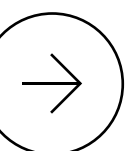


CODEPATH*ORG

2021 ANNUAL REPORT

Pathways To Excellence

How CodePath Is Diversifying The Tech Industry
By Transforming Computer Science Education



FOUNDER LETTER

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.

Nathan Esquenazi
Michael Ellison



Michael Ellison

Co-founder and Chief Executive Officer

- Low-income, African American CS student from rural Maine. Dropped out of CS his freshman year because he felt like he didn't belong.
- Founding Board Member of Women Who Code.
- Co-founder of ClassMetric, a Y Combinator-backed tech startup that later became Segment, which was acquired for \$3.2B.



Nathan Esquenazi

Co-founder and Chief Technology Officer

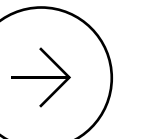
- Low-income Cuban American CS student from Los Angeles. Was often disappointed by traditional CS courses that lacked practical application.
- Started his first tech company at age 14 and created some of the first educational boxed software in physical Apple stores.
- Prolific open source contributor with projects used by millions of developers.



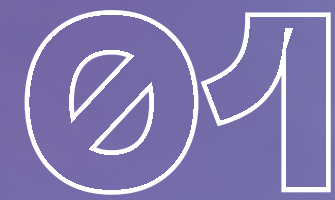
Tim Lee

Co-founder and Chief Learning Officer

- Low-income, Asian American CS student from Texas. Developed a love of learning through exceptional teachers.
- National Science Foundation Fellow at Stanford.
- Previous CTO and founder of Google Ventures' first seed investment, Miso.



MODEL



Students, Employers, Colleges: A Proven Model for Systemic Change

"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

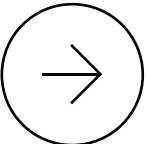
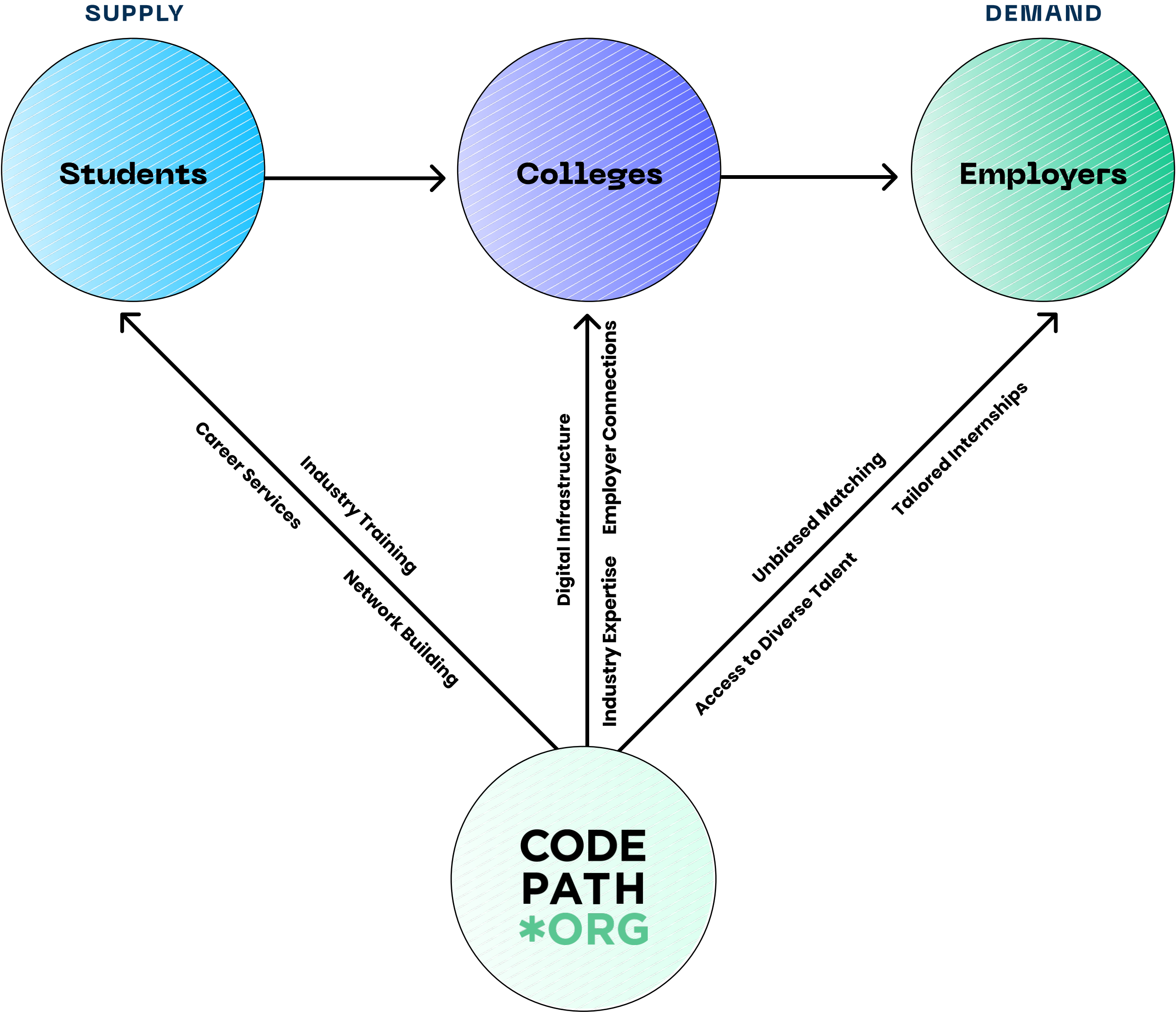


