Persevere & Banyan Labs: Serving Justice Impacted Individuals through Coding Education, Life Skills and Job Placement

PERSEVERE   **BANYAN LABS**

Persevere has created a solution to meet the needs of the labor market while turning an overlooked and underutilized population into productive and valuable members of society.

Persevere is a 501(c)3 national nonprofit organization dedicated to reducing recidivism and disrupting mass incarceration. We elevate our students' lives by teaching coding classes inside prisons around the country, certifying our graduates as full stack developers, and providing jobs and resources to succeed outside of prison. Equipping this population with real hope, valuable skills, and meaningful opportunity can stop the generational cycle of crime and poverty.

Banyan Labs is an established technology solutions company that hires Persevere graduates to work with experienced developers on real-world projects for real clients. These employees earn money while honing their professional skills, preparing for a stable and lucrative career, and learning from seasoned mentors. Banyan Labs provides invaluable on-the-job training and exposure to their future in the tech industry. Companies who engage Banyan Labs' services in turn make a positive impact on society and help transform lives.

Solving Unemployment and Labor Market Needs

Persevere & Banyan Labs work together to create a supportive, enthusiastic environment that leads each new developer to personal success at Banyan Labs or another tech company. This mutually beneficial partnership exists to prepare Persevere graduates for the stress and expectations of work in the tech industry while outfitting Banyan Labs teams with qualified, hungry developers to perform top-tier work.

The Problem

2.3M+ people are incarcerated in the U.S.

4.5M on probation or parole

More than 70% will return to prison

$80B+ is spent on Corrections each year

Quick Facts

Persevere was incorporated as a 501(c)3 nonprofit in 2015.

Banyan Labs, formerly known as the Shared Services Center, was founded in 2019.

Banyan Labs currently employs more than 35 formerly incarcerated people as developers.

Persevere teaches coding classes to over 330 individuals and has certified 76 as Full Stack Developers.

Current Operations: Tennessee DOC; Arizona DOC; South Carolina DOC; CoreCivic, TN

100% job placement rate

97% job retention rate

Less than 3% recidivism, prison infractions, and violations in the community

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As the fastest growing job market in the United States, technology is possibly the strongest career path for the criminal justice population:

- Over 1 million unfilled coding positions exist today due to a shortage of qualified candidates.
- Starting salaries range from $22-$28 per hour, or approximately $48,000 to $58,000 annually, providing much needed financial stability for men and women reentering society.

David Ditto Case Study

I started my journey with Persevere & Banyan Labs as one of their first students in prison. As soon as I started learning coding, I knew I found my calling. My passion really morphed into marketable skills while I was working on the Indeed program at Banyan Labs after I made parole.

Now, I'm working for a tech company as a developer; I have a career! The support team from Persevere is still accessible for coding questions, dealing with my family, or other personal issues. I'll always be a part of the family. Since February 2021, I've been living on my own with money I earned working as a developer. Thanks to Persevere and Banyan Labs, my life is so much more fulfilling than what I thought it could be, really a dream come true.

Ensuring Success: The Banyan Labs Difference

The Banyan Labs mentors have unique experience that allows for a smoother transition process as some Persevere graduates have extenuating circumstances that aren't common in the average workplace such as meeting their children for the first time in 10-plus years, coordinating schedules with PO's, fighting substance abuse and mental health issues, and a host of other special issues.

At the end of their six month rotation, the developer is either hired by Banyan Labs as a full-time employee or they are placed into a development role with another technology company. Some of our graduates have been placed in jobs with Vant4ge, Design Pickle, and others. Indeed.com is Banyan Lab's largest partner currently working with a team of Persevere graduates on internal projects.

Key Executives • Persevere

Sean Hosman
Founder & President

Stacey Books-Mesko
Regional Director Tennessee

Stephanie Morales
Regional Director Arizona

Zach Hosman
Regional Director South Carolina

Julie Landers
Reentry Manager

Rachael Rawlings
Volunteer Coordinator

Key Executives • Banyan Labs

Sean Hosman CEO

Lindsay Anderson
Executive Assistant

Austin Hill
Lead Instructor

Corrina Baker
Business Development

Robert Puzey COO

Everyone deserves hope, and the support to persevere. Our population needs truly viable skills in today's economy, with real opportunities to succeed.

-Sean Hosman, CEO & Founder