



Persevere Impact Report 2026

Real Hope. Valuable Skills. Meaningful Opportunity.

Transforming lives through workforce development for justice-involved populations

Data Verified: June 4, 2026

The Persevere Story: 10 Compelling Metrics

Participants Served*

2,845

Across 8 states

Recidivism Rate

~1.7%

Breaking the cycle

Program Completers

1,758

63% completion rate

Verified Job
Placements

1,471

Real employment

Placement Rate

83.7%

Among graduates

Entry-Level Wage

\$18/hr

Immediate earnings

Highest Wage
(Entrepreneur)

\$200k+

Outside tech sector

Highest Wage (Tech
Role)

\$132.5k

Specialized positions

One-Year Job
Retention

72.5%

*Sustainable
employment*

Youth Participants
Served

227

*Ages 8-24 | T-YEP,
GO5, 2GEN, Families
First*

What is Recidivism? Recidivism measures the rate at which formerly incarcerated individuals return to prison. Our 1.7% recidivism rate means that among Persevere graduates released to the community and tracked, more than 196 out of every 200 participants stay out of the criminal justice system. This exceptional rate—well below national averages of 30-40%—demonstrates that comprehensive workforce development, coupled with wraparound support services, fundamentally breaks cycles of incarceration and creates pathways to lasting success.

Our Story: From 3 Prisons to a National Movement

Persevere began fully operating in January 2019 with a bold vision: offer high-quality technology training inside three West Tennessee prison facilities. Since that first class, we've grown to serve 2,845 participants across 8 states, operating in 25 prison facilities, 6 youth detention centers, community programs in 3 states, and 2 recovery homes. Our expansion reflects both the urgent need and the proven power of comprehensive workforce development in transforming lives.

Understanding Our Completion Rate

Our 63% completion rate reflects the realities of working with incarcerated and justice-involved populations. Among the 1,087 participants who did not complete the program:

- ✓ **Facility Transfers:** Many participants are transferred to other correctional facilities before completing their training, interrupting program continuity
- ✓ **Early Release:** Some are released before program completion and choose not to continue technology training
- ✓ **Career Pivot:** Others discover tech isn't the right fit and pursue alternative pathways or certifications
- ✓ **Personal Circumstances:** Health issues, family situations, and other life circumstances sometimes require participants to pause or exit

The Real Story: Our completion rate isn't low—it's realistic. Of those who do

complete, 83.7% secure employment. This demonstrates that Persevere's rigorous training filters for genuine commitment and success, ensuring our job placement numbers reflect high-quality, sustainable outcomes rather than inflated completion metrics.

Workforce Development Programs

Different populations. Exceptional results.



Prison Programs

Enrolled

1,348

Completers Released

796

Jobs Placed

665

Placement Rate

83.5%

Facilities

25



Community Programs

Enrolled

1,241

Adult Completers

819

Jobs Placed

663

Placement Rate

81.0%

2GEN | Families First |
Tech Alliance



Youth Programs

Total Youth Served

227

Employment

Completers

143

Jobs Placed

143

Placement Rate

100%

T-YEP | GO5 |
Wraparound ages 8-24

Training Pathways & Industry Certifications

Persevere has developed more than 20 workforce training pathways spanning software development, artificial intelligence, cybersecurity, cloud computing, project management, digital marketing, hospitality, skilled trades, and career readiness.

Industry Certifications

CompTIA Security+

CompTIA Network+

AWS Cloud Practitioner

Google Project Management

Google Business Intelligence

Microsoft Office Associate

Autodesk Certified User (AutoCAD)

OSHA 10

ServSafe

Training Partners

Persevere is a proud **IBM SkillsBuild** partner and a **Grow with Google** partner,

expanding access to industry-recognized curricula and credentials.

IBM SkillsBuild Partner

Grow with Google Partner

Beyond Training: Persevere's model connects education directly to employment through apprenticeships, pre-apprenticeships, ETPL-approved workforce pathways, on-the-job training, employer partnerships, and post-release career support.

Employment Quality & Retention

Persevere graduates don't just find jobs—they keep them. High retention proves quality placements.

72.5% Employment Sustainability

Of 1,471 placed jobs, 994 individuals remain employed at the 1-year mark. Only 377 total departures across the entire cohort.

