

#Employed

Annual Report

**Building Talent.
Creating Opportunity.
Transforming Lives.**

Message from Leadership



Dear Friend of Tech Foundry,

Nearly every day, a “mission moment” occurs at Tech Foundry which lifts our spirits, amplifying both the promise and impact of the work we do with partners like you.

Recently, the launch of the second year of our Tech Bridge program for Opportunity Youth from Hampden County’s Gateway Cities reinforced the “why” of our work. These young adults were on their way to a two-day Outward Bound team-building event on Cathleen Stone Island. For many, the trip was a first – the first time on a boat, the first time on an island, the first time camping. The students’ excitement, kindness and willingness to “take a leap” and try something new inspired all of us.

The impact and growth of this program represent the best of what our work together makes possible. In addition to the launch of Tech Bridge, we saw opportunities realized across all of our programs in the 2026 fiscal year. With the partnership of Tech Foundry’s boards of advisors and directors, community-, educational-, and employer-partners, generous funders and donors, students and alumni, this past fiscal year has demonstrated what we can accomplish through teamwork, persistence and creative innovation – even during tumultuous times.

In the following pages, we’re proud to share the program highlights which your support and partnership have made possible, including:

- Tech Hub’s community-facing digital literacy and tech support programs served close to 1,000 people, with over 5,085 “service interactions” with residents throughout Western MA.
- Graduation of 69 people from Tech Launch, our IT training program, with an average annual income increase of 370% upon hire.
- Establishment and successful completion of our Tech Bridge pilot for Opportunity Youth – with 55% of students placed in jobs within a month of graduation and 27% enrolled in college.

Looking forward to the 2027 fiscal year, we are aiming even higher. Our plans include the launch of expanded AI training, doubling the number of young adults served through the Tech Bridge program and addressing challenges and opportunities presented by support of entry-level workers through the work of the Holyoke-Springfield Recompete project.

You are a critical part of this work. This year, we invite you to expand your engagement with us! Come to visit, attend one of Tech Hub’s tech and digital literacy classes, or join us for graduation to see firsthand what your vision, action and generosity make possible.

With gratitude and best regards,



Tricia Canavan

Chief Executive Officer



Paul Nicholson

Chair, Tech Foundry Board of Directors

TRICIA CANAVAN

Tech Foundry
Chief Executive Officer

PAUL NICHOLSON

Wellfleet Insurance
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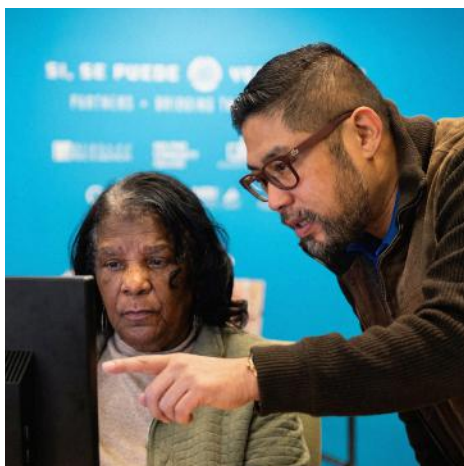
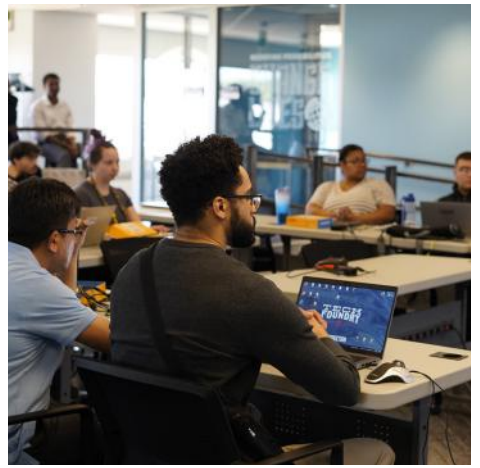
“It’s been exciting to see the growth of programs and impact of Tech Foundry over the past several years. The organization is poised to build on this momentum; we should all be proud of this innovative community organization.”

