



# THE PATHWAY *Builders*

*Rewire Dreams – Fund the Future*

**npower** LAUNCHING TECH CAREERS.  
TRANSFORMING LIVES.

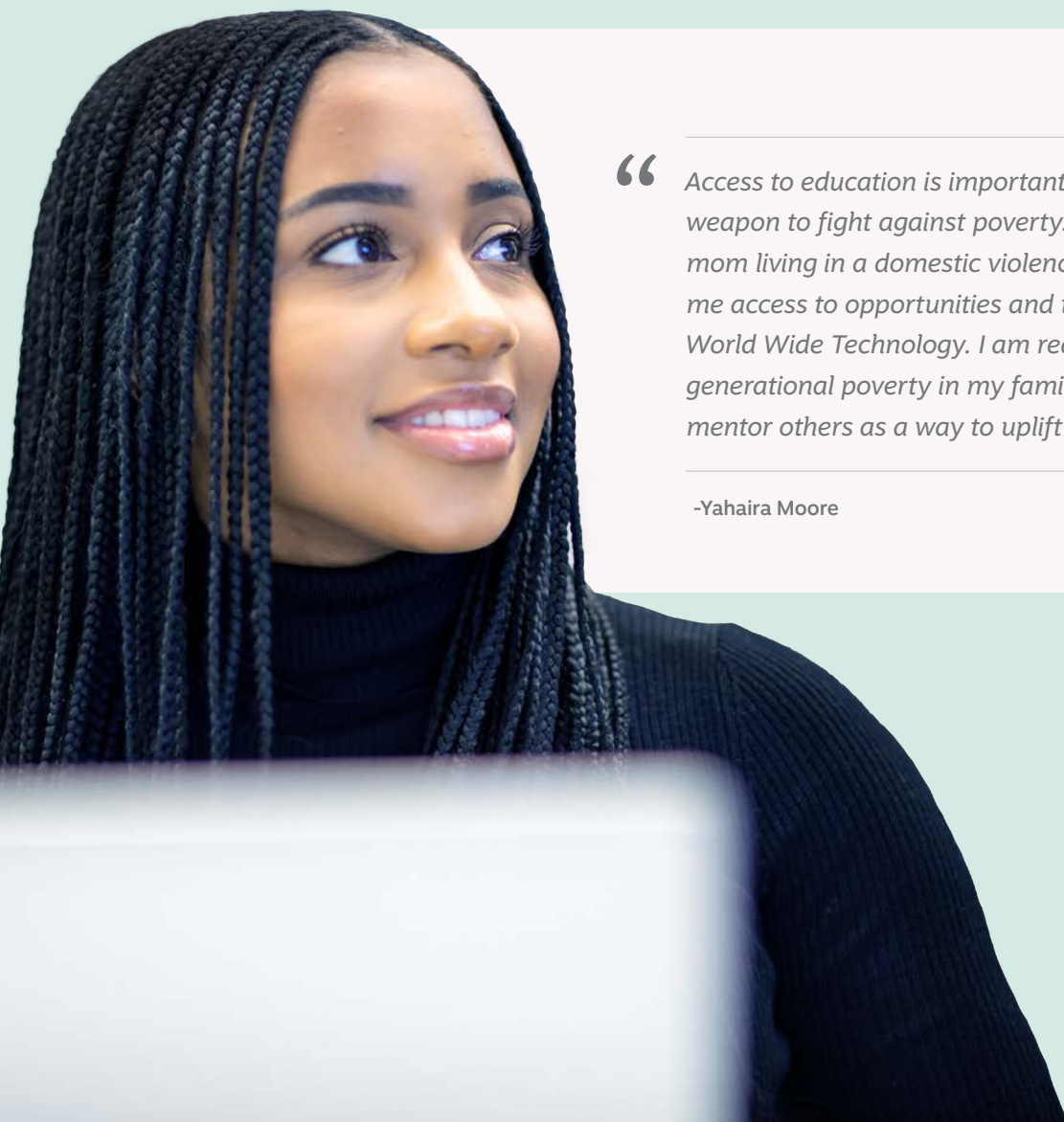
# *Our impact is* **LIFE-CHANGING**

“*The NPower experience truly reignited my passion. The experience I gained was more profound than I could have ever hoped for. I know this career path and my newfound skill set will allow me to positively impact the lives of people.*”

—Jevante Smith, Tech Fundamentals

**Immediately after high school**, Jevante started working part-time as a line cook at a local restaurant to pursue his dream and passion of becoming a chef. His dream career suddenly came to a halt, when he was let go due to the pandemic. Unemployed and seeking a new career path and direction, Jevante joined NPower. He took full advantage of the opportunity – discovered a newfound passion in tech, obtained his CompTIA IT Fundamentals+ certification and a Google IT Support Certificate.

With dedication and support from NPower, Jevante went from part-time line cook to tech professional in less than a year and landed a coveted salaried IT internship with Citi.



“Access to education is important because education is a weapon to fight against poverty. Ten years ago I was a single mom living in a domestic violence shelter. NPower allowed me access to opportunities and they connected me with World Wide Technology. I am really making a step in breaking generational poverty in my family and it is my responsibility to mentor others as a way to uplift my community out of poverty.”

