



CHANGING THE FUTURE OF TECH

npower

LAUNCHING TECH CAREERS.
TRANSFORMING LIVES.



ADVANCING COMMUNITIES

BY CULTIVATING UNTAPPED TECH TALENT TO FUEL
THE ECONOMIC ENGINE OF AMERICA.

Empowering individuals with in-demand skills and equalized opportunities, transforms lives and creates systemic change in our most vulnerable communities. **Moving just one person from a low-income job or unemployment to a successful career in technology can break the cycle of generational poverty for an entire family.**

*Your investment can
make extraordinary
things possible.*

We seek forward-thinking, innovative funders and investors, who believe in alternative learning and career paths, and can help us further our impact.



STRATEGIC IMPERATIVE

ADDRESSING THE NEEDS OF BUSINESS AND COMMUNITY

In today's economy, nearly every company is a tech company with a need for IT and digital talent. According to Korn Ferry, by 2020, the technology, media, and telecommunications industries may be short more than **1.1 million** skilled workers globally.

An anticipated **8.6 million** new tech jobs are expected to emerge over the next decade. Rethinking hiring practices by making room for credentialed young people and veterans who have the technical and professional skills will meet employer needs. Diversity and inclusion go hand-in-hand with business excellence.

PROBLEM 1
LACK OF ACCESS

Too few young adults from underserved communities and veterans have access to launch successful careers in the digital economy, limiting their opportunity to participate.

PROBLEM 2
SKILLS GAP

There is an inadequate domestic pipeline of skilled, diverse employees prepared to meet the demands of the digital labor market.

OUR VISION IS AMBITIOUS

Our vision can only be realized in partnership with aligned and committed funders, companies, academic institutions, volunteers and nonprofit and government collaborators. We are actively seeking partners who share a common goal of a diverse, technology workforce and greater pathways for social and economic mobility.

VISION

NPower envisions a future where the technology workforce is diverse, and clear pathways exist for all people regardless of ethnicity, gender, or socio-economic background to succeed in our digital economy.


MISSION

NPower creates pathways to economic prosperity by launching tech careers for military veterans and young adults from underserved communities.

GOAL 1

NPower is on a 5-year course to place a minimum of **15,000** NPower students, cumulatively, across our programs and geographic footprint over the next five years and be on a path to serve **50,000**.

GOAL 2

 NPower will monitor and help to increase 3-year wage growth for our alumni base.

OUR PROVEN MODEL

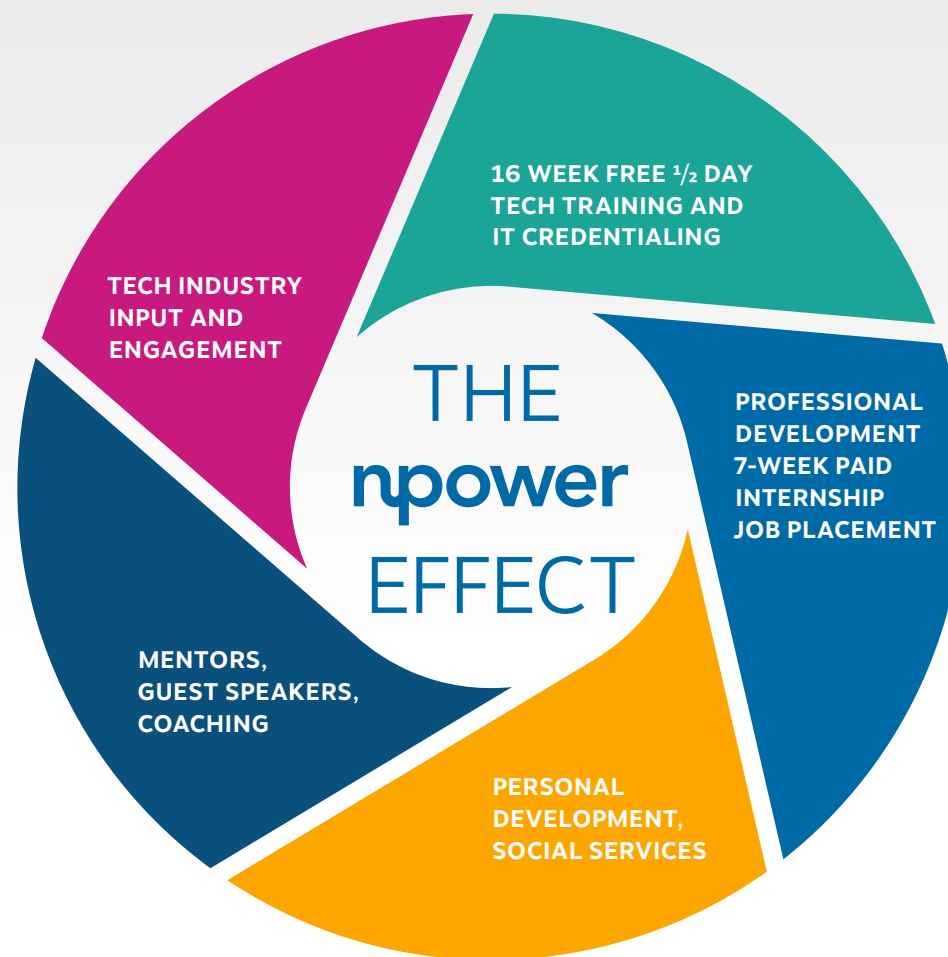
A \$7,500 INVESTMENT IN ONE STUDENT CAN LEAD TO AN INCREMENTAL \$1 MILLION OF INCOME IN THEIR LIFETIME.

