where I would be now, I would never have believed them. I have a completely different outlook on life. My future is something that I never thought it could be.”

MONIQUE LITTLE, SECURITY ANALYST
Per Scholas Graduate, Greater Cincinnati



UNLOCKING POTENTIAL FROM COAST TO COAST

From Boston to Seattle, Dallas to Detroit, we continue to create a nationwide network that connects people and promotes equity and opportunity. We take our proven model to each new city, tailoring our training to the unique needs of local learners and employers. In 2021, we opened new locations in Phoenix, Pittsburgh, and Seattle, and in 2022 launched training in Orlando and St. Louis.

PER SCHOLAS LOCATIONS

Per Scholas Locations as of October 2022

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



**IN 2021 ALONE WE
TRAINED MORE THAN
2,800 LEARNERS, A 50%
INCREASE OVER 2020.**

“With the right leadership and vision, challenges are not roadblocks but an opportunity for growth.”

JASMINE MILLER, Chief Training Officer

2021 DIVERSITY PROFILE

84% of Per Scholas learners identify as people of color

1 in 3 Per Scholas learners identify as women

OVER 50% have a high school diploma as their highest level of education

2021 NATIONAL OUTCOMES

83% of Per Scholas learners graduated in 2021

OVER 2.8K learners trained, including 2,500+ remotely

OVERALL ECONOMIC IMPACT

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

OVER 1.9K graduates supported nationwide to attain jobs, earning an average of 3x their pre-training wage

787 alumni enrolled in upskilling opportunities to advance in their careers



PARTNERING TOGETHER TO CHANGE THE FACE OF TECH

We strive to move as quickly as the tech industry does, collaborating with leading employers across sectors to evolve our training offerings and services, generating solutions to meet the industry's ever-changing and unique needs.

TEKsystems has been a key Per Scholas partner since 2015. In that time they have:

- **Hired** hundreds of Per Scholas graduates into technology roles;
- **Invested** more than \$17M in programming;
- **Fueled** Per Scholas' expansion to eight new cities by launching customized training tracks; and
- **Served** in leadership roles both locally and nationally.

Together Per Scholas and TEKsystems are addressing the lack of diversity in the tech industry.

A HOLISTIC NETWORK OF SUPPORT

Rigorous tech instruction is not the only thing our graduates need to succeed. That's why every learner has access to our Learner Support Team, who provide financial capability coaching and counseling for mental well-being, as well as referrals to local partner organizations when learners and alumni need greater support.

Our Employer Partners have honored the value of our Learner Support services with major investments over the past year, including the **Allstate Foundation**, whose sponsorship will provide support services for 4,000 diverse learners across 21 campuses; and **Anthem**, whose multi-year commitment helps provide wellness and benefit navigation services to learners in 6 markets, reaching 5,250 learners by the end of 2023.

INNOVATING WITH PARTNERS IN COMMUNITIES ACROSS THE COUNTRY

By partnering with local organizations in each city Per Scholas operates a campus, we are able to better understand the needs of the community and accelerate the launch and expansion of effective programs and services for more people.

In 2021, Per Scholas launched a new satellite model to train more New Yorkers for careers in technology. By partnering with local nonprofit organizations **Commonpoint Queens, JCC of Staten Island, Stanley Isaacs Neighborhood Center, and Cypress Hills Local Development Corporation**, we are training learners in all five boroughs of New York City for the first time. Each organization recruits learners, hosts a satellite classroom complete with technology and instruction provided by Per Scholas, and supports learners to attain jobs upon graduation.

In North Carolina, Per Scholas, **Wilkes Community College**, and **NC Tech Paths** launched a new initiative to address the skills gap between local residents and the abundant technology jobs in the state. This partnership will provide in-demand training, offer workforce-relevant credentials, and partner with employers state-wide to connect local graduates to job opportunities that enable talent to remain in Northwest North Carolina.



“

We're proud that Per Scholas was one of the first organizations that received funding as part of our new program focused on racial equity and workforce development. Working with Per Scholas has been invaluable to growing our understanding of effective workforce development strategies, and the role that corporate philanthropy can play in increasing access to thriving-wage careers.”

