

Code
Platoon

Code Camp for Veterans & Military Families

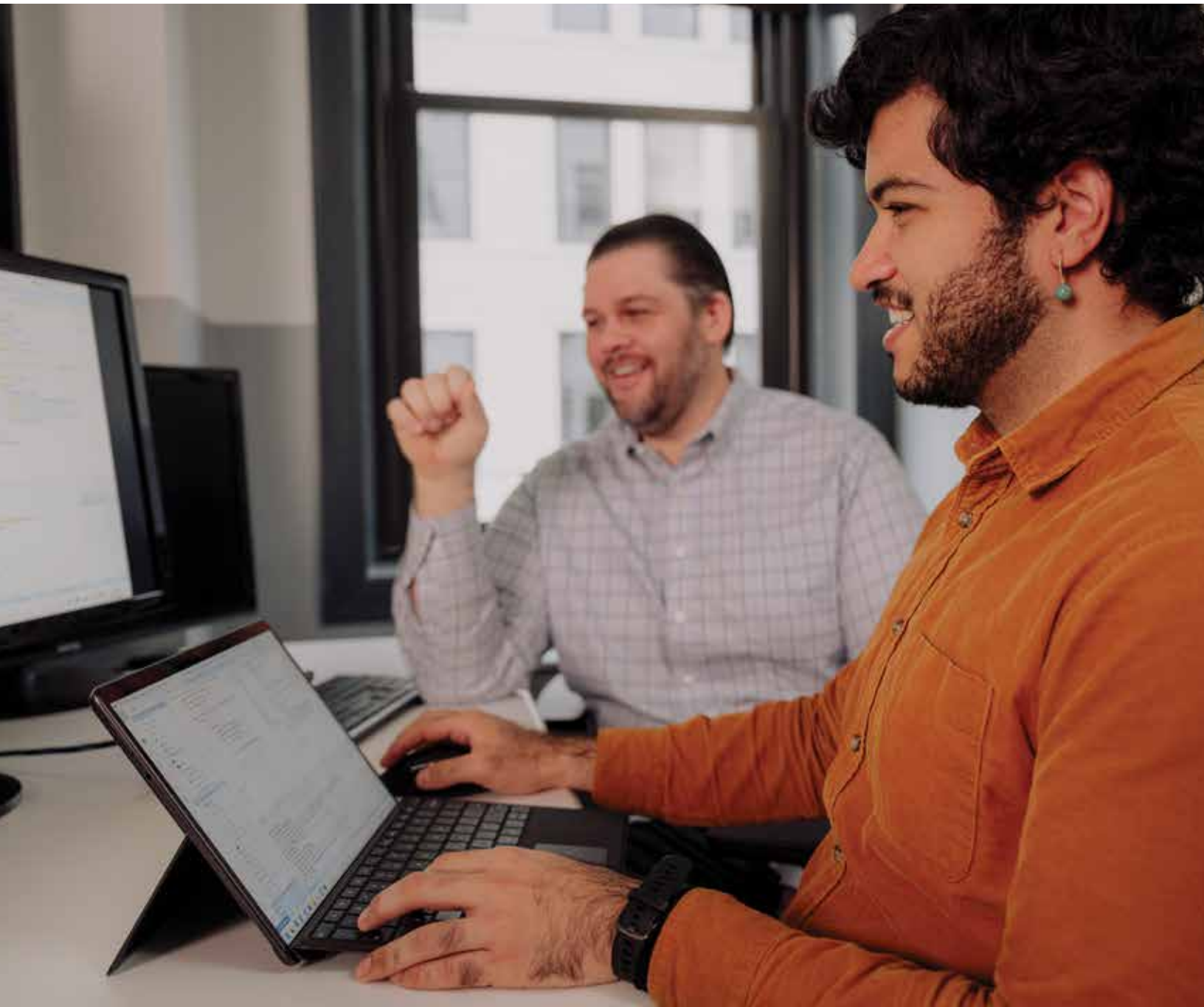


2023 Annual Report

Shaping Futures: A Year of
Growth and Impact

MEET CODE PLATOON

Code Platoon is a 501(c)(3) nonprofit organization dedicated to transforming Veterans and military spouses into professional software engineers. As a nontraditional talent pipeline, we harness the unique and diversified skill sets within this community, providing the training and support needed for successful transitions to stable, rewarding career paths in tech.



