



Impact 2025 Report



A Message from Our CEO Opening Doors to Economic Mobility

Today, learners and employers across the globe are navigating a rapidly changing economy. Artificial intelligence and other advances are reshaping the skills people need and the opportunities they pursue.

At the same time, millions of people are working, raising families, and managing responsibilities while striving to build more secure futures. Some are beginning their journeys in high school and exploring their first career pathways. Others return as adults determined to finish a diploma, gain new skills, or prepare for a different kind of job. What they share is a determination to move forward and a need for education that fits their real lives.

Today's learners are balancing work, family, and financial realities that make traditional pathways difficult to follow. Many are learning while they earn, building skills step by step while continuing to support themselves and those who depend on them. Penn Foster's accredited, flexible programs are designed for exactly this reality. Learners can study on schedules that work for them, access courses from anywhere, and progress toward credentials that connect directly to career opportunities. When education adapts to the pace and pressures of everyday life, it becomes a powerful engine for mobility and confidence.

Our mission is to open doors to learner success, whether that means graduation day, a better job, or bringing home a better paycheck.



Kermit Cook, CEO

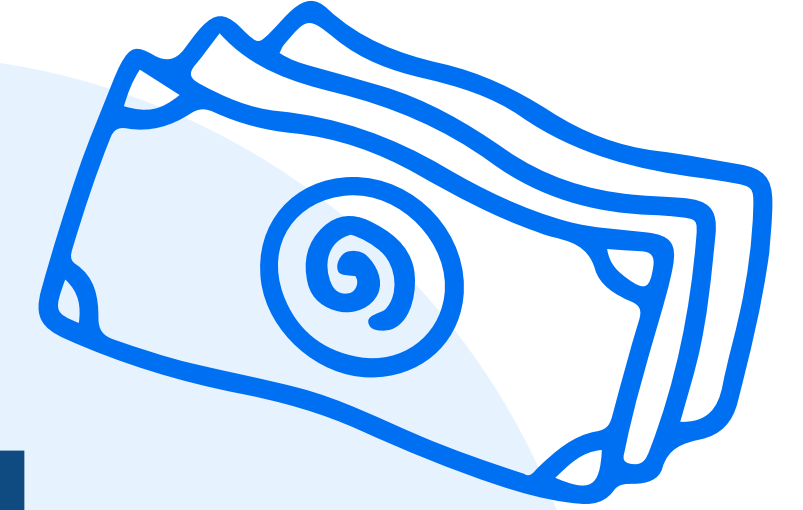
Sources: (1) Program Completion Survey. (2025). Program satisfaction is evaluated by survey upon program completion ($n=8,558$ respondents). (2) Alumni Impact Survey. (2026). Self-reported alumni outcomes and experiences were collected through a survey of January 2020-June 2024 graduates ($n=3,100$ respondents).