The CodePath Model

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.



MODEL

Students

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

74%

of CodePath students identify as Black, Latinx, Indigenous, first-generation, and/or low-income

90%

of CodePath students who secured tech jobs identify as Black, Latinx, Indigenous, first-generation, and/or low-income

1,000+

job and internship offers in the past year alone – over 500 of which were at Fortune 100 companies

59%

of CodePath seniors secured full-time positions in tech within 6 months of graduating from college



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.



ALUMNI HIGHLIGHT

Meet Ebuka

CodePath Tech Fellow

📍 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



“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

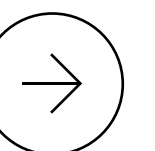


Network

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



MODEL

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.

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.



Why Early Access Matters

- 70-80% of entry-level hires at major tech companies come from internship programs usually offered to rising seniors¹
- Underrepresented minority and low-income students in CS are more likely to drop out or switch majors before their junior year²
- 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

2021 EMPLOYER STATS

75

employer partners

\$2M+

in mission-aligned revenue from career programs

2,395

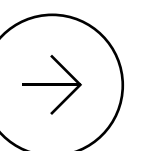
students utilized our Career Center services

86%

of participants in our inaugural SITE program secured paid internship opportunities for next summer

1. Jeffrey J. Selingo (2015). Are internships the only way for recent college grads to grab entry-level jobs? The Washington Post.

2. Catherine Riegler-Crumb, Barbara King, Yasmiyn Irizarry (2019). Does STEM Stand Out? Examining Racial/Ethnic Gaps in Persistence Across Postsecondary Fields. SAGE Journals.



ALUMNI HIGHLIGHT

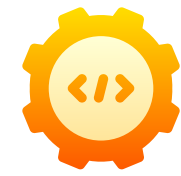
Meet Carlos

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

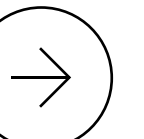
Where He's Headed

- ✓ 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

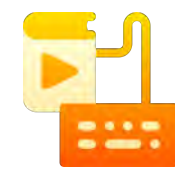
Chief Diversity Officer, Workday



MODEL

Colleges

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.



TURNKEY RESOURCES

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.



INDUSTRY-BACKED CURRICULA

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.



NO COST, MEANINGFUL SERVICES FOR STUDENTS

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.