A WORD FROM OUR FOUNDER, RODRIGO LEVY

Dear Friends and Supporters,

As we reflect on the year 2023, it is impossible to ignore the industry-wide challenges that impacted us alongside so many others. The tech industry's unprecedented and significant hiring freeze tested our resilience and adaptability in ways we could not have anticipated.

However, I am proud to say that our organization found ways to pivot and explore new pathways to success for our graduates. **This is a testament to the strength of our mission and the dedication of our team, partners, and supporters.**

One of our key strategies in 2023 was to continue adapting our programs and curricula to match industry needs and provide our students with cutting-edge skills. A major highlight of the year was the **successful launch of our second program offering, focused on DevOps & Cloud Engineering**, designed to meet the growing demand for these skilled technologists. This new program has already shown tremendous promise — the 13 graduates from our inaugural cohorts completed the program with flying colors and more than half have secured positions in top-tier companies.

In addition to our DevOps program, we made significant strides in **incorporating Generative AI into our curriculum**. Recognizing the transformative nature of AI, particularly in creating and optimizing content across various industries, we introduced new modules focused on Generative AI techniques. These modules equip our students with the skills to harness AI for innovative solutions, from text and image generation to advanced automation. We have continued to build on this foundation, continually refining our approach and curriculum to help our graduates stay ahead in an ever-changing industry.

We also expanded our partnerships with companies, connecting our graduates with opportunities that provided valuable hands-on experience and a foot in the door. These collaborations have been crucial in maintaining **our commitment to supporting our graduates launch their careers in tech, even in a challenging job market.**

These achievements underscore our commitment to providing comprehensive, wraparound support to our Veterans and military spouses making that leap into their new career paths. Our success would not have been possible without the unwavering support of our donors, volunteers, and partners. Your contributions have enabled us to continue our work and adapt to the changing environment, ensuring that our graduates are well-prepared for the future.

As we move forward, **we remain committed to our mission of empowering individuals through education and employment.** We are confident that, with your continued support, we will overcome future challenges that come our way and continue to create positive, lasting impacts in the lives of our graduates and the communities we serve.

Thank you for being an integral part of our journey. Together, we will continue to innovate, adapt, and succeed.

With gratitude,




Rod




2023 SNAPSHOT






8
Cohorts

- 4** Full-Stack Software Engineering Immersive
- 2** Full-Stack Software Engineering Evening and Weekend
- 2** DevOps & Cloud Engineering




195
Students





185
Graduates

94% Graduation Rate



\$1,629,000
in Scholarships


-  **50%** Full & Partial Scholarship Recipients
-  **52%** Attended on Full or Partial VA Education Benefits



70%
Job Placement Rate

STUDENT DEMOGRAPHICS

- 38%** Active Duty Service Members
- 61%** Veterans
- 11%** Military Spouses



2023 OVERVIEW: A YEAR OF IMPACTFUL PROGRAMS AND SERVICES

In 2023, Code Platoon continued to solidify its position as the leading provider of software engineering training for Veterans, active duty service members, and military spouses. Our mission to transform members of this community into software developers through an immersive, hands-on learning experience remained at the core of our operations. Throughout the year, we expanded our offerings, refined our curriculum, and deepened our partnerships to ensure our students received the most up-to-date and relevant training for a continually evolving industry. We are proud to share highlights of our progress throughout the year.

Full-Stack Software Engineering Program

Our flagship Full-Stack Software Engineering program remains the cornerstone of Code Platoon's offerings. This live, in-person and remote instructional program is designed to equip students with the necessary skills to secure entry-level positions as software developers. We deliver this program in both an immersive, 15-week format for in-person and remote participation, and in a 28-week evenings and weekends format for exclusively remote participation.

Key features of the program:

- **Comprehensive Curriculum:** Covering key languages and frameworks such as Python, JavaScript, React, Django, and SQL, with a project-based approach that emphasizes real-world software engineering practices such as testing.
- **Capstone Projects:** Students collaborate on real-world projects, culminating in a portfolio that showcases their technical capabilities.
- **Mentorship:** Each student is paired with a professional mentor from the tech industry, providing guidance and support throughout the program.