2025 Highlights



97%

of program completers report achieving the goals they set when they enrolled



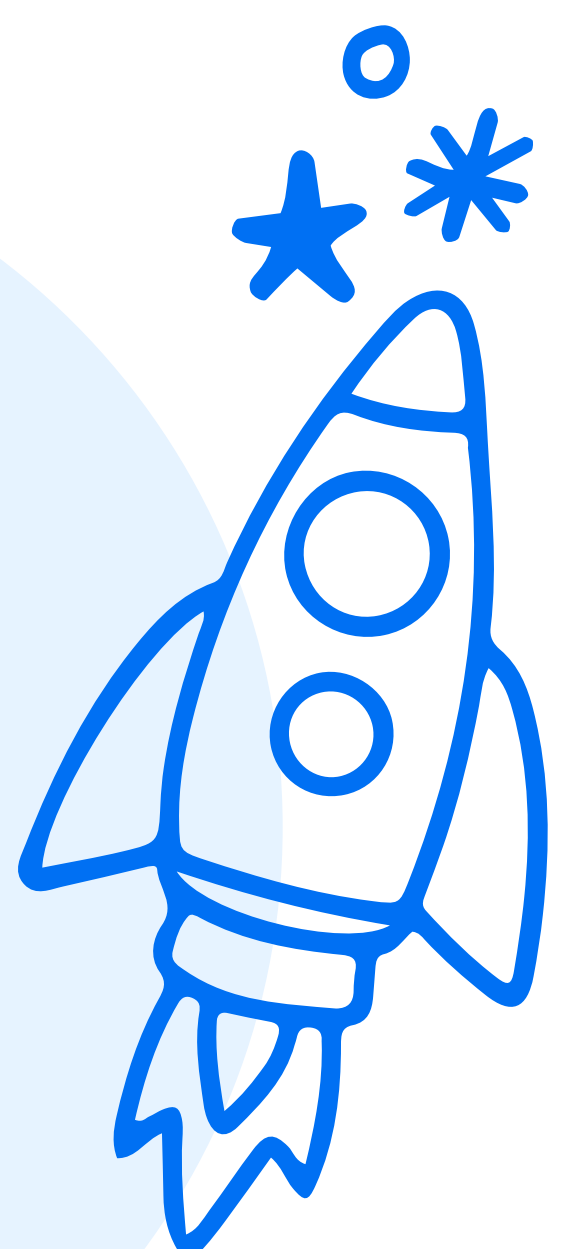
\$18k+
increase

in median salary for program completers



71%

of program completers report positive outcomes, including promotions, raises, or improved work schedules



97%

say the quality of a Penn Foster education met or exceeded their expectations



+23%

increase in Penn Foster program completions compared to 2024

What Makes Us Different

Penn Foster expands access to education through flexible online learning, affordable programs, accredited credentials, and career-focused training. Our goal is to help learners gain recognized qualifications and build practical skills to prepare them for real-world opportunities in today's workforce.



Flexible

Online courses are available 24/7 to fit learners' schedules.



Affordable

Low-cost programs keep learning and upskilling within reach.



Accredited

We offer recognized certificate, diploma, and degree programs.



Career-Focused

Our credentials prepare learners to enter the job market.



Who We Serve

Education Designed for Real Life

Each of our learners is unique, but they have one thing in common: a nontraditional educational path. Many of them also balance work and caregiving responsibilities that don't pause for study time. More than a third of our high school learners will be the first in their families to graduate. The challenges are real, but so is their **motivation to open new doors and create economic opportunity** for themselves and those who depend on them.

Average learner age:

29

and our eldest learner is 96 years young!

32% of learners are primary caregivers to children

and 17% are primary caregivers to an adult

Learners' Top Goals

- Personal achievement
- Increase their wages/pay
- Move to next level of education

18%

self-identify as a person living with a disability

\$28,545

average personal income among learners ages 19 and up

75%

of current learners ages 19 and up are working

and 15% are currently seeking work

37%

of our high school learners report that their parents didn't finish high school

60%

of college/career learners have not completed any further education beyond a high school diploma or equivalent

Top reasons for enrolling with us:

