CODEPATH*ORG

Engineering the Future of AI Native Tech:

A Workforce in Transition

2025 Annual Report

A Letter from Our CEO

The systems that shape economic opportunity are being tested in real time. CodePath is ensuring they can work for everyone.

AI is redefining how work gets done, what skills matter, and how quickly talent must adapt. Institutions preparing the next generation of technical talent face extraordinary strain, with growing pressure to demonstrate real-world outcomes.

This challenge has been building for decades. Our education system has been unable to keep pace with how fast work is changing. Programs built around the average student leave behind those with the most to gain, and the most to lose.

This is the environment CodePath was built for. Since 2017, our approach has centered on industry-aligned, hands-on learning that connects education directly to employment. This foundation, validated through experience and outcomes, powers a holistic model that helps learners develop technical skills, applied experience, and professional competencies that matter most for economic mobility.

As the landscape has shifted, so has the scope of our work. What began at CodePath as a mission to help historically disadvantaged students access competitive technical careers has matured into a systems-level effort to ensure that AI becomes a force for economic equality rather than a driver of a deeper divide.

Our programs deliver the applied technical and AI-native skills employers actually demand. Aligning institutions, employers, and policymakers around the urgent need for this type of education moves the whole ecosystem forward, not just the students who opt in.

We saw this approach prove its durability. In 2025, institutional demand for CodePath's AI-native programs surged, signaling urgency in the midst of the AI transformation. During a year of industry disruption and declining computer science enrollment, CodePath maintained strong outcomes, making it clear that we are uniquely positioned to deliver what traditional programs cannot.

In 2025, as the largest computer science education nonprofit in the country, CodePath met the moment with meaningful scale: we grew student enrollment 47% year-over-year while reducing delivery costs by 12%, expanded for-credit partnerships 92% year-over-year, launched our statewide partnership in Maryland, and deepened regional ecosystems where institutions, employers, and students are structurally connected.

At the same time, we invested in CodePath's products and infrastructure. We built out our data systems, while expanding our team across software engineering and data science. We went all in on AI-native product development and restructured the organization to match, marking a shift in how we build curriculum and deliver learning experiences. The full benefits of this work are emerging, and the foundation is now in place for CodePath to operate at a scale the moment demands.

CodePath also began translating proven impact into sustainable revenue streams through system-level partnerships and technology offerings, alongside continued philanthropic investment, aligning mission with industry incentives and long-term capacity.

As you move through this report, you'll see evidence of progress across scale, outcomes, innovation, and partnerships. More importantly, you'll see a clear throughline: CodePath is no longer focused solely on how many students we reach, but on how deeply we help modernize the systems that determine who gets access to opportunity.

The future of work is being written now, and AI is expanding what's possible. Institutional decisions made today will shape economic mobility, competitiveness, and access for decades to come.

Thank you to the students, educators, employers, funders, and public leaders building this future alongside us.

Michael Ellison
CEO & Co-Founder, CodePath

Notable Trends in 2025

AI Talent
No Longer Confined to Tech

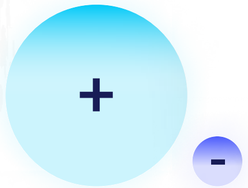
2.7x

average growth across industries including education, financial services and utilities

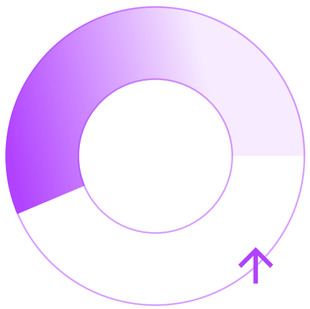
AI Job Creation
Outpaces Displacement 10-to-1

12,700
jobs lost

119,900
created in 2024



AI Wage
Premiums



56%

wage premium for AI-skilled workers, up from 25% in 2024

AI Fluency
Matters to Students

3x

higher career optimism with regular AI use

AI Is Reshaping Work, And the Stakes Are Real

The labor market is changing quickly. In 2025, entry-level hiring cooled, leaving students and recent graduates uncertain about next steps. Headlines about automation and AI replacing jobs have fueled public concern, and understandably so.

The reality is nuanced. AI is driving demand for higher-skill, higher-impact early-career roles. Across industries, practical AI skills are becoming a baseline expectation, and demand for those who can work effectively with AI continues to grow.

