We empower our students to change their lives, their families, and their communities through technology education, life skills development, employment, and wraparound services.

“In January 2019, I said yes to implementing the Persevere program inside the Tennessee Department of Correction. From the moment I heard the concept, I knew it was a game changer for incarcerated individuals preparing to re-enter our communities. Persevere provides individuals with a highly-skilled trade that’s in high demand within the workforce. What makes Persevere the “complete rehabilitation program for incarcerated individuals” as well as others in the community, is the wrap-around services such as drug/alcohol counseling, mental health support, and case management for people facing the daunting challenge of re-entry. The staff at Persevere are focused on success, defined as giving people the technical skills to be placed in a meaningful job with a competitive wage and providing essential services and mentorship that allows them to become productive citizens, moms and dads, and individuals who take pride in their accomplishments. Giving people a new life and enhancing public safety by delivering a 1.8% recidivism rate is a great return on investment for everyone. Again, the Persevere program is the complete rehabilitation program for incarcerated individuals!”

- Bernie Warner
Former Secretary, Washington Department of Corrections
Persevere Board Chair

“Persevere defines what reentry should be about—employable skill development in prison and housing, job placement, and wrap-around services in the community. The incredible outcomes demonstrate its effectiveness.

- CJ LeQuire
Persevere Graduate
Banyan Labs Developer

“One year after being out [of prison], I’ve made twice as much money as I’ve ever made in my life, legally.”

- Tony Parker
Tennessee Department of Corrections Commissioner

“[Persevere graduates working at Indeed] have already made a lot of progress since we started. Some of them are already pulling off Indeed-level-difficulty tasks.”

- Spring Shi
Product Developer at Indeed
Persevere's Vision

Persevere is a national 501(c)3 non-profit organization committed to reducing recidivism, countering the disproportionate effects of poverty and crime among BIPOC communities and youth, and empowering justice-involved men and women to succeed as productive members of society.

“Not only is [the Persevere Program] beneficial for the individual inmate, it's beneficial for all of us. So, to me it's a no brainer. And we need more of it.”

– Chuck Manning
Deputy Director of Inmate Programs & Reentry, Arizona Department of Corrections

“For us it was really a no-brainer; the partnership with Persevere really aligns with our mission of getting all people jobs. Regardless of your current situation or your past, how do we break down barriers and maximize everyone’s potential?”

– Han Liang
Senior Product Director at Indeed

“I’m not worried about my future anymore. Persevere just means a future, and family, and hope, and a chance to move up in the world.”

– Jessica Dickerson
Persevere Graduate
Banyan Labs Developer
By the Numbers

10 FACILITIES
5 STATES

TOTAL SERVED
591

RATE OF RECIDIVISM
1.8%

AVERAGE WAGE OF THOSE PLACED IN JOBS
$54,111.79
TOP WAGES WITHIN 3 YEARS OF RELEASE

BUSINESS DEVELOPMENT MANAGER
$100,000

SOFTWARE DEVELOPER
$85,000

TOP WAGES WITHIN 1 YEAR OF RELEASE

TECH INSTRUCTOR
$55,000

QA ANALYST
$46,000

SELF-EMPLOYED CONSULTING
$75,000

CNC OPERATOR
$41,000

WEB DEVELOPER
$32,000

2348 LIVES TOUCHED

94% JOB RETENTION RATE

$100,000 TOP GRADUATE WAGE WITHIN 3 YEARS OF PLACEMENT
We change lives, and we do that through a comprehensive array of services that include coding education, essential life-skills training, individual and family case management, transitional housing, on the job training and apprenticeships, and job placement in the technology sector—one of the fastest-growing industries in the nation.

Students are certified as Full Stack Developers during a 12-month coding bootcamp, taught inside correctional facilities and in the community. Graduates who are released from prison are placed in well paying jobs in the tech industry, sometimes following an apprenticeship, or on-the-job training program.

In the community, we utilize a two-generational approach to uplift and enhance the lives of justice-involved individuals and their families, with particular emphasis on our youth program. Through experiential education, our 2Gen program impacts the whole family unit by preventing recidivism and promoting generational well-being.