TECH JOB SEEKER

RECRUITMENT & ONBOARDING

STUDENT DEMOGRAPHICS

- 76% Black / Latinx
- 30% Women
- 40% Veteran
- 65% Unemployed
- 35% Underemployed



EMPLOYED PROFESSIONAL

ALUMNI SUPPORT

- Advanced credentialing in Cybersecurity and Cloud computing
- Professional development and ongoing coaching
- Career planning and advice

RESULTS

- 4,000 Alumni
- 80% Graduation Rate
- 80% Employment or Continued Education Rate
- 405% Average Increase in Young Adults' Salary
- 209% Average Increase in Veterans' Salary



ApprenticeshipUSA

NPOWER IS AN IT GENERALIST AND CYBERSECURITY SUPPORT TECHNICIAN REGISTERED APPRENTICESHIP PROGRAM

**WE TRAIN TO THE
NEEDS OF INDUSTRY.**

Our curriculum is vetted by our employer partners. It is designed to respond to market needs and prepare our students for immediate employment.

**WE HELP THOSE WHO
MOST NEED NPOWER.**

We serve those who can most benefit and who are qualified to complete the program: highly motivated young adults, ages 18–25, and veterans and military spouses with low to moderate incomes and a minimum high school education.

WE CARE ABOUT CAREERS.

Our success is not measured by the number of students we train, but by the number of career-track jobs in which our students are placed, and by 3-year wage growth following completion of our core program.

**WE INVEST IN THE
GROWTH OF OUR ALUMNI.**

Our program model has proven successful in getting our alumni to the first rung of the technology career ladder. We support alumni with continued professional development including advanced training and credentialing opportunities.

**WE MAXIMIZE
INSTALLED CAPACITY.**

NPower can more effectively train and place students by penetrating the tech-related job market of existing program locations—rather than growing to new hubs. Our first priority is to grow our share of entry level jobs from 0.5% to 2–3% in our existing markets.

**WE ARE TRANSPARENT ABOUT
OUR SUCCESS, AND FAILURES.**

Organizational performance metrics must be incorporated into everything we do.

FOUNDATIONAL PRINCIPLES

PROVEN ABILITY TO SCALE



CURRENT LOCATIONS

San Jose, California
Toronto, Ontario, Canada
Jersey City, New Jersey
Brooklyn, New York
Harlem, New York
Baltimore (East & West), Maryland
St. Louis (North & Midtown), Missouri
Dallas, Texas

COMING IN 2019-2020

Detroit, Michigan
Newark, New Jersey

NPower is expanding our program serving 40% more students, expanding course offerings, and entering new regions. NPower has grown from a \$6 million to a \$23 million organization in only three years with nearly 60% of revenue derived from corporate partners. We plan to serve over 1,200 students in 2019 around the country including new classrooms in East Baltimore, North St. Louis and Brooklyn. New expansion sites include Newark and Detroit, bringing education and employment opportunities to talented individuals searching for a path to economic success.

NPower has identified three primary platforms for scale.

NEW MARKETS

NPower is examining a number of new expansion markets. Criteria we use for selection include an ecosystem of employers and a community in need of skill-building; two-years of upfront funding; and unmet need for IT training for the audiences we serve.

ON-BASE TRAINING

NPower has been designated as an “official resource” for transitioning veterans at Camp Pendleton in California. This is the first step toward expanding our reach within the veteran community in a more comprehensive way. With full training approval by the Department of Defense, we anticipate exponential growth in the number of veterans we can serve over the next five years.

