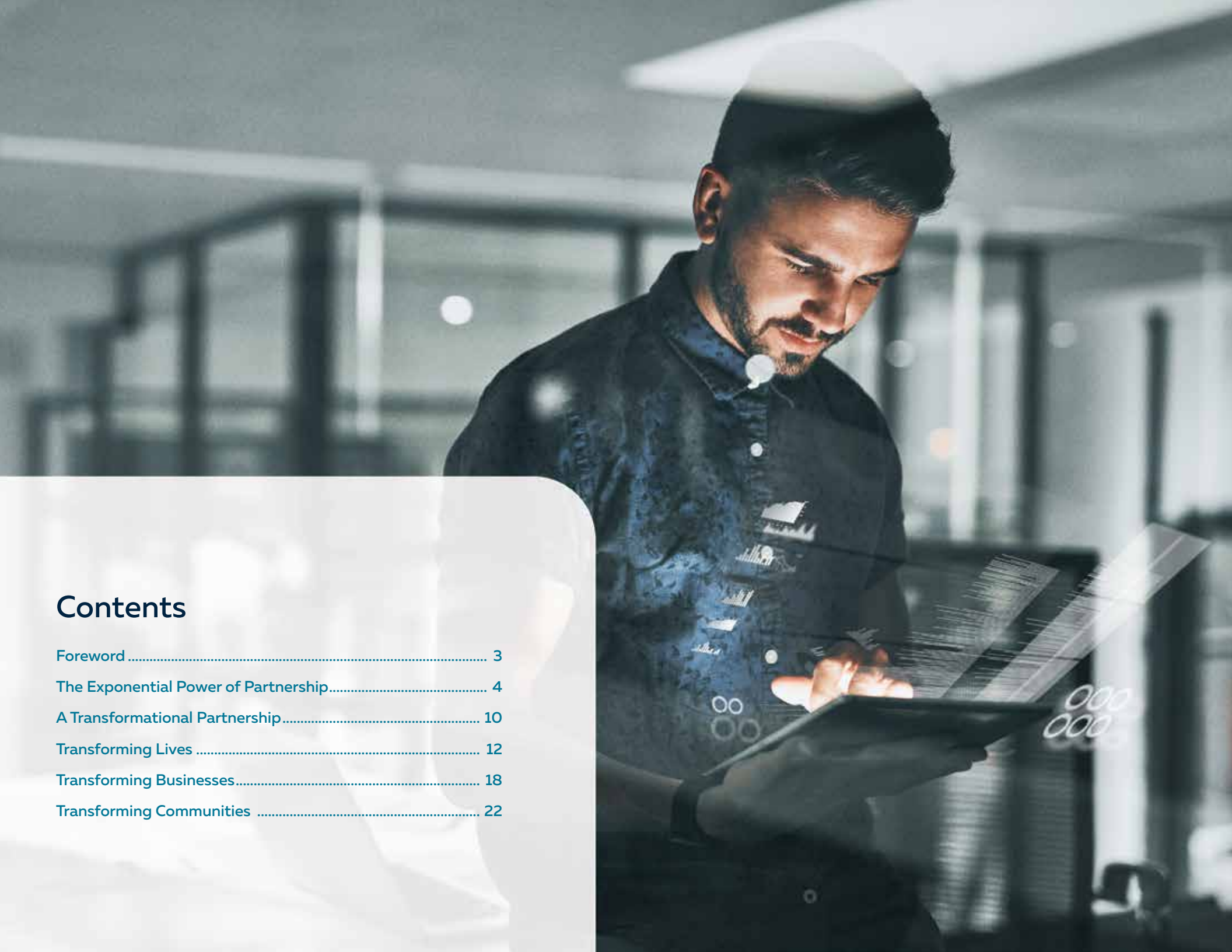**TEK**systems® | **PER SCHOLAS**
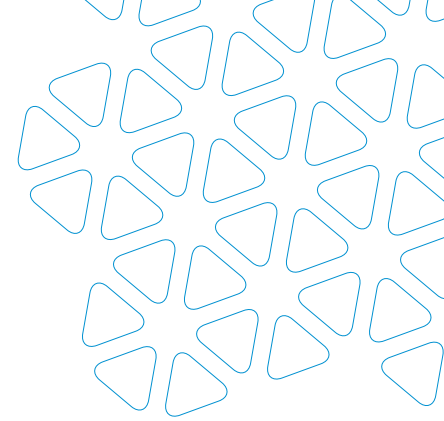
A Partnership for Progress

CLOSING THE OPPORTUNITY GAP

The transformative power of partnerships to improve access and equity in the tech industry

Contents

A letter from TEKsystems' Director of Inclusion and Diversity

I firmly believe that we are better, go farther and can accomplish significantly more when we're able to leverage our differences and bring our authentic selves to work every day. Many companies struggle to see differences as differentiators. They overlook underrepresented populations as they build their teams. In IT, we continue to grapple with a shortage of talent all while facing an obvious lack of diversity in our industry. And it's not just our industry; the need to combat racial inequity in all aspects of life has come to the forefront.

Driving inclusivity, diversity and equity requires partnership.

True partnership happens when we come together, aligned on and committed to driving forward a common purpose. Partners, who share common values while bringing to the table diverse skills, resources and experiences to drive change. Our commitment to the TEKsystems and Per Scholas partnership remains steadfast. We're on a mission. A mission to improve access and equity in the tech industry. To close the opportunity gap, so everyone has a chance to contribute. Bringing together our strengths to improve the livelihood of our communities, to empower the equity of businesses, to transform the cities in which we serve. This is the power of partnership.

Our collaboration with the national tech training nonprofit has grown as we pursue our common purpose of creating opportunities. We discovered that together, TEKsystems and Per Scholas can change the trajectory of individuals seeking more from their careers. Together, we can address the IT talent shortage as well as combat the diversity challenges in the industry and, perhaps, the racial inequity we face as a country.

As the IT industry looks to the future, we all must utilize nontraditional talent pools that embrace a diverse population, and we must seek to understand the role unconscious bias plays in everyday decisions. We need to look to communities where access to training and education may be limited. We need people who can suspend their own bias and work to intentionally mitigate it.

This is not just a feel-good partnership. TEKsystems and Per Scholas help organizations succeed. Graduates of our customized training programs have the skills, grit, resiliency and promise to make an impact where they are hired. They bring their authentic selves to work each day. And because of that, we can all accomplish significantly more.