PAUL NICHOLSON

Board Chair

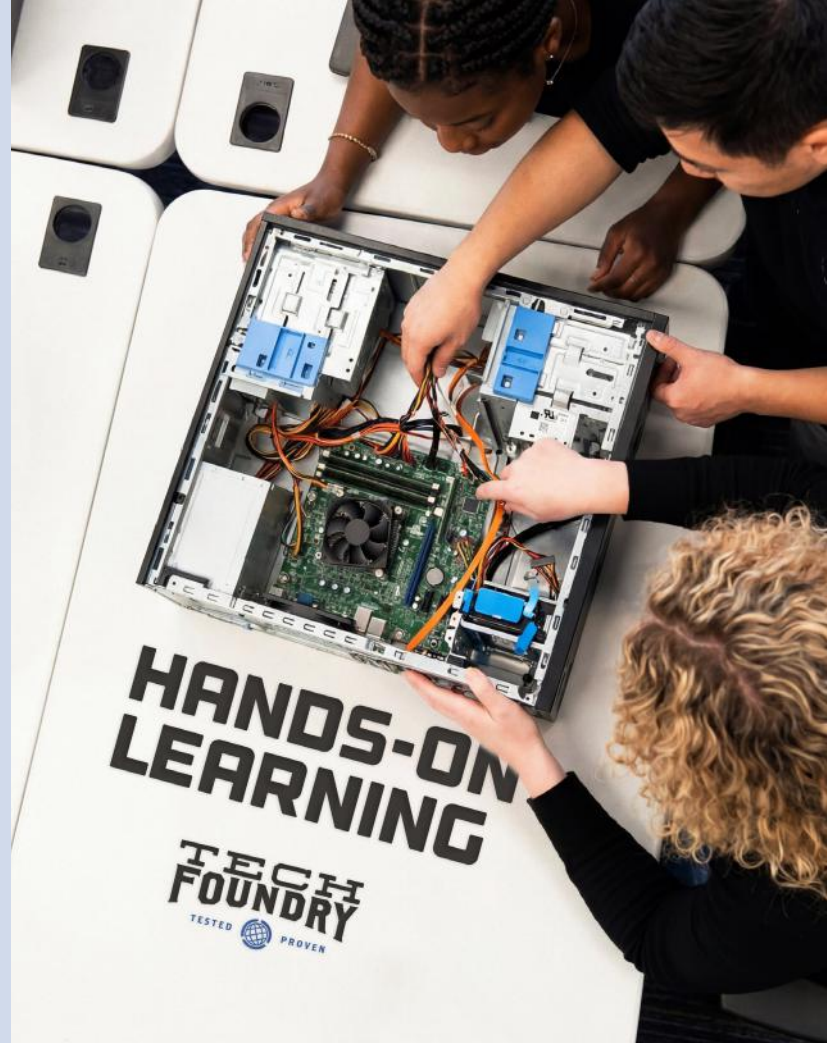
Contact CEO Tricia Canavan directly to arrange a visit or get more involved:
tricia@thetechfoundry.org
or **413.276.0609 x 101**.





Mission

Tech Foundry helps people realize economic opportunity through equitable, accessible, and inclusive opportunities in the tech workforce, driving economic development through the creation of new talent pipelines.



Vision

Creating an equitable future where diverse individuals' potential and tech skills unlock opportunities and create thriving communities.

Partner Spotlight



“The reason why I invest my time is twofold. One, somewhat selfishly, is to build a talent pipeline that supports folks like Dan and others on my team by connecting them with talented students who can do the work in areas where we need to hire and who have already made conscious decisions to remain in the region. Beyond that, we all prosper when we raise the region as a whole. Economic development is core to the mission of public land-grant institutions, and it’s core to the mission of UMass Amherst. We are the Commonwealth’s flagship institution. Working beyond the bounds of campus is critical to supporting the success of both the campus and the Commonwealth. Tech Foundry is a good vehicle for doing so.”

CHRIS MISRA

*Vice Chancellor & Chief Information Officer
University of Massachusetts Amherst
Tech Foundry board member*



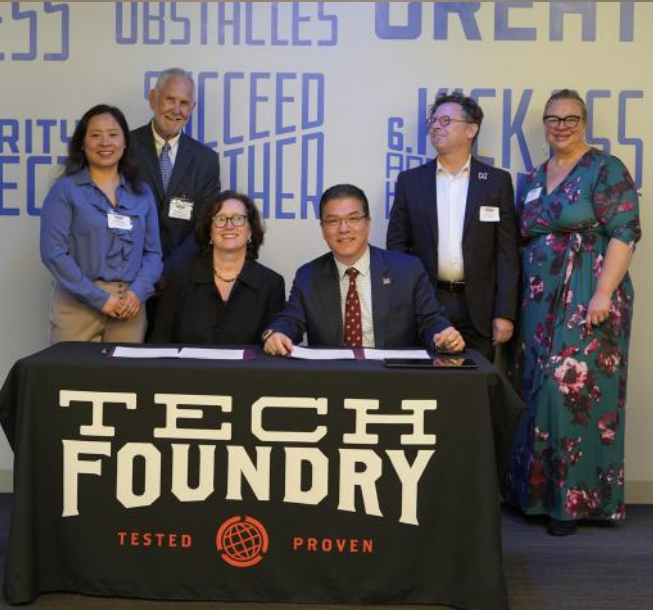
Without question, community-focused workforce development is a team sport. Tech Foundry’s impact is made possible by regional partners who go the extra mile to create opportunities for economic mobility for all.