HBCU PILOT

Historically black colleges and universities (HBCUs) have filled a critical void for equality in American higher education. Yet many smaller institutions lack adequate technology training. NPower is piloting programs at two HBCUs to offer access to training and credentials that their students would otherwise lack. There are currently 40 students enrolled in this pilot. Our long term goal is to improve post-collegiate job placement rates.

INVESTMENT OPPORTUNITIES

SUPPORT NPOWER'S BOLD VISION TO REACH AND CHANGE MORE LIVES

BUILD CAPACITY \$4,000,000 DEEPEN NPOWER'S SUSTAINABILITY, RESILIENCE AND INNOVATION CAPABILITIES

- \$ 1,260,000 Expand marketing, business development and fundraising capacity
- \$ 640,000 Invest in leadership development and training
- \$ 650,000 Establish an Innovation Fund for Future of Work R&D
- \$ 1,450,000 Strengthen core infrastructure, including financial and data analytics systems

BOLSTER TRAINING \$2,000,000 INCREASE 3-YEAR WAGE GROWTH FOR NPOWER ALUMNI

- \$ 525,000 Increase access to NPower's advanced training courses for alumni
- \$ 475,000 Provide professional development and mentor support for alumni
- \$ 1,000,000 Strengthen NPower's online learning platform

SCALE PROGRAMS \$26,050,000 PLACE 15,000 STUDENTS IN CAREERS BY 2023, AND BE ON A PATH TO SERVING 50,000

- \$ 10,000,000 Expand to five new regions
- \$ 7,550,000 Expand service capacity in existing regions
- \$ 1,050,000 Develop curriculum and instructor talent through Instructor Institute
- Discover new outreach and service platforms
- \$ 4,450,000 Partner with Historically Black Colleges and Universities
- \$ 3,000,000 Conduct on-base training for transitioning military personnel

STUDENT JOURNEYS

IVAN ALVARADO

U.S. Marine Corps Veteran, NPower New Jersey
Associate Technology Support Analyst, Deloitte

Ivan enlisted in the Marine Corps at age 18 to serve his country and help build a strong foundation for his family. After serving in Operation Iraqi Freedom, he transitioned into the civilian world where his true challenges began. After five years of service, Ivan has been open about his continued struggles with post-traumatic stress disorder. Prior to NPower, Ivan was a housekeeping aide at a VA hospital.

"NPower saved my life. Once I began to see the actual benefit of what the program offered its students, I became filled with excitement about the possibilities before me. They offered me much more than I could have ever hoped for and when they took me in, they made me feel as if my service to this country was truly appreciated. I got the tools necessary to start a promising career that would help financially secure my family's future."

Through NPower, Ivan was placed in an internship with Deloitte in technical support services and, within five weeks, was offered a full-time position as an associate technology support analyst making 45% more than he was before the program.



ATEIKA SAMUEL

NPower New York Graduate
Intermediate System Specialist, Citi

Ateika was a 20-year old single mother when she emigrated from St. Vincent to New York in early 2016. She had limited professional experience, which included working at a restaurant as a shift supervisor, to support her family back in St. Vincent.

Before enrolling in NPower's training program, she had been unemployed for six months in the U.S.

Though she always had an interest in technology, she lacked any formal training or any IT-related work experience. Through NPower, Ateika developed essential IT skills, obtained her CompTIA certification, and secured an internship at Citi as a Support Desk Analyst.

Ateika's life changed with this opportunity. She was now able to plan for her and her son's future in a meaningful way. Recently, in October 2018, Ateika was offered employment directly by Citi, and was promoted to work with the executive leadership team as an Intermediate Systems Specialist.

She now earns more than four times what she earned prior to NPower, with benefits and job security. And she is poised for future success as a technology professional.

"The NPower family has given me everything I need to achieve success: practical training; emotional encouragement; boosted self-confidence; and the real-life opportunities that placed me on the road to my job with Citi Group."