The human cost is tangible. Learners invest years on coursework that fails to translate into sustainable careers. This mismatch isn't individual failure; it's structural. Gaps in institutional resources, technology, and career support leave many unprepared for today's jobs.

Employers seek talent who can problem-solve with AI, design systems responsibly, and adapt as technologies evolve. Students with these skills gain immediate career readiness and long-term agency, while those without it face widening disparities.

[1] LinkedIn's Economic Graph, AI Labor Market Update, September 5, 2025
[2] AI's Job Impact: Gains Outpace Losses, Information Technology & Innovation Foundation, December 18, 2025
[3] The Fearless Future: 2025 Global AI Jobs Barometer, PwC. June 3, 2025
[4] Sine Institute Survey Reveals Young Americans' Perspectives on Higher Education, AI, and Civic Discourse, American University. October 28, 2025

Our Mission Meets the Moment

CodePath is reprogramming higher education to create the first AI-native generation of engineers, CTOs, and founders. We deliver industry-vetted courses and career support tailored to the needs of first-generation and low-income students. Our students train with senior engineers, intern at top companies, and rise together to become the tech leaders of tomorrow.

The scale and urgency of opportunity have supercharged CodePath's mission. As AI redefines technical work, CodePath's agile, adaptive approach is cultivating lifelong learners equipped to evolve alongside technology.

CodePath graduates enter technical roles **earning $20,000-$30,000 more** than peers from traditional computer science programs.

"AI fluency has moved from a differentiator to a foundational skill faster than many of us expected. In engineering teams today, it's not just about using AI tools — it's about thinking critically, building responsibly, and understanding the impact of what we create. Expanding access to that kind of foundation matters deeply. Organizations like CodePath are helping ensure the opportunities created by the AI economy are more inclusive and accessible to the next generation of builders."

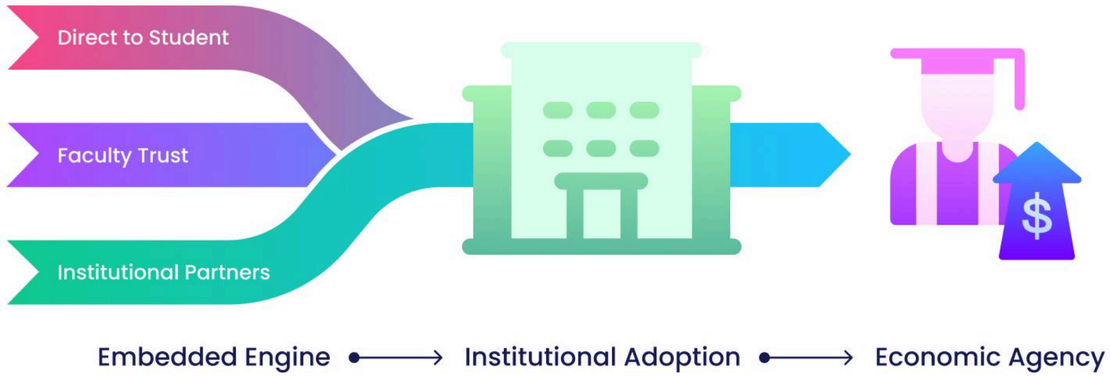
Bhawna Singh
CTO, Okta

About CodePath

As the largest computer science education nonprofit in the nation, CodePath embeds free, rigorous, technical training directly into universities, preparing underserved students for the most competitive software engineering roles in the country.

CodePath's Model: Driven by Students, Scaled through Systems

CodePath's model begins with students and builds from there. Students engage with CodePath courses alongside their degrees. That engagement drives demand and institutional credibility, while strategic partnerships with universities, governments, and employers embed CodePath as durable infrastructure. Each reinforces the other: student outcomes validate the model, institutional adoption scales it.



"At Salesforce, we believe education is the great equalizer, and ensuring every young person has access to career-connected tech education is more important than ever. We're proud to invest in partners like CodePath who are giving students the hands-on experience and career pathways they need to step confidently into the jobs of tomorrow."

Becky Ferguson
SVP of Philanthropy, Salesforce

What We Are Solving For

CodePath enables technical mastery regardless of institutional resources or student backgrounds.