-Yahaira Moore

Yahaira completed NPower New York's Tech Fundamentals and Cloud Programs. Through NPower she has earned her CompTia A+ certification and is an AWS Certified Cloud Practitioner. Currently, Yahaira is thriving as an Associate Managing Consultant at World Wide Technology.



# *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.

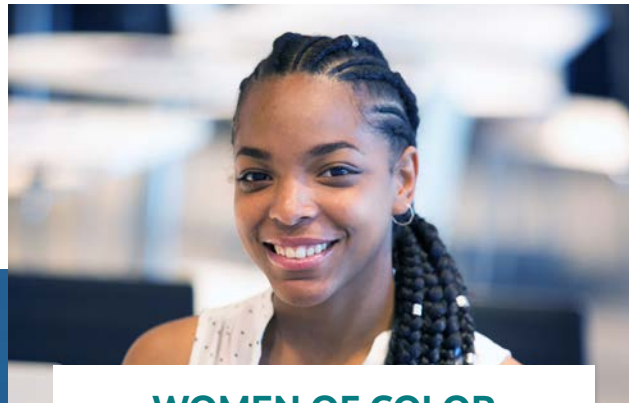
We seek forward-thinking individuals who believe in alternative learning and career paths, and can help us further our impact.

**BECOME A**  
*Pathway Builder.*

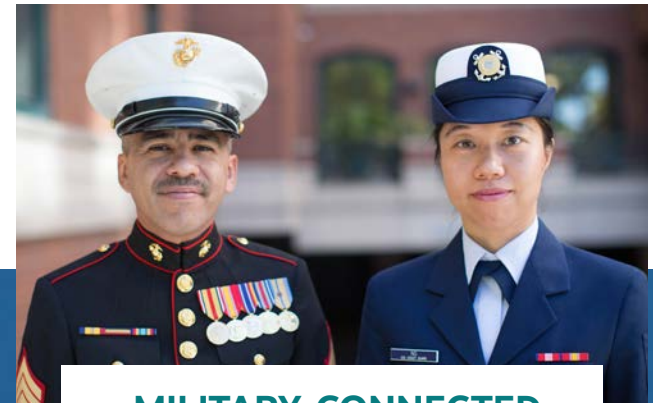
*Your investment can make extraordinary things possible.*



**YOUNG ADULTS**



**WOMEN OF COLOR**



**MILITARY-CONNECTED**

**SERVING A**  
*Diverse Population*

NPower serves a population (1,300 annually) of young adults, women and veterans that are confronting pivotal life transitions. 100% of all students are unemployed or underemployed based on the federal poverty level.