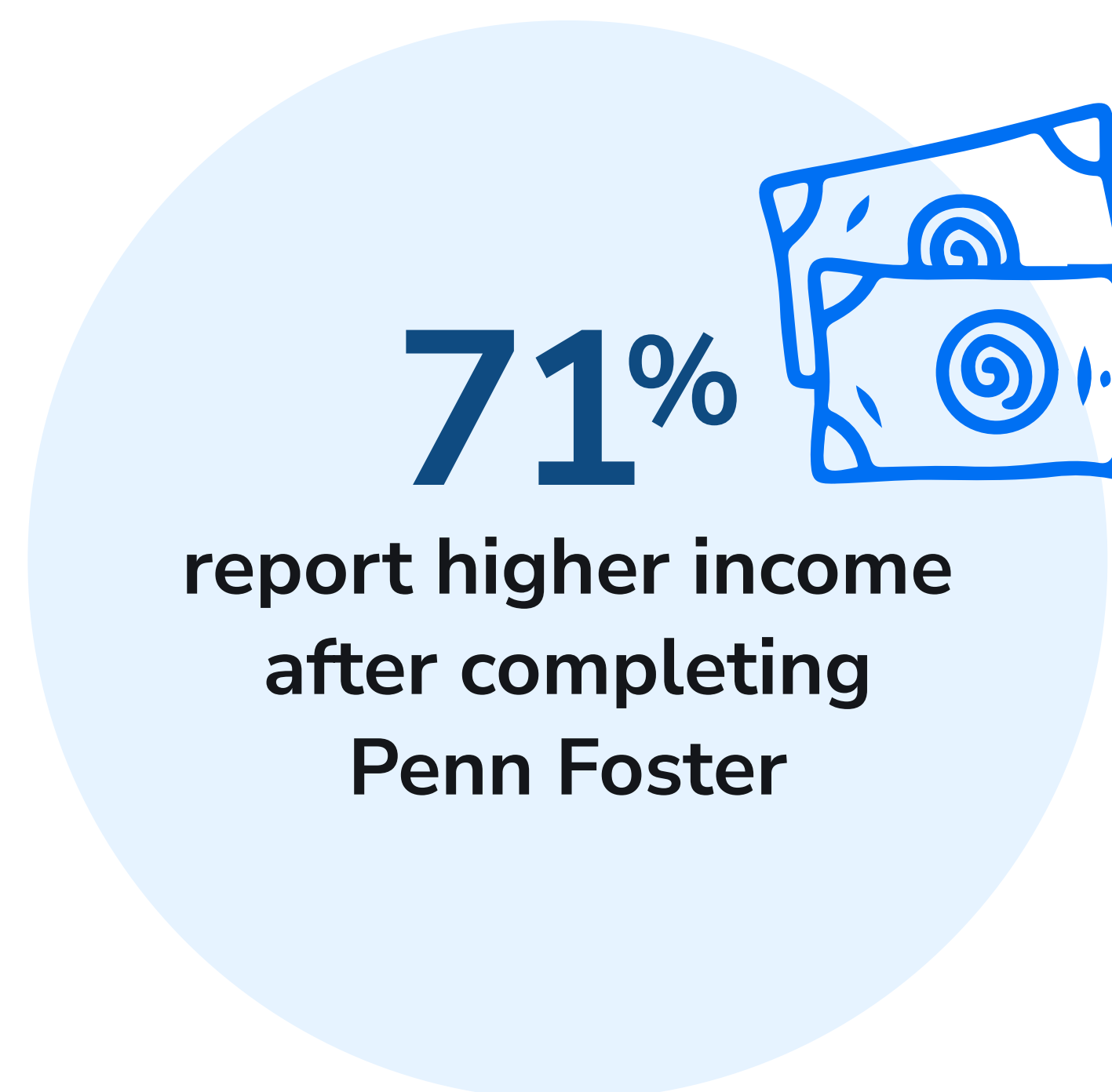
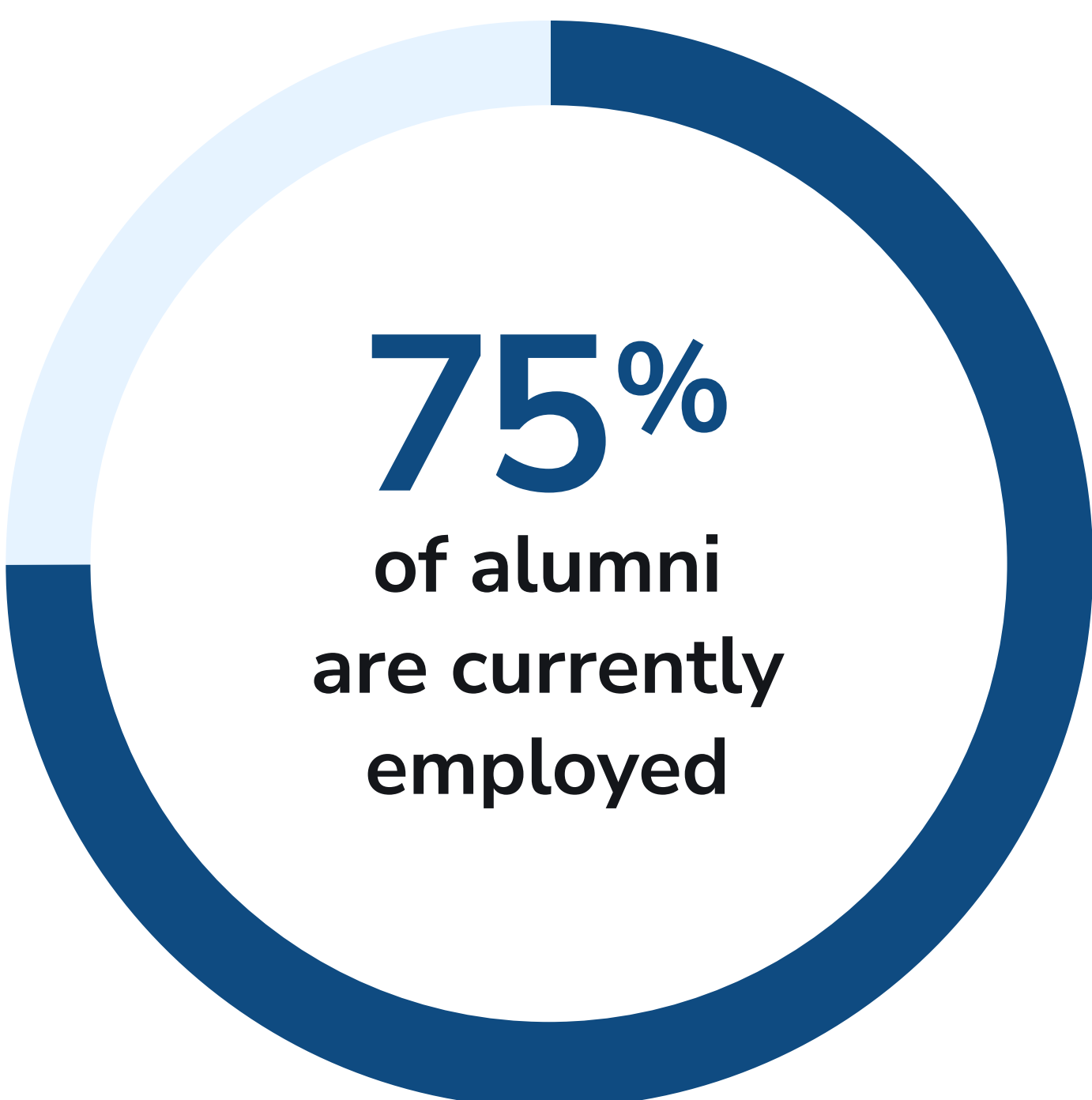