LEE DOUGLAS

NPower Maryland Graduate
IT Specialist, On Point Help

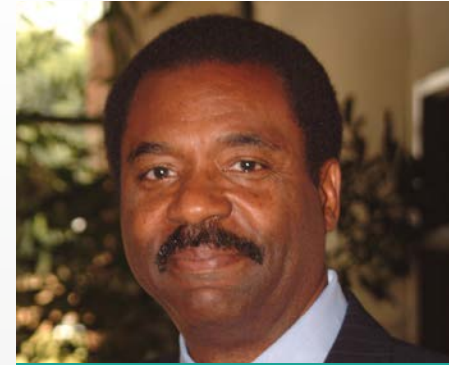
Lee Douglas is a lifelong resident of Baltimore City and an NPower Maryland graduate. Prior to joining the Tech Fundamentals program, Lee was working at a hotel making below minimum wage and struggling to gain financial stability. Lee was desperate to change his environment due to the negative social factors that surrounded him. His biggest inspiration for joining the program was his desire to provide a better life for his daughter. During the program, Lee was able to vastly improve his technical skills, earn a CompTIA certification and land his seven-week internship with a local IT company, On Point Help. After four months, that internship became a full-time IT Specialist job. Lee is currently expanding his skillset and taking on more responsibility with the company while pursuing his Network+ and Security+ certifications.

"I love that NPower's program connected me to some of Baltimore's brightest young people and mentors. I plan to pursue more certifications, build relationships with other professionals, and return to university to earn a degree in electrical engineering and computer science."



PARTNER TESTIMONIALS

THE RECOGNIZED VALUE OF NPOWER TALENT



WORLD WIDE TECHNOLOGY

“Partnership with NPower is extremely important to our long-term viability and competitiveness in the global marketplace. If we don’t do this, who will? As we all know, our faces, persons of color, are conspicuously absent in this field and there is vital intellectual capital, experience and collective capacity that is needed at the table for innovation to happen. This collaboration is important.”

DAVE STEWARD, CHAIRMAN AND FOUNDER



DELOITTE

“We are proud of our partnership with NPower. Their program provides the training and skills deserving students need to succeed in the specialized technology workforce. Deloitte has been hosting internships and hiring graduates for many years and we’re not only impressed with the talent and skillsets of these workers, but proud of the overall impact our support provides.”

LARRY QUINLAN, GLOBAL CHIEF INFORMATION OFFICER



BANK OF AMERICA
CHAIR OF NPOWER’S BOARD OF DIRECTORS

“We are proud to partner with NPower. The program provides an opportunity for Bank of America to connect NPower students to the training and skills they need to succeed in an increasingly specialized workforce. We all benefit from this relationship; not only are our employees fulfilled from volunteering, training and sharing their experiences with students, but seeing firsthand the positive impact our support provides is especially gratifying.”

DAVID REILLY, CIO, GLOBAL BANKING AND MARKETS



KPMG

“For the past couple of years, NPower interns have played an important role in KPMG’s St. Louis office. They’ve helped our IT team to upgrade the firm’s communications tools, assisted with an important internal change management project, and provided excellent service to clients who contacted our call center. NPower interns have proved to be valuable team members and we look forward to working with them in the future!”

KAREN VANGYIA, MANAGING PARTNER



CISCO SYSTEMS

“We need to find new solutions to solve the tech labor shortage problem. This partnership with NPower gives their pool of newly trained tech talent a deeper understanding of critical hardware, software, and networking skills required by many jobs today and in the future.”

GUILLERMO DIAZ, SVP, CUSTOMER TRANSFORMATION

NPOWER SUPPORTERS

UNDERWRITERS | \$750K+



SPONSORS | \$250K+



PARTNERS | \$100K+

The Abell Foundation	Cognizant	Ira W. DeCamp Foundation	Foundation
Ainslie Foundation	Fidelity	Mastercard	St. Louis Community Foundation
Bob Woodruff Foundation	First Data	New York Community Trust	Tata Consultancy Services
The California Wellness Foundation	The Hearst Foundations	The Pinkerton Foundation	Tiger Foundation
Centene Charitable Foundation	Heckscher Foundation for Children	Publicis Sapient	Workday
		The Sobrato Family	

SUPPORTERS | \$50K+

The Achelis & Bodman Foundation	Bloomberg Philanthropies	Philanthropy Fund	Netscout
American Express	Capital One	Emerson	St. Louis Regional Business Council
Ascension Information Services	Carl B. & Florence E. King Foundation	France-Merrick Foundation	Verizon
Atlas	Corteva Agriscience	JobsFirstNYC	Vodafone
	Craig Newmark	The Meadows Foundation	

TECHNOLOGY PARTNERS

Cisco Systems
HPE
Zoom

FRIENDS

Agorai
CaaStle
Hunt Consolidated, Inc.

Mesosphere
PowerSchool
TCC Group

Thanks to our government partners, the U.S. Department of Labor, Maryland and New Jersey Department of Labor.



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