2021 COLLEGE STATS

71

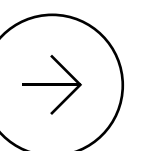
college partners from Arizona State University to Western Michigan University

26

university partners offered our courses for credit

9

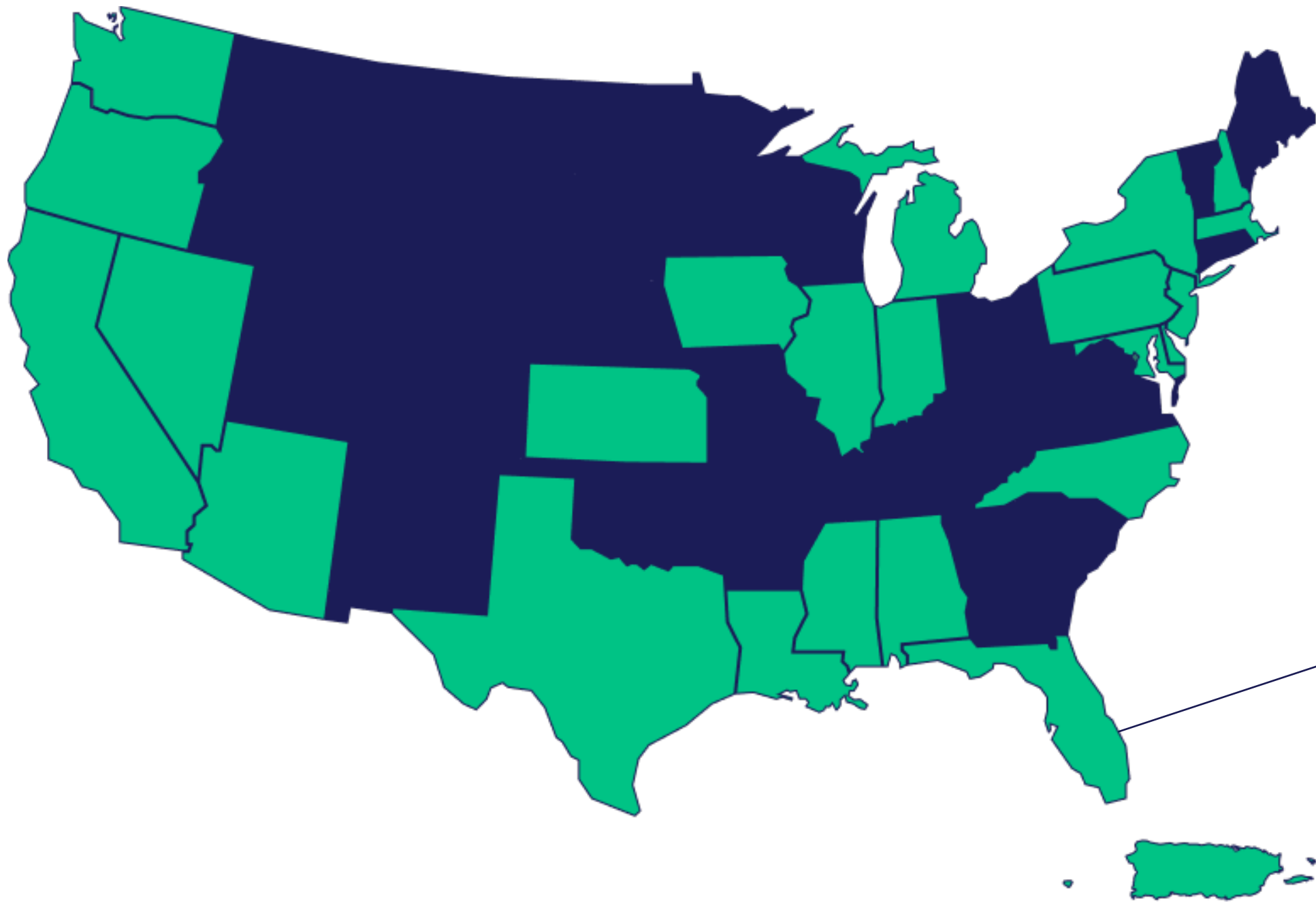
Historically Black Colleges and Universities



“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



SPOTLIGHT

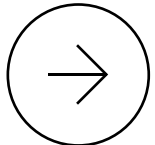
Miami Expansion

Investing in local ecosystems enables greater participation in the tech economy. Through local partnerships, CodePath opens new channels to reach more students, develops personalized experiences, and empowers employers to engage talent in their own backyard.