Our programs are designed to close specific gaps in how students develop and demonstrate technical readiness:

The hiring bar gap: Technical Interview Prep develops the problem-solving frameworks and communication skills top employers evaluate in competitive hiring processes.

The skills gap: Special Topics and Applied courses — including Applied AI, Web Development, Cybersecurity, and the AI Open-Source Capstone — build the technical fluency and applied experience that translate directly into hiring outcomes.

For students, CodePath provides a set of rigorous experiences that prepare them to perform, adapt, and advance.

The Delivery Engine

CodePath aligns education, industry and opportunity, so talent can develop and thrive at the pace of technological change.

Students building career-ready skills

40,000
Students

Engineering DNA + Industry Trust

Talent entering workforce → ← Demand signals shaping curriculum

Real-time curriculum alignment

Employers shaping skills in real time

4,500
Hiring Companies

Employer-vetted, engineer-validated education delivering workforce-ready talent

Impact:

Making Systems Work for Students

In 2025, CodePath proved that industry-aligned rigor, applied learning, and AI-native education deliver results even amid a volatile hiring market.

We reached a monumental milestone of $1 billion in estimated economic impact on first-year salaries in 2025.

$20,000

That's how much more CodePath graduates earn in their first year, compared to the average computer science student.

This premium matters:

74%
are low-income, first-generation, or from underrepresented backgrounds

40%
come from families earning under $50,000 a year

$95,000

This is the median first-year salary for a CodePath graduate (up from $92,500 in 2024).

Early career outcomes:

62%
of CodePath graduates obtained full-time technical employment

68%
of CodePath graduates obtained technical internships

+5%
Per Course

That's how much job attainment increases among students who completed each additional course.

1 Course
67% full-time technical employment

2 Courses
71% full-time technical employment

3 Courses
76% full-time technical employment

Source: CodePath internal Job Outcomes Analysis, March 2026. Findings are correlational, not causal. A future quasi-experimental design study may produce more conservative estimates.

Top Jobs

Software Engineer

Software Developer

Associate Software Engineer

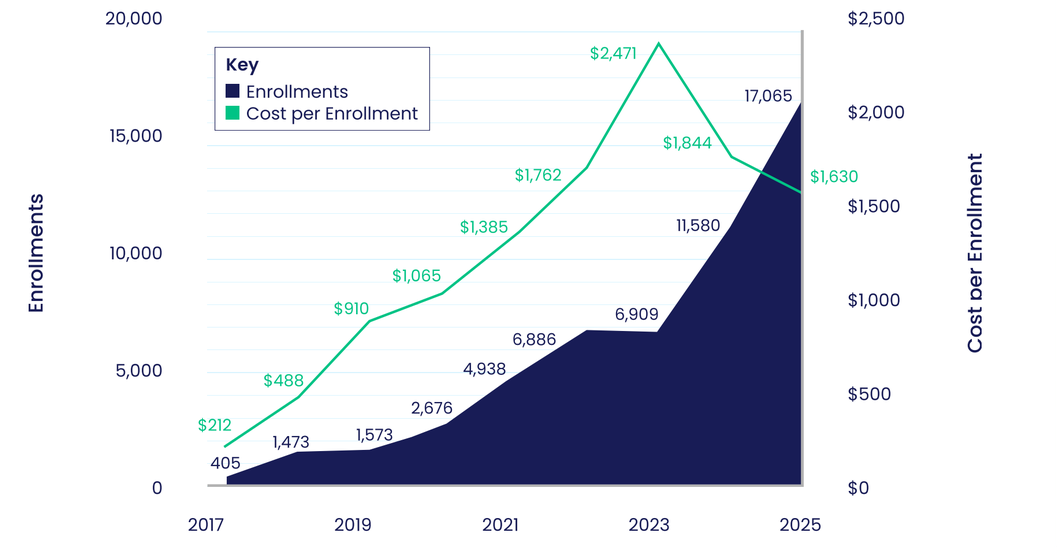
Top Employers

Microsoft, amazon, Google, Capital One, JPMorgan Chase & Co., Meta, Bloomberg, Lockheed Martin, Bank of America

Efficiency Without Compromise

In 2025, we grew student enrollment by 47% while reducing cost per student by 12%.

Platform investments and AI-enabled delivery made scale and efficiency mutually reinforcing — without compromising quality.



Since 2018, CodePath has supported...

