



30 Years of Unlocking Potential

Annual Report 2025

“At Sage, we love hiring Per Scholas alumni because they’re the most prepared technologists we’ve seen. Their passion, drive, and appreciation for the opportunity truly stand out.”

—PATRICIA ADAMS, Intacct Support Manager, Sage

“Per Scholas taught me tech and professionalism — and to never feel imposter syndrome. Getting this job at Sage has made my family so proud.”

—JALISSA ZIMMERMAN, Per Scholas Atlanta Alum, Financial Order Operations Specialist, Sage

Dear Friend,

Thirty years ago, Per Scholas was founded on the belief that talent is everywhere, but opportunity is not. From one classroom in the South Bronx, we’ve grown to 25 cities nationwide, preparing more than 30,000 technologists for high-demand jobs.

As we celebrate this milestone, we also look ahead. Technology has never moved faster, and the rise of artificial intelligence will transform how we work and live. For Per Scholas, this is a pivotal moment to ensure the workforce of tomorrow reflects the skills and resilience of the communities we serve.

We know how to scale while keeping quality at the center. We have done it before, expanding nationally, building deep employer partnerships, and helping our learners launch meaningful, lasting careers. With your partnership, we will continue to innovate to meet to the next challenge with the same determination that has guided us for three decades.

Together, we can face the future of technology with economic mobility and opportunity for all.