In 2023, we conducted four immersive, 15-week sessions of our Full-Stack Software Engineering program with 147 students and an impressive 95% graduation rate. More than three-quarters of these students participated remotely, the majority of whom were SkillBridge participants and military spouses. This hybrid format ensures the greatest access to our training and support services to military members and dependents stationed across the country and globally.

We also offer a 28-week evenings and weekends program designed for those who cannot commit to an immersive schedule. This program mirrors the same rigorous curriculum as the immersive offering, allowing students to learn at a pace that fits their lifestyle. In 2023, we proudly supported 33 students across two sessions with a 97% graduation rate. The vast majority of these students participated from outside of the Chicago area, and one-quarter of these students are women.



DevOps and Cloud Engineering Program

To stay ahead in the rapidly evolving tech landscape, Code Platoon introduced a DevOps curriculum in 2023, made possible through the generous support of the DRW Foundation. Their commitment to empowering the next generation of tech professionals enabled us to launch this cutting-edge program, reflecting both the dynamic needs of the industry and our dedication to providing top-tier education. As DevOps has become an essential skill set for modern tech roles, this program ensures our graduates are equipped to meet the growing demand for versatile and agile professionals in the industry.

The DevOps program integrates foundational knowledge in software development and IT operations with advanced topics such as continuous integration/continuous deployment (CI/CD), infrastructure as code (IaC), containerization, and cloud-native technologies. Students engage in hands-on projects using industry-standard tools like Docker, Kubernetes, and AWS, ensuring they gain practical experience alongside theoretical understanding. A highlight of the program is The DevOps Capstone project, a real-world challenge where students take a student-created Software Engineering (SWE) Group project and build the infrastructure for it, applying everything they have learned. Furthermore, new modules focused on automation, monitoring, and security in DevOps practices have been introduced, preparing our graduates to meet the growing demand for skilled DevOps professionals in a rapidly changing technological landscape.

In 2023, we offered our first session of DevOps & Cloud Engineering in a 15-week, remote format. In response to learner feedback, we pivoted to offer subsequent DevOps sessions in a 28-week, evenings and weekends format. In these inaugural sessions, 15 students participated from across the country with an 87% graduation rate. 20% of our DevOps students participated remotely via the SkillBridge program from their postings across the country.

Code Platoon's SkillBridge Participants

Service members who are near the end of their military service can join Code Platoon through the Department of Defense SkillBridge program. This allows them to receive software engineering training and transition smoothly into a civilian career, all while still on active duty. It's a way for them to gain valuable tech skills before they officially leave the military.

★ *As an Engineering Head at DRW, I firmly believe in investing in talent through programs like Code Platoon. Their life experiences in the military and the skills participants acquire through Code Platoon make them exceptionally well-prepared for full-time roles on our team. Their discipline and abilities to problem-solve under pressure, work collaboratively, and adapt quickly to changing environments directly translate into success in our fast-paced, innovative environment.* ★

— Brawnski Armstrong | Engineering Head, DRW ★

The Transformative Impact of Code Platoon Scholarships

At Code Platoon, we believe that every Veteran, transitioning service member, and military spouse with aspirations for a tech career deserves access to quality education, training, and support. These individuals represent some of the most talented yet underemployed members of the civilian workforce, bringing with them a wealth of hard and soft skills that are directly transferable to the tech industry. We are deeply committed to breaking down barriers — especially financial ones — to ensure that our graduates are equipped for a lifetime of success.

The Code Platoon scholarship program has been nothing short of transformative for students who are ineligible for VA education benefits. Since 2016, a full one-half of our entire student body has benefited from these scholarships, with military spouses and remote learners — two groups for whom GI Bill benefits are often out of reach — being particularly impacted. Our scholarships have been especially vital for SkillBridge participants and women learners, who rely on the

flexibility of remote participation and are predominantly supported through these funds.

This incredible impact would not be possible without the generous support of our donors. Thanks to these partnerships and unwavering commitment, we have been able to maintain a robust, blended financial model that supports all qualified applicants to our program. Through a mix of VA education benefit funding and philanthropic contributions, we've ensured that the vast majority of our students graduate debt-free, allowing them to focus entirely on the next chapter of their careers.