40,000 students

across **1,000** colleges

thriving at **4,500** companies

Benjamin's Story

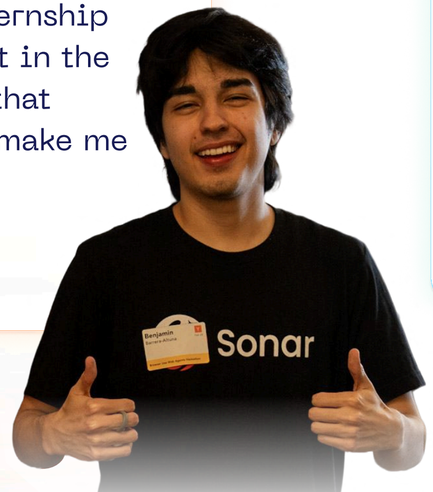
Benjamin Barrera–Altuna had an unconventional start for a computer science student: he came from a performing arts high school, majoring in violin, with no technical background or engineers in the family. In search of a supportive computer science community, he discovered CodePath through a Reddit link in 2022.

What kept Ben engaged was the applied, real-world focus. His instructors were industry professionals from companies like Snapchat who taught tools and workflows used in actual software development. Through his weekly Technical Interview Prep cohort, he built technical confidence and professional networks, forming a community where every member landed a job. Combined with CodePath's Industry Connect Program, this foundation helped him secure internships at Bentley Systems and BILL and receive 10+ offers in a single recruiting cycle.

Ben now leads technical workshops at his university's ColorStack chapter, using CodePath curriculum to teach others. This summer, he will intern at **LinkedIn**, specializing in distributed systems and backend infrastructure.

"I probably have no idea where I would be without CodePath right now. It's just been such a fundamental pillar in setting me up for success. Without CodePath, there is no technical practice, there is no behavioral practice, there's no internship connections. Universities are good for getting your foot in the door, but they only take you so far. CodePath was like that elevator that basically brought everything together to make me succeed, especially in this brutal job market."

Benjamin Barrera–Altuna
University of South Florida, Class of 2026



Andrew's Story

Andrew Alagna is a first-generation college student who returned to school in his mid-20s after working in construction. Today, he earns 3x more as a software engineer.

Andrew had never met a software engineer until CodePath connected him to industry professionals and a community of peers navigating similar paths. He overcame financial and academic hurdles, became a Tech Mentor and Tech Fellow, and secured a full-time Software Engineer role at American Express, where he advocated for himself early and earned a promotion within his first year by demonstrating his value to the team.

"CodePath gave me the guidance and tools to level up my skills, and with AI, I've been able to work smarter and tackle projects more efficiently. As AI takes on more coding tasks, I've focused on soft skills like collaboration and communication. Skills like reliability, coordinating across teams, and creative problem-solving have been game-changers in helping me stay ahead and grow in my career."

Andrew Alagna
Software Engineer, American Express,
CodePath Alum, Hunter College

CodePath's AI-Native Foundation

The AI transformation is not a headwind for CodePath; it is a tailwind. As technical work evolves, the forces reshaping the labor market are reinforcing CodePath's immersive, industry-connected model.

In 2025, we refined and expanded CodePath's AI foundation, evolving from integration to full immersion. We deepened and connected what was already in motion, bringing our AI-Native Curriculum, Learning Experience, and Programs into a cohesive ecosystem that surrounds the student journey.

In this environment, students learn with AI, build with AI, and develop the fluency to collaborate with intelligent systems.

"The demand from employers for AI-ready engineers has never been higher and is only growing. Our students build software with AI workflows in every course, guided by expert-level engineers who use them at work every day. By the time our students interview, this work is already second nature."

Nathan Esquenazi
CTO and Co-founder, CodePath

AI-Native Curriculum. Students build deep engineering fundamentals while using AI as part of everyday development, writing, debugging, iterating, and problem-solving in ways that reflect modern technical teams:

- AI embedded across the engineering stack
- Algorithmic and systems thinking foundations
- AI usage guides in every course
- Responsible and ethical AI development practice
- Professional AI development workflows
- Continuously updated, employer-informed content

AI-Native Learning Experience. Intelligent tools work alongside instructors and Tech Fellows to give every student real-time feedback, adaptive support, and personalized guidance to iterate faster, close skill gaps, and build mastery:

