

Annual Report 2021

REAL HOPE. VALUABLE SKILLS.
MEANINGFULL OPPORTUNITY



≡ Persevere's Mission

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!”

– Tony Parker

Tennessee Department of Corrections Commissioner

“

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.

– Bernie Warner

Former Secretary, Washington Department of Corrections
Persevere Board Chair

“

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

– CJ LeQuire

Persevere Graduate
Banyan Labs Developer

“

[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

TOTAL SERVED

591

5
STATES

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

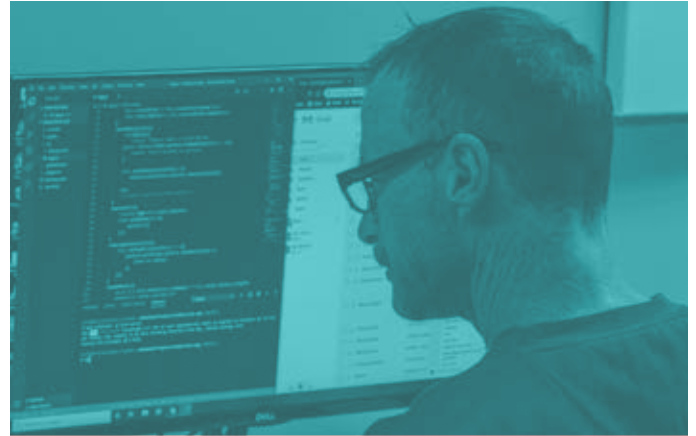
94%

JOB RETENTION RATE

\$100,000

TOP GRADUATE WAGE WITHIN
3 YEARS OF PLACEMENT

≡ Program Description



Persevere provides more than technology training, job placement, and wraparound case management. We provide hope, a second chance, and a pathway to success that has previously been denied to many of our participants.

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

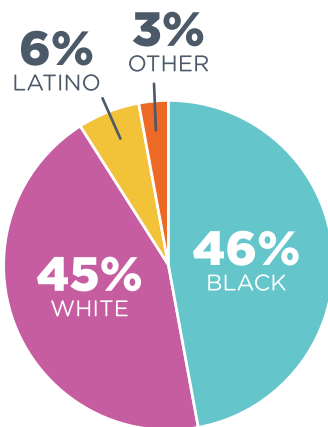
FEMALE

30%

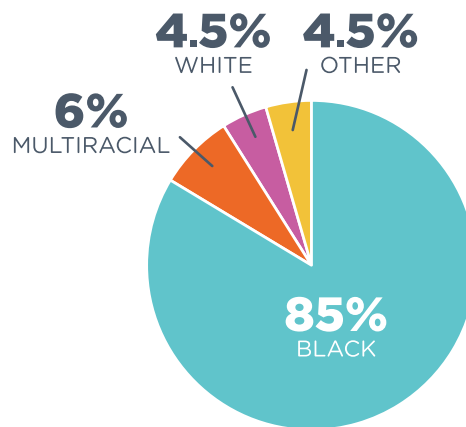
MALE

70%

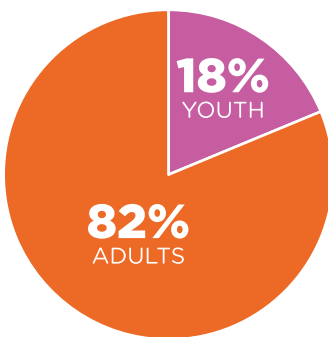
RACE OF ADULT PARTICIPANTS



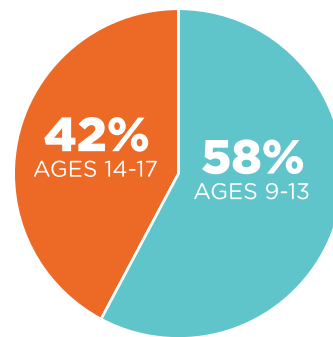
RACE OF YOUTH PARTICIPANTS



ADULT & YOUTH PARTICIPANTS

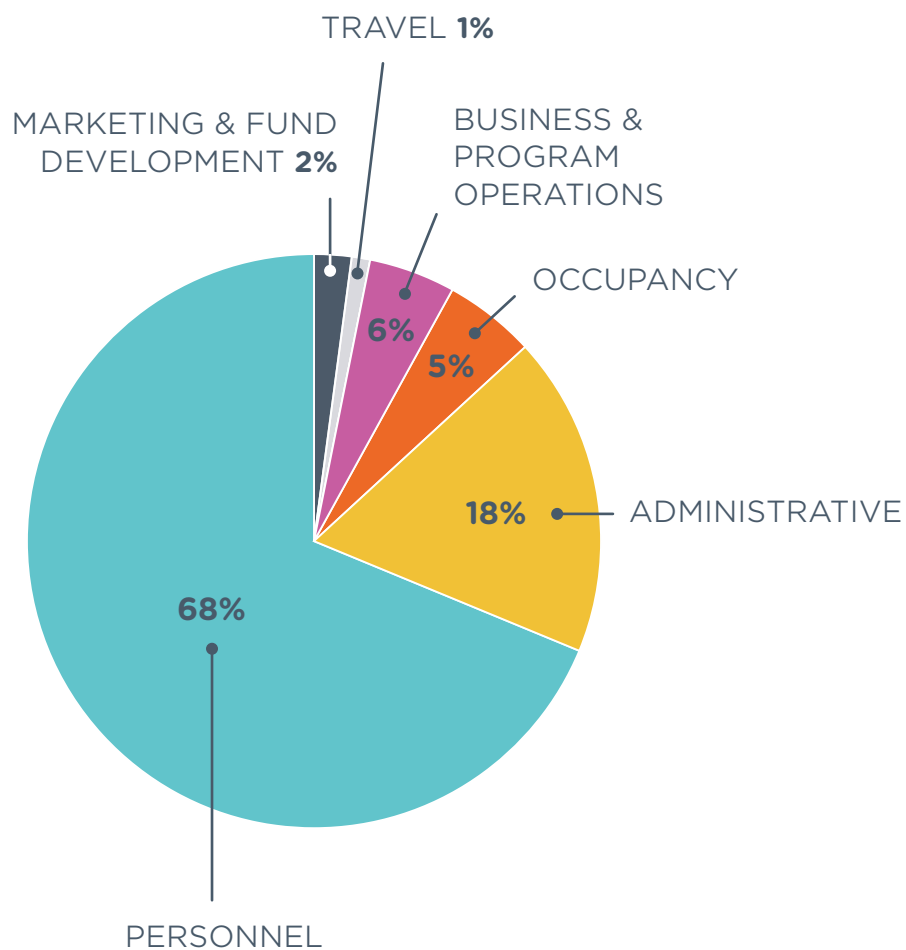


AGES OF YOUTH PARTICIPANTS



Our Financials

ANNUAL EXPENSES, 2021



SOURCES OF INCOME

GOVERNMENT GRANTS/CONTRACTS **58%**
 NON-GOVERNMENT GRANTS/CONTRACTS **21%**
 UNRESTRICTED CONTRIBUTIONS/DONATIONS **21%**

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



Private Donors

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.”



Jabarre Jarrett

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.

Alex Marston

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.



Barry Collins

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.

≡ 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



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