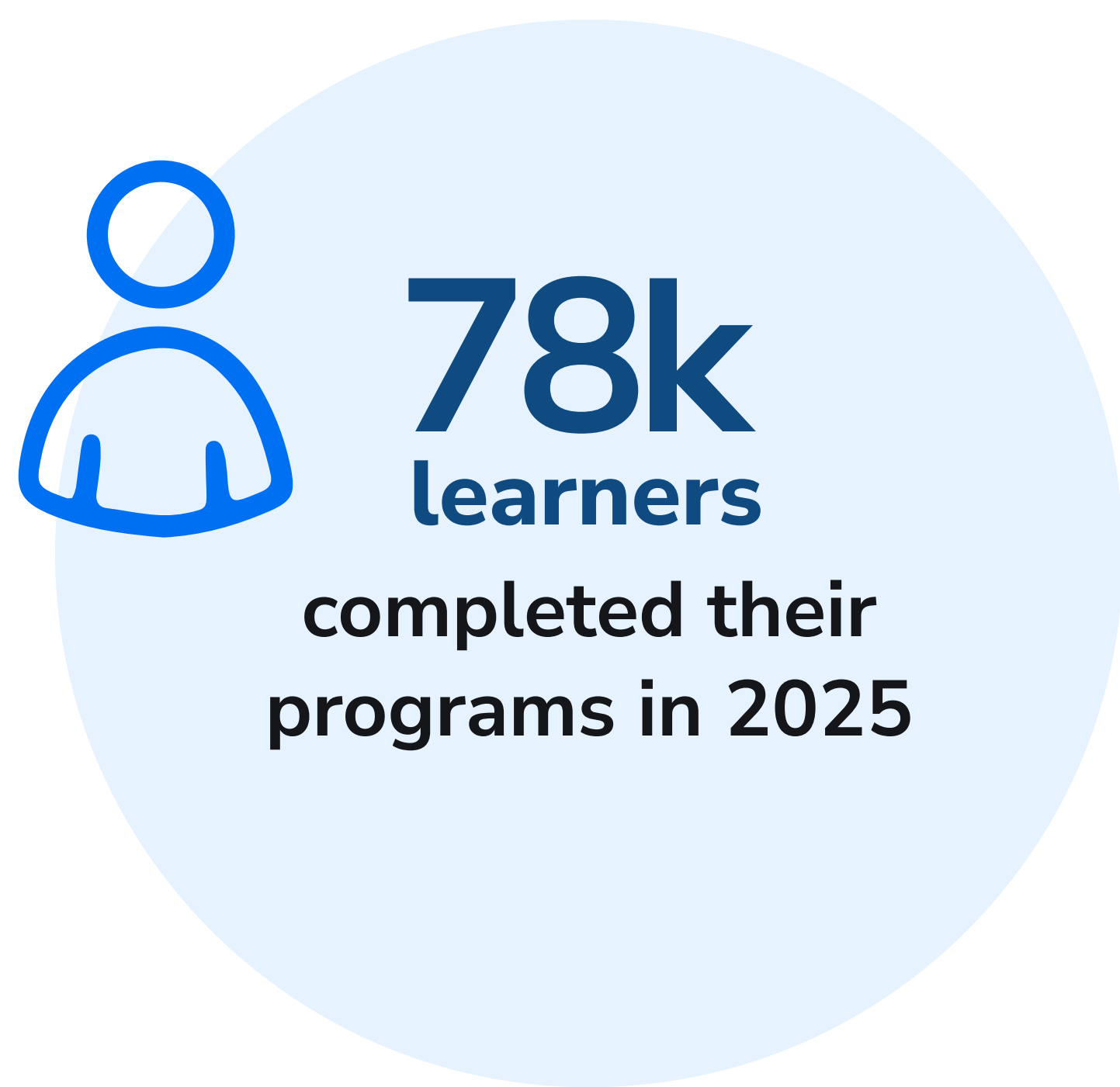
- Self-paced
- Online
- Affordable



