THE PATHWAY

Builders

Rewire Dreams – Fund the Future
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.

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
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.

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.
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.
NPowerv is scaling success, innovation, and a systems solution for:

- Seamless Transitions
- Expanded, Customized Learning Pathways
- Advancing Systemic Change
- Serving 73,000 by 2030
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, NP Power 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
NP Power creates pathways to economic prosperity by launching tech careers for military veterans and young adults from underserved communities.

OUR VISION
NP Power 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
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.

Michael Keneni & Max Nguyen
NPower California
RESULTS:

5,400+ Alumni

80% Graduation rate

81% Employment or continued education rate

361% Average salary increase

STUDENT Demographics:

- Women: 31%
- Veterans Serving: 40%
- Black/Latinx: 76%
- Unemployed or Underemployed: 100%

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 NPWor annual report
- Receive the NPWor 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 NPWor graduation
Special INITIATIVES

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.

“The lessons shared during mentorship interactions are as valuable to mentors as they are to mentees.”
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.
NPPOWER
Future Program Model

NPPOWER 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 NPPOWER’s innovative end-to-end workforce “system” for the 21st century, deeply connected to local communities and supported by a national infrastructure. NPPOWER 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. NPPOWER 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

“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...”

“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...”

The New York Times
Workers, in Demand, Have a New Demand of Their Own: A Career Path
-Steve Lohr

“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...”
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

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...

- Tanya Tarr

“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...”

- NPower

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 as 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...”

- Bradley Barth

“I vowed I was going to teach people”: NPower’s trauma-informed training nurtures digital talent

- SC MAGAZINE

“How ‘Command Shift’ Could Close The Pay Gap For Women Of Color In Tech

- Forbes

‘Command Shift’ Could Close The Pay Gap For Women Of Color In Tech

- Forbes

‘Command Shift’ Could Close The Pay Gap For Women Of Color In Tech

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

## Assets
### Current Assets
- Cash and cash equivalents: 5,814,306
- Contributions receivable: 5,755,082
- Accounts receivable: 227,774
- Prepaid expenses: 475,865

### Contributions Receivable, Long-Term, Net
- 2020: 1,198,038
- 2019: 330,718

### Security Deposits
- 2020: 155,547
- 2019: 150,938

### Fixed Assets, Net
- 2020: 2,284,406
- 2019: 2,564,114

### Total current assets
- 2020: 12,273,027
- 2019: 5,838,947

### Total assets
- 2020: 15,911,018
- 2019: 8,884,717

## Liabilities and Net Assets
### Current Liabilities
- Accounts payable and accrued expenses: 517,832
- Accrued vacations payable: 251,662
- Accrued salaries, bonuses and related benefits: 110,316
- Deferred income: 587,586

### Deferred Rent
- 2020: 191,589
- 2019: 157,572

### Total current liabilities
- 2020: 1,467,396
- 2019: 1,387,991

### Total liabilities
- 2020: 1,658,985
- 2019: 1,545,563

### Net Assets
- Net assets without donor restrictions: 1,625,148
- Net assets with donor restrictions: 12,626,885

### Total net assets
- 2020: 14,252,033
- 2019: 7,339,154

### Total liabilities and net assets
- 2020: 15,911,018
- 2019: 8,884,717
## CONSOLIDATED STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS
### YEAR ENDED DECEMBER 31, 2020

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues, Gains and Other Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>16,891,607</td>
<td>10,736,029</td>
<td>27,627,636</td>
</tr>
<tr>
<td>In-Kind Contributions</td>
<td>2,206,011</td>
<td>-</td>
<td>2,206,011</td>
</tr>
<tr>
<td>Special events income, net of $325,717 in direct expenses</td>
<td>1,566,247</td>
<td>-</td>
<td>1,566,247</td>
</tr>
<tr>
<td>Program service fees</td>
<td>1,003,208</td>
<td>-</td>
<td>1,003,208</td>
</tr>
<tr>
<td>Interest income</td>
<td>3</td>
<td>-</td>
<td>3</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>6,300,567</td>
<td>(6,300,567)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total revenues, gains and other support</strong></td>
<td>27,967,643</td>
<td>4,435,462</td>
<td>32,403,105</td>
</tr>
</tbody>
</table>

| **Expenses**           |                            |                         |              |
| Program Services: Training programs | 19,231,762 | - | 19,231,762 |
| Total program services | 19,231,762 | - | 19,231,762 |

| Supporting services:   |                            |                         |              |
| Management and general | 4,272,653                  | -                       | 4,272,653    |
| Fundraising            | 1,712,224                  | -                       | 1,712,224    |
| **Total supporting services** | 5,984,877 | - | 5,984,877 |
| Total expenses         | 25,216,639                 | -                       | 25,216,639   |
| Change in net assets before other item | 2,751,004 | 4,435,462 | 7,186,466 |

| **Other Item**         |                            |                         |              |
| Foreign currency translation loss | (273,587) | - | (273,587) |
| Change in net assets   | 2,477,417                  | 4,435,462               | 6,912,879    |
| **Net Assets, Beginning** | (852,269) | 8,191,423 | 7,339,154 |
| **Net Assets, Ending** | 1,625,148                  | 12,626,885              | 14,252,033   |

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

2007
Hans Vestberg
CEO, Verizon

2006
Cara Brookins
Founder, The Evertons Foundation

2005
Sarb筹划
Chairman, EY

2004
Paul Reiche
CEO, Mass Effect

2003
Ronald Reagan
President of the United States (1981-1989)
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.

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