Reed

Franklin Reed
Director of Inclusion and Diversity
TEKsystems | September 2021

The Exponential
Power of Partnership

The Exponential
Power of Partnership

Now is the time to expand opportunity in the field of technology. The demands of technology are ever evolving and multiplying. Having the right talent with the right skills is imperative to businesses' success—and a talent shortage has created tremendous strain on corporations' ability to remain competitive in a global market.

This was true before COVID-19; the pandemic has only amplified our reliance on technology and the demand for skilled IT professionals. So, how can we address the high demand for technical talent and lack of talent pipeline in emerging technologies? By combining resources, leaning into strengths and forming complementary partnerships that widen our reach and deepen our impact for individuals, businesses and communities.

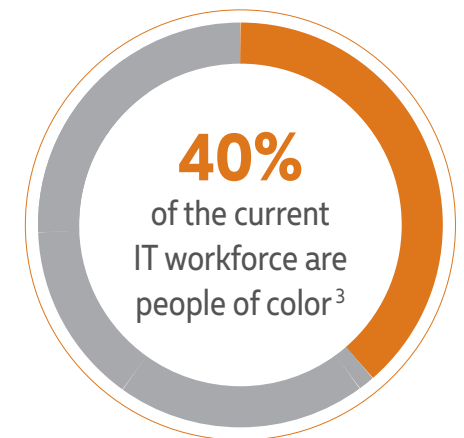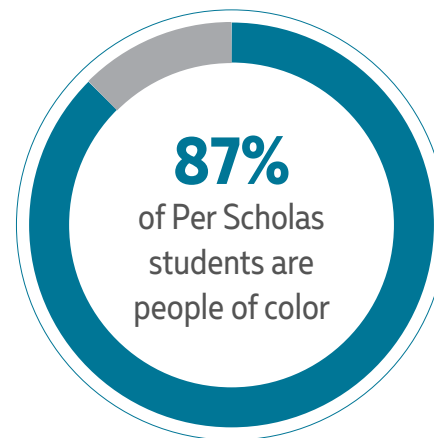## The state of the IT market

The overall labor market continues to grind toward recovery. Some industry sectors are experiencing record gains, but lack of talent remains a major barrier to additional growth. September jobless claims fell to the lowest level for initial claims since March 2020. The decline in jobless claims provides more evidence that job growth is being hindered by labor shortages rather than a cooling of demand for workers. The labor shortage is exasperated in IT where unemployment is at historically low levels (1.5% in August) and demand is relentless. Employers posted more than 5 million IT job openings in the last 12 months alone.[1]

Challenges to the IT labor supply include bachelor's degree minimums, experience requirements, a large retiring workforce and H-1B visa uncertainty, which limits international employee hiring. Moreover, while computer science graduation rates have grown 10% in the last decade, they're still way below the growth rates in other industries: healthcare (168%), biomedical science (67%) and engineering (51%).[2]

With IT jobs projected to grow at a rate of 14%—twice the national rate over the next decade—this isn't a challenge that is likely to go away.[1] The technology talent pipeline is not growing fast enough organically; **the industry needs bold, innovative and inclusive solutions to attract more talent to the field.**

Inclusion and Diversity in Tech

87%
of Per Scholas students are people of color

40%
of the current IT workforce are people of color[3]

Addressing inclusivity and diversity in tech

Traditional forms of education, like bachelor's and master's degree programs, may not always be accessible to everyone.

"We have to get better at developing alternative strategies to building talent that the market needs," says Plinio Ayala, president and CEO of Per Scholas. *"For the last 25 years, our mission has been to build talent pipelines for our corporate partners by going into communities that have been underserved for decades. Individuals that are smart, highly talented and incredibly gritty—all they need is an opportunity."*

Per Scholas has been powering resilience in communities since 1995. They provide an alternative to traditional IT education through rigorous and tuition-free technology training and professional development that prepares motivated and curious adults for successful careers as IT professionals. They've helped open doors for more than 14,000 individuals to build successful careers in technology and spur economic development in their communities.

The technology industry has been widely criticized for its lack of diversity and inclusivity when it comes to the IT workforce. Considering that 87% of Per Scholas learners are people of color, and one-third are women (compare that to the IT workforce where 40% are people of diverse backgrounds and 26% are women[3]), scaling this type of program could have profound impacts on the future faces of the IT workforce.

Scaling impact through partnership

Typically for any nonprofit, doing good is good—but doing more, well, that's better. Per Scholas knows that the best way to scale the potential impact on communities and the industry is through partnership.

Ayala says, *"I've always believed that workforce development is most effective when done in partnership with the corporate sector, and so we have built over the years effective partnerships with a number of corporations."*
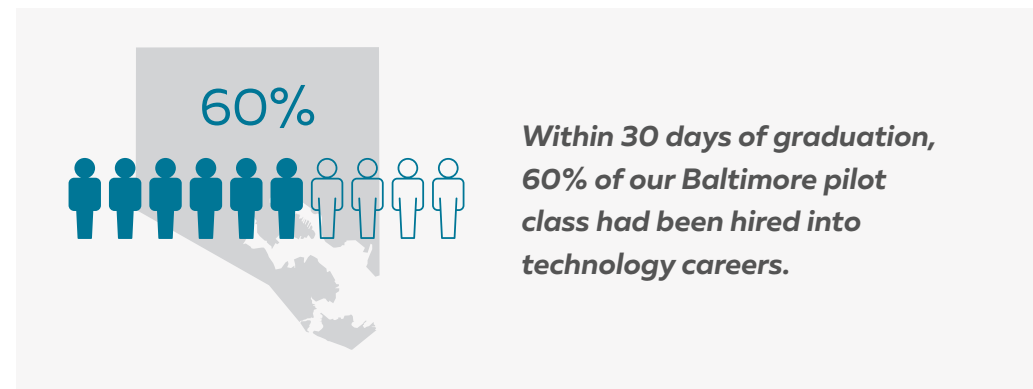
Per Scholas looks to its corporate hiring partners to see where the job market is trending to help guide curriculum and program design so that they're training people for the jobs of today—and the jobs of tomorrow.

TEKsystems began working with Per Scholas in 2015 through grassroots efforts. In 2018, TEKsystems approached Per Scholas with a proposition: let's work together to be more intentional about talent development by designing programs specifically for our clients' needs.