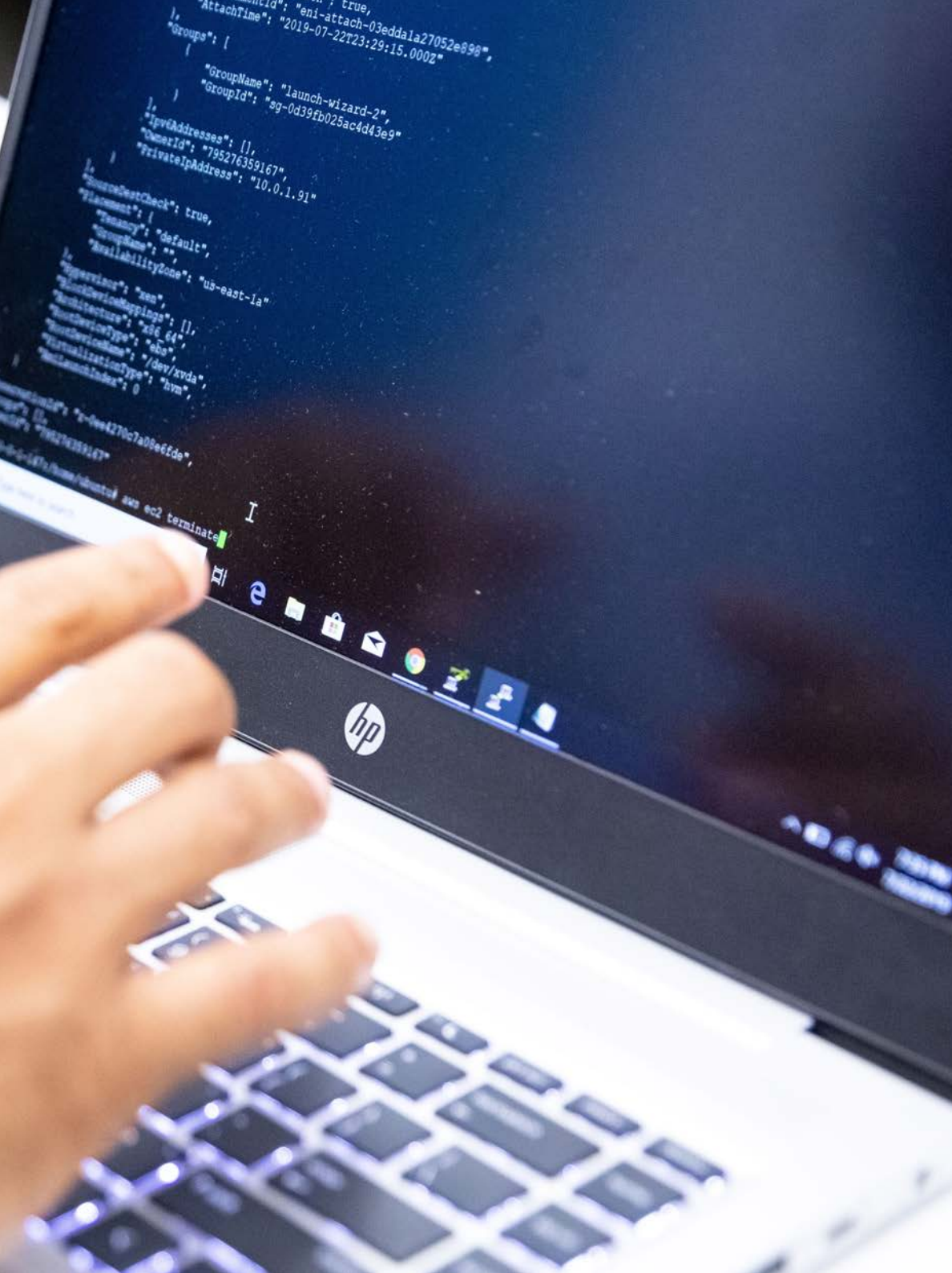


A hand is pointing at a laptop screen. A large, semi-transparent teal arc is overlaid on the image, starting from the top left and curving towards the right. The background is a blurred image of a laptop and a hand.

# *Addressing the Needs* **OF BUSINESS AND COMMUNITY.**

**According to the US Bureau of Labor Statistics,** U.S. tech sector employment is projected to grow at the fastest rate of all occupations with more than **8.8 million** tech jobs available by 2028.

Companies are now rethinking their hiring practices and looking for alternative pathways to fill their pipeline. This includes interviewing those choosing a non-traditional alternative to a two- or four-year college degree and selecting from a larger pool of individuals to increase diversity and inclusion in the workplace.



*NPower is scaling success, innovation,  
and a systems solution for:*



Seamless Transitions



Expanded, Customized  
Learning Pathways



Advancing Systemic Change



Serving 73,000 by 2030

## OUR VISION IS

# *Ambitious*

**We are a national nonprofit, rooted in community, that is committed to advancing race and gender equity in the tech industry.** Through skills training, real world experience, support and mentorship, NPower graduates launch burgeoning careers and a pathway to financial freedom for themselves and their families.

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

### OUR MISSION

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

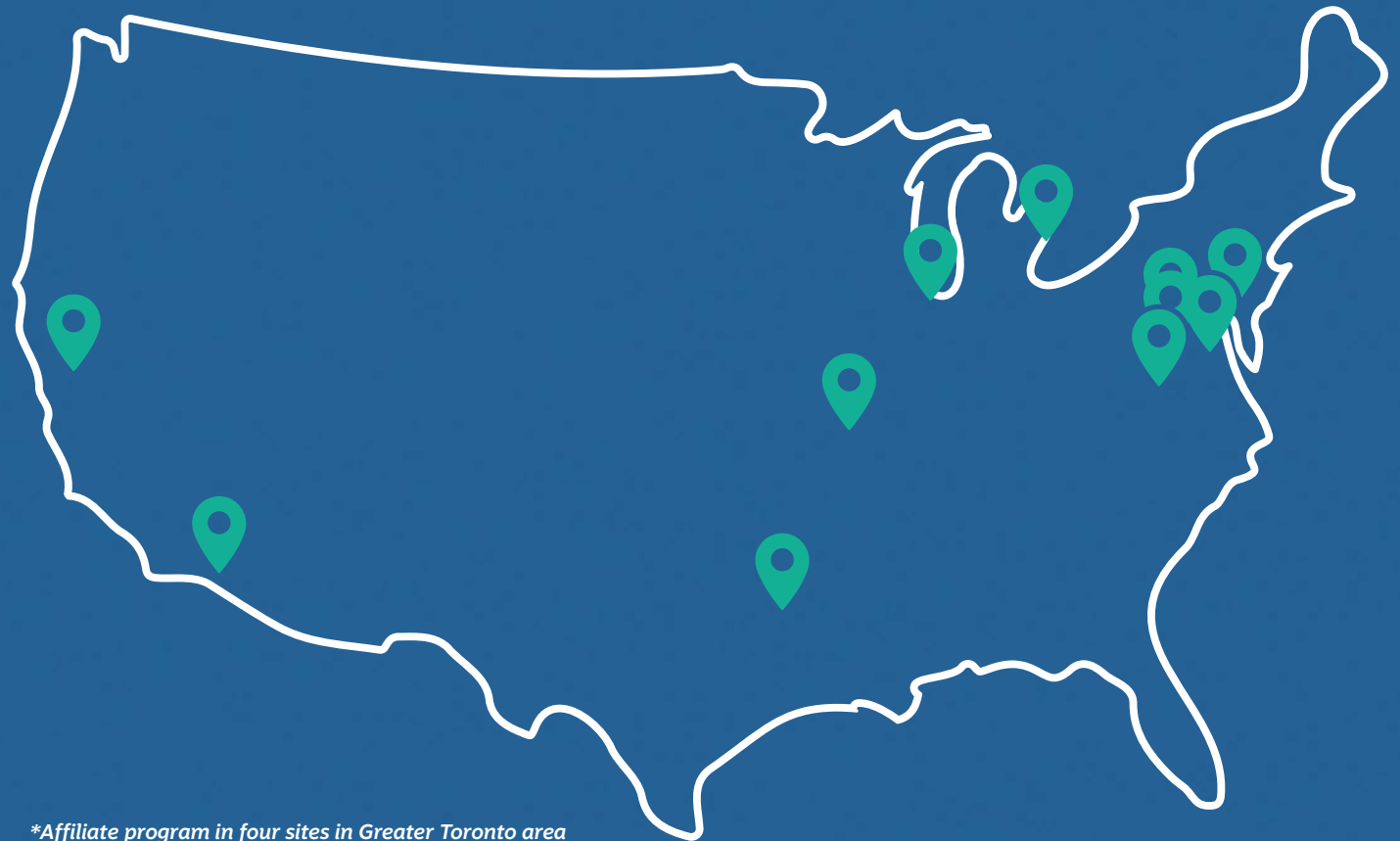
### OUR VISION

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.