Persevere created the National Institute to Unlock Potential as a potential solution to the concern around Opportunity Youth, young people aged 16-24 who are disconnected from school and work. The Institute is committed to the growth of a national network of employers, researchers, educators, community organizations, corrections administrators, government agencies, and local community officials focused on unlocking the potential of disconnected youth, children of incarcerated parents, and youth aging out of the foster care system—most of whom are youth of color—through access to innovative workforce training options (including Persevere’s program), job placement, and ongoing support.
Our Participants

**Oldest Participant**
62 years

**Youngest Participant**
10 years

**Female**
30%

**Male**
70%

**Race of Adult Participants**
- 46% Black
- 45% White
- 3% Other
- 6% Latino

**Race of Youth Participants**
- 85% Black
- 4.5% White
- 4.5% Other
- 6% Multiracial

**Adult & Youth Participants**
- 82% Adults
- 18% Youth

**Ages of Youth Participants**
- 58% Ages 9-13
- 42% Ages 14-17
Our Financials
ANNUAL EXPENSES, 2021

Our Funders

- Arizona Dept. of Corrections, Rehabilitation & Reentry
- Georgia Department of Corrections
- South Carolina Department of Corrections
- U.S. Department of Justice
- U.S. Department of Labor
- Walmart.org Center for Racial Equity
- State of Tennessee - Governor and State Legislature
- Department of Correction
- Department of Human Services
- CoreCivic
- EDSI
- Private Doners

SOURCES OF INCOME

- GOVERNMENT GRANTS/CONTRACTS 58%
- NON-GOVERNMENT GRANTS/CONTRACTS 21%
- UNRESTRICTED CONTRIBUTIONS/DONATIONS 21%
Persevere’s Partners

Some of the Elected Officials who Support Persevere

- City of Franklin Mayor
- City of Memphis Mayor
- City of Ripley Mayor
- Claiborne County Juvenile Court
- Claiborne County Mayor
- Claiborne County Sheriff
- Davidson County Juvenile Courts - Judge Calloway
- Davidson County Mayor
- Davidson County Sheriff
- Dickson County Mayor
- Hamilton County Mayor
- Houston County Mayor
- Houston County Sheriff
- Knox County Mayor
- Lake County Mayor
- Shelby County Mayor
- Tennessee State Representative Michael Curcio, 69th District
- Tennessee State Representative Sam McKenzie, 15th District
- Tennessee State Senator Ed Jackson, 27th District
- Tennessee State Senator Jack Johnson, 23rd District, Senate Majority Leader
- Tennessee State Senator Raumesh Akbari, 29th District
- Williamson County Mayor

Employer Partners
Community Partners

• 2nd Opportunity
• 901 BLOC Squad
• A New Leaf
• Andre House
• Arizona @Work
• Arizona Dept. of Corrections, Rehabilitation & Reentry
• BreakTHRU Nashville
• Bridges
• Build Carolina/SC Codes
• C.E. McGruder Family Resource Center
• CAAP, Inc.
• Calireborne Economic Partnership
• Catholic Charities
• CBI
• CHEEERS
• Chicanos Por La Causa
• Christian Brothers University
• Codac
• Coding Black Females
• Cope Community Services
• Core Civic
• Craig’s Cruisers
• Davison County Juvenile Court
• Deseret Industries
• EDSI
• EPIC Games
• EQUUS
• Father Matter’s
• Forbes
• Fort Lowell Property Management
• Fourth Purpose
• GAP Ministries
• Goodwill Industries
• Gospel Rescue Mission
• Greater Memphis Chamber of Commerce
• Hope Lives
• Hope Works
• Hope, Inc.
• Indeed
• Just City
• Kingdom Community Builders
• Ladies of Hope Ministries
• Latinos for TN
• Legacy Treatment Centers
• Lion’s Vision Center
• Memphis Athletic Ministries (MAM)
• Memphis Chamber of Commerce
• Memphis ROCKS
• Men of Valor
• Metro Action Commission
• Mt. Olive Baptist Church
• Nashville Area CHamber of Commerce
• National Diversity Council
• Oasis
• Oasis of Hope
• Operation Hope
• Oxford Houses of South Carolina
• Patch, Inc.
• Phoenix Center
• Pima Community College
• Pima County Community & Workforce Development
• Pima County Community Services/Pima OneStop
• Positive Images & Associates
• Project Harmony
• Project Return
• Pursuit of God Church
• Pursuit of God Transformation Center
• Rutherford County Department of Health
• Saint Francis Shelter
• Saint Vincent dePaul
• Salvation Army
• SC Codes
• SEABHS LA Frontera
• Shelby County Office of Justice Initiatives & Criminal Justice Center
• South Carolina Department of Correction
• St. Mary’s Food Bank
• Startup Tucson
• TechOne
• Tennessee Department of Correction
• Tennessee Department of Human Services
• Tennessee Department of Labor & Workforce Development
• The Heights
• TN Department of Children’s Services
• Transitional Housing and Work Program of Davidson County
• Trevecca Nazarene University
• Tucson Chamber of Commerce
• UMOM
• Urban League of Middle Tennessee
• Volunteer Odyssey
• Walmart.org Center for Racial Equity
• We Care Tucson
• WeCycle USA
• Workforce Essentials
A Persevere Success Story