In the past two years, Tech Foundry’s relationship with the University of Massachusetts Amherst has become one of our most important and dynamic collaborations. Our shared priorities of high-quality education and innovation create opportunities to advance the economic and workforce development priorities of the Commonwealth.

Specifically, this multi-faceted partnership ranges from educational initiatives and hiring opportunities to thought partnership and advocacy. Under the leadership of UMass Amherst CIO and Tech Foundry board member **Chris Misra** and **Chancellor Javier Reyes**, UMass Amherst’s collaboration with Tech Foundry encompasses internship and hiring opportunities for Tech Foundry students and alumni, advising on curricula and tech industry trends, and supporting development of Tech Foundry’s AI strategies through the university’s Ignition program.



UMass Amherst's commitment to Tech Foundry grew in September 2025, when the two institutions signed an articulation agreement affirming that Tech Foundry graduates can earn up to 15 credits in the UMass University Without Walls program. The agreement provides an incredible opportunity for our students to continue their education at the Commonwealth's flagship campus, in a program that mirrors Tech Foundry's approach.



Chancellor Javier A. Reyes, a strong advocate for greater Springfield and a vocal proponent of the UMass/Tech Foundry partnership since day one, noted that Tech Foundry and the Springfield region offer many opportunities for community engagement and economic development innovation, including projects encompassing technology, manufacturing, and healthcare to startups, tourism, arts, and culture. A strong workforce is critical to realizing these opportunities. In discussing his commitment to Western Mass and Tech Foundry, Chancellor Reyes noted, "As a public flagship land-grant university, UMass Amherst is committed to expanding educational access, fueling innovation and creativity, and advancing the common good."



Our partnership with Tech Foundry reflects this commitment. Through initiatives such as the Ignition program, for example, we aim to increase workforce capacity and access to high-quality public higher education. Going forward, we hope to strengthen these types of collaborations and foster more inclusive and innovation-driven growth across the region. We want to connect with organizations like Tech Foundry to provide opportunities for people to explore additional training or higher education as they work toward their personal and professional goals."

CIO Chris Misra's unique perspective as a tech leader and Tech Foundry board member allows him to provide critical insight and advocacy in support of our mission. He recognizes why Tech Foundry is a good partner for the university's strategic vision. "I'm responsible for managing a large IT organization. And one of our key needs is workforce....The partnership with Tech Foundry is interesting because of the existing regional partnership. Chancellor Reyes has been a strong advocate of the relationship with the Springfield metro area, Springfield, Chicopee, Holyoke. The proximity of Tech Foundry alumni means we don't have to worry about trying to attract somebody to stay in Western Mass as a region. And so, this collaboration provides us a pipeline of talent of an already local workforce."

Through the Tech Foundry/UMass partnership, Tech Foundry alumni **Quinn Burke**, **Ivy Kasperek**, and **William Laprise** have been hired to work in the UMass IT department under the guidance of **Dan Whalen**, Service Desk Manager.

Dan shared his perspective on the program and his team members, "Having attended the Tech Foundry graduation, I saw the dedication that the students have firsthand and the commitment of the teachers and instructors, ensuring that their students are all ready to go into the workforce. The Tech Foundry alumni that we hired really stood out. They are great communicators, highly empathetic people who have been able to succeed in these demanding positions. The people that we're hiring are dedicated, knowledgeable workers who are coming to us already familiar with what our work entails."

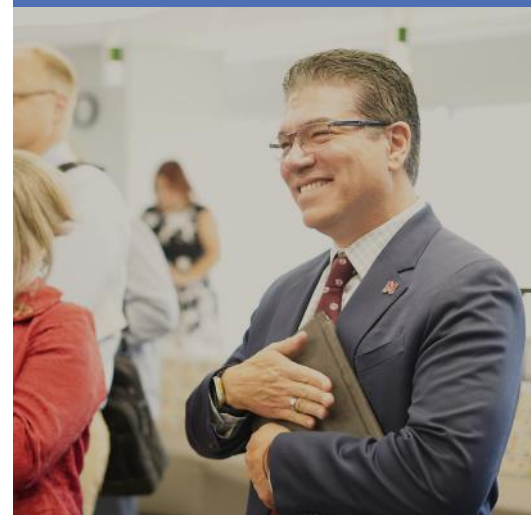
The Tech Foundry alumni working at UMass share the enthusiasm of the leadership about the partnership with Tech Foundry and the opportunities UMass offers.