## National FOOTPRINT

- Dallas, Texas
- San Jose, California
- Los Angeles, California
- Chicago, Illinois
- St. Louis, Missouri  
(North & Midtown)
- Detroit, Michigan
- Baltimore, Maryland  
(East & West)
- Jersey City, New Jersey
- Newark, New Jersey
- New York City, NY  
(Harlem & Brooklyn)
- Toronto, Canada\*



*\*Affiliate program in four sites in Greater Toronto area*

# OUR PROVEN Model

*For every **100** graduates placed in new jobs, at least **\$4M** in annual new salary revenue is put back into the local economy each year.\**

*\*Based on an average starting salary of \$40,000*

A **\$7,500** investment in one student can lead to an incremental **\$1 million** of income in their lifetime.

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Michael Keneni & Max NGuyen  
NPower California

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**RESULTS:**

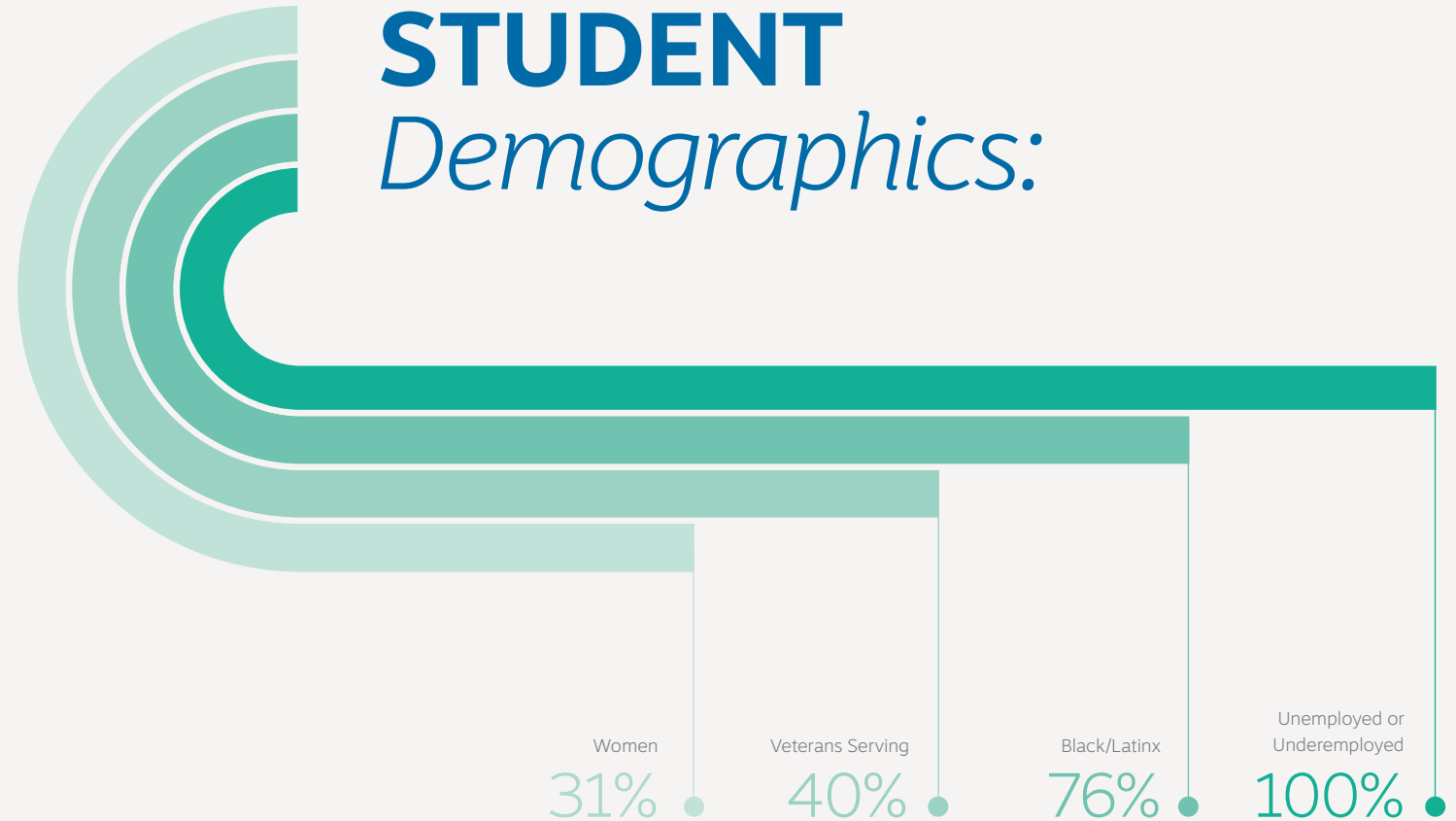
5,400+  
Alumni

80%  
Graduation rate

81%  
Employment  
or continued  
education rate

361%  
Average salary  
increase

# STUDENT *Demographics:*



ApprenticeshipUSA: NPower is an IT Generalist and Cybersecurity Support Technician Registered Apprenticeship program