A student club at Florida International University (FIU) initially brought CodePath to Miami. Soon after, we were introduced to The John S. and James L. Knight Foundation, who expressed interest in helping address unmet student demand across local universities.



Knight’s \$2.25 million investment in CodePath in 2021 will fund the expansion of our programming at FIU, Florida Memorial University, and Miami Dade College.



ALUMNI HIGHLIGHT

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

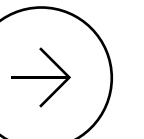


Network

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



IMPACT

02

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



SPOTLIGHT

2021 Wins



students enrolled in CodePath courses in 2021, bringing us to 10,000 students served in our first 5 years



increase in student enrollment from 2020



year-over-year increase in number of college partners, 2020 to 2021



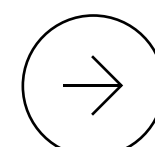
of students identify as Black, Latinx, Indigenous, first-generation, and/or low-income



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



of sophomore and junior students who enrolled in at least one CodePath course secured an internship within one year of completing their CodePath course

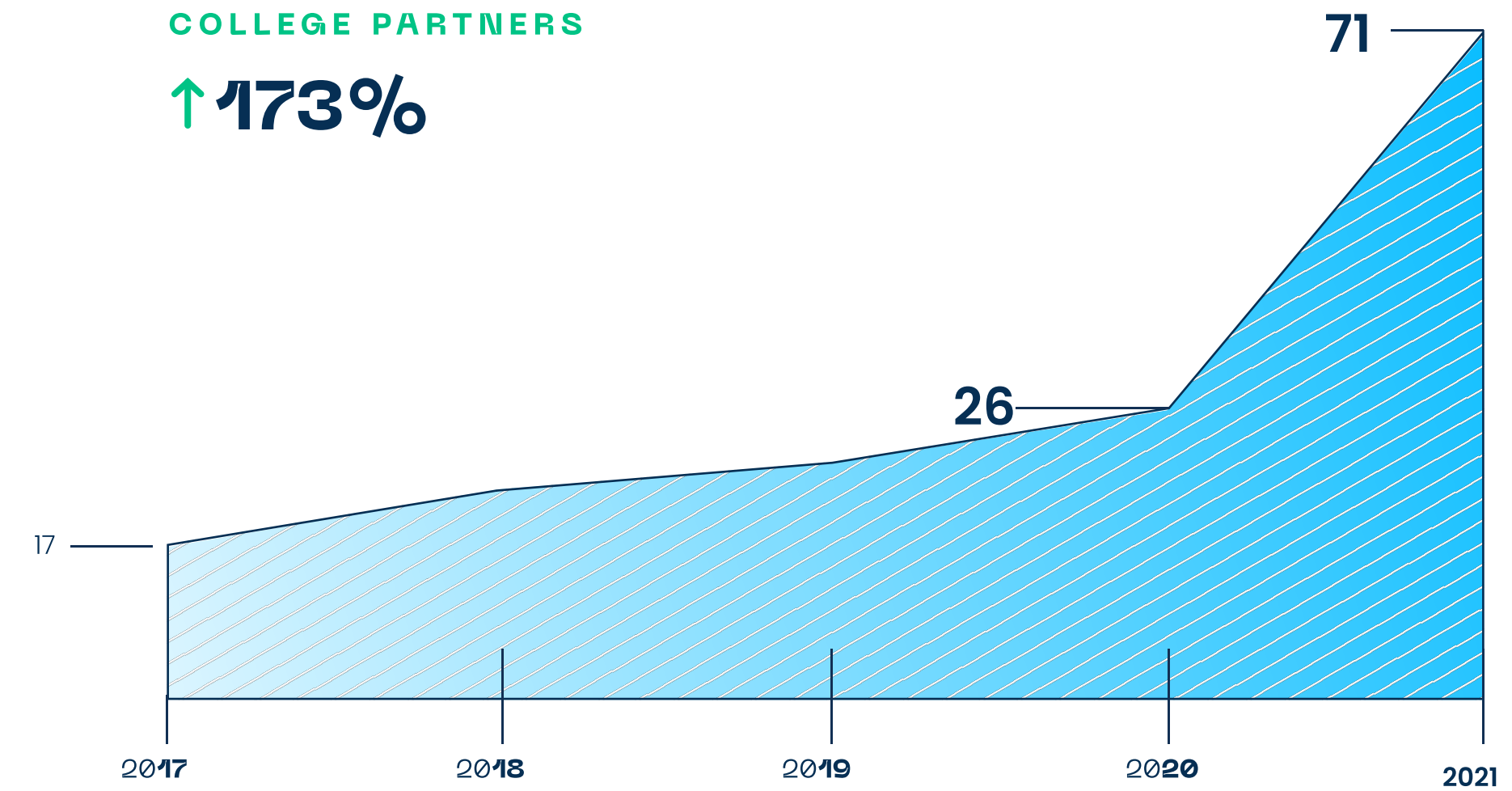


Our Growth

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.

