Pathways To Excellence
How CodePath Is Diversifying The Tech Industry
By Transforming Computer Science Education
As entrepreneurs in Silicon Valley, we saw several gaps in the upskilling of software engineering talent and founded CodePath.com, a technical training organization for senior engineers at the world’s top technology companies—including Meta, Google, Dropbox, Airbnb, and Netflix.

After teaching thousands of engineers across major technology companies, it became clear that talent was everywhere, but opportunity was not.

At a time when tech companies most need talent, communities of color and students from low-income backgrounds are not being sufficiently considered for lucrative roles, even when they hold computing degrees.

In 2017, we founded CodePath.org to reverse these trends and address inequities within both computer science (CS) education and technical recruiting.

CodePath ensures that students nationwide have equitable pathways to the tech sector’s most competitive roles by providing best-in-class software engineering training, and personalized career services that can be layered onto the existing postsecondary education system.

Our first annual report not only highlights our 2021 accomplishments, but also explores the barriers to tech excellence CodePath was created to address, how our model is designed to tackle them, the impact of our work to date, and our vision for a future where tech excellence is driving economic mobility nationwide.

We’ve seen firsthand how a tech career can transform the economic futures of young people, their families, and their communities—and we invite you to join us in our mission to diversify the nation’s most competitive tech roles.

<table>
<thead>
<tr>
<th>Michael Ellison</th>
<th>Co-founder and Chief Executive Officer</th>
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<tbody>
<tr>
<td>Low-income, African American CS student from rural Maine. Dropped out of CS his freshman year because he felt like he didn’t belong.</td>
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<tr>
<td>Founding Board Member of Women Who Code.</td>
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<tr>
<td>Co-founder of ClassMetric, a Y Combinator-backed tech startup that later became Segment, which was acquired for $3.2B.</td>
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<table>
<thead>
<tr>
<th>Nathan Esquenazi</th>
<th>Co-founder and Chief Technology Officer</th>
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<tbody>
<tr>
<td>Low-income Cuban American CS student from Los Angeles. Was often disappointed by traditional CS courses that lacked practical application.</td>
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<tr>
<td>Started his first tech company at age 14 and created some of the first educational boxed software in physical Apple stores.</td>
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<tr>
<td>Prolific open source contributor with projects used by millions of developers.</td>
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<tr>
<th>Tim Lee</th>
<th>Co-founder and Chief Learning Officer</th>
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<tbody>
<tr>
<td>Low-income, Asian American CS student from Texas. Developed a love of learning through exceptional teachers.</td>
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<tr>
<td>National Science Foundation Fellow at Stanford.</td>
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<tr>
<td>Previous CTO and founder of Google Ventures’ first seed investment, Miso.</td>
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</table>
"CodePath opens doors for so many underrepresented students who have the impression that a career in tech is an unattainable goal. I am excited to play a role in helping the organization achieve its ambitious—and crucially important—mission to support a more diverse group of computer science students and software engineers."

Vladimir Fedorov
CodePath Board Member
Former Senior Vice President, Privacy Engineering & Product, Meta
The **CodePath Model**

CodePath has the power to create systems-wide, enduring change within higher education and the workforce. Our model focuses on cultivating “demand” through employer partnerships in the tech industry, and “supply” of trained students seeking internships and full-time roles, with CodePath’s university partners serving a crucial role at the center of this work.

Shifting the default path to tech to include a broader population of excellent, hardworking talent benefits students, colleges, communities, and the tech industry. While our focus is on historically marginalized students, CodePath seeks to break down inequitable systems and rebuild them to serve every student equitably.
CodePath works with college CS students at campuses with large, diverse, and low-income populations. Our learning management platform—built by engineers, for engineers—allows us to serve students at scale, while our “inspiration first” approach helps students establish their own love of software engineering before entering into our rigorous programming—replacing the more common approach of weeding students out in their first year.

**2021 Student Stats**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>74%</td>
<td>Of CodePath students identify as Black, Latinx, Indigenous, first-generation, and/or low-income</td>
</tr>
<tr>
<td>90%</td>
<td>Of CodePath students who secured tech jobs identify as Black, Latinx, Indigenous, first-generation, and/or low-income</td>
</tr>
<tr>
<td>1,000+</td>
<td>Job and internship offers in the past year alone – over 500 of which were at Fortune 100 companies</td>
</tr>
<tr>
<td>59%</td>
<td>Of CodePath seniors secured full-time positions in tech within 6 months of graduating from college</td>
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</table>

**Skills**

Through a range of technical courses developed by industry leaders and hands-on, real-world projects, students can build their engineering expertise, create a portfolio of work, and set their careers on a path to success.

**Career**

Resume prep, mock interviews, soft-skill training, and Virtual Career Fairs prepare students for the hiring process and beyond.

**Network**

Networking, learning opportunities, and meaningful mentorships expand students’ knowledge, connect them to industry professionals, and open doors for the road ahead.
Meet Ebuka
CodePath Tech Fellow

“I think the biggest motivator for me is seeing my friends and my family achieve less than they can, even when they put in more work. I don’t want to see that happen anymore.”

