

Per Scholas, Inc.
“Women in Tech Software Engineering Apprenticeship”

Applicant’s Name: Per Scholas Inc

Project Title: Women in Tech Software Engineering Apprenticeship

Description of Area to be Served: National Capital Region (NCR) consisting of Washington, DC; southern Maryland; and northern Virginia. Please see the separate attachment for a detailed list of locations and congressional districts.

Number of Participants to be Served: Per Scholas will enroll a total of 90 women into training from communities underrepresented in the technology workforce. Per Scholas will provide technical assistance to 15 employer partners.

Funding Level Requested:\$350,000

Total Cost-per-Participant: \$3,888.88

Other ETA Grant Funding: H-1B Tech Hire Partnership (Sub-awardee to Jobs for the Future)

Summary of Proposed Project, Scope, and Outcomes: Since October 2020, there were 313,027 program language-specific jobs with 89,362 postings for SE in the NCR. Additionally, women represent less than 25% of all computer-related occupations with women of color less than 3% in representation. The ability to offer our training remotely provides for greater program innovation and creates opportunities for Per Scholas to intentionally develop a Women in Tech Software Engineering Apprenticeship pilot for those whose jobs were greatly impacted by COVID, and that have the greatest risk of being impacted by a global recession. All learners will qualify as low- to moderate-income households (80% area median income) and the majority of the Women in Tech will be of color, primarily Black and Hispanic - communities that are significantly underrepresented in the tech workforce today.

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Per Scholas will utilize a pre-apprenticeship software engineering (SE) training model consisting of a 15-week, front-end developer course, with 20% of the training focused on business essential/professional skills, and 5% of the training dedicated to corporate engagement, including corporate partner site visits to gain real-world experience.

Post the 15-week pre-apprenticeship SE training, those completing will enter into a year-long apprenticeship with DiverseIT powered by TranZed Apprenticeships an affiliate of The Children’s Guild Alliance. Apprentices will earn money starting their first day and receive pay increases as they gain additional skills and master their occupations. Additionally, capitalizing on our national partnership and articulation agreement with Western Governors University (WGU), learners can waive the application fee, receive a 5% tuition discount, and earn up to 12 credits they can transfer to WGU to pursue their Bachelors in Computer Science or related field.

Outcomes:

- 85% of learners will complete the SE pre-apprenticeship training; 75% of learners will transition to the SE apprenticeship; 10% of learners will transition directly to FT employment
- 80% of learners will complete the SE apprenticeship and convert to FT employment with an average initial wage of \$45,000 and full employer-paid benefits
- 80% of graduates will earn a thriving wage (based on MIT living wage per MSA) by two years post initial job attainment
- 10 employers will convert to apprenticeship partners
- 50% will enroll in WGU; 25% will earn a Bachelor's degree in Computer Science by 2024