Ivy Kasperek (Fall 2022) commented about what drew her to the job at UMass stating "In my role at UMass, I get to help people. While most students are tech-savvy, they



“Attracting, training, developing and retaining talent must be a central priority, supported by a broad network of workforce development and educational programs at all levels.”

CHANCELLOR REYES
University of Massachusetts Amherst



still run into issues, especially when it comes to things like access or figuring out which wireless network to connect to and how. It's especially rewarding to work with fellow staff members in less tech-focused departments and with our retirees, who retain access to a lot of digital resources at UMass even after they leave the university."

Ivy is very open about how Tech Foundry changed her life for the better. "I feel like now I have the tools and skills for a secure career rather than just a job. I can envision a future for myself again for the first time in years."

Ivy's colleague, William Laprise (Spring 2025), mirrored her enthusiasm in his comments about this role. "Working at UMass has been an absolute blast! It is the best job I've ever had. I primarily work at the walk-in service desk in the UMass Campus Center. The most important skill that I learned at Tech Foundry is documentation. UMass is a large institution, and we use so many applications and many of them have their own problems with their own solutions. Documentation is a huge part of how we operate, and I cannot see myself doing this job without it."

Ivy and William share an office at the UMass IT Service Desk with their fellow Tech Foundry alumnus, Quinn Burke (Fall 2025). Quinn also had positive things to say about his job at UMass. "The internship I had through Tech Foundry helped me learn that UMass was an institution that I wanted to work for; there are many opportunities for growth that are not offered at other private companies. Seeing how UMass has over 260 different working IT groups, there is a lot to learn and discover."

Quinn also shared how profoundly Tech Foundry changed the trajectory of his life, "To put it simply, I wouldn't be in the position I am in right now if it was not for Tech Foundry. Tech Foundry taught me how to show my knowledge to my employer."

In addition to the articulation agreement and career opportunities supported by UMass, the university has also become an important thought partner and facilitator of Tech Foundry's expanding AI curriculum. With support from the Irene E. and George A. Davis Foundation, the UMass Amherst Center for Data Science & AI launched Ignition AI to help

“ It's those other complementary human skills that make you successful early in your career...The best technicians that I see are those who are able to provide multiple options of a way to resolve an issue, but also explain a problem in multiple ways to a client...Those are the skills and qualities that make one technician stand out, especially for a service desk role.”

CHRIS MISRA

*Vice Chancellor & Chief Information Officer
University of Massachusetts Amherst
Tech Foundry board member*



“My life has genuinely changed dramatically for the better since I attended Tech Foundry. After attending the program and gaining all of these new skills, especially regarding job interviews, I have never felt more confident.”

WILLIAM LAPRISE

EDP Programmer I
Tech Foundry alumnus



nonprofit organizations in Hampden County explore how artificial intelligence can expand their organizations' capacity. The pilot offers support to help organizations understand AI, experiment with technology in a user-safe environment, and identify opportunities for impact.

Tom Bernardin, Executive Director at the Center for Data Science & AI at UMass Amherst, has been instrumental in getting this pilot off the ground.

“A guiding principle of the Ignition program is that AI shouldn't change your values or your mission. Tech Foundry already makes an incredible impact in our community. Our work together is about exploring where AI can strengthen Tech Foundry's impact, while ensuring its alumni are prepared to thrive in an AI-enabled workforce.”

Tech Foundry and UMass's partnership will continue to grow and adapt to the ever-changing demands of the job market and advances in the technology sector. UMass's leadership and passion for making Western MA a place where opportunities and innovation happen right in our backyard will continue to positively impact both Tech Foundry's alumni and the region.



PROGRAM HIGHLIGHTS

Tech Foundry's 2026 fiscal year was filled with firsts, thanks to the generosity of our donors and funders. Highlights included: the launch of **Tech Bridge**, our pilot program for Opportunity Youth; the start of our data management and analysis initiative; new articulation agreements with Elms College, Bay Path University, and the UMass University Without Walls program; and the implementation of stipends and bonuses to support and incentivize our students and alumni. Program-specific updates follow.

Tech Bridge Program Overview

Tech Foundry's newest initiative—the Tech Bridge program for Opportunity Youth (young adults from the Gateway Cities in Hampden County who do not have a firm plan after high school)—had a very successful pilot year. Student engagement and achievement, as well as employer and community support, exceeded all expectations.