How We’ve Helped

Skills
Developed software engineering and leadership skills as a CodePath Tech Fellow for Cal State Monterey Bay

Career
Prepared to ace interviews through our Technical Interview Prep course

Network
Led a team of engineers and technical writers to develop Meta University’s Android curriculum

Where He’s Headed

✓ Landed a software engineering internship at his dream employer, Google

✓ Recently accepted as a transfer student to continue his studies at The University of Illinois Urbana-Champaign, one of the best CS departments in the country

Born in Lagos, Nigeria, immigrated to the U.S. without his parents

Undergraduate student majoring in Computer Science and Mathematics at City Colleges of Chicago–Wilbur Wright
Employers

CodePath employer partners gain access to a large pool of diverse, excellent engineers. We offer a range of partnership options to help employers build their brand with our student community, as well as fill internship and full-time roles with an engineering talent pipeline that is both better prepared and more diverse.

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**Spotlight**

**Summer Internship for Tech Excellence**

In 2021, CodePath launched the Summer Internship for Tech Excellence (SITE) program in partnership with tech industry leaders Workday and Course Hero to directly address a critical barrier to entering the tech industry: access to competitive internships.

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**Why Early Access Matters**

- 70–80% of entry-level hires at major tech companies come from internship programs usually offered to rising seniors.
- Underrepresented minority and low-income students in CS are more likely to drop out or switch majors before their junior year.
- SITE provides internships earlier than most corporate programs, offering both access and critical real-world experience.
- During the 10-week program, students are introduced to full-stack web development, and participate in daily team meetings and workshops.

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**2021 Employer Stats**

- **75** employer partners
- **$2M+** in mission-aligned revenue from career programs
- **2,395** students utilized our Career Center services
- **86%** of participants in our inaugural SITE program secured paid internship opportunities for next summer

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Meet Carlos
CodePath SITE Alum

- Earned first degree in psychology before deciding he wanted to turn his coding hobby into a career
- Participated in CodePath’s inaugural Summer Internship for Tech Excellence (SITE) program

How We’ve Helped

**Skills**
Was introduced to full-stack web development and gained an understanding of databases, back-end code, front-end code, testing, design, and deployments

**Career**
Was placed as an intern with CodePath partner Workday in our SITE program

**Network**
Participated in daily team meetings, workshops, and a group project with other SITE participants and Workday mentors

Where He’s Headed

- Was offered to return to Workday for a technical internship in 2022
- Is now teaching web development workshops at his university

“By partnering with CodePath, we’re able to further support our commitment to increase the recruitment, hiring, and advancement of underrepresented talent, while valuing inclusion, belonging, and equity for all.”

Carin Taylor
Chief Diversity Officer, Workday
A college education combined with our programming gives students a career trajectory in tech that leads to significant economic mobility. CodePath works to shift the standard postsecondary path to technical roles by equipping universities nationwide with infrastructure to give students—particularly those who are Black, Latinx, Indigenous, first-generation, and/or low-income—access to training and resources usually reserved for elite institutions.

We offer plug-and-play resources and courses to faculty and student leaders, supplementing typical CS course theory with the practical skills, knowledge, and network students need to succeed in the tech industry.

The needs of our employer partners and college CS students inform CodePath’s design. For each course, software engineers develop projects that apply to the real-world scenarios students will experience once hired, including iOS and Android development, cybersecurity, and more.

We engage with colleges that enroll a large number of underrepresented students who wouldn’t otherwise have access to the opportunities we provide. CodePath students get access to exciting, hands-on courses, mentorship, and career services—at no cost to students or colleges.

We have 71 college partners from Arizona State University to Western Michigan University.

We have 26 university partners offered our courses for credit.

We serve 9 Historically Black Colleges and Universities.
"Miamians are talented, full of grit and determination. Increasingly, they seek to bring those attributes to careers in tech. By investing in CodePath, we are investing in the aspirations of Miamians and key educational institutions which enable our community to succeed."

Raul Moas
Senior Director, Knight Foundation
Meet Antonella
CodePath Student

Born and raised in Argentina

Undergraduate student majoring in Computer Science at Florida International University

“Not only did CodePath help me secure my first internship at a major tech company, but their community building efforts in Miami and at FIU have allowed me to find like-minded students who are striving to excel in this field.”

How We’ve Helped

Skills
Gained development skills through our iOS Mobile Development course where she’ll work to build and ship her own custom app

Career
Prepared to ace interviews through our Technical Interview Prep course

Network
Found other Latinx women in CodePath’s online community, which alleviated her sense of isolation

Where She’s Headed

✓ Landed an offer for a summer internship with Microsoft, which she completed in 2021

✓ Started working toward her dream of creating a foundation to support Latinx women who are finding it difficult to enter or persist in the computer science field
Scaling Our Impact: CodePath by the Numbers

"I am most excited about CodePath's ability to affect real systemic change in the tech industry. As the organization continues to scale, we expect to see unprecedented accountability from tech leaders, as well as transformed hiring and development practices. That paradigm shift will lead to better job outcomes, and most importantly, increased influence and social capital for underrepresented minorities who have been boxed out of tech careers for too long."