- Curriculum-aware AI companion support
- Human + AI support model
- AI-assisted code feedback and iteration
- Learning path and career readiness signals
- 24/7 career navigation support

AI-Native Programs. Students use AI tools to solve real problems, demonstrate technical competence, and build portfolios through open-source contributions and employer-sponsored initiatives:

- Real-world AI project work
- AI-native upskilling of engineers
- AI-assisted code contribution portfolio building

AI Open-Source Capstone

Where AI-Native Learning Meets Real Engineering

In 2025, CodePath developed the **AI Open-Source Capstone**, a new model for work-based learning designed for an AI-native engineering world. Across two cohorts, 295 students have already contributed to real open-source software using AI-assisted tools, professional workflows, and production-level standards.

The open-source capstone addresses a growing talent gap: many students can code but lack clear proof they can ship real software, while internships remain limited and unevenly distributed.

63% of students surveyed entered having never completed an open source contribution. By program's end:

65 of 110+ submitted merge requests were accepted into production codebases — real code, reviewed and merged by professional engineers.

94% of students used AI tools as professional instruments, applying the workflows modern engineering teams rely on.

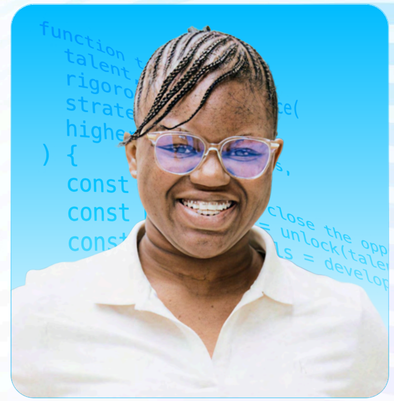
With support from **GitLab**, the program's inaugural sponsor, CodePath students will continue to contribute to industry-specific open-source projects using real collaboration systems and learning how software is tested and released in professional environments.

The AI Open-Source Capstone points toward the future of experiential learning: immersive, employer-aligned, AI-enabled, and built to scale.

Student Testimonials

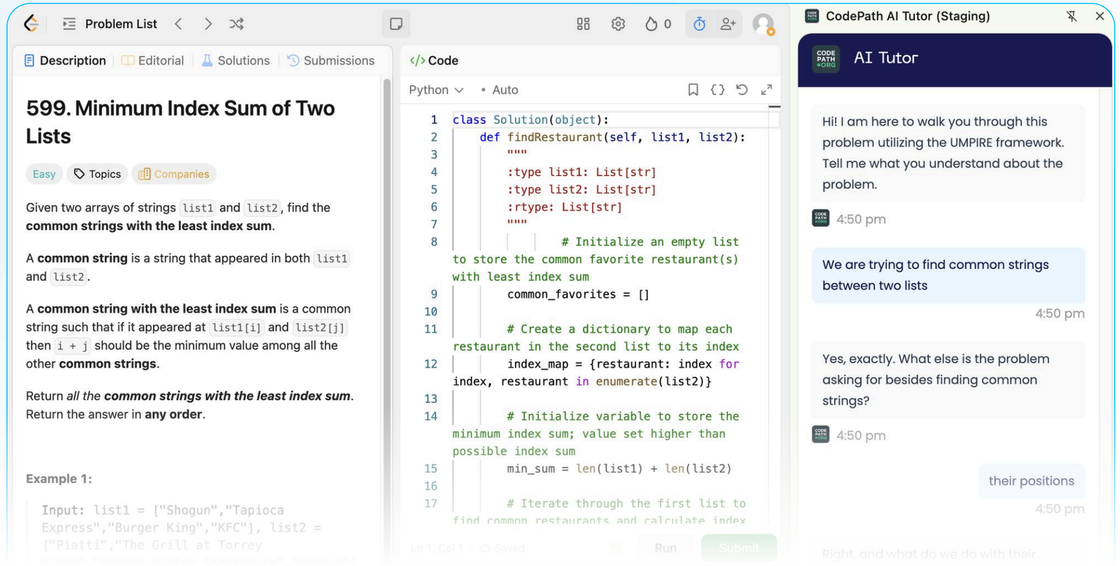
"I think that the premise of the course was extremely cool and compelling ... I have always wanted to learn how to contribute to open source projects and even start my own, but I never really knew where to start or felt really comfortable in trying anything. This course helped me to build that skill."