Success Metrics

Impact by the Numbers

In 2025, Penn Foster program completers achieved meaningful outcomes. From better jobs to higher wages, these outcomes demonstrate the power of finishing their studies.



Sources: (1) Program Completion Survey. (2025). Program satisfaction is evaluated by survey upon program completion (n=8,558 respondents). (2) Alumni Impact Survey. (2026). Self-reported alumni outcomes and experiences were collected through a survey of January 2020-June 2024 graduates (n=3,100 respondents).

Mobility Made Real

Graduate of the Year, Monet Carter

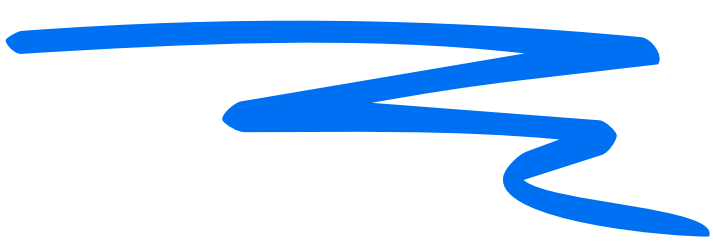
When asked what graduation means, many learners respond with a single word: “Everything.”

For our learners, graduation is rarely just the completion of courses. For many, it marks life beginning to move forward again. Penn Foster High School Graduate of the Year Monet Carter embodies that movement. For Monet, graduation wasn't only earning a diploma: it was overcoming barriers that made traditional education difficult. Living with a learning disability and sickle cell disease made it challenging for her to stay on schedule in a typical classroom environment.

Penn Foster's self-paced model didn't erase her challenges, but it removed hurdles. On difficult days, she could pause. On stronger days, she could move forward. “I've never had a platform where I can complete assignments at my own pace,” she said.

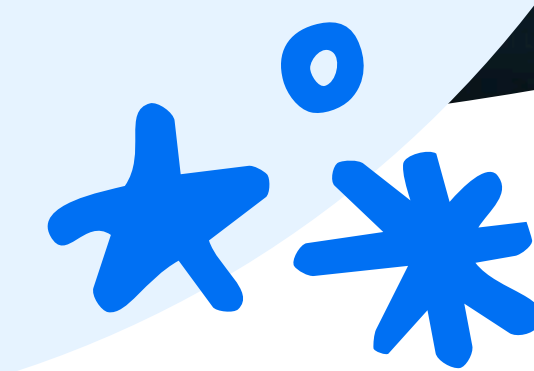
For Monet, locked doors opened once she earned her diploma. “It was hard to get jobs...it was really hard to do things in my life without [a diploma].” Today, she's enrolled in a two-year program at Atlanta Technical College, working toward becoming an EMT. What once felt out of reach is now her next step.