With gratitude,



Plinio Ayala, CEO

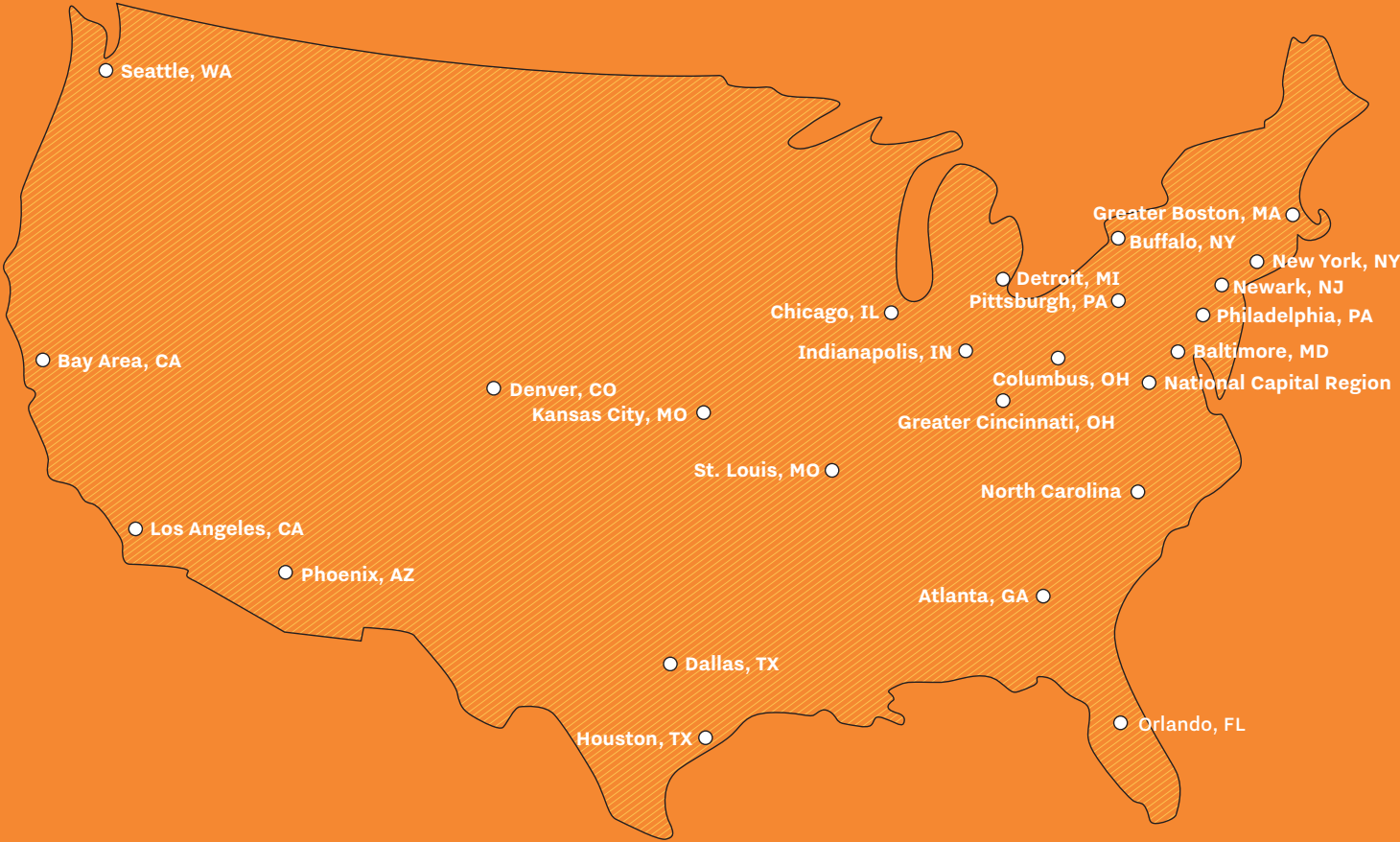
Caitlyn Brazill, President

Lewis Miller, Co-Founder & Board Chair

30 years of impact

From a single classroom to a national presence, Per Scholas has spent three decades opening doors in tech and transforming careers across the country, expanding to 25 cities in 19 states.

25 cities. 19 states.



By the numbers

25 PER SCHOLAS
CAMPUSES

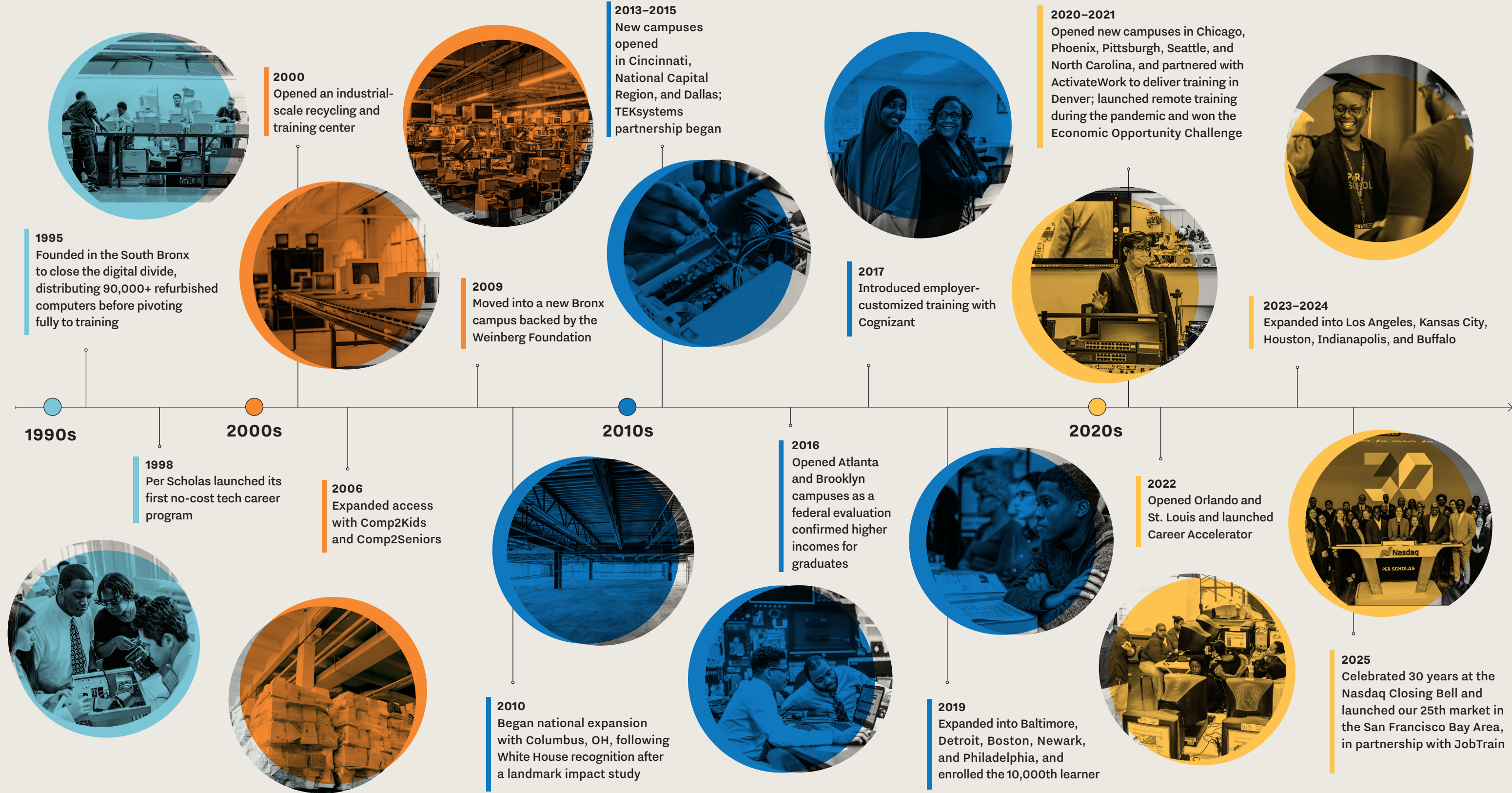
8:1 ECONOMIC RETURN FOR
EVERY DOLLAR INVESTED
IN PER SCHOLAS