Electrical, IT and AV tech training, community building and college exploration.



Certification pass rate of **96%**, with average attendance at **90%+** and **80%** of graduates either employed or enrolled in college.

Tech Bridge year two will **double the students served.**



PROGRAM HIGHLIGHTS

Tech Launch Program Updates

Tech Foundry's IT Support Training is now Tech Launch! Our award-winning flagship program is in its twelfth year of training individuals for successful careers in the IT field.



263 applicants for
Fall 2025 and Spring
2026 cohorts

91 accepted
83 enrolled
69 graduated

Over **100** community
and employer
partners engaged



Average
pre-program
wage:
\$11,324

Average Tech
Foundry graduate
starting salary:
\$42,007



LOOKING FORWARD

Tech Foundry Continues to Grow: Stipends, Data and Strategic Plan

This January, Tech Foundry launched a new three-year strategic plan. Building upon our recent successes, we are poised to expand our positive impact in the Commonwealth of Massachusetts.

Our 2026–2029 Strategic Plan centers on three bold, community-focused goals: targeted growth, program innovation and impact, and organizational resilience. Key priorities encompass increasing the number of individuals who achieve economic mobility through career pathway programming; improving access to digital literacy services; expanding our curriculum focus, including AI skills; growing the geographies served; and strengthening our organizational effectiveness and sustainability.

Areas of focus include: doubling the size of our Tech Bridge program for Opportunity Youth from the Gateway Cities, launching “AI for Work and Life” classes, and completing implementation of our new data analysis and student stipends programs. As always, our “North Star” focus remains helping low-to-moderate-income residents achieve economic mobility through tech training and intensive support, while simultaneously driving the local economy by addressing critical talent gaps.

Over the past year, Tech Foundry was awarded multi-year grants from key funders to catalyze these strategic priorities. These investments will drive greater, more targeted impact for residents and employers, create new partnerships, and result in measurable, equitable progress. With the support of critical partners and supporters, the future is bright!



FALL 2025 COHORT

Tech Launch Program



“Everyone at Tech Foundry taught me that tech wasn’t the end game. It was the starting point...Success doesn’t end at one job. It’s the journey to gaining the life you want to live...The best thing Tech Foundry taught me is that my success is going to mirror the effort that I put in.”



DONDRE SCOTT

Fall 2025 Tech Launch Graduate



Program Graduations

This past year, Tech Foundry graduated two cohorts of Tech Launch students. Jose Delgado, Springfield City Council Vice President, keynoted the Fall 2025 cohort's graduation and Dr. M. V. Lee Badgett, Chief Economist and Founding Partner of Koppa LGBTI+ Economic Power Lab and Professor Emeritx of Economics at UMass Amherst, served as guest speaker for the Spring 2026 graduation. They were joined by student speakers Kalord Lee and Dondre Scott representing the fall cohort and Jean Corbin and Appolonia Saraci from the Spring Cohort.

Tech Bridge's graduation was held on May 29, with Jen McGrath, Director of Philanthropy and Community Engagement at MGM Springfield, addressing the graduates. Suraya Arnold was chosen as class speaker by her fellow students.



#Employed
#Graduated
#TechFoundry



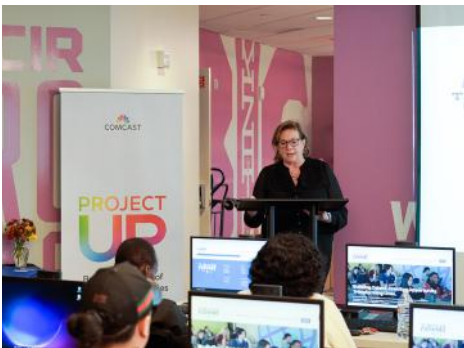
Tech Hub Program Updates

The Tech Hubs in Springfield and Holyoke offer a wide variety of digital literacy classes, community workshops, device deployment and technical assistance for the people in our region. Services are offered at the Hubs and throughout Western MA, serving people in the four western counties of Massachusetts. Highlights of Tech Hub's 2026 Fiscal Year impact included:

5,085 tech service interactions with Western MA residents and the distribution of **271** devices in FY2026



Nearly **1,000** Western MA residents served, with 5+ visits per person on average



Partnerships with 22 organizations



83% of Tech Hub staff are Tech Launch alumni

7 Tech Launch graduates served as Digital Fellows in FY2026, with two being promoted to Tech Hub Coordinator roles



STUDENT SUCCESS STORIES

Tech Launch: Jasiel Garcia

Jasiel Garcia is a first-generation college student; both of his parents are from the Dominican Republic and did not have the opportunity to finish school. Jasiel was born in the U.S. Virgin Islands, and when his family moved to the mainland, they were still getting accustomed to life here. In remembering that time, Jasiel shared that he felt isolated from the outside world but had access to a cell phone and a Chromebook. This experience made him “really curious about technology and how things worked”, and he started teaching himself tech skills like installing Linux on Chromebooks and repairing mobile devices.



