

THE PROBLEM

Millions of Americans are still struggling to recover and move forward from the worst economic devastation in nearly a century. A disproportionate number of those facing the hardest economic challenges are Black, Hispanic and other people of color.

At the same time, employers can't find enough qualified applicants to fill well-paying technology jobs, half of which don't require a college degree. They also seek more powerful ways to diversify their tech workforces, which are overwhelmingly white and male.



OUR SOLUTION

Per Scholas is a national organization that has been advancing economic mobility for more than 25 years. Through rigorous tuition-free training, professional development and robust employer connections, we prepare individuals traditionally underrepresented in technology for high-growth careers in the industry. We partner with leading employers to build more diverse talent pools, directly connecting our graduates to new career opportunities with leading companies, from Fortune 500 corporations to startups. **With campuses in 17 cities, Per Scholas has now trained nearly 16,000 individuals to launch vibrant new tech careers.**

PROVEN OUTCOMES

Per Scholas has proven in two gold-standard evaluation trials that compared with equally qualified and motivated individuals, our participants:

- > Have significantly higher earnings
- > Pay more income taxes and reduce their use of unemployment insurance and nutrition assistance
- > Experience greater life satisfaction

The most recent study by MDRC found that for **every dollar** we spend on our training, **Per Scholas generates at least \$8 in economic return.** **“Earnings gains of this size are rarely seen in random assignment studies of workforce programs.”** - MDRC, WorkAdvance study report

80%

of graduates obtain jobs paying an average of \$21/hour to start.

85%

of Per Scholas participants graduate from their intensive 8-15 week technology training courses.

90%

of employed graduates work in technology jobs.

IMPACTS

- > Provide a proven pathway to economic advancement for 30,000 individuals seeking technology careers in cities across the U.S. between 2021 and 2025.
- > Deepen our work with dozens of the nation's leading tech employers to dismantle longstanding systemic barriers to inclusion, equity and advancement.
- > Build organizational capabilities, including vital new efficiencies, to grow even more.

**\$848
MILLION**

Per Scholas graduates enrolled during the five-year growth initiative will generate at least \$848M in first year earnings alone.

**1.4 X
MORE
DIVERSE**

Employed Per Scholas graduates are at least 1.4x more likely to be Black or Hispanic than other workers hired by the same employers for similar positions.

**1/3
OF COMMUNITY
COLLEGE OUTPUT**

By 2025, Per Scholas will train 10,000 new tech workers/year—nearly a third of the total annual number of new technology associate degrees awarded by all U.S. community colleges combined.

PARTNER OPPORTUNITIES

Per Scholas welcomes new partners who can help achieve our ambitious goals, including:

EMPLOYERS who will hire our graduates, help finance our trainings, and enlist working IT professionals to volunteer in our classrooms.

FOUNDATIONS seeking proven strategies for building economic opportunities across diverse communities.

PUBLIC AGENCIES focused on achieving critical workforce and economic development goals.

COMMUNITY ORGANIZATIONS striving to build better economic opportunities for the people they already serve.

INDIVIDUALS who seek the maximum return on their philanthropic investments for years to come.

COMPREHENSIVE GROWTH PLAN

Between 2021 and 2025, Per Scholas will:

SCALE

Quintuple the number of annual new Per Scholas learners by 2025, to 10,000/year enrolled across 30 national campuses in a combination of in-person and rigorous remote trainings. In 2021, we grew to seventeen locations nationally and enrolled 2,800 new learners.

INFLUENCE

Dismantle systemic barriers to thriving wage careers by building customized pathways to jobs with major employers and elevating a national tech workforce diversity initiative, Diverse by Design. In 2021, Per Scholas expanded to more than 600 employer partnerships, recruited a strategic advisory board of 8—two-thirds women and 88% people of color—and engaged major employers in Diverse by Design, and was named a Partner Talent Developer by OneTen, the national coalition working to advance one million Black Americans over the next ten years.

ADVANCE

Deploy new skills building and career advancement strategies that help 80% of alumni achieve a true thriving wage (enough to save money for retirement, invest in children's education, or own a home) within two years. In 2021, we enrolled more than 800 graduates in a growing collection of upskilling courses and laid the groundwork for a comprehensive advancement initiative.

FOR MORE INFORMATION:

Please visit

PERSCHOLAS.ORG

or contact us directly:

development@perscholas.org