1000+
EMPLOYER PARTNERS FROM STARTUPS
TO FORTUNE 500 COMPANIES

30K TECHNOLOGISTS
TRAINED



The history of a movement



Scaling a vision with Blue Meridian Partners

Blue Meridian Partners is a pioneering philanthropic model for finding and funding scalable solutions to the problems that limit economic and social mobility. Their support helps nonprofits like Per Scholas expand from local success to national impact.

In 2021, Per Scholas became a participant in a cohort through The Studio @ Blue Meridian to test new models of training. In 2024, we were welcomed into their Nationwide Solutions portfolio—a milestone that positions us to meet our bold 2030 vision.

“We choose to invest in Per Scholas because of their transformative impact and their commitment to scaling opportunity. They don’t just train people for tech careers—they create momentum that drives economic mobility.”

— JIM SHELTON, CEO, Blue Meridian Partners

What Blue Meridian’s investment made possible

EXPANSION BEYOND TRADITIONAL CLASSROOMS INTO REMOTE, HYBRID, AND SATELLITE CAMPUSES

A STRONGER NATIONAL MODEL TO REACH TENS OF THOUSANDS MORE LEARNERS

THE LAUNCH OF CAREER ACCELERATOR, GIVING ALUMNI NEW CREDENTIALS IN ADVANCED IT AND AI



4,800+

ALUMNI UPSKILLED THROUGH CAREER ACCELERATOR SINCE 2021



32%

AVERAGE WAGE INCREASE FOR UPSKILLED ALUMNI (VS. 17% FOR PEERS)



\$13,728

AVERAGE YEARLY EARNINGS GAIN FOR UPSKILLED FULL-TIME ALUMNI

Per Scholas alum, Kenetra Woods

After losing her job in healthcare and inventory management, Kenetra transformed her career through Per Scholas training and Career Accelerator upskilling. Today, she’s a System Administrator in Identity and Access Management at the Indiana Office of Technology, equipped with multiple IT and cybersecurity certifications, and access to continued training opportunities which can open entirely new doors. She now mentors fellow alumni to help them do the same.

“Career Accelerator helped me map out which certifications to pursue next. It wasn’t just about passing exams—it was about building skills that aligned with my career goals. Every certificate represents perseverance, growth, and opportunity.”

— KENETRA WOODS, Per Scholas Indianapolis Alum, System Administrator, Indiana Office of Technology



Preparing learners for what’s next

AI is rapidly reshaping how work gets done — and what employers expect. Today’s tech workers have to be operators, not just users. Our curriculum evolves constantly to meet this shift, with instructors equipped to prepare learners for the AI-driven future.

Leading with AI



RESUMEBOOST
Our generative AI-powered resume tool cuts drafting time from six hours to 30 minutes, freeing coaches to focus on mentorship.



SMARTER JOB MATCHING
Through our AdeptID pilot, learners are matched to roles based on skills, not just credentials — a tool we plan to scale nationwide.



AZARI AI
A custom-built AI assistant that supports learners with tutoring, grading, and feedback — serving as a dedicated coach throughout the Per Scholas journey.