"Per Scholas' mission aligns so well with our purpose at TEKsystems, which is simply to create the most significant opportunities for our people—internally, externally, clients, consultants—to achieve personal and professional growth and really live up to their potential," says Faith Johnson, TEKsystems' vice president of human resources.

After a successful pilot in Baltimore—60% of graduates had jobs within a month of graduation—we launched an expanded, customized training partnership. Together in 2019, we launched tuition-free technology training to support diverse talent pipelines in growing U.S. tech hubs—Boston, Detroit and Philadelphia—with the goal to train hundreds of new job candidates over three years and expand into more cities.

"I think what excites me the most about the partnership are the possibilities for scale. TEKsystems is incredibly aware that human potential is everywhere; Per Scholas can develop and extend our reach into diverse communities to harness that potential and facilitate transformation. And once coursework begins, TEKsystems' local teams are integral—they get to know our learners, help them with resume and interview coaching, and ultimately help prepare graduates for career success," says Ayala.

60%

Within 30 days of graduation, 60% of our Baltimore pilot class had been hired into technology careers.

Connecting talent to opportunity

TEKsystems' partnership with Per Scholas strengthens our ability to deliver solutions for our clients. By informing Per Scholas of the market demands in a specific city, TEKsystems helps Per Scholas develop a curriculum that connects motivated and talented individuals with the critical skills employers are demanding in that city.

"From a customer perspective, our clients are looking for ways to not only find great IT talent but to positively impact their communities as well," says Jay Alvather, president of TEKsystems.

So far, TEKsystems has helped hundreds of Per Scholas graduates secure full-time career opportunities with TEKsystems clients.

Alvather adds, *"These individuals are getting incredible Per Scholas training in new and emerging technologies that we know companies are hiring for—while making real connections into those companies for job placement postgraduation. We hope we'll be able to help put thousands of Per Scholas graduates through training and ultimately put them to work in well-paying careers."*

Skills training an imperative to economic recovery

In 2020, we expanded our customized training partnership to an additional two markets: Charlotte and Chicago. As we made this announcement, the world was swept by the COVID-19 pandemic. It's had a tremendous impact on the lives of everyone—not only on the health and well-being of the global population, but on the global economy. Reality has shifted. In light of this, the conversation of nonprofit–corporate partnerships in economic recovery and workforce development is a hot topic. Particularly reskilling and upskilling individuals who otherwise might get lost in our economy and in society today.

Ayala adds, *"We believe that this type of workforce development model isn't just a win for the individuals that sit in our classrooms, or the corporate partners that are getting this new talent; ultimately, we're also creating a win for our economy. This type of corporate–nonprofit partnership has the ability to strengthen the economic base for the country."*
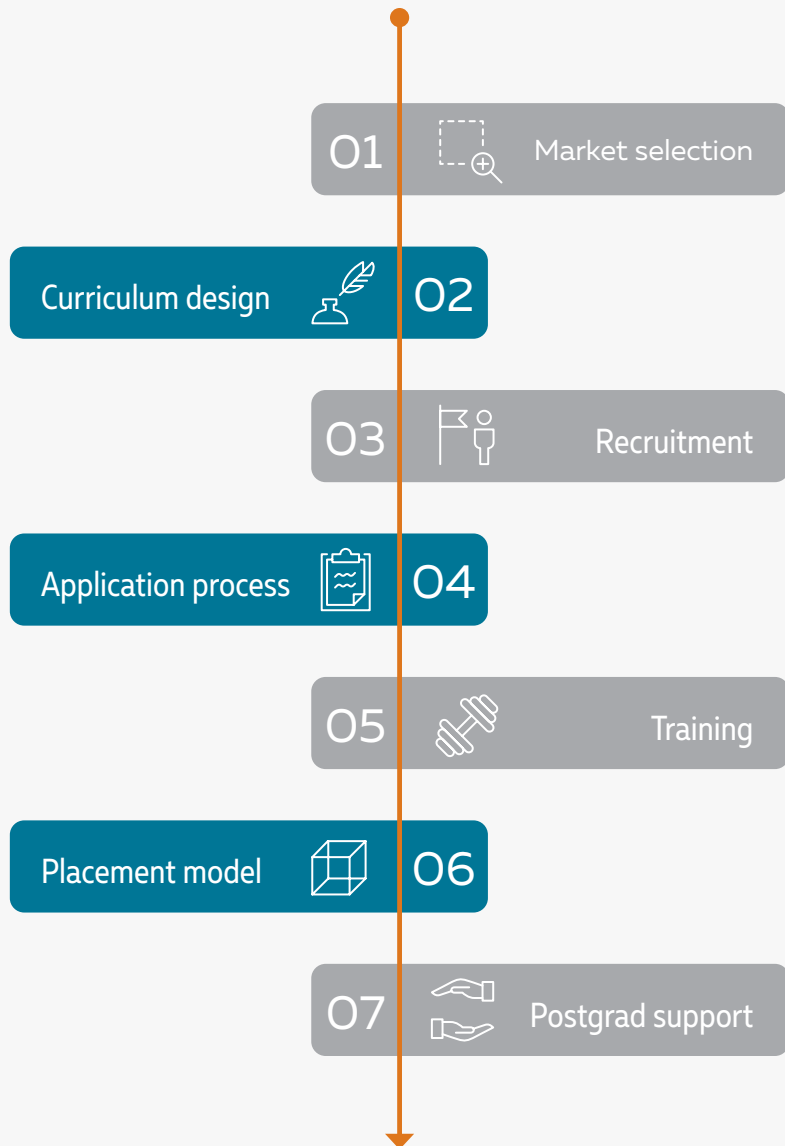
The Per Scholas model has been replicated and proven to work in multiple cities across the country. Independent, third-party data shows their graduates are 48% more likely to report life satisfaction and 50% less likely than the control group to rely on public assistance.[4] Plus, the program has shown to increase a job seeker's income by up to 300% postgraduation.[4] These early results indicate the potentially lifelong change that this type of program could have on communities across the U.S.

"With TEKsystems' presence across the country, we're hoping that our partnership with Per Scholas will enable us to train thousands of individuals—building talent and changing lives together," says Alvather.

How It Works

From choosing a city through launching careers, TEKsystems' customized training partnership with Per Scholas is both collaborative and comprehensive.