For learners, graduation signifies opportunity, progress, and possibility. It's mobility made real. And that's why, when asked what graduation means, so many answer the same way: Everything.





“I've been employed with the same company since completing my certification, with great benefits, [and] that is helping me fund the rest of my educational goals.”
-Medical Assistant Learner



Career Pathways From Training to Advancement

Penn Foster connects education directly to work opportunities. Many learners begin in entry-level roles that provide stable employment and lead to higher-paying careers. The pathways below illustrate how learners can build their careers over time by getting their start with us.

6%
job growth
by 2030

Dental Assistant

Dental assistants can build foundational skills that open paths to higher-paying roles. With experience and training, many move into specialized positions.

Next career steps: advanced radiology, dental hygienist, dental lab tech

9%
job growth
by 2030

Medical Assistant

Medical assistants can advance into clinical and operational careers. Over 40,000 average monthly job postings are added nationwide for medical and health services managers.

Next career steps: surgical technician, nursing field, health services managers

4%
job growth
by 2030

Pharmacy Technician

Pharmacy technicians can take advantage of pathways into supervisory and specialized laboratory roles, with potential wages of up to \$87K.

Next career steps: laboratory technician, pharmacist

6%
job growth
by 2030

Phlebotomist

Phlebotomists have opportunities to advance into specialized roles in diagnostic testing and laboratory operations across hospitals, clinics, and research settings.

Next career steps: clinical laboratory technician, health technologist

11%
job growth
by 2030

Veterinary Technician

Veterinary technicians often advance into specialized clinical or leadership roles, with wage increases of approximately \$37K–\$60K.

Next career steps: veterinary surgical assistant, radiologic technologist

Source: Lightcast Analyst. (2025). U.S. occupation projections, 2025–2030. Lightcast labor market analytics data.





Our Partnerships

We partner with thousands of organizations nationwide, including:

- **150+ employer and workforce partners**
- **171 academic partners**
- **7K high school partners across the US**

Our partnerships include:

- Employers
- Healthcare systems
- Workforce and government-funded programs
- Community-based nonprofits
- K-12 education partners

Graduate Advancement Program

Penn Foster's Graduate Advancement Program (GAP) creates pathways for Penn Foster High School graduates to continue their education with trusted higher education partners, including Penn Foster College and Career schools! Through GAP, graduates gain access to tuition discounts, streamlined admissions, and online programs. These partnerships help graduates continue their education and build career-ready skills to support career advancement and lifelong learning.



"Our Penn Foster Scholarship Program...is near to my heart as I am passionate about providing equitable opportunities for individuals to take their next step in their careers, in a way that is financially feasible and can be achieved while working in practice...I am so proud of our incredible aspiring technicians, who are thriving in Penn Foster's AS program and working toward a long and successful future in the veterinary profession!"

-Annie Lane, Western Veterinary Partners Support Staff Recruiting Manager



Partner Case Studies

Chicago CRED

Penn Foster High School + Chicago CRED

731 enrollments from 2020-2025

Problem: Chicago's gun violence crisis is closely tied to economic instability and educational disconnection. In many affected neighborhoods, trauma, limited opportunity, and systemic barriers make finishing high school feel out of reach for young adults seeking a different path.

Solution: Chicago CRED (Creating Real Economic Destiny) addresses these challenges through outreach, life coaching, trauma-informed support, and job training for individuals most at risk of being harmed by or participating in gun violence. Education is a core pillar of this approach. Through its partnership with Penn Foster High School, participants gain access to a flexible online diploma program that allows them to continue their education while balancing work, family responsibilities, and personal recovery.

Impact: Hundreds of CRED participants have earned their high school diplomas through Penn Foster. On-the-ground support, including tutoring and dedicated life coaches, helps learners stay motivated and overcome obstacles. These diplomas represent more than academic achievement; they open pathways to employment, continued education, and renewed confidence, helping individuals and communities move toward greater stability and opportunity.



**"We are
profoundly grateful
for this partnership and the
doors it continues to open."**

-Paul Robinson,
Chief Program Officer

Petco

Penn Foster College + Petco

671 enrollments from 2021-2025

Problem: Demand for veterinary services continues to rise nationwide, increasing the need for skilled, credentialed professionals. For employers like Petco, meeting this demand requires more than hiring. It requires creating clear, accessible pathways for existing team members to advance into veterinary roles while balancing work and life.