AI FOR ALL
By the end of 2025, every learner will complete a standardized AI module covering key concepts, prompting, and real-world IT applications.

Domain-Specific AI

Per Scholas isn’t just teaching general AI skills. We’re integrating domain-specific tools directly into each career pathway. From generative coding assistants in Software Engineering, to AI-powered analytics in Data Engineering and intelligent threat detection systems in Cybersecurity, our curriculum is evolving to reflect how AI is transforming every corner of tech. By learning and applying these tools in context, Per Scholas learners graduate ready to lead with AI in their specific fields—not just understand it.

DATA ANALYTICS

- AI-assisted data preparation and dashboard automation
- AI-powered analytics and advanced reporting

CYBERSECURITY

- AI to enhance SOC operations
- AI-powered incident response and threat analysis

DATA CENTER/LOW VOLTAGE

- AI-driven predictive maintenance and monitoring
- AI tools for troubleshooting and customer support

SOFTWARE ENGINEERING

- AI-powered code generation and debugging
- Secure code implementation with AI tools

IT SUPPORT/AWS & CLOUD

- Deploying AI models in AWS
- Managing cloud-based AI services

SALESFORCE

- Exploring AI in CRM through Salesforce Einstein and Data Cloud
- Applying AI to improve customer engagement and insights

Creating the future, together.

For 30 years, Per Scholas has fueled careers, communities, and the tech industry. The next chapter is about going further and faster, together.

EXPANDING REACH

Launching new campuses and partnerships to serve more learners in more places, from big cities to rural communities.

FUTURE-READY TRAINING

Evolving programs to match the pace of innovation, with focuses on AI, data centers, cybersecurity, advanced manufacturing, semiconductors, health IT, and emerging industries.

CAREER ACCELERATION

Supporting alumni long after graduation with upskilling, mentorship, and pathways to leadership roles.

ECONOMIC MOBILITY AT SCALE

Building sustainable funding and innovative financial resources so every learner can focus on success.

Board of Directors

Thanks to the contributions of our Board of Directors and Regional Advisory Boards, our national expansion is extending our impact across the country.

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ActionPoint Advisors, LLC
Per Scholas Co-Founder,
National Board Chair

Wale Akinwande
S&P Global

Ami Ariel
G-Way Management, LLC

Plinio Ayala
Per Scholas

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Sanjay Sood
CDW

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Carolyn P. Landis
Catalyst Partners, LLC



Financials 2024

In 2024, 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 12th year in a row.



- Foundations: 39.3%
- Corporations: 21.6%
- Individuals: 14.8%
- Government: 11.9%
- Earned: 10.5%
- Other: 1.9%



- Program: 80.00%
- Administration: 13.3%
- Fundraising: 6.7%

End of Year Net Assets: \$43,386,270

Partners power our work

Organizational Partners listed are based on contributions received between July 1, 2024–June 30, 2025

FOUNDERS CIRCLE

Ascendium Education Group
Ballmer Group
Black Family Philanthropies
The BlackRock Foundation
Blue Meridian Partners
Comcast NBCUniversal
Focusing Philanthropy
Lever for Change
TEKsystems

CHAMPION PARTNERS

Allstate Foundation
Apollo Opportunity Foundation
Arnold Ventures
Barclays
The Blackstone Charitable Foundation
Charles Koch Foundation
Cisco
The Clark Foundation
Communities Foundation of Texas
Google
The Harry and Jeanette Weinberg Foundation
JPMorgan Chase
KMS Technology
Lilly Endowment
The New York Times
PwC Foundation
Ralph C. Wilson, Jr. Foundation
Rice Management
Richard King Mellon Foundation
Robin Hood
Salesforce
Tiger Foundation
Truist Foundation
Workday Foundation

CATALYST PARTNERS

Accenture
Ares Charitable Foundation
Capital One
Carnegie Corporation of New York
Clayton Dubilier & Rice Inc
Cognizant
Ewing Marion Kauffman Foundation
IBM
Kansas City Scholars

Marion and Henry Bloch Family Foundation
NFL Foundation
Palo Alto Networks
The Prudential Foundation
Stand Together Foundation
Wilson Sheehan Foundation