01 — Market selection

Curriculum design — 02

03 — Recruitment

Application process — 04

05 — Training

Placement model — 06

07 — Postgrad support

Partnership Timeline

2015 — Training and hiring partnership begins

2017 — TEKsystems places its 100th Per Scholas graduate and is honored with Per Scholas' Signature Partner Award

2018 — Pilot customized training program in Baltimore; 60% of class hired within one month of graduation

2019 — Expand customized training partnership to Boston, Detroit and Philadelphia

2020 — Expand customized training partnership to Charlotte and Chicago

2021 — Expand customized training partnership to Phoenix, Pittsburgh and Seattle

An Active Partnership

Working in lockstep to expand opportunity

Financial support
TEKsystems has invested more than $6 million so far to advance Per Scholas' mission. For every $1 invested in Per Scholas, there are $8 in benefits to local communities.

Curriculum design
We begin with the end in mind. Together, we look at the market—what skills are in high demand? Then, we define student outcomes—the skills, knowledge or traits they'll need, and design a curriculum framework and class length to achieve that goal.

Volunteer
Career readiness is a consistent and critical element to graduates' success; in fact, professional development is approximately 20% of the curriculum. TEKsystems recruiters work directly with learners on resume coaching, career advice and mock interview training— spending an average of 30 hours with students per program.

Employment opportunities
Postgraduation, TEKsystems recruiters help graduates find career opportunities within our more than 6,000 clients, including 80% of the Fortune 500. This is in addition to the more than two years of career services support all Per Scholas alumni receive.

Our Locations
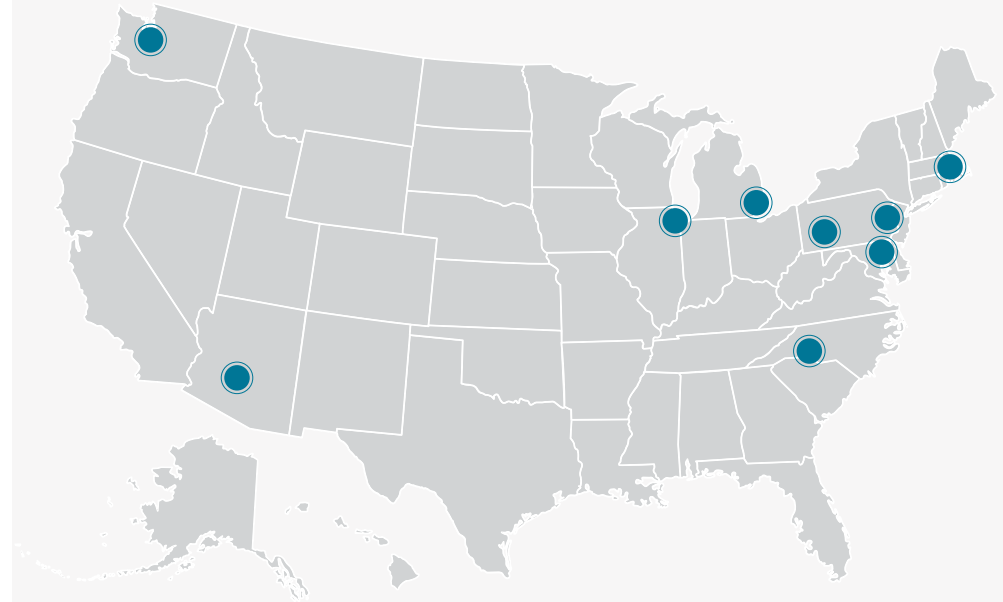
- Baltimore
- Boston
- Charlotte
- Chicago
- Detroit
- Philadelphia
- Phoenix
- Pittsburgh
- Seattle

Transforming Forward

A Transformational Partnership

Faith Johnson
Vice President of Human Resources
TEKsystems

TEKsystems has always been a company dedicated to creating opportunity—for our consultants, our clients and our employees—to achieve personal goals through career success. Leading global HR, talent acquisition and corporate social responsibility (CSR) for TEKsystems, I've seen firsthand how opportunity has the ability to transform lives.

Personally, I have a passion for giving back and paying it forward, so this partnership has been a light for me as I've had the opportunity to watch it grow. Our connection with Per Scholas began five years ago with localized efforts in a few U.S. markets. Today, we have hired hundreds of graduates, run customized training programs in 10 U.S. cities, and have recruiters working directly with learners to shape career readiness skills from resume coaching to mock interviews.

It has been a very intentional evolution. When we saw the success Per Scholas was having in the communities it served, we saw the opportunity to scale that impact by helping bring Per Scholas into growing technology markets. We then customized a training program in skill sets that we know are in high demand by employers in that community to amplify the impact for learners and value for businesses.

For us, this partnership is critical to advancing our mission but also our values: it brings together CSR, inclusion and diversity, and a business purpose to support growth in IT careers. It has been all we hoped it would be—the chance to take our core purpose of creating opportunity while also possibly changing the future of these individuals' and their families' legacies has been a win-win.

In the following pages, you'll read more personal stories, firsthand experiences and data-backed analysis on the ability this type of partnership has to create transformative change.

We believe our partnership with Per Scholas is workforce development innovation not just for now but for what's next, and we're proud to expand this partnership and be part of developing future IT career opportunities that are accessible and equitable for all.

Transforming Lives

Transforming Lives

Since 1995, Per Scholas has served over 14,000 individuals nationally. With our customized partnership, we are on track to have even more job seekers trained by 2022. Each Per Scholas graduate is unique, yet as you read their stories, you'll find some common threads: passion, resilience, determination. Here are just a few of their stories of transformation.

Zobaria Ashraf

**TEKsystems Global Services
Team Lead**

After many years as a stay-at-home mom, Zobaria Ashraf was ready to take on a career role that was both personally and professionally rewarding. She found the IT sector to be a field that offered significant career progress. However, the mother of four lacked the necessary IT experience needed to jump-start a tech career. *"I was scared that I would not succeed. Being away from learning and being a full-time mother, I was scared that I would not cross the finish line."* Zobaria knew that technology was the future but needed the training and the experience to help her become a standout technologist.

She discovered Per Scholas Baltimore through a friend and enrolled as a network support learner. For Zobaria, the community of support fostered by Per Scholas instructors and TEKsystems employees really helped her to step beyond her limits and outside of her comfort zone. *"From the day I entered the classroom, to the interview [and] to the job placement, [all throughout the process] I was nourished, coached and encouraged."*

The four months of training pushed Zobaria like she's never been before. Because of the workplace readiness for which the Per Scholas curriculum prepares a student, Zobaria wasn't just learning technical skills to do another job. She developed the personal and professional branding, and the confidence needed to pursue the career she wanted. *"I was struggling to find a job as an at-home mother. Because of this partnership, within a few months' time, I went from being a person with the least desired skills to one of the most sought-after employees."* Zobaria went on to start her IT path with TEKsystems Global Services as a desktop analyst for a global law firm. Within a year she was promoted to a team lead.