Solution: Petco partners with Penn Foster to provide flexible, accredited pathways for employees to become veterinary technicians. Through Penn Foster's AVMA-CVTEA-accredited Veterinary Technician Associate Degree program, learners gain the academic knowledge and clinical competencies required for licensure. Delivered online, the program empowers Petco employees to continue working while advancing their education. The partnership aligns training with workforce needs, reduces barriers to access, and integrates education directly into career progression.

Impact: This collaboration creates a strong internal pipeline of veterinary talent while supporting employee growth and mobility. Learners gain affordable access to education and a path to credentialing, while Petco strengthens retention and builds clinical expertise across its workforce. Together, the partnership helps expand access to veterinary care by preparing more qualified professionals to support pets and their families.

"We've seen firsthand how this program builds confidence, deepens clinical skills, and strengthens the quality of care in our hospitals."

-Grace Gil, Senior Manager, Pet Services Training & Education



JEVS Human Services

Penn Foster High School + JEVS

673 enrollments from 2020-2025

Problem: Many adults in Philadelphia seeking to finish high school are navigating significant life challenges. Some are rebuilding after involvement with the justice system, while others are balancing work, family responsibilities, and financial hardship. For these learners, traditional education can feel out of reach, especially when a diploma is essential for stable employment and long-term security.

Solution: JEVS Human Services partners with Penn Foster to integrate an accredited online high school program into its workforce initiatives. Penn Foster provides a flexible, self-paced academic model, while JEVS delivers in-person coaching, accountability, and wraparound support. Through programs like The Choice Is Yours, which offers first-time, non-violent offenders an alternative path focused on progress, and Work Ready, which supports adults pursuing employment, learners can continue their education while managing responsibilities.

Impact: Together, Penn Foster and JEVS create a pathway that combines accessible education with trusted community support. Learners earn high school diplomas while building the skills, structure, and confidence needed to pursue employment and move forward toward greater stability and opportunity.

“This program helped me accomplish something I never thought I would accomplish.”

-JEVS High School completer





Focus for the Future

As we move toward our **goal of 150,000 annual completers by 2029**, we're investing in innovations and partnerships that help more learners succeed. Our future-facing priorities include:



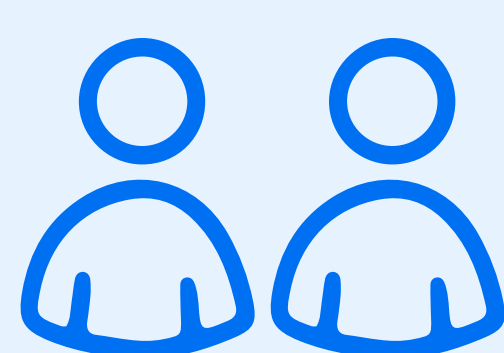
**Accredited
real-world skills**



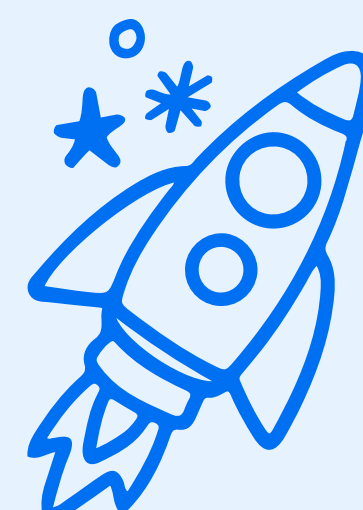
**Partner-tailored
content**



**Career-focused high
school pathways**



**Cohort-based
learning**



**Personalized
learning paths**

Together, these priorities guide our work as we expand education access, strengthen career pathways, and help more learners build the skills and confidence to open doors to brighter futures.

References:

- Lightcast. (2025). U.S. occupation projections, 2025-2030. Lightcast Analyst.
- Penn Foster Group (2025). Learner Profile Survey: Demographic evaluation of current, active learners as of May 2025. Penn Foster Group Customer Insights.
- Penn Foster Group (2025). Program Completion Survey: Evaluation of program satisfaction upon program completion throughout 2025. Penn Foster Group Customer Insights.
- Penn Foster Group (2026). Alumni Impact Survey: Evaluation of alumni outcomes and experiences among January 2020-June 2024 graduates. Penn Foster Group Customer Insights.

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