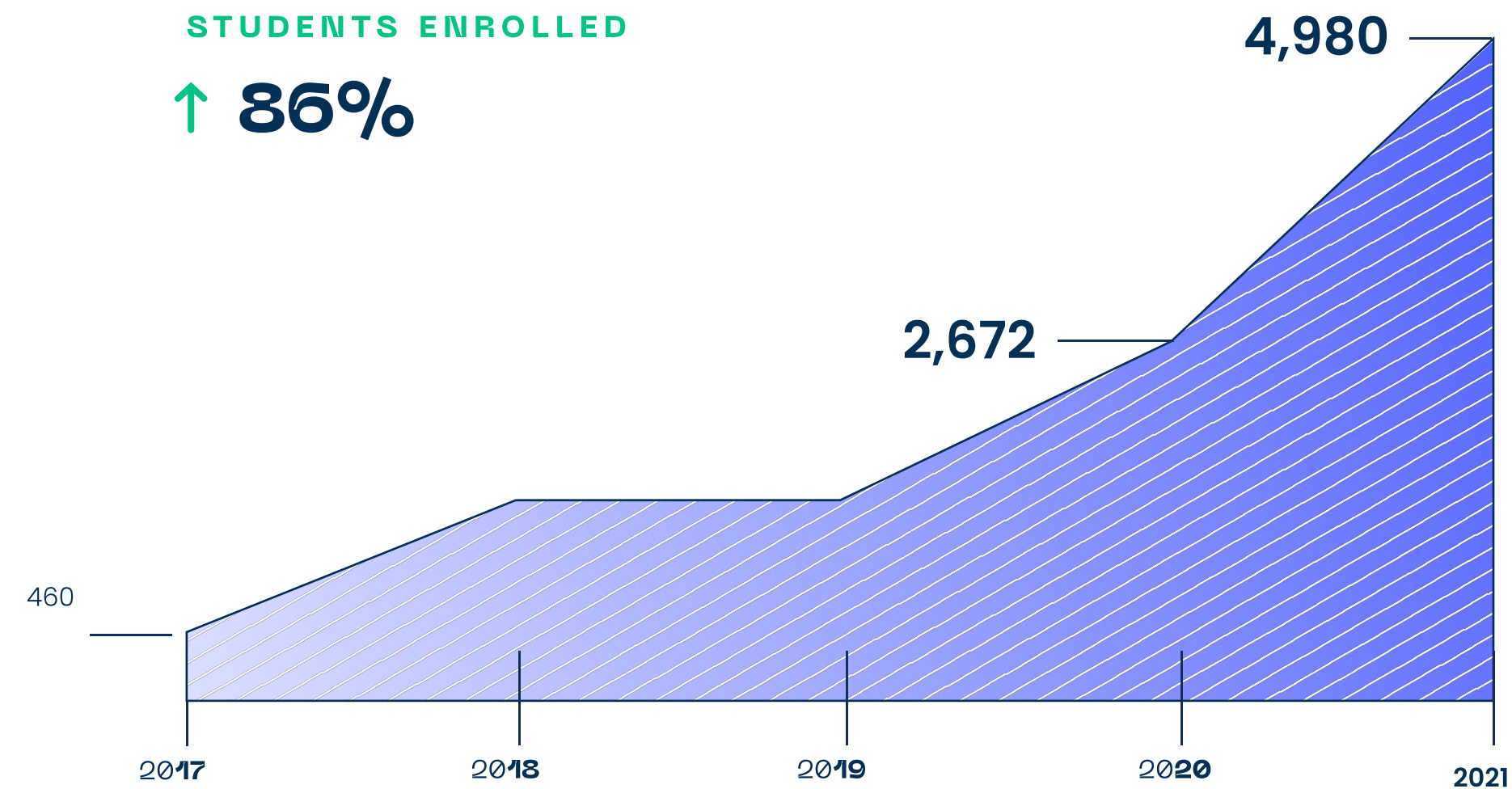
COLLEGE PARTNERS

↑ 173%



