

Breaking down employment barriers with AI-powered skills training

Hopeworks prepares young adults for the workforce with essential AI tools training and skills, powered by the Dell AI Factory with NVIDIA.



Business needs

Young adults in under-resourced communities often face steep barriers when it comes to finding meaningful employment, limited access to education, chronic unemployment and a lack of opportunities to build the skills employers demand. That's where Hopeworks steps in to make a real difference.

By combining AI-powered technology with a mission-driven focus, Hopeworks is equipping young adults with the tools they need to break through systemic barriers and build lasting, successful careers in the digital economy. It's not just about landing a job, it's about creating a future filled with opportunity.

Business results



Mock interview participants saw a 30% boost in starting salaries.



Expanded new career placement opportunities within high-demand tech sectors.



Skills-training efficiency improved by 40% with AI-enabled coaching.



Starting salaries exceed \$46K, with 94% job retention after 12 months.

Solutions at a glance

- [Dell AI Factory with NVIDIA](#)
- [Dell PowerEdge XE Servers with NVIDIA Accelerated Computing](#)
- [NVIDIA NIM software](#)
- [Dell PowerStore](#)
- [Dell Professional Services](#)
- [Dell Precision Workstations and Dell Monitors](#)
- [Dell PowerSwitch Data Center Switches](#)





AI-powered coaching and expanded career pathways are boosting starting salaries and increasing job retention.

Tackling skills gaps with a vision for equity

Hopeworks, a nonprofit social enterprise in Camden, NJ and Philadelphia, PA, is tackling one of workforce development's most critical challenges: connecting young adults from under-resourced communities with meaningful careers in the digital economy. These individuals often face systemic barriers, such as limited education and chronic unemployment that hinder their entry into stable, fulfilling jobs, especially in the technology sector.

As digital skills become essential across all industries, Hopeworks saw the need for AI innovation to better equip young adults with technical expertise and accelerate their pathways to careers in the AI-powered economy.

"Fundamentally, what we do at Hopeworks is take young adults who have drive and ambition. They want to make a change in their lives, but they're stuck," says Hopeworks CEO, Dan Rhoton. "We move them from chronic unemployment into jobs that are changing their lives."

AI creating a personalized path to professional skills

Traditional training methods often cannot provide the adaptable, personalized one-to-one support needed to prepare diverse learners for a competitive job market. Seeing an opportunity for AI to make a profound impact on skills training, Hopeworks turned to the Dell AI Factory with NVIDIA and the Dell Generative AI solution for Digital Assistants.

The digital assistant Dell designed and professionally implemented for Hopeworks clients delivers a mock AI interview experience, simulating realistic and dynamic interview scenarios. Participants can build confidence and enhance their workforce readiness in a low-pressure environment. The assistant experience helps Hopeworks' young adults develop professional skills comparable to those with 5 to 10 years of experience, reducing hiring risks for employers and unlocking new opportunities for the participants.

The Hopeworks digital assistant experience integrates Dell PowerEdge XE-series servers, NVIDIA accelerated compute and NVIDIA Inference Microservices. This secure, scalable on-premises solution is supported by Dell PowerSwitch networking, PowerStore storage and was designed and implemented by Dell Professional Services integrating hardware and software to customize a Dell AI Factory that powers an efficient interview and coaching platform for Hopeworks. Participants interact with the system using Dell Precision workstations with NVIDIA RTX GPUs and high-resolution monitors, creating a truly immersive experience.

"Dell isn't just offering hardware; they've remained an active partner, ensuring our young adults work on cutting-edge tools designed to give them a real-time advantage," says Rhoton. "Our collaboration with Dell Technologies and NVIDIA isn't just about technology; it's about genuinely empowering people."

Building confidence, delivering measurable results

The AI-powered mock interview experience has been transformative for Hopeworks participants like Cariegh Robinson and Andres Mercado. By practicing in a safe, no risk setting, they can refine their responses, receive real-time feedback and build the confidence needed to excel in a variety of job interview situations.

"The digital coach helped me see where I needed to improve and made me feel more prepared," says Robinson. Mercado adds, "It gave me the confidence to tackle real-world interviews."

"AI is the power tool of this generation. For young adults to compete successfully and outperform in the market, they need to know how to use it."

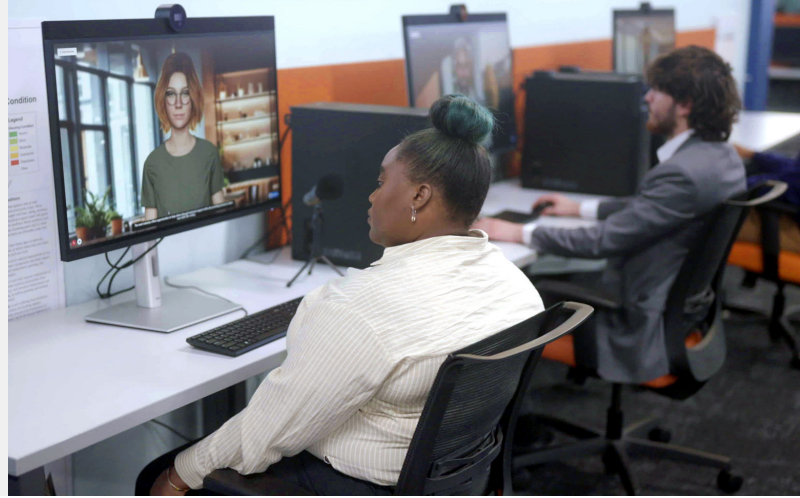
Dan Rhoton
CEO, Hopeworks

“

It feels good to use the skills I've learned to help others in real time. AI doesn't just create opportunities for me—it lets me create opportunities for others.

”

Andres Mercado
Associate, Hopeworks



The initial results clearly demonstrate the program's success. Hopeworks reports a 30% increase in starting salaries among participants who used the AI tool. Furthermore, 75% of graduates now secure employment within six months, a testament to how accessible technology can break down barriers and boost career readiness. The impact extends beyond training, with a 40% increase in trainee efficiency on real-world projects, average starting salaries now exceeding \$46,000 and an impressive 94% 12-month job retention rate.

Creating an ecosystem of opportunity

Hopeworks is also empowering participants to uplift their own communities. Graduates like Robinson and Mercado now serve as AI Navigators, training their peers and other underrepresented groups to use these powerful tools.

“AI is the power tool of this generation,” says Rhoton. “For young adults to compete successfully and outperform in the market, they need to know how to use it.”

This partnership between Hopeworks and Dell to deliver innovative skills training has fostered an ecosystem of opportunity, deepening the impact young adults have on real-world projects in urban planning, environmental mapping and public safety analytics for cities like Camden and Philadelphia.

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Closing equity gaps for long-term impact

Hopeworks' mission is expanding access to career opportunities and ensuring that no young adult is left behind in the evolving tech landscape.

Looking ahead, Hopeworks will continue to grow its social enterprise offerings by partnering with businesses and public sector organizations on real-world projects. Young adults are using AI tools to deliver clients solutions that streamline workflows, automate repetitive tasks and generate actionable insights, while gaining hands-on experience and expanding their career prospects.

“AI, when used responsibly, is not just a tool. It's a way to redesign how we approach generational challenges,” concludes Rhoton.

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Our collaboration with Dell Technologies and NVIDIA isn't just about technology; it's about genuinely empowering people. Together, we aspire to scale our success and extend opportunities to every underserved community we reach.

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Dan Rhoton
CEO, Hopeworks

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