SIGNATURE PARTNERS

Akamai
Annie E. Casey Foundation
The Atlanta Women’s Foundation
The Bellwether Foundation, Inc.
BNY Mellon
CareerRise
CDW
The Charles Hayden Foundation
Citizens Bank
conEdison
Donald A. Pels Charitable Trust
The Eleanor Schwartz Charitable Foundation
The Eli and Edythe Broad Foundation
Hall Family Foundation
Henry L. Hillman Foundation
Ira W. DeCamp Foundation
KKR & Co.
Lenfest Foundation
The Leon Levine Foundation
Liberty Mutual Foundation
Linde Family Foundation at Mott Philanthropic
MetLife Foundation
New Venture Fund
Okta
Rainwater Charitable Foundation
S&P Global Foundation
Sage
SAP
Splunk
Stand Together Trust
State Street Foundation
Steven & Alexandra Cohen Foundation
TD Bank Group
The Thomas and Jeanne Elmezzi Private Foundation
Weissman Family Foundation
Wellpoint DC

SPARK PARTNERS

Bank of America
CGI
The Columbus Foundation
Flagstar Bank
Glick Philanthropies
The GreenLight Fund
The Hagedorn Fund
Heinz Foundation
Highmark Blue Cross Blue Shield of Western New York
The Jeffrey H. and Shari L. Aronson Family Foundation
The Lawrence Foundation
LexisNexis Risk Solutions
Marion I. & Henry J. Knott Foundation, Inc.
Nina Mason Pulliam Charitable Trust
PDT Partners
The Richard E. & Nancy P. Marriott Foundation
Rocket Community Fund
Silver Lake
T. Rowe Price
TE Connectivity Corp
Toolbox Foundation
United Way of Metropolitan Dallas
West Baltimore Renaissance Foundation

MAJOR PARTNERS

16 Tech Innovation District
ADM Cares
Altman Foundation
Andreessen Horowitz
The Baltimore Community Foundation Inc
The Barker Welfare Foundation
Bloomberg L.P.
Bregal Sagemount
The Coca-Cola Company
Costco
EY
Fifth Third Bank
Fulton Forward Foundation
George B. Riley Trust
Ingram-White Castle Foundation
JobsFirstNYC
Joseph Drown Foundation
Lincoln Financial Foundation
Lloyd A. Fry Foundation
Michael J Connell Foundation

Mizuho USA Foundation
Motorola
Pittsburgh Foundation
PNC Foundation
Qwasar
Siemer Family Foundation
Stainman Family Foundation
T-Mobile
The Thomas J. Emery Memorial
Universal Destinations & Experiences
Wilf Family Foundations
Year Up

OPPORTUNITY PARTNERS

A.C. Ratschesky Foundation
Amazon
Ameriprise Financial Services
Arman Roy Foundation
Bell Charitable Foundation
Byron and Alice Lockwood Foundation
Capgemini
Charles Schwab
Circle of Service Foundation
Columbia Gas of Ohio / NiSource Charitable Foundation
Connelly Foundation
Deborah Munroe Noonan Memorial Fund
The Dill Foundation
Duke Energy Foundation
Elsa Heisel Sule Foundation
EQT Foundation
Florida Blue Foundation
The Harry A. and Margaret D. Towsley Foundation
The Herzstein Foundation
Holloway Family Foundation
KeyBank Foundation
Kore Capital
Lazard
Lucky Shoals Community Association
Plymouth Rock Assurance Foundation
Quin House Impact Fund
The R.C. Durr Foundation
Resilience Insurance
Society for Information Management
Teradata
Valley of the Sun United Way
Women’s Fund of Central Ohio

Thank you to our Per Scholas Keys Monthly Donors, whose ongoing generosity powers opportunity every month of the year. Become a Keys member and help open doors to tech careers at perscholas.org/monthly-giving.

Susan Bayley
Kevin Benedict
Sharda Bharatula
Janet Boyle
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Matthew Castleberry
Naes de Venecia
Vincent DeCesare
Ronald Dillon
Seth Fromer
Anne Furniss
Christian Garrett
Katherine Gottschalk
Porche Gourdine
Sophie Hochschild
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Justin Thomas
Miriam and Jeff Tucker
Darrell and Daryer Washington
Olivia Wilder
Brandt Wilkins
Marilyn Wilson

Here’s to the next



YEARS

To learn more, visit perscholas.org