"IT is the future, and this partnership has brought opportunities not only to my city, but other cities like Boston, New York, Detroit and Philadelphia. I am who I am today as a confident, employed, certified IT professional because of this partnership. I cannot thank TEKsystems and Per Scholas enough for giving me this opportunity. This opportunity has changed me, changed my future and changed the trajectory of my family's future. I'm sure in time it will change my city—one class at a time."

By 2022
The partnership will train and secure employment for hundreds of graduates

90%
of Per Scholas graduates find jobs in technology

David Jarvis

Nonprofit Health System
Epic Deployment Lead

As the youngest of six children raised by a single mother, David Jarvis was eight years old he when was "spoiled" with his own Radio Shack computer. The young Philadelphia native would study its manual in its entirety and would tape record all of his programming and hardware experiments. In high school, David participated in an extracurricular program where he continued to learn more about computer programming at an off-site location as the computers and learning materials at his high school were outdated. Eventually, his interest in technology evolved into a career passion.

He excelled at many of his roles throughout the beginning of his career without any formal education or training. However, when the time came where he was ready to advance in his career, David struggled to prove his capabilities to prospective employers.

"When you are job hunting or wanting to move on, there was always some sort of certification needed: A+ or Net+. Employers would ask, 'I see that you have a lot of experience, but what is your certification level?'"

David came across an ad for Per Scholas Philadelphia's network support A+/Net+ certification training on Indeed.com. At the time, he worked from home as a customer service technician where he could make his own work schedule, and the training facility was only one block away from his house. This provided the perfect opportunity for him to finally get the certification he needed to advance his career.

Since David already had a strong technical background, he did well on his exams and hands-on training. But what was most impactful to him were "Career Development Days" where TEKsystems recruiters help students with their interview skills with a prospective employer. *"I knew enough where I could get certified. But to have TEKsystems come in and walk us step by step through the interview process really made a difference."*

David was eventually placed at a nonprofit health system as a deployment technician and was quickly promoted to team lead. However, with the COVID-19 pandemic, some staff technicians were furloughed and only team leads remained on site to continue with the project. Even throughout this challenging time, David credits TEKsystems for their continued support as an employer. *"I've been with many agencies, but I have never had the support I had from TEKsystems."* As furloughed technicians slowly began to return back to the site to work, David oversaw the onboarding process to ensure all team members were brought up to speed appropriately and successfully completed the deployment project.

"When you are interviewing a Per Scholas graduate, you already have someone who is committed," David says about what it's like to hire a Per Scholas student. *"You have an individual that is being prepared for the work world and responsible for their time and availability."*

David is proud of his certifications. *"Getting certified is like getting a badge of honor. I no longer question my technical ability. It's first class."*

Deris Pennington

**Insurance Company
Cybersecurity Specialist**

Deris Pennington is a family man. As a Jeopardy fan who knows something about everything, he is a responsible father who is always up for helping his children with homework, and a stalwart coach whose enthusiasm and energy has guided their basketball teams since they were little.

He finished second in his class in high school and was on track to go to college; however, family obligations kept him from pursuing a degree. Deris worked steadily over the years in roles that he would call "tech adjacent." From working as a project coordinator at a community health center helping to modernize how patient data is collected, to later working in the mobile telecommunications field, he still felt that earning a certification was needed to reach the next level in the tech field and to save enough for his family's future. A Per Scholas Cincinnati flyer at a local job fair helped him to see a path forward.

"Juggling class every day with my family life was definitely a challenge," says Deris. *"Between the kids doing sports, my youngest daughter taking ballet and managing all of their schedules with my wife, I had to be driven to get through Per Scholas."* He finished his IT support course and graduated as the class valedictorian. Though he has earned an industry-recognized certification, Deris knows that he couldn't have done it without the support of his wife, Patrice.

After graduation, Deris found a job as a cybersecurity specialist for an insurance company. It's challenging work, and he says that the knowledge he gained at Per Scholas is helping him to expand his role on the team. He also has his sights set on the future and plans to open a "Youth Tech Café."

CAREER PARTNERS
As learners near graduation, local TEKsystems recruiters work more with each student, assessing their options, interests and strengths and proposing interview opportunities with TEKsystems clients. TEKsystems and Per Scholas are committed to finding job opportunities for graduates, so if something doesn't work out with one of TEKsystems' clients, alumni can work through Per Scholas to secure employment with other companies. All graduates are eligible for two years of career services support from Per Scholas following graduation.

Elena Salem

H3 Biomedicine
Support Technician

Born and raised in Moldova, Elena Salem completed her degree in finance and hoped to one day move to the States to pursue additional studies in technology. In 2012, she did exactly that. She traveled alone to Boston, a city she felt was much like home for her. With over 100 colleges and universities, chasing her passion for education was only an application away.

But it didn't take long for Elena to realize how expensive it was to study in America. *"In Europe, you learn for free. Even American students can study abroad with financial aid like scholarships from the state. Without my family or anyone else to help me, full-time study was going to be pretty expensive,"* says Elena.

While Elena worked full time in accounting, she frequently found herself doing IT-related tasks such as creating tickets and accessing various IT systems that would help her do her job smoothly. *"I worked with both hardware and software all the time, but I never saw it as a career, more like a hobby. I like finance, but I also have always appreciated technology and thought that maybe I went down the wrong career path."* A flyer in the local library for free full-time technical training offered at Per Scholas Greater Boston caught her eye.

Elena researched as much as she could about Per Scholas. She was skeptical, even when she later received her interview email and acceptance notice. It wasn't until she was in the classroom her first day that she realized her dream to become a future technologist could actually come true. Elena pressed through three months of intense training.