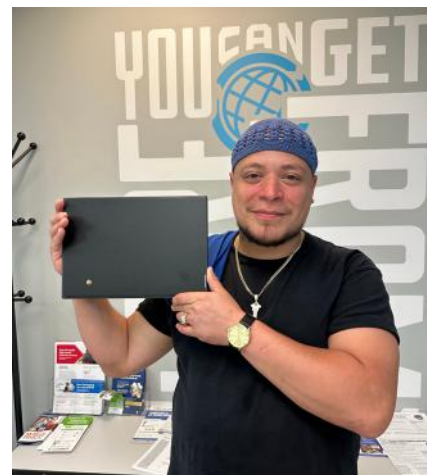
In spring of 2026, Jasiel joined Tech Foundry’s Tech Launch program, to augment his computer science studies at Springfield Technical Community College. He noted that “Tech Launch was a huge resource for me because it helped me build not only technical skills, but also the professional and soft skills needed to start building a real career in technology.”

After his graduation from Tech Launch in June, Tech Foundry hired Jasiel to work at the Springfield Tech Hub as a Digital Fellow. In that role, he provides bilingual help desk support, teaches digital literacy classes, and helps connect people in the surrounding community with digital learning resources and technology support.

Jasiel reflected on his experience at Tech Foundry, stating that “Tech Foundry has had a really big impact on me because it gave me the opportunity to take what I was already interested in and start turning it into an actual career. I came into Tech Launch wanting to learn and get my foot into the tech world, and now I get to use what I learned to help other people in my community learn and become more comfortable with technology too. Having programs and opportunities like this available really does make a difference, especially for people who might not otherwise know how to get started.”

Tech Hub: Jose David Mercado

Jose David Mercado enrolled in Tech Hub’s digital literacy classes at Holyoke Community College’s Picknelly Adult & Family Education Center seeking to build his computer skills. Being part of the program, he says, “has been truly instrumental in my life.” He gained practical experience with computer programs, internet tools, and web browsers, then put those skills to work right away —



applying his new technical skill set to complete the first full rough draft of a book, a milestone he counts among his proudest achievements. “I am still amazed at how much I have absorbed since that very first class I attended,” he wrote.

Jose credits much of his progress to his instructor and Tech Foundry alumna, Iana Garbuzova, whose patience, professionalism, and attention to each student’s individual needs inspired him not only to keep learning, but to want to help others learn as well. He also sees the program’s reach beyond himself: “It is incredible to see the positive impact this program is making, not just for me, but for so many people in our surrounding community.”

Those skills are already shaping what comes next. Jose is currently taking GED classes, and the tools he picked up at Tech Hub have, in his words, “played a massive role in my journey toward gaining a higher education.” The experience also settled a bigger question for him — it “firmly inspired me to choose IT as my career path when I transition to college.” His enthusiasm for the program is simple to summarize: his only suggestion was more class time. Jose’s story reflects the goal of Tech Hub — to give community members the digital skills and confidence that open new possibilities in their lives — and he intends to keep going, with plans to continue attending classes and “ultimately mastering the realm of IT.”

Tech Bridge: Alani Wills

Alani Wills (Tech Bridge Class of 2026) wasn’t initially interested in technology, but she joined the Tech Bridge program hoping to learn tech and develop leadership skills. As a young woman and member of an immigrant family, she wasn’t sure if she was suited to be a technician, but she dove into the demanding nine-month Tech Bridge training.

Alani drove commercial trucks at night to support herself while attending five hours of class during the day. In addition to the regular daily classes, in March Alani and her fellow students traveled to New York City once weekly for eight hours of hands-on cabling experience. This entailed traveling eight hours by bus each day (leaving at 5:30 a.m., returning at 9:30 p.m.) and culminated in two days of certification exams. Despite moments of physical and mental exhaustion, frustration, and self-doubt about her technical abilities, Alani remained persistent and resilient. She ultimately graduated with all five of the industry-recognized certifications offered through the program. After graduation, she worked at Geek Squad as an entry-level technician. In September 2026, she started her coursework at STCC to continue her tech learning.