In 2023, our donors' contributions made a significant difference. Code Platoon provided full and partial scholarships to 50% of all our students, awarding a total of \$1,629,000 in scholarships to 97 deserving individuals. This financial support directly impacted the following cohorts:



Full-Stack Immersive Software Engineering

4	COHORTS
147	TOTAL STUDENTS
63	SCHOLARSHIP RECIPIENTS
\$1,052,000	TOTAL SCHOLARSHIP



Full-Stack Evening & Weekend Software Engineering

2	COHORTS
33	TOTAL STUDENTS
19	SCHOLARSHIP RECIPIENTS
\$307,000	TOTAL SCHOLARSHIP



DevOps & Cloud Engineering

2	COHORTS
15	TOTAL STUDENTS
15	SCHOLARSHIP RECIPIENTS
\$270,000	TOTAL SCHOLARSHIP

We are profoundly grateful to our donors for making these life-changing opportunities possible. Your support is not just an investment in education; it is an investment in the future of our Veterans, service members, and military spouses — and their families and communities. We look forward to continuing building on this valuable partnership in the years to come.

A Note on VET TEC: A Catalyst for Growth, Not a Silver Bullet

In 2020, Code Platoon experienced a surge in enrollments, fueled largely by the Department of Veterans Affairs' VET TEC (Veteran Employment Through Technology Education Courses) program. This innovative initiative, designed to help Veterans transition into tech careers, enabled remote learning and played a significant role in driving the growth of our programs as Veterans eagerly sought the education and training we provide.

By 2023, the impact of VET TEC was profound — 83% of Code Platoon students participated remotely and 47% of our entire student body was supported through this program. However, as the initial pilot phase of VET TEC concluded, its future has been clouded by uncertainty. Shifting policies, funding challenges, and ongoing legislative debates have left the program's continuity in question, creating a sense of limbo for both institutions and the Veterans who rely on this critical support.

In response to this instability, while we remain committed to advocating for the continuation and stabilization of VET TEC, we have also prioritized adapting to a potential future without it. To ensure our long-term sustainability and continued support for our students, we have launched several strategic initiatives aimed at diversifying our funding sources and enhancing our remote learning offerings. These efforts are designed to prepare us for any scenario, ensuring that our mission to empower Veterans, service members, and military spouses remains strong, regardless of the outcome of VET TEC.

Launching Careers: Apprenticeship and Employment Support

At Code Platoon, our commitment to our students extends far beyond the classroom. While our training programs are designed to equip Veterans, transitioning service members, and military spouses with the technical skills essential for success in the tech industry, we know that the true measure of success lies in their ability to secure meaningful employment and launch their new careers after graduation. This is where our Career Services team plays a pivotal role, guiding graduates through the job search process and helping them launch stable, rewarding careers.

Our Career Services team offers personalized support that begins well before graduation and continues until our graduates have successfully transitioned into their new roles. This support includes comprehensive resume workshops, targeted interview preparation, and invaluable networking opportunities. We empower our graduates to effectively showcase their skills, military experience, and the high-caliber training they've received at Code Platoon, ensuring they stand out in today's competitive job market.

Moreover, our strong partnerships with leading tech companies have been instrumental in connecting our graduates with employers who appreciate their unique backgrounds. These relationships have enabled many of our graduates to secure positions at some of the most respected companies in the industry.

Despite the challenges presented by the ongoing Tech Winter, we maintained robust placement rates throughout the year, a testament to our unwavering focus on individual career success. Across all eight cohorts, 70% of our graduates secured new roles in tech within six or twelve months. However, with the continuing impact of tech hiring freezes, our graduates are beginning to feel the pressure. In response, we are redoubling our efforts to expand and strengthen our partnerships, ensuring we continue to support our graduates as they navigate this evolving landscape.

Career Services at a Glance

158

GRADUATES ENGAGED WITH CAREER SERVICES

70%
PLACEMENT

SUCCESS RATE

73

HIRING COMPANIES

21

CORPORATE PARTNERSHIPS

\$70,000

MEDIAN STARTING SALARY (FULL-STACK)

\$110,000

MEDIAN STARTING SALARY (DEVOPS)

Navigating the Transition: A Graduate's Career Success Story

Daniel Williams' path from military service to a successful tech career showcases the profound impact of Code Platoon's Career Services. After four years as a refrigeration mechanic in the Marine Corps, Daniel set his sights on a career in technology, driven by his interest in AI and experience as a competitive video gamer. Despite his enthusiasm, he found the transition challenging, particularly in translating his military experience into terms that resonated with civilian employers.