With TEKsystems, Elena was able to step out of her comfort zone during interviewing. She found that it was easy to "talk tech" but challenging to talk about herself. *"It's already challenging to learn the technology, and then get to a place where you can talk about it. But it's also hard to practice for an interview. TEKsystems made it so easy to do both."*

Elena graduated in February 2020 and passed her certification exams just weeks before the COVID-19 pandemic caused lockdowns around the world. She was worried she wouldn't find work that was both safe and long term, as many lost their jobs during this time, including family back home in Moldova. *"I was ready to work, but wasn't allowed to go out. How am I going to find work?"* Elena remembers. Thankfully, through TEKsystems, several contract positions became available with companies throughout Cambridge looking for remote help desk technicians. Interviews were conducted via telephone or video conference, much of which Elena recalled practicing and preparing for. She was eventually placed at H3 Biomedicine. Both she and her husband work remotely full time.

"This has been a life-changing experience. I am grateful that I was stubborn enough to stick to the training." Elena considers this her "fairy tale" and is thankful to find work during this time with the support of Per Scholas and TEKsystems.

Transforming
Businesses

Transforming Businesses

TEKsystems has been helping businesses address their IT talent needs for over 38 years. Our partnership with Per Scholas extends our ability to do this despite tight IT labor markets. Per Scholas offers an alternative to traditional IT education while still requiring every candidate to clear a very rigorous application process. The program is intended for individuals who are interested in building skills for entry- or mid-level employment and/or transitioning from another field into a technology-oriented career.

Applicants must demonstrate the right passion, commitment and motivation. After all, this is a full-time program: 40+ hours a week, for 12+ weeks, immersed in hands-on training, technical learning and professional development. Depending on the curriculum, they may need to meet minimal technical prerequisites as well.

We choose the curriculum for each market based on market research and what we're hearing from local hiring partners. What skills are facing a shortfall in their talent pipeline? This informs the curriculum framework that builds the skills, shares the knowledge and tests the competencies those candidates will need for career success in that market.

This partnership strengthens our ability to deliver solutions that enable our clients to take advantage of new and innovative opportunities. Since we design the curriculum for the IT skills needed in that market, candidates are learning in-demand skills that are relevant to today's technologies. When our graduates enter the job market, they're excited, highly capable and ready and willing to put their newly acquired certifications and skills to work. We believe we're not just training people for a job. We're arming people with transformative business and life skills that result in long-term success.

PROFESSIONAL DEVELOPMENT

While the curriculum varies per subject matter and level, the career readiness part of the program remains consistent—and critical—to learners' success. **In fact, the professional development component is roughly 20% of our curriculum.** TEKsystems partners with Per Scholas to provide learners with integrated career development customized to each skill set and market, covering topics such as:

- Creative problem-solving and critical thinking strategies
- Time and project management
- Team building and conflict resolution
- Resume and LinkedIn profile building
- Interviewing tactics
- Networking

Big Business Benefits

Reduced risk in hiring

We tailor our solutions to each company's specific needs and give employers an extended period of time to evaluate a trainee's potential before making a hiring decision.

Reduced turnover

Our training solutions teach both the technical and professional skills needed to ensure long-term employment. Employees trained by Per Scholas have a 30%-50% lower turnover rate.[5]
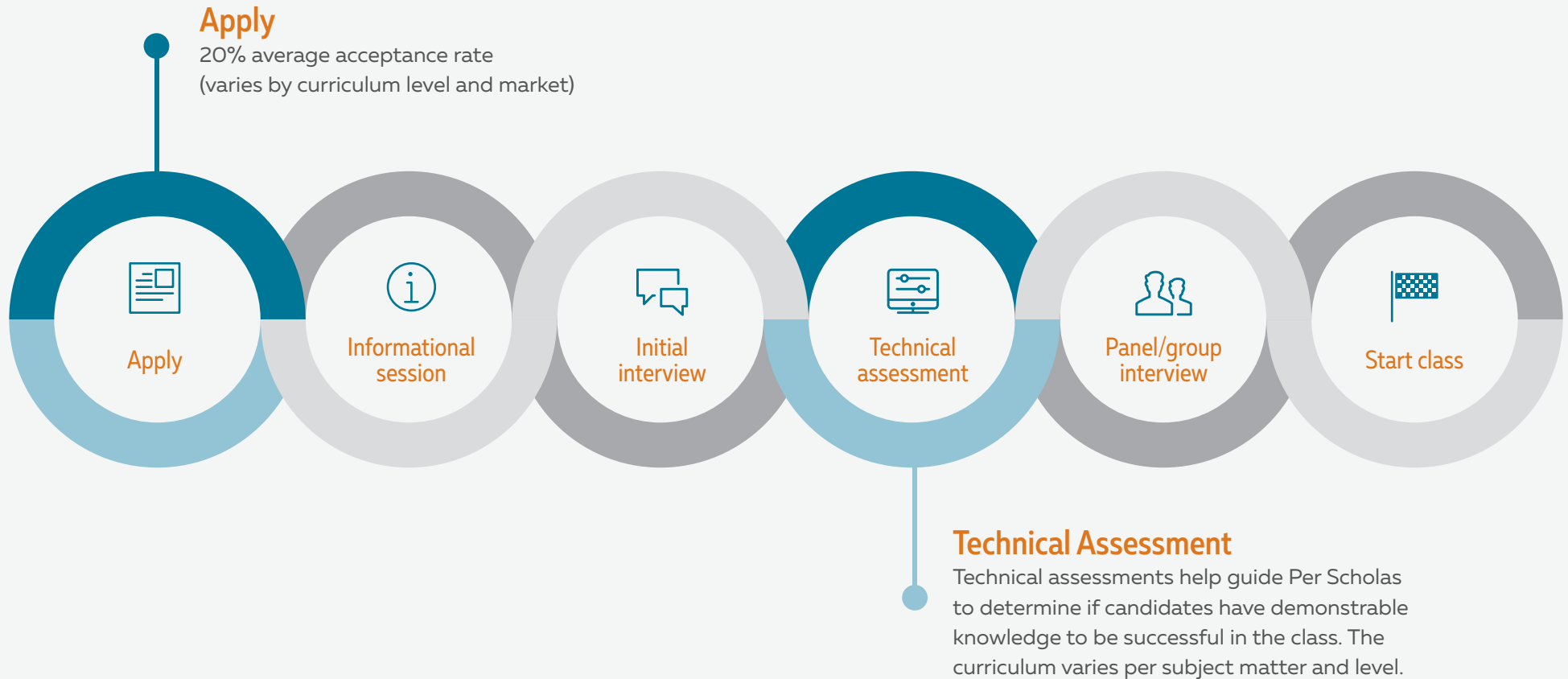
A more diverse talent pool

We have a proven track record of developing high-quality tech talent from nontraditional sources and diverse backgrounds.