That's real, sustainable employment—not temporary placements.

"Employed at Hype Live as a Full Stack Developer."

Diana | Persevere Graduate

Youth Success: Certified at 16

At just 16 years old, while incarcerated at Davidson County Juvenile Detention Center, J. Smith earned his **CIW Advanced HTML5 & CSS3 Specialist certification** through Persevere's EPIC Youth Program—proving that early intervention and skill-building in youth correctional settings opens real pathways to employment and stability before release.

J. Smith | EPIC Youth Program | CIW Certified Web Professional

Retention Checkpoint Analysis

Checkpoint	Retained	Rate	Departed
6-Month Mark	1,210	82.2%	261
1-Year Mark	994	72.5%	477

Featured: Blaine's Journey

From Prison Yard to Senior Software Engineer at Checkr

Before leaving prison, Blaine wrote down a salary goal and gave himself five years. That piece of paper traveled with his counselor while he navigated release, rejection, warehouse jobs, and an internship that became a full-time offer. Four years after walking in as an intern, he was promoted to Senior Software Engineer at Checkr—hitting his goal nine months early.

"The line between that program in Arizona and this promotion wasn't straight. It was jagged, full of detours, and occasionally looked like it had dead-ended. But it was a line. If you're an engineer with a nontraditional background wondering whether there's a real place for you in a company like this: there is. Not a consolation spot. A place you build, own, and grow."

Blaine Reid | Senior Software Engineer, Checkr | Persevere + Justice Through Code (Columbia University)

The Numbers

- ✓ Hired as intern through Persevere alumni event connection
- ✓ Promoted to full-time engineer after internship
- ✓ Led revenue-generating product from net loss to profitability
- ✓ Co-founded Checkr Personal (startup within company)
- ✓ Promoted to Senior Software Engineer in 4 years
- ✓ Hit ambitious salary goal 9 months early
- ✓ **No traditional degree required**

Economic Impact & Wage Progression

Persevere graduates demonstrate significant earning potential and career advancement.

From \$18/Hour to Six Figures

Entry-level wages fund immediate post-release stability. Career advancement to \$200,000+ (with \$132,500 achievable in specialized tech roles) demonstrates long-term economic mobility for justice-involved populations.

"Started a coding business doing freelance coding and has made about \$60,000+ since release in May 2025 and enrolled at GCU to receive his Bachelors in Cybersecurity. Just completed an in-patient program for his trauma and triggers, learned how to release his emotions."

Alexander | Persevere Graduate

This wage progression reflects not just job placement success, but meaningful career development and economic self-sufficiency.

"Since release in 2021 he received his Commercial Driver's License and has a general freight transport company named Hot Shotty. He reported that he grosses around \$200,000/yr. He completed parole in October 2022 and is currently working on expungement."

Brandon | Persevere Graduate | Entrepreneur

***Important Note on Completion vs. Employment:**

Persevere serves 2,845 participants across all programs. However, job placement numbers reflect only those released to the community. Many

program completers remain incarcerated, serving sentences beyond program completion, or have chosen alternative career paths after graduation. All participants receive ongoing wraparound support and career guidance regardless of employment status.

Recidivism Rate: ~1.7%

Among released participants with tracking data — demonstrating the lasting impact of skills training and support services. This exceptional recidivism rate reflects not just employment placement, but the comprehensive support ecosystem surrounding career development.

Recovery & Transition Homes

Supporting sustainable recovery and reintegration for individuals with lived experience of opioid addiction.

Recovery Homes (2)