Reflecting on his experience, Daniel shared, "I wouldn't have gotten a job without Code Platoon's Career Services team. One of my greatest challenges was interviewing and speaking about my experiences." To help him overcome this hurdle, the Career Services team worked closely with Daniel, meeting multiple times a week for months. They provided invaluable coaching on interview techniques and helped him reshape his career story to effectively communicate his skills and experiences, including a two-year gap spent in the esports industry.

This dedicated support was crucial in helping Daniel secure an apprenticeship at Accenture, where he is now a key contributor to developing a client's Salesforce platform. Reflecting on his journey, Daniel advises future graduates, "Make sure you're very comfortable with the interview process, can talk through your history comfortably, and don't take a break from coding while you're looking for a job."

2023 FINANCIAL OVERVIEW

In 2023, Code Platoon continued its commitment to financial sustainability and strategic growth. We focused on optimizing our resources through prudent cost management and targeted investments in key areas such as curriculum development and student services. This careful approach allowed us to enhance the quality of our programs while maintaining a healthy operating surplus. Moving forward, we remain dedicated to balancing growth with financial responsibility, ensuring that every dollar spent furthers our mission to empower veterans and military spouses with the skills needed for successful careers in technology.



REVENUE

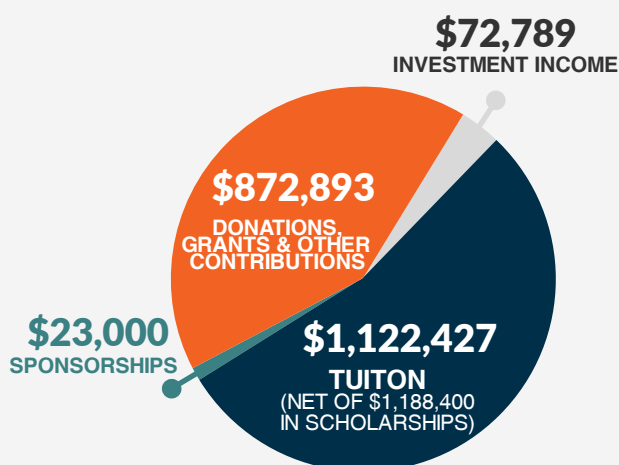
\$2,091,100



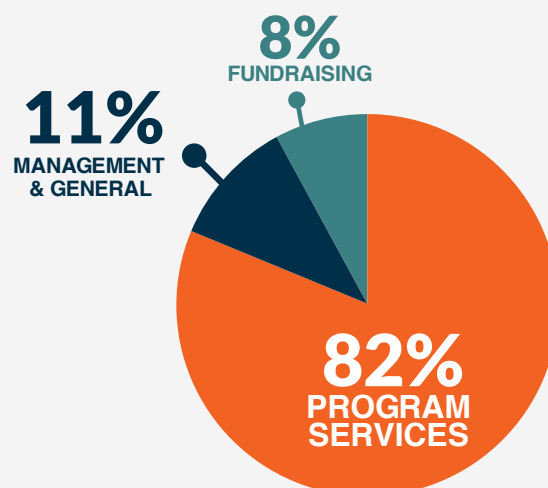
EXPENSES

\$1,994,000

REVENUE BREAKDOWN



EXPENSES BREAKDOWN



CURRENT NET ASSETS

\$1,702,508

UNRESTRICTED NET ASSETS

\$290,000

RESTRICTED NET ASSETS

PARTNERS: DRIVING OUR MISSION FORWARD

At Code Platoon, our mission to empower Veterans and military spouses with the skills for successful careers in technology is made possible through the unwavering support of our partners and volunteers. In 2023, the collective efforts of our donors, corporate hiring partners, and volunteers played a pivotal role in our success, helping us deliver high-quality training and open doors to new career opportunities for our graduates.