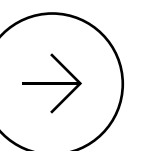
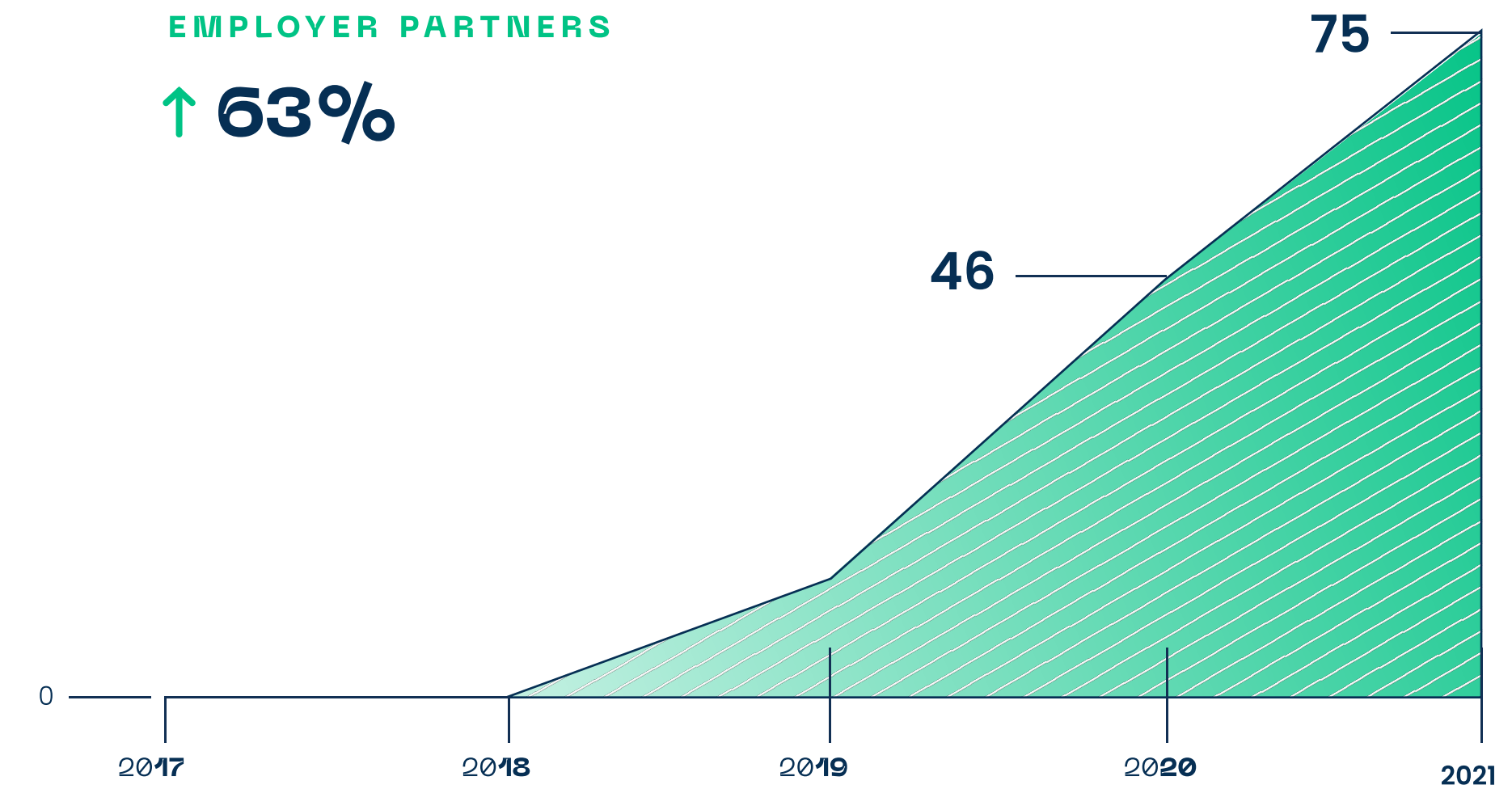
STUDENTS ENROLLED