# Become a PATHWAY BUILDER

*Support NPower's bold vision to reach and change more lives.*

## TAKE A MOMENT AND MAKE IT A MOVEMENT

“Your commitment will make the future of NPower's work so much better and benefit an immense number of people in its program. The gifts that you give will help people learn a skill, get a job, and put them on the path to their future. **I hope you will take a moment now to support this movement.**”

-Chris Perry, National Board Member since 2013  
NPower Pathway Builder

## AMBASSADOR | \$25,000+

### SPECIAL BENEFITS\*

- Invitation to CEO/Leadership breakfast

*\*Plus benefits of all lower levels*

## CHAMPION | \$10,000 - \$24,999

### SPECIAL BENEFITS\*

- Meeting with executive leadership

*\*Plus benefits of all lower levels*





## PARTNER | \$5,000 - \$9,999

### SPECIAL BENEFITS\*

- Opportunity for social media acknowledgement

*\*Plus benefits of all lower levels*

## SUPPORTER | \$1,000 - \$4,999

### SPECIAL BENEFITS\*

- Name listed in graduation books
- Name listed in NPower annual report
- Receive the NPower annual report
- VIP Access/Invitation to regional event
- Invitation to a donor-exclusive event

*\*Plus benefits of all lower levels*

## FRIEND | \$50/month+

### SPECIAL BENEFITS

- Electronic quarterly updates
- Invitation to Pathway Builder gatherings
- Invitation to an NPower graduation

# Special INITIATIVES

“*The lessons shared during mentorship interactions are as valuable to mentors as they are to mentees.*”



## COMMAND SHIFT

### *Accelerating More Women of Color in Tech*

Command Shift provides direction and support for strategies that invest in and inspire the advancement of young women of color in tech careers. The Coalition is comprised of corporations, nonprofits, and community organizations who will address the glaring inequity of women of color in technology by engaging them to pursue tech careers and motivating companies to hire them.



## ATCC

### *Advanced Training Coalition Collaborative*

This collaborative is dedicated to upskilling NPower graduates in advanced disciplines including cybersecurity and cloud computing and placing them in in-demand jobs.

*It is great to be able to learn alongside a mentee and develop new professional skills throughout the platform. It is also great to learn from a mentee's experiences. While mentees may be in the early stages of their career journeys, they still have valuable life lessons to offer and it is a wonderful experience learning together as a team.*

”

-Graham S., NPowerMATCH Mentor



## SKILLBRIDGE

### *Supporting Our Heroes*

As an extension of our military strategy, NPower is expanding our training program to address the unique needs of military personnel, while on-base and before transitioning to civilian careers. Our SkillBridge program substantially magnifies diversity, access, earnings, and equity in technology.

## NPOWERMATCH

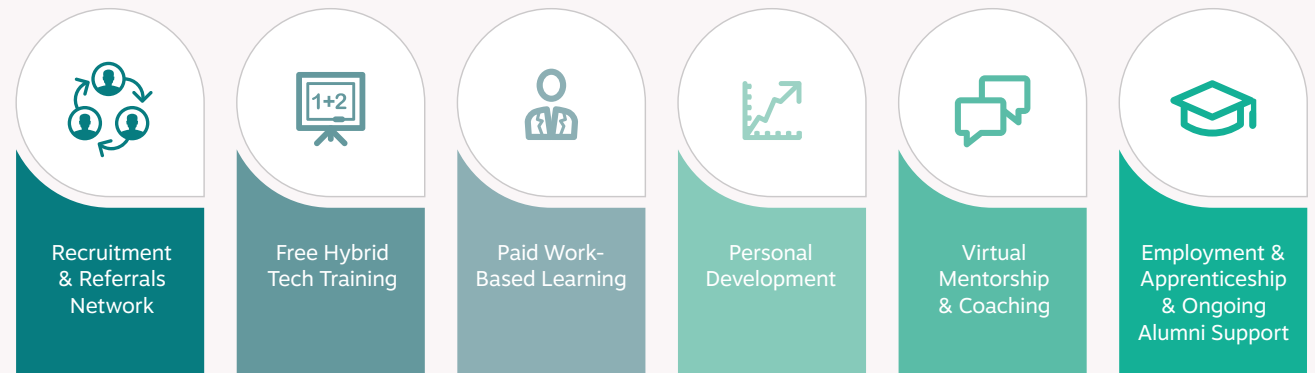
### *Inspire the Future of Tech*

NPower's virtual mentoring program for Tech Fundamentals trainees, is a 1:1 model that begins four weeks before the start of internship placement and continues for a total of six months. The NPowerMATCH online platform is a dedicated resource for pairs that provides program announcements, weekly learning materials for the professional development of mentees, and has a dedicated messaging feature for pair communication.