Employers' Voices

"The people of Per Scholas and TEKsystems do all they can to help graduates succeed. Graduates have the computer experience and understand the technology, but they bring much more. They take initiative. For example, a recent graduate is now a team lead for us. He's always there with a pencil and a piece of paper—attentive and listening. He's so eager to help. When he started, he didn't silo himself at his desk. If we had downtime, he would not be on his phone on social media, he would come to me and say, 'What else can I help you with?'"

— Nicole Ford, Technical Implementation Manager, Nonprofit Health System

"Graduates of the program contribute from day 1. They not only have the technical skills to fulfill their responsibilities, but they also have those soft skills that can be hard to come by in today's market. They are dedicated professionals who make a positive impact. We're proud to have graduates of the TEKsystems and Per Scholas partnership working for our company."

— Technology Executive, Financial Institution in Boston

"Having employees with diverse backgrounds make our teams stronger. It's incredible to see the perseverance exhibited by the Per Scholas graduates on our team. Their perspective, commitment and drive make them high-performing contributors."

— Dave Jackson, Executive Director of Digital Workplace Services, TEKsystems Global Services

CURRICULUM

We choose the training track based on the types of technological initiatives organizations are investing in within that local market.

- Big Data Programmer Analyst
- Cloud/DevOps
- Coding Basics
- Cybersecurity and Cyber Ops
- Full-stack Java Developer – Beginner, Mid-Level
- Network / IT Support: CompTIA A+, CompTIA Network+
- Programmer Analyst
- Quality Assurance
- Salesforce Admin

Admissions Process

Apply
20% average acceptance rate
(varies by curriculum level and market)

| Apply | Informational session | Initial interview | Technical assessment | Panel/group interview | Start class |

Technical Assessment
Technical assessments help guide Per Scholas to determine if candidates have demonstrable knowledge to be successful in the class. The curriculum varies per subject matter and level.

Transforming
Communities

Transforming Communities

With a customized training partnership model, TEKsystems and Per Scholas are able to bring their individual strengths to achieve our shared goal: creating opportunity.

Per Scholas has developed a unique skills development program that reaches out to individuals underrepresented in tech to meet the surging demand for technical talent—and it has shown to be so effective that it can increase a graduate's income by up to 300% postgraduation.[4]

TEKsystems is the largest IT talent provider in the U.S. We're in over 100 markets and work with over 6,000 clients annually. We have a pulse on the market—and we do the research to back it up.

Joining forces, we're able to bring these combined strengths to growing technology hubs that could benefit from this type of skills training and career placement program.

In other words: We want to make sure our investment is intentional in order to maximize its impact.

We turned to the research. Which U.S. cities would benefit most from this type of partnership? Which cities have the infrastructure in place, the economic demand and ability to deliver and support our graduates during the program and postgraduation? We looked at several high-potential technology markets across the U.S. and evaluated them to determine where we felt our customized partnership would make the most impact.

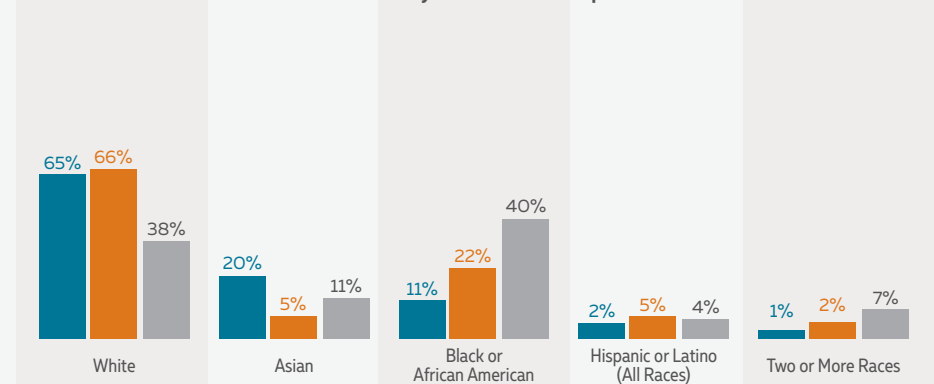## Diversity of the IT workforce

Does the IT talent in that market reflect the community in which it serves? It takes unique perspectives rooted in different backgrounds to create innovative solutions to the most pressing business and technology challenges. TEKsystems has been intentional about building a company that represents the communities where we work and live. That starts with actively building a pipeline internally and for our clients that reflects diversity across many dimensions.

Using the Detroit market as an example, 22% of its population is Black or African American, but only 11% of that population is reflected in the city's IT workforce.[3] Per Scholas' recruitment model uses digital methods and community engagement to drive applications from underrepresented talent pools. Since the program is tuition-free, this opens the door to opportunities for those whom cost may have been a prohibitive factor in pursuing greater professional development. Prerequisites vary depending on the course and market, but the admissions process is designed to find candidates that not only meet those minimum requirements but also demonstrate the right passion, commitment and motivation to invest themselves in such a rigorous program.

Inside the Detroit IT Talent Market: Diversity[3]

Race/Ethnicity Workforce Comparison

	White	Asian	Black or African American	Hispanic or Latino (All Races)	Two or More Races
% of IT Employment	65%	20%	11%	2%	1%
% of Population	66%	5%	22%	5%	2%
2020 Detroit Cohort	38%	11%	40%	4%	7%

Demand for IT talent

Is there a high demand for IT talent that the current labor market isn't meeting? In the last 12 months, there were over 64,000 IT job postings in the Detroit-Warren-Dearborn, Michigan, metropolitan statistical area.[3] Even with the current economic situation, the supply of highly skilled IT talent is still constrained by bachelor's degree minimums (only 30% of Detroit population has a bachelor's degree or higher)[3], experience requirements, a large retiring workforce and H-1B visa uncertainties. There is tremendous opportunity to fill the gap between supply and demand with developing talent through skills training programs like Per Scholas.

Inside the Detroit IT Talent Market: Demand[3]

In the last 12 months there were:

5,809

employers competing for talent

64,588

job postings

Only 30% of the Detroit area population hold a bachelor's degree or higher.

"We're proud to support training programs in new cities to address the high demand for skilled IT talent from our customers and the communities we serve, giving more people access to life-changing education."