Alani’s achievements reflect the primary goal of the Tech Bridge program: to provide a tech workforce and college exploration pathway that helps young adults find new, previously unknown opportunities. Alani’s journey is far from over and the Tech Foundry team will be standing by her to support her in her future endeavors.

BY THE NUMBERS

CUMULATIVE • ALL PROGRAMS

3,191+

PEOPLE SERVED ACROSS
TECH BRIDGE, TECH LAUNCH
AND TECH HUB PROGRAMS

691

STUDENTS TRAINED THROUGH TECH BRIDGE
AND TECH LAUNCH SINCE 2014

+

2,500+

PEOPLE REACHED THROUGH
THE TECH HUB SINCE FALL 2023

FY2024 FORWARD

\$11,324

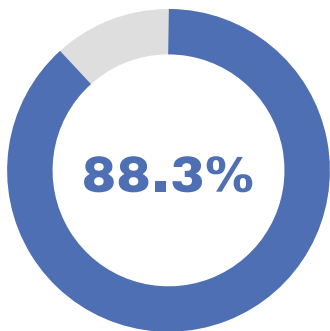
AVERAGE ANNUAL INCOME
BEFORE TRAINING

3.7x
INCOME
INCREASE

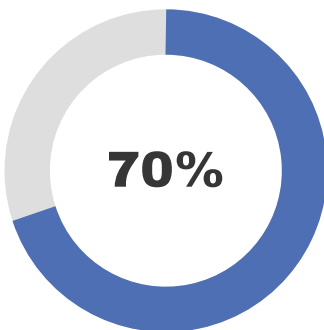


\$42,000+

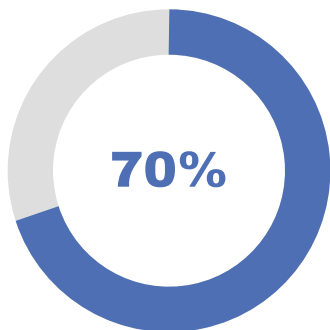
AVERAGE STARTING SALARY FOR A TECH FOUNDRY
GRADUATE—ACCESS TO LIVING-WAGE ROLES WITH BENEFITS