# NPOWER

## Future Program Model

*NPower launched a refresh of our five-year strategic plan with the lessons learned from our pivot in program delivery due to the impact of the COVID-19 pandemic.*



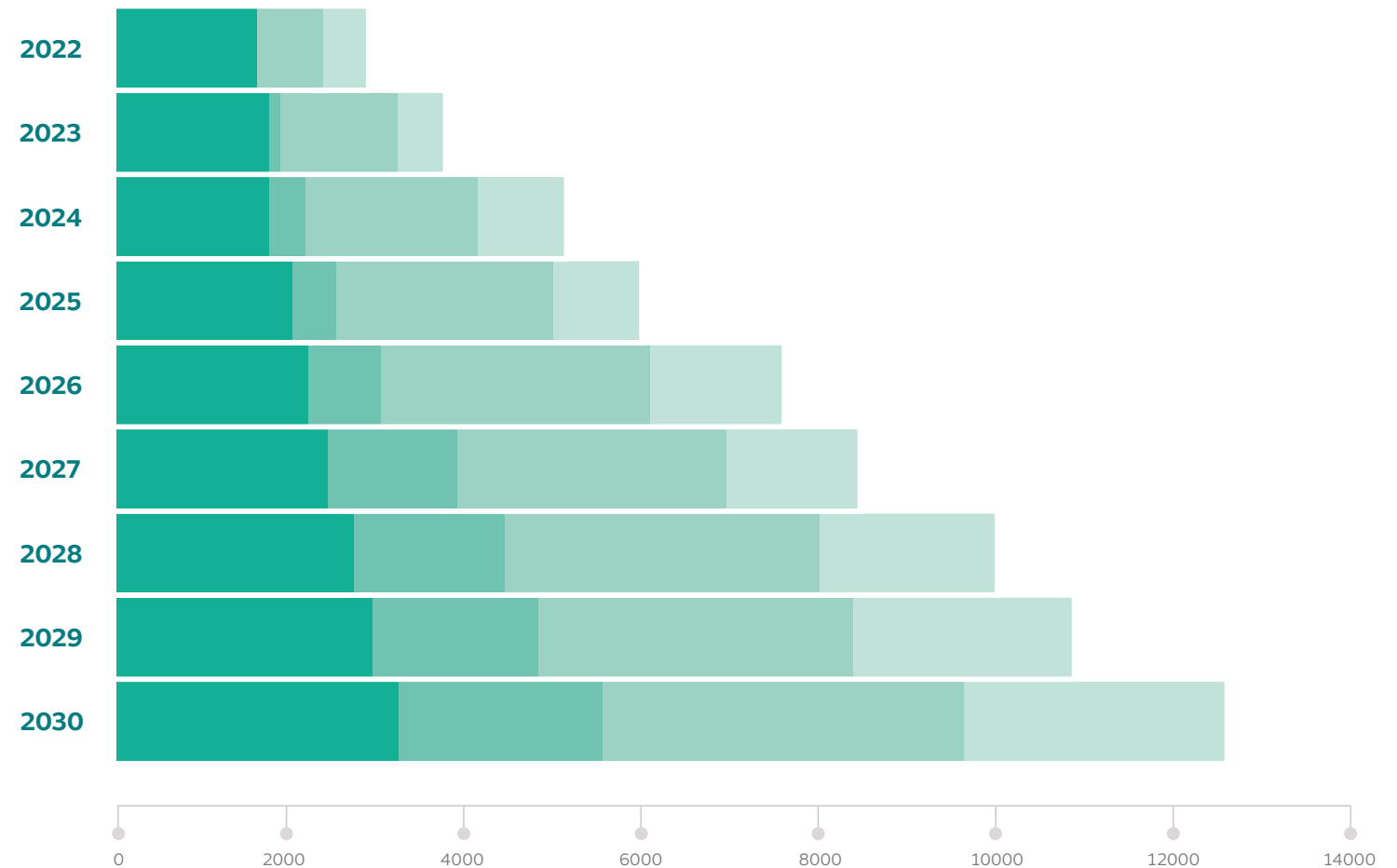
**As we move forward in organizational growth in 2021 and beyond,** four pillars redefine NPower’s innovative end-to-end workforce “system” for the 21st century, deeply connected to local communities and supported by a national infrastructure. NPower will sustain and grow our long-term plans for skills for employability with purposeful focus on seamless transitions from high school, military service, or under/unemployment to high-growth tech careers and/or college degrees and ongoing alumni support.

Our goal is to expand learning pathways customized to trainee competencies, aptitude and interests and to local employment market. Lastly, advancing systems change by advocating for credential and skills-based hiring. NPower is re-examining the definition of scale through innovative recruitment and employment partnerships.