Faith Johnson, Vice President of Human Resources, TEKsystems

Top IT Jobs in Detroit [1]	Employment	Demand (job postings last 12 months)
Software Developers and Software Quality Assurance Analysts and Testers	27,890	33,217
Computer User Support Specialists	9,240	6,626
Network and Computer Systems Administrators	3,540	5,100
Information Security Analysts	1,280	2,751

Largest Employers in the Detroit Market Hiring IT Talent[7]

Ascension Michigan	Henry Ford Health System
Beaumont Health	Rock Ventures
FCA US LLC	Trinity Health
Ford Motor Co.	University of Michigan
General Motor Co.	U.S. government

Opportunity for growth

Will graduates have the greatest opportunity for professional and personal growth in this market? As we've mentioned—these training programs are rigorous. Learners demonstrate perseverance and resilience both inside and outside of the classroom. We want to make sure there is the greatest opportunity for success as they move from that classroom to a career.

So, part of our evaluation looks at a city's infrastructure and competitiveness that may support or hinder long-term success.

For example, quality public transportation options are critical to a candidate's success both during the program and when they are placed in a job. And while the average starting wage for Per Scholas alumni is $21+ an hour—that budget doesn't go the same distance in all U.S. cities. CBRE Group, Inc, the largest commercial real estate services and investment firm in the world, ranks the competitiveness of markets. San Francisco, a highly competitive market, is ranked at 200. Comparatively, Detroit ranks at 20.[7] By investing in growing technology hubs, as well as established technology job markets, we offer a greater chance of economic mobility and a long-term career path.
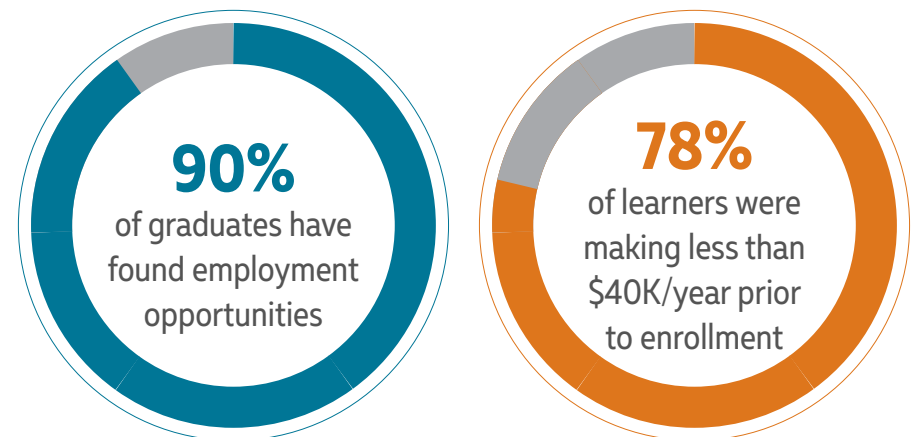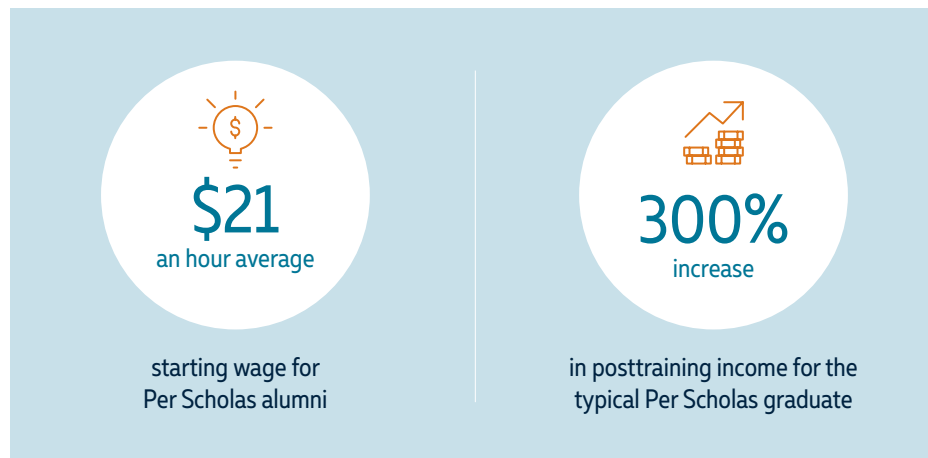
Summing it all up: The data reveals potential long-term community impact

The early results predict the significant impact this type of skills-based training can have on economic mobility in a community. A recent third-party study showed that Per Scholas graduates on average are 48% more likely to report life satisfaction and 50% less likely than the control group to rely on public assistance.[4]

Out of our 2019 graduates in Detroit, 90% have found employment opportunities. And with a $21/hour ($43,600/annually) average starting wage for Per Scholas alumni, the data indicates that at least 78% of graduates will see salary increases upon graduation.

Through this partnership, we are on track to train hundreds of job seekers across Detroit and all of our partnered training markets by 2022. This career transforming program could have a life-changing impact not only for the graduates themselves but also for hundreds of families. ***The impact could be generational.***

Detroit, Network Class of 2019

$21
an hour average

starting wage for
Per Scholas alumni

300%
increase

in posttraining income for the
typical Per Scholas graduate

90%
of graduates have
found employment
opportunities

78%
of learners were
making less than
$40K/year prior
to enrollment

Sources:

1. Bureau of Labor Statistics
2. National Center for Education Statistics
3. Economic Modeling Specialists International
4. Per Scholas, 2019-2020
5. Upjohn Institute for Employment Research
6. Detroit Regional Chamber
7. CBRE Group

About TEKsystems

We're TEKsystems. We accelerate business transformation for our customers. We bring real-world expertise to solve complex technology, business and talent challenges—across the globe. We're a team of 80,000 strong, working with over 6,000 customers, including 80% of the Fortune 500 across North America, Europe and Asia, who partner with us for our scale, full-stack capabilities and speed. We're strategic thinkers, hands-on collaborators, helping customers capitalize on change. We're building tomorrow by delivering business outcomes and driving positive impacts in our global communities. TEKsystems is an Allegis Group company. Learn more at TEKsystems.com.

About Per Scholas

Per Scholas is a national organization that has been advancing economic mobility for 25 years. Through rigorous 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 at businesses ranging from Fortune 500 companies to innovative startups. With campuses in 14 cities, Per Scholas has trained more than 12,000 individuals in tech skills, building bridges to careers in technology.

To learn more about the TEKsystems and Per Scholas partnership, contact us at perscholas@TEKsystems.com.

TEKsystems