↑ 86%



EMPLOYER PARTNERS

↑ 63%



Statement of Revenue and Expenses

Calendar year ending 2021

REVENUE

Individual, Private, and Foundation Contributions	\$6,650,812
Program Service Revenue	\$2,547,504
Other Income	\$1,980
Total Revenue	\$9,200,296

EXPENSES

Program Support	\$5,285,725
Management and General	\$945,818
Fundraising	\$596,341
Total Expenses	\$6,827,885
Change in Net Assets	\$2,372,411

Statement of Financial Position

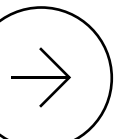
Calendar year ending 2021

ASSETS

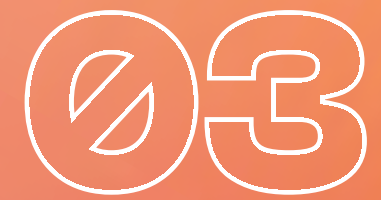
Unrestricted Cash and Equivalents	\$6,555,985
Accounts Receivables	\$162,000
Grants and Pledges Receivables	\$100,000
Fixed Assets, Net	\$36,900
Other Assets	\$83,202
Total Revenue	\$6,938,087

LIABILITIES AND NET ASSETS

Accounts Payable and Accrued Liabilities	\$2,031,034
Beginning Assets	\$2,534,642
Change in Net Assets	\$2,372,411
Total Liabilities and Net Assets	\$6,938,087



THANK YOU



Elevating Tech Excellence into the Future

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.

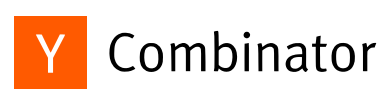
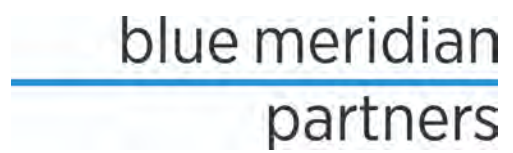
We are proud of our work to date, both the tangible—the students we served, the partnerships and connections we forged, and the CS programs we helped supplement—and the intangible—the confidence boosted, the doors opened, and the upward trajectory toward economic mobility.

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



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

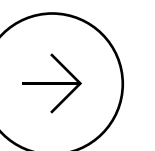
Uber

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.