## SCALE: *Bridging the Gap*

- Growth in current regions/programs
- New market expansion
- Skillbridge expansion
- Digital literacy programs (high school/other)



\*Assumes a total of 15 markets and 8 military base training locations by 2030

# NPOWER IS Grabbing Headlines

## FORT WORTH BUSINESS

*Grant helps NPower Texas launch careers in technology for veterans and military spouses*

-FWBP Staff

## THE ST LOUIS AMERICAN

*The Power of NPower: Technology training that gets your foot in the door*

-Art McCoy

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*"NPower, one of America's leading nonprofits for equity in tech, has received a \$250,000 grant from the Cognizant U.S. Foundation that will help more than 100 veterans and military spouses in the Dallas-Fort Worth area launch new careers in technology through **NPower's** Tech Fundamentals program. The 23-week Tech Fundamentals program consists of 16 weeks of intensive training..."*

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*"I can definitely say that **NPower** will help get your foot in the door and provide you with opportunities that would be a lot harder for you to get for yourself," Amenta added. Today, she has seven months of gainful employment at WWT, one of the 100 Best Companies to Work For® in 2021 for the 10th consecutive year by the Great Place to Work® and Fortune..."*

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## The New York Times

*Workers, in Demand, Have a New Demand of Their Own: A Career Path*

-Steve Lohr

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*"Ms. Franklin, 24, lost her job at a dog day care and walking service after Covid-19 hit last year. She decided to make the setback an opportunity, applied to the **NPower** program and completed the four-month course. The dog care service had reopened and Ms. Franklin was back walking dogs when an **NPower** job-placement coordinator called about an opening in an entry-level program at Bank of America..."*

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## SC MAGAZINE

*'I vowed I was going to teach people': NPower's trauma-informed training nurtures digital talent*

-Bradley Barth

*"NPower trains 1,200 students annually, 40 percent of them women of color. Training – which has taken place virtually since COVID-19 shut physical spaces down – includes technical skills such hacking, pen testing and logging, but it also covers the NIST, ISO and PCI cyber frameworks and how to conduct an IT governance audit. The program also emphasizes professional development, building up students' leadership and collaboration skills. "We want them to know there are so many different trajectories and different directions you can go in," said Vaughn..."*

## BUSINESS INSIDER

*I used a free 23-week course to land a steady tech role after losing my restaurant job. Here's how I did it.*

-Robin Madell

*"I did my own research and came across NPower's program, a national tech nonprofit that provides free IT skills training and certification to young adults and veterans. It was unlike anything I've ever done before. I was part of NPower's first fully virtual cohort during the pandemic, and I'd never taken a virtual class before..."*

## Forbes

*How 'Command Shift' Could Close The Pay Gap For Women Of Color In Tech*

-Tanya Tarr

*"The pandemic has had a devastating effect on gains women have made in pay parity. But could the solution to the exodus of women from the U.S. workforce be a new opportunity for workers—and particularly working moms—to upskill and pivot to a better career trajectory? A new coalition called **Command Shift** aims to try and do just that..."*

# FINANCIALS

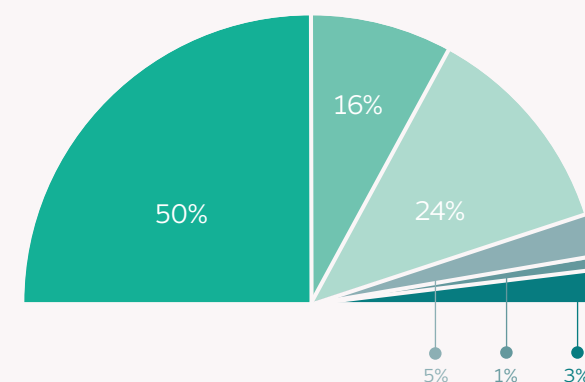
## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION DECEMBER 31, 2020 AND 2019

	2020	2019
<b>Assets</b>		
Current Assets		
Cash and cash equivalents	5,814,306	3,268,877
Contributions receivable	5,755,082	1,929,353
Accounts receivable	227,774	472,006
Prepaid expenses	475,865	168,711
Total current assets	12,273,027	5,838,947
Contributions Receivable, Long-Term, Net	1,198,038	330,718
Security Deposits	155,547	150,938
Fixed Assets, Net	2,284,406	2,564,114
Total assets	15,911,018	8,884,717
<b>Liabilities and Net Assets</b>		
Current Liabilities		
Accounts payable and accrued expenses	517,832	505,070
Accrued vacations payable	251,662	189,543
Accrued salaries, bonuses and related benefits	110,316	476,155
Deferred income	587,586	217,223
Total current liabilities	1,467,396	1,387,991
Deferred Rent	191,589	157,572
Total liabilities	1,658,985	1,545,563
<b>Net Assets</b>		
Net assets without donor restrictions	1,625,148	(852,269)
Net assets with donor restrictions	12,626,885	8,191,423
Total net assets	14,252,033	7,339,154
Total liabilities and net assets	15,911,018	8,884,717



## CONSOLIDATED STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS YEAR ENDED DECEMBER 31, 2020

	Without Donor Restrictions	With Donor Restrictions	Total
<b>Revenues, Gains and Other Support</b>			
Contributions	16,891,607	10,736,029	27,627,636
In-Kind Contributions	2,206,011	-	2,206,011
Special events income, net of \$325,717 in direct expenses	1,566,247	-	1,566,247
Program service fees	1,003,208	-	1,003,208
Interest income	3	-	3
Net assets released from restrictions	6,300,567	(6,300,567)	-
<b>Total revenues, gains and other support</b>	<b>27,967,643</b>	<b>4,435,462</b>	<b>32,403,105</b>
<b>Expenses</b>			
Program Services: Training programs	19,231,762	-	19,231,762
<b>Total program services</b>	<b>19,231,762</b>	<b>-</b>	<b>19,231,762</b>
<b>Supporting services:</b>			
Management and general	4,272,653	-	4,272,653
Fundraising	1,712,224	-	1,712,224
<b>Total supporting services</b>	<b>5,984,877</b>	<b>-</b>	<b>5,984,877</b>
<b>Total expenses</b>	<b>25,216,639</b>	<b>-</b>	<b>25,216,639</b>
Change in net assets before other item	2,751,004	4,435,462	7,186,466
<b>Other Item</b>			
Foreign currency translation loss	(273,587)	-	(273,587)
Change in net assets	2,477,417	4,435,462	6,912,879
<b>Net Assets, Beginning</b>	<b>(852,269)</b>	<b>8,191,423</b>	<b>7,339,154</b>
<b>Net Assets, Ending</b>	<b>1,625,148</b>	<b>12,626,885</b>	<b>14,252,033</b>