Kristen Titus
CodePath Board Member
Executive Director, Cognizant Foundation
2021 Wins

- 4,900+ students enrolled in CodePath courses in 2021, bringing us to 10,000 students served in our first 5 years
- 86% increase in student enrollment from 2020
- 173% year-over-year increase in number of college partners, 2020 to 2021
- 74% of students identify as Black, Latinx, Indigenous, first-generation, and/or low-income
- 1 of 9 nonprofits identified by Blue Meridian Partners as having the ability to create systemic change in the U.S. over the next 5-10 years in the areas of racial equity and economic mobility
- 56% of sophomore and junior students who enrolled in at least one CodePath course secured an internship within one year of completing their CodePath course
Our Growth

Our wins from 2021, as well as the tremendous growth we’ve achieved to date, proved an increasing unmet demand among students seeking meaningful tech careers, colleges seeking help filling the gaps between education and job offers for students, and tech employers seeking excellent, diverse, job-ready talent.
# Statement of Revenue and Expenses

Calendar year ending 2021

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual, Private, and Foundation Contributions</td>
<td>$6,650,812</td>
</tr>
<tr>
<td>Program Service Revenue</td>
<td>$2,547,504</td>
</tr>
<tr>
<td>Other Income</td>
<td>$1,980</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$9,200,296</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Support</td>
<td>$5,285,725</td>
</tr>
<tr>
<td>Management and General</td>
<td>$945,818</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$596,341</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$6,827,885</strong></td>
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</tbody>
</table>

| Change in Net Assets             | $2,372,411   |

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# Statement of Financial Position

Calendar year ending 2021

<table>
<thead>
<tr>
<th>Assets</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted Cash and Equivalents</td>
<td>$6,555,985</td>
</tr>
<tr>
<td>Accounts Receivables</td>
<td>$162,000</td>
</tr>
<tr>
<td>Grants and Pledges Receivables</td>
<td>$100,000</td>
</tr>
<tr>
<td>Fixed Assets, Net</td>
<td>$36,900</td>
</tr>
<tr>
<td>Other Assets</td>
<td>$83,202</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$6,938,087</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable and Accrued Liabilities</td>
<td>$2,031,034</td>
</tr>
<tr>
<td>Beginning Assets</td>
<td>$2,534,642</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>$2,372,411</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$6,938,087</strong></td>
</tr>
</tbody>
</table>
CodePath was founded to address inequities in CS education and the tech industry, and to fill the gaps between CS education and a lasting career. We truly believe that tech excellence can be within reach for anyone, if given the right resources—and the chance to apply them.

We are proud of our work to date, both the tangible—the students we served, the partnerships and connections we forged, and the CS programs we helped supplement—and the intangible—the confidence boosted, the doors opened, and the upward trajectory toward economic mobility.

In addition to our team of entrepreneurial, creative problem solvers, we are endlessly grateful to our loyal partners for their ongoing support of our work, and our vision for the future.
Our Partners

**LEADING PARTNERS**

- blue meridian
- Cognizant
- COMCAST
- Knight Foundation
- Meta
- Walmart
- Workday
- alteryx
- andreessen horowitz
- Base10
- Bloomberg
- Capital One
- Course Hero
- Gulatech Foundation
- New Profit
- Reboot
- Verizon
- Visa
- Y Combinator

**CODEPATH CAREER CENTER EMPLOYER PARTNERS**

- Addepar
- Airbnb
- Asurion
- Bentley Systems
- Bill.com
- BlackRock
- Brex
- Cardinal Health
- Citizens Financial Group
- Coinbase
- Credit-Suisse
- Crowdstrike
- CVS Health
- Deutsche Bank
- Dick's Sporting Goods
- Discovery
- DocuSign
- Dreamworks
- Dropbox
- Electronic Arts
- FactSet
- Federal Bureau of Investigation
- Federal Reserve Bank of Atlanta
- Gap Inc.
- Grammarly
- Mutual of Omaha
- Nextdoor
- NVIDIA
- Palo Alto Networks
- Principal
- Pure Storage
- Rippling
- Ridgeline Apps
- Restaurant Brands International
- Robinhood
- Roblox
- SAP
- Siemens
- SiriusXM
- Slack
- Slalom
- Splunk
- Target
- Travelers
- Trimble
- US Bank
- Uber
- Unity Technologies
- Verisk
- Verisk Analytics
- Verys
Together, we can continue to diversify the tech industry, prepare students for lasting, rewarding careers, and improve the economic mobility of underrepresented students, their families, and their communities.

Support Our Work
Our career-changing work relies on the time and resources of many. Help us further our mission and reach more underserved students across the country by donating to CodePath, and/or exploring our many volunteer opportunities.

Hire Our Students
Tech employers seeking excellent, diverse, job-ready talent need look no further. Contact us to discuss how your organization can engage with and hire CodePath students and alumni.

Bring CodePath to Your Campus
More CodePath programs across the country means more diverse, career-ready students breaking into the tech industry. Learn how you can launch CodePath courses at your campus.