AVERAGE TECH LAUNCH
GRADUATION RATE



JOB PLACEMENT
WITHIN SIX MONTHS



OF STUDENTS ARE BIPOC AND/OR
LOW-TO-MODERATE INCOME

THE TECH HUB • SINCE FALL 2023

2,500+

PEOPLE REACHED WITH
DIGITAL LITERACY SUPPORT

11,256

SERVICE
INTERACTIONS

567

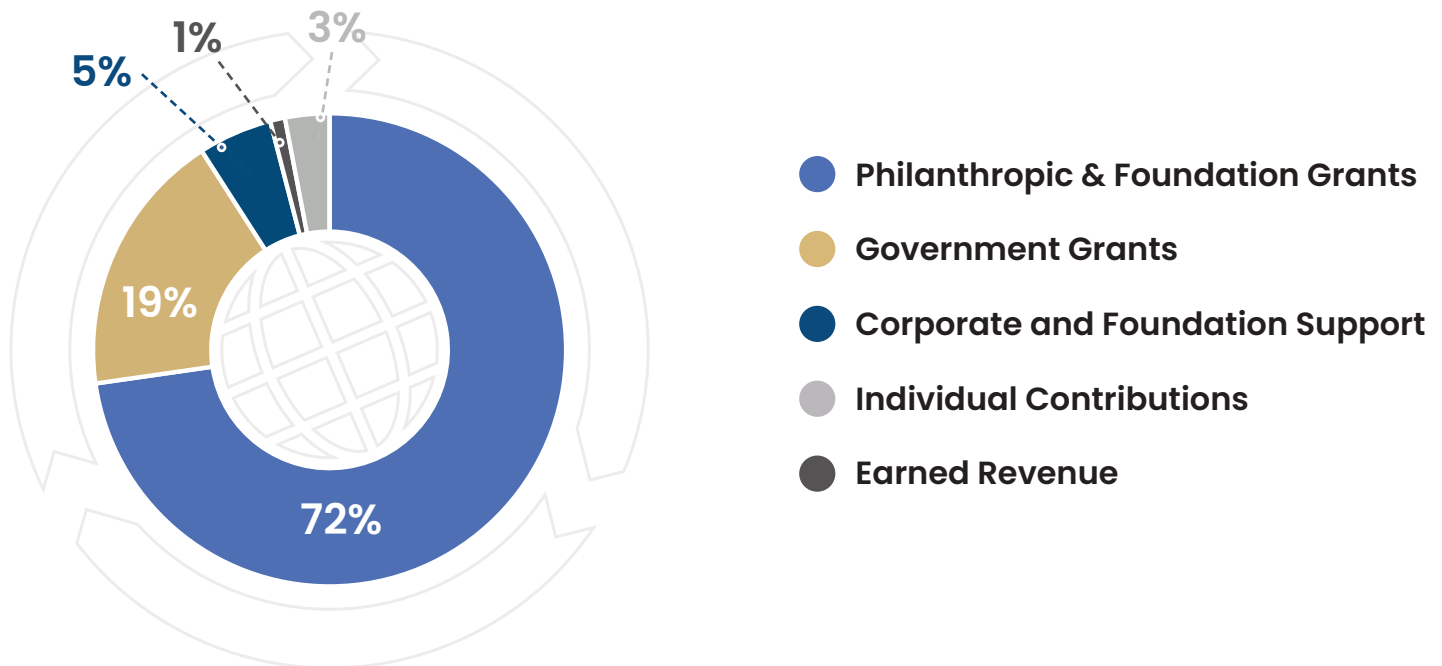
DEVICES
DISTRIBUTED

543

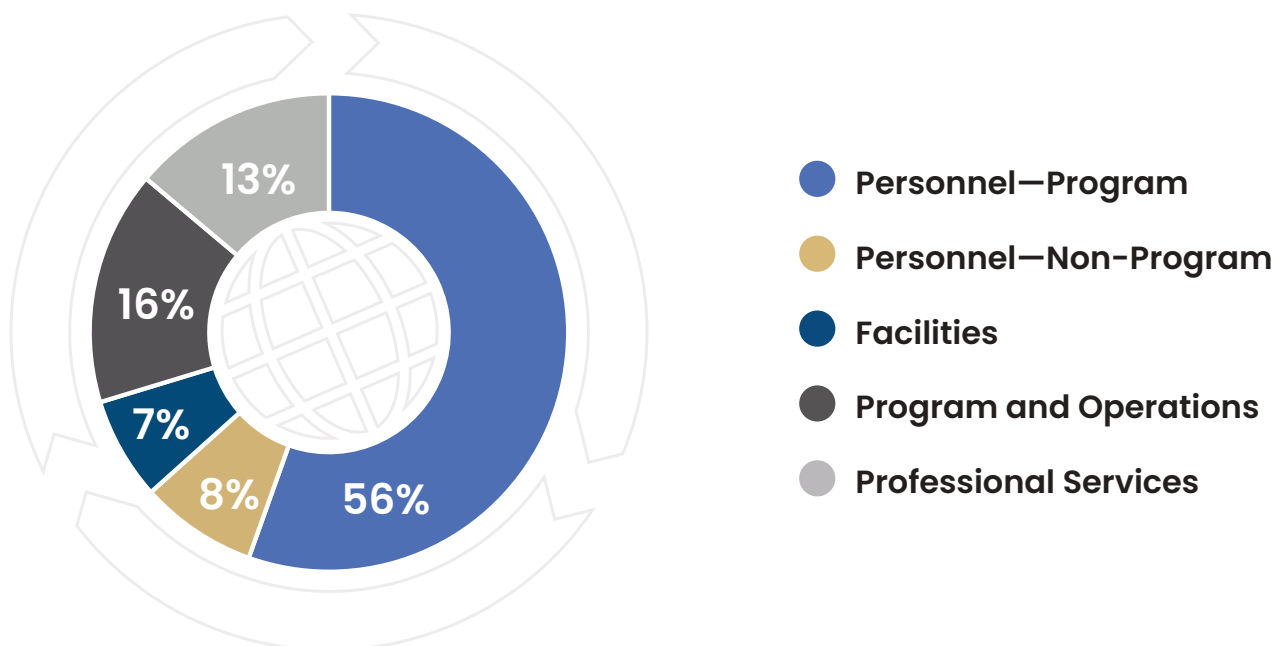
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Tech Foundry's work is made possible by the generous support and partnership of a wide variety of funders and donors. We are immensely grateful for their commitment to our mission and programs.

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- The City of Springfield
- Commonwealth Corporation's Workforce Competitiveness Trust Fund (WCTF)
- Commonwealth of MA Skills Capital Grant
- The Massachusetts Broadband Institute, a division of the Massachusetts Technology Collaborative

“ Like most of us, I spend money every day on small things: sushi, coffee, etc. Every month, I pay big utility and wireless companies whose values I don't always share, because I need what they provide. If I can pay a high cable bill to a corporation that doesn't share my values, I can certainly direct \$20 a month toward an organization that does. That's why I give to Tech Foundry.”

AIMÉ DEGRENIER
Donor

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