Residents Served

57

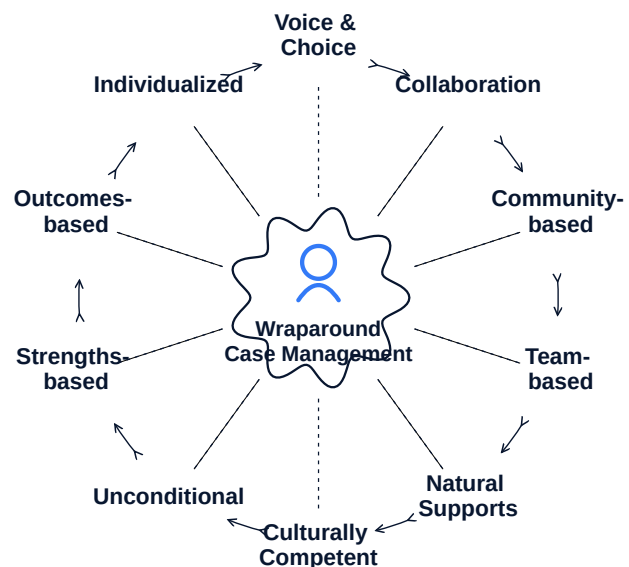
Drug-Free Rate

96%

Locations

Memphis | Nashville

Men's & Women's Homes



Our wraparound support model for transition home residents

Wraparound Services & Outcomes

- ✓ **Mental Health Support:** Clinical counseling and addiction treatment services

with designated referral specialists

- ✓ **Employment Readiness:** Job placement support, computer skills training, résumé development with Goodwill Job Center partnership
- ✓ **Healthcare Access:** Mental health and addiction treatment services centrally coordinated through Persevere's mental health counselor
- ✓ **Integrated Mutual Support:** Intensive Case Management (IMR) and peer recovery support ensuring holistic reintegration
- ✓ **Closed-Loop Accountability:** Direct follow-up with partner agencies to confirm service delivery and effectiveness

Strategic Partnerships (Formal MOUs)

Recovery Unplugged (MOU)

Comprehensive mental health and addiction treatment services. Clinically guided referral process with closed-loop follow-up to confirm service delivery and effectiveness.

Recovery Now (MOU)

Mental health and addiction treatment access. Centrally coordinated through Persevere's mental health counselor with designated referral specialists.

Goodwill Job Center

Employment stabilization and placement. Provides job placement support, computer skills training, and résumé development for immediate employment opportunities.

American Job Center (Bidirectional)

Workforce development and employment services. Persevere refers completers to AJC for job search assistance, career counseling, and access to additional training. AJC also refers eligible individuals to Persevere for technology training, creating a closed-loop talent pipeline.

Closed-Loop Referral Process

With resident consent, Persevere staff follow up directly with partner agencies to confirm that referrals were completed, services were delivered as intended, and supports were effective. This process eliminates common barriers such as delayed follow-up, fragmented communication, and resident disengagement—ensuring accountability and continuity of care.

Complete Persevere Scope

Program Category	Participants	Outcomes	Success Rate
Workforce: Prison Programs	1,348	665 employed	83.5%
Workforce: Community	1,241	663 employed	81.0%
Youth (Ages 8-24)	84	Wraparound support	<i>In-progress</i>
Youth Employment (T-YEP, GO5)	143	143 employed	100%
Federal RRC (non-job)	12	—	<i>Just starting</i>
Youth Detention (non-job)	81	—	<i>Mixed outcomes*</i>
Recovery Homes (2)	57	96% drug-free	96%
TOTAL PERSEVERE IMPACT	2,845	1,471 job placements + recovery outcomes	83.7%

***Mixed Outcomes (Youth Detention):** Our 81 youth detention participants include individuals who completed the program, those released to community (some pursuing employment), and those transitioned to foster care or other custody arrangements where we cannot continue support services.

Why Funders & Partners Choose Persevere

Proven Outcomes

2,845 participants served across 8 states with 1,471 verified job placements. 83.7% placement rate among graduates far exceeds national reentry benchmarks (60-65%). Results that scale across multiple populations and program types.

Sustainable Employment

72.5% one-year retention proves placements are sustainable. These aren't temporary jobs—graduates build careers with Persevere training. Economic mobility from \$18/hour to \$132,500 demonstrates long-term impact.

Economic Mobility

Wage progression from entry-level to six figures demonstrates long-term economic impact. Graduates reduce public assistance dependence and increase tax revenue. ~1.7% recidivism rate reflects lasting impact of comprehensive support.

Partner With Us

Persevere is expanding across the country. To learn how your organization can fund, partner with, or support our work transforming lives through workforce development and recovery, we'd love to connect.

www.perseverenow.org • info@perseverenow.org • 1-877-260-7299

Persevere

Workforce Development + Recovery Support for Justice-Involved & Justice-Impacted Populations

Cumulative outcomes since program inception across all locations

Data verified June 4, 2026