Together, our philanthropic and corporate hiring partners form a powerful network of support, enabling Code Platoon to continue making a meaningful impact in the lives of Veterans and military spouses. We look forward to deepening these partnerships in the years to come as we strive to broaden our reach and enhance our programs further.

Philanthropic Partners

Our philanthropic partners, ranging from individual supporters to philanthropic organizations, have made strategic investments in our mission and students, directly fueling the growth and success of our programs. Their financial contributions are crucial in expanding our reach to deserving candidates, offering scholarships, enhancing our curriculum, and providing the comprehensive support services that are vital for our students' success. Each investment, whether large or small, creates a significant and lasting impact, and we are profoundly grateful for the trust and commitment our donors have shown in advancing our mission.



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Tom and Susan Van Riper
Workday Foundation

Corporate Hiring Partners

Our corporate hiring partners are at the forefront of driving real change by actively hiring from our talent pool of graduates. These companies recognize the unique value that Veterans and military spouses bring to the tech industry and have committed to creating opportunities for them to thrive. By partnering with us, these organizations are not only filling their talent pipelines with skilled and motivated individuals but also making a profound difference in the lives of those who have served our country.

8th Light

Accenture

ALKU Technologies

Black Cape

Caesar's Digital

Code Platoon

DRW

Fiserv

General Dynamics (Electric Boat)

Geneva Trading

Lockheed Martin

Motorola Solutions

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Raise.com

Rocket Central

Travelers

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Yello



Partner with Purpose: Let's Create Opportunities Together

If you have talent needs and are looking for skilled, dedicated professionals, consider partnering with us. By investing in our graduates, you'll not only address your organization's hiring goals but also support Veterans and military spouses as they transition into technology careers. Reach out to explore how we can work together to achieve mutual success.

Volunteer Corps

Our Volunteer Corps is a vital part of Code Platoon's mission, composed of industry professionals who generously give their time and expertise to support our students. These volunteers serve as mentors, instructors, guest speakers, and career coaches, offering invaluable guidance and real-world insights that enrich our curriculum. Their dedication not only enhances the learning experience but also helps our students build confidence and develop the skills needed to thrive in the tech industry. The impact of our Volunteer Corps extends far beyond the classroom, creating lasting connections and opening doors to new opportunities for our graduates. We are incredibly grateful for their commitment to empowering veterans and military spouses on their journey to successful careers.

Judith Sol Dyess

Bill Kable

Charles Kubiak

Greg Tutunjian

THANK
YOU

THANK
YOU

FUTURE GOALS AND PLANS: NAVIGATING CHALLENGES & BUILDING ON SUCCESS

2023 has been a year of strategic progress and growing impact. From the investments in curriculum development and student services to the invaluable contributions of our donors, corporate partners, and volunteers, we are energized as we look ahead to 2024 and beyond. The progress we've made reinforces our commitment to continuously improving and expanding our impact in the lives of Veterans and military spouses.

However, we recognize the challenges that lie ahead. Changes to VA education benefits are likely to result in declining enrollments, and a continued weak job market in the tech sector may create additional hurdles for our graduates as they enter the workforce. Despite these obstacles, our goals remain clear. We aim to broaden our reach by expanding program offerings and increasing enrollment capacity, ensuring that more Veterans and military spouses can benefit from our training, even in the face of these external pressures.

We are also working to deepen our partnerships with corporate hiring partners, providing them with highly skilled graduates ready to meet their evolving talent needs. Additionally, we will continue to invest in curriculum innovation, including our new AI curriculum, ensuring that our training stays at the forefront of technological advancements. This approach keeps our programs relevant and effective, even as the job market evolves.

Financially, we will maintain our disciplined approach, ensuring that every dollar is used effectively to support our mission. Our focus will be on sustainable growth, balancing expansion with the financial stewardship that has enabled us to achieve a healthy operating surplus this year.

With the continued support of our community—donors, partners, volunteers, and staff—we are confident that we will navigate these challenges and achieve our future goals. Together, we are not just meeting the needs of today but also laying the groundwork for a brighter future for those who have served our country, ensuring they can thrive in technology careers despite a shifting landscape.



MEET CODE PLATOON

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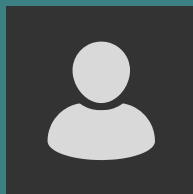
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