While serving a multi-year prison sentence for drug-related charges and combatting his substance abuse addiction, **David Ditto** became one of **Persevere’s** first students.

“...

My thoughts regarding the future started to shift. I noticed that success wasn’t something reserved for other people—it could be mine,” he shares. “As soon as I started learning coding, I could tell this is what I was supposed to do. I was surrounded by a group of individuals, a family, that wanted me to succeed even more than I did at times. That support, combined with the technical skills they gave me, revolutionized my life.”

Ditto is employed full-time as a software developer at Vant4ge, a tech company. He adds, “Every day, my technical and soft skills increase, and my dreams of being a successful professional are realized. Persevere provided me with the skills, the opportunity, and the hope I needed to transform my life. My career has progressed how I wanted it to, and exactly how people at Persevere said it would.”
This is Alex, who was locked up for 8 years in Tennessee, and after graduating from the Persevere program, is now employed, full-time, as a software developer and reunited his children.

Alex Marston

Jabarre had served 12 years in prison and was living in transitional housing when his Parole Officer introduced him to the Persevere Program in March 2021. He is currently working as a Youth Instructor and Certified Peer Recovery Specialist for the Persevere Program.

Jabarre Jarrett

Barry was chronically homeless for many years, and deeply addicted to alcohol and drugs before participating in the Persevere program. Now, Barry is a Quality Assurance Analyst for Banyan Labs.

Barry Collins
Key Accomplishments

- Doubled our footprint by state, adding programs in Georgia and South Carolina.
- Developed plans to expand from the current single software development pathway to add seven additional technology employment development pathways.
- Engaged a diverse set of professionals and formalized their participation in the advisory board.
- Successfully implemented the Second Chance ACT grant-funded program in Arizona.
- Secured a partnership with Epic Games (creator of Fortnite) to create a game development technology pathway, specifically for Persevere participants.
- Successfully implemented The Pathway Home grant-funded program in Arizona.
- Initiated a formal volunteer effort, which grew to nearly 100 actively participating volunteers.
- Developed a partnership with Equus for on-the-job-training funding for Persevere graduates in Memphis.
- Received pre-apprenticeship and apprenticeship certification for the state of Tennessee.
- Awarded funding from Walmart Center for Racial Equity to fund the Institute for Unlock Potential.
The Road Ahead

• Add a transition home for women in the Memphis area

• Successfully acquire accreditation from the Tennessee Higher Education Commission

• Successfully complete the planning process for TOA Implementation Grant

• Submit a successful proposal for Families First in Tennessee (to continue & expand funding for the current TN 2Gen program)

• Secure sustainable funding from the State of Tennessee to support the continuation of prison coding programs

• Continue application process for federal accreditation

• Develop a work experience program with EQUUS to focus on individuals that are currently in transitional living

• Expand the partnership with EDSI to provide programming for women in the Deborah Johnson Rehabilitation Center in Tennessee

• Expand Persevere’s footprint by state to deliver programming in at least three additional state correctional programs
Annual Report 2021

REAL HOPE. VALUABLE SKILLS.
MEANINGFUL OPPORTUNITY