Revenue Mix

- Corporations
- Foundations
- Government
- Events
- Individual
- Internships & Projects

Results shown are preliminary as certain information from outside sources required to finalize the financial information is not yet available.

## Past Gala Honorees



2021  
**Michael C. Bush**  
CEO, *Great Place to Work*

**Leslie (Les) A. Brun**  
Chairman and CEO, *Ariel Alternatives*, and CEO, *Sarr Group*

2020  
**Julie Sweet**  
CEO, *Accenture*

2019  
**David L. Steward**  
Chairman & Founder, *World Wide Technology*

**John W. Thompson**  
Chairman of the Board, *Microsoft*

2018  
**Don Callahan**  
Head of Operations & Technology, *Citi*

**Ginni Rometty**  
Chairman, President and CEO, *IBM*

2017  
**Robert F. Smith**  
Chairman & Founder, *Vista Equity Partners*

**Chuck Robbins**  
CEO, *Cisco*

2016  
**Meg Whitman**  
Former CEO, *HPE*

2015  
**Michael Dell**  
CEO, *Dell Technologies*

2014  
**Guy Chiarello**  
President, *Fiserv*

2013  
**Mike Gregoire**  
Former Chairman & CEO, *CA Technologies*

**Tom Georgens**  
Former CEO, *NetApp*

2012  
**Bill McDermott**  
CEO, *SAP*

2011  
**Marc Benioff**  
CEO, *Salesforce*

2010  
**James B. Lee Jr.**  
Former Vice Chair, *JP Morgan Chase*

2009  
**Joseph Tucci**  
Former CEO, *EMC*

2008  
**John Chambers**  
Former CEO, *Cisco*

# NPower Leadership & Board of Directors

## LEADERSHIP TEAM

**Bertina Ceccarelli**  
Chief Executive Officer

**Kim Mitchell**  
Vice President, Program Strategy

**Felecia Webb**  
Vice President, Philanthropy

**Roland Selby, Jr.**  
Vice President, Strategic Partnerships

**Binta Vann-Joseph**  
Vice President, Marketing

**Tom Sussman**  
Vice President, Finance & Business Operations

**Melody Brown**  
Vice President, Human Resources

**Robert Vaughn**  
Vice President, Head of the Instructors Institute

**Bea Tassot**  
Vice President, Field Operations

## BOARD OF DIRECTORS

**David Reilly | Chair**  
Chief Information Officer, Global Banking and Markets, *Bank of America*

**Matt Horner | Vice Chair**  
Senior Vice President, Global Enterprise Sales, *World Wide Technology, Inc.*

**Gail Fierstein | Secretary**  
SVP, Global Head of People, *CaaStle*

**Vittorio Cretella | Treasurer**  
Chief Information Officer, *Proctor & Gamble*

**Steven Ballantyne**  
Chief Operating Officer, *ProfitSolv*

**Randy Barnhardt | US Marine Corps**  
Sales Management Consultant

**Craig Cuffie**  
EVP, Chief Procurement Officer, *Salesforce*

**Dean Del Vecchio**  
EVP, Chief of Operations and CIO, *The Guardian Life Insurance Company of America*

**Ami Desai**  
Chief of Staff to the Chairman & CEO, *Vista Equity Partners*

**Guillermo Diaz, Jr.**  
Chief Executive Officer, *Kloudspot*

**Michael Fey**  
Co-Founder & CEO, *Island*

**Kateau James**  
Global Chief Operations Officer, *Deloitte Technology*

**Indivar Khosla**  
Head of Financial Services US, *Microsoft*

**Debra King**  
Senior Vice President, Chief Information Officer, *Corteva Agriscience*

**Jennifer Kleinert**  
Chief Operating Officer, Enterprise Infrastructure Operations & Technology, *Citi*

**Thomas Knowlton**  
CEO, *CSR Talent Group*

**Viola Maxwell-Thompson**  
CEO Emeritus, *Information Technology Senior Management Forum (ITSMF)*

**Stephen M. Murphy**  
Sr. Managing Director, Financial Services Technology Global Lead, *Accenture*

**Mark Patterson**  
Chief of Staff to Chairman & CEO, *Cisco Systems*

**Frank Pederson**  
Partner, *Apply Digital*

**Christopher J. Perry**  
President, *Broadridge Financial Solutions*

**Dan Petrozzo**  
Partner, *Oak HC/FT*

**Diane Schwarz**  
VP, Chief Information Officer, *Johnson Controls*

**Dwight D. Shepherd | Rear Admiral (Retired)**  
Strategy & Standards, Biso, *IBM*

# *Rewire* **THE FUTURE**

*Dreams have changed, but the need has grown.*

**CONTACT:**

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