



2016 Annual Report

NPower Inc.
3 Metrotech Center, Mezzanine
Brooklyn, New York 11201

Phone: 212-564-7010
Fax: 212-564-7009

Email Contact: Tom.Sussman@npower.org
Web Site: www.npower.org

Our Mission

NPower creates pathways to prosperity by launching digital careers for military veterans and young adults from underserved communities.

In today's economy, over 50% of all jobs require some degree of technology and digital skill, and this is expected to grow to 77% by 2020 in the U.S. Yet the job marketing is not keeping pace. Of the nearly 6 million jobs expected to require tech skills in the future, labor statistics project a candidate pool of only 3.2 million.

NPower envisions a future where our domestic technology workforce is diverse, and clear pathways exist for all people regardless of ethnicity, gender, or socio-economic background to succeed in our digital economy.

NPower currently operates in New York City, Texas, California, Baltimore, Toronto, New Jersey, and St. Louis.

Program

Tech Fundamentals - Our Tech Fundamentals program prepares students to begin careers in the field of information technology by offering FREE tech training, mentoring from business leaders, paid internships, career development workshops at leading corporations and nonprofits, industry-recognized certifications, job placement services and access to a robust alumni network. More than 80% of our alumni are employed or pursuing higher education within one year of graduation.

Advanced Certifications - NPower offers accelerated training programs for more advanced IT coursework including Cybersecurity, Coding and Enterprise Service Management. Each program path offers FREE hands-on training and in-demand certifications designed to prepare our alumni for higher wage IT jobs. Our actively engaged alumni network continue to turn to NPower for ongoing career coaching, mentoring, as well as advanced certification.

Program Accomplishments

The ***Tech Fundamentals*** program is a 22-week classroom and internship training program for urban young adults between the ages of 18 and 25 and military veterans that results in career enhancing opportunities including jobs, technical certification and qualification for higher education. In 2016, the program operated in New York City (Brooklyn and Harlem), New Jersey (Jersey City), Texas (Dallas), Maryland (Baltimore) and California (San Mateo) and provided the following training certification: Cisco Core A+.

The ***Cyber Security*** program, is a 26-week classroom and internship program was offered in New York (Brooklyn) and Texas (Dallas) in 2016. The program includes an opportunity to earn industry-recognized,

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in-demand certifications (Security+, Network+ and Linux+), achieve personal and professional development, and receive mentoring from senior level cybersecurity professionals, job placement assistance and access to an elite and supportive alumni network

The **Coding** program, is a 12-week hands-on in-class instruction program offered in Texas (Dallas) in 2016. The program includes an opportunity to earn in-demand certifications (HTML, CSS, Javascript, SQL, Linux, and much more), receive mentoring from senior level front-end and back-end developers, achieve personal and professional development, and receive job placement assistance and access to an elite and supportive alumni network.

The **Enterprise Service Management** program is an 8-week in-class instruction program was offered in California (Alameda) in 2016. This program includes an opportunity to earn in-demand certifications (ITIL, Splunk) and ServiceNow Training, achieve personal and professional development, and receive job placement assistance and access to an elite and supportive alumni network.

Approximately 650 young adults and veterans were accepted into these programs in 2016 and over 1,800 graduates participate in the alumni network.

The National Advisory Council and Regional Advisory Boards continue to attract talented corporate participation with a goal of expanding its reach and areas of focus during 2017.

Financial Performance

The following summarizes NPower Inc. and Affiliate income, expense and selected balance sheet data for the year ended December 31, 2016.

Total Revenues, gains, and other support	\$14,125,945
Expenses	
Program Services	\$10,096,270
Management & General	\$1,182,665
Fundraising	\$688,153
Total Expenses	\$11,967,088
Other Items (FX Gain)	\$2,758
Change in Net Assets	\$2,161,615
Total Assets	\$5,285,674
Total Liabilities	\$625,624
Net Assets	\$4,660,050

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