COURTENAY A. BARTON

Senior Manager, Racial Equity and Workforce, Allstate Foundation



ADVANCING DIVERSITY, EQUITY, INCLUSION, AND BELONGING

Per Scholas is committed to advancing diversity, equity, inclusion, and belonging both within our organization and across the tech sector. Our dynamic staff includes representation from many different backgrounds: more than 70% of our staff identify as BIPOC, 15% of our staff are alumni of our own training, and the vast majority live in the communities where we operate.

Our work goes beyond the classroom, led by our **Diverse by Design (DxD)** initiative, sponsored by **Chubb, Comcast NBCUniversal, EY, Google, JPMorgan Chase & Co., the NFL Foundation, and OneTen**. DxD promotes solutions-driven conversations about diversity, equity, and inclusion within the tech sector. We produce meaningful content that empowers c-suite leaders to make both valuable and socially impactful decisions for their organizations, and provide access to sophisticated customized training and talent sourcing solutions to meet companies' talent demands while transforming the diversity landscape of their organizations.

CREATING THE FUTURE, TOGETHER

The technology industry is one of the largest and fastest growing sources of thriving wage jobs in the country. Projections estimate that as many as 1.2 million unfilled tech jobs in the U.S. will cost businesses an estimated \$162 billion annually by the year 2030. Even if a recession hits, hundreds of thousands of tech jobs will still need to be filled.

We have an ambitious strategic plan to train at least 20,000 learners over the next four years, by increasing access in new geographies, seeking new innovations, and expanding partnerships with individuals and institutions across the country. Our expansion is driven by the promise of opportunity in this country, and our belief that we can rebuild better, together.

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

Derek Braddock
BraddockMatthews, LLC

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Lewis Miller
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Mary Beth Molloy
MBM Elevate LLC

Ian Schaad
Jane Street Group

Ian Shrank
Self Employed

Gregory Sills
Apollo Global Management LLC

Senta Taylor
TD Bank



“

Per Scholas is an opportunity machine here in the United States. It breaks down barriers in the tech industry, one graduate at a time... This is one of the best escalators toward social mobility in America.”

NICHOLAS KRISTOF

Two-Time Pulitzer Prize Winner & Former New York Times Columnist

PARTNERS POWER OUR WORK

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

FOUNDERS CIRCLE

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Verizon

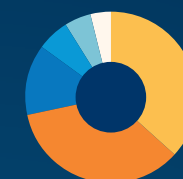
OPPORTUNITY PARTNERS

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Siemer Family Foundation
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David Stoner
The Thomas J. Emery Memorial U.S. Bank Foundation
Vistra
Wells Fargo

FINANCIALS 2021

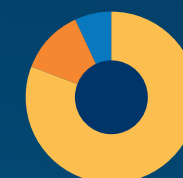


In 2021, more than 80% of Per Scholas' spending went directly to program costs. Per Scholas received four stars, the highest rating from Charity Navigator for financial stability, accountability, and transparency - for the 9th year in a row.



REVENUE \$45.51M

- 34.8% Corporation
- 36.9% Foundation
- 3.8% Sales Revenue
- 5% Government
- 13.5% Individual
- 6% Other



EXPENSES \$36.15M

- 81% Program
- 12.2% Administration
- 6.8% Fundraising

END OF YEAR NET ASSETS: \$21,149,607

PROGRAM NAME	PROGRAM EXPENSE
Customized Training	\$8,588,475
New York	\$6,930,150
National Capital Region	\$2,509,135
Newark	\$1,943,343
Columbus	\$1,610,952
Atlanta	\$1,639,346
Greater Boston	\$1,501,156
Dallas	\$1,474,007
Greater Cincinnati	\$1,039,139
Baltimore	\$999,972
Detroit	\$403,511
Philadelphia	\$351,424
North Carolina	\$123,246
Chicago	\$99,206
Pittsburgh	\$21,450
Seattle	\$9,108
Total, Program Expenses	\$29,243,620

Partners listed based on contributions received between July 1, 2021 - June 30, 2022.



“

My biggest takeaway from my Per Scholas training was that the willingness to stay curious and continue learning generates the most rewarding returns. The training I received helped me realize how achievable the goal of having a career in tech is.

”

ALSTON DEVERO-BELFON

Software Engineer, Per Scholas Graduate, Brooklyn



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**UNLOCKING
POTENTIAL**

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