Olutobi Adeyeri
AI Open-Source Capstone student,
Rice University, Class of 2028



"I appreciate that this course taught industry-relevant skills that traditional university courses usually do not cover. Specifically, I valued the hands-on experience of working within a massive codebase and learning how to tailor AI prompts to get better code as output. These practical skills make the transition from theory to real-world engineering feel much more attainable."

Laney Hood
AI Open-Source Capstone student,
Texas Tech University, Class of 2028



AI Tutor

A Personal Guide Inside Every Course

CodePath's **AI Tutor** helps students solve complex technical challenges through curriculum-aligned hints, structured problem-solving, and guided reflection and iteration, acting as a patient study partner inside every course.

Deployed in 2025 with support from **Robin Hood**, the AI Tutor is built on flexible, provider-agnostic architecture that stays tightly aligned with CodePath's pedagogy while enhancing, not replacing, human instruction.

AI Career Agent

Always-On Career Coaching

The **AI Career Agent** provides 24/7 support for resumes, interview prep, professional communication, and job search strategy, ensuring students have access to high-quality career guidance anytime, anywhere.

We saw impressive results in 2025: student engagement nearly doubled, with half of all interactions happening outside traditional coaching hours, reflecting strong demand for always-on career support.

Building the AI-Native Generation

CodePath Partners with Anthropic

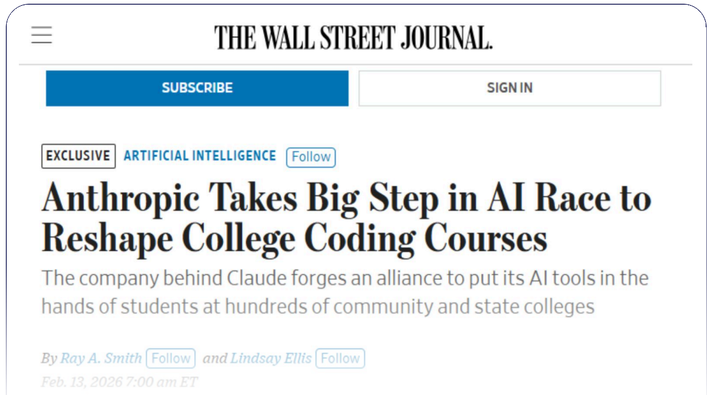
Putting frontier AI tools in the hands of 20,000+ students across community colleges, state universities, and HBCUs.

Rooted in the foundation of the open-source capstone, CodePath is partnering with **Anthropic** in 2026 to redesign computer science education for an AI-native generation.

At the center of this collaboration is Claude, including Claude Code, now integrated directly into CodePath's AI courses and career programs, giving students hands-on experience building with frontier AI tools as part of their core learning.

CodePath and Anthropic are expanding who gets to build and lead in the AI economy.

Read More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Anthropic Takes Big Step in AI Race to Reshape College Coding Courses
The company behind Claude forges an alliance to put its AI tools in the hands of students at hundreds of community and state colleges
By Ray A. Smith Follow and Lindsay Ellis Follow
Feb. 13, 2026 7:00 am ET

From Training to Talent

CodePath × Salesforce

Since 2022, **Salesforce** and CodePath have partnered to design **Futureforce Tech Launchpad**, an immersive pre-employment program that prepares computer science students for AI-enabled engineering roles. More than a training experience, the program bridges education and employment with curriculum and expectations directly informed by Salesforce's engineering standards.

Students train in modern full-stack technologies and AI-assisted development workflows while working in a professional, team-based environment with mentorship from Salesforce engineers. This structure ensures that students learn the tools, workflows, and collaboration practices of real engineering teams.

Futureforce Tech Launchpad shows how employer alignment creates mutual value: students gain immersive, real-world engineering experience, while Salesforce connects with AI-ready early-career engineers.

The results demonstrate the power of this alignment. In the 2025 Launchpad cohort, 100% of participants converted into Salesforce internship roles, validating the program as both a rigorous learning experience and a trusted hiring signal.

From Classroom to Engineering Team

100% internship conversion in 2025

10 weeks onsite at Salesforce

130 students to date

Making Headlines

What Tech Employers Actually Want

CodePath's research is featured in **Fortune,** highlighting how early-career engineers need to demonstrate ability, not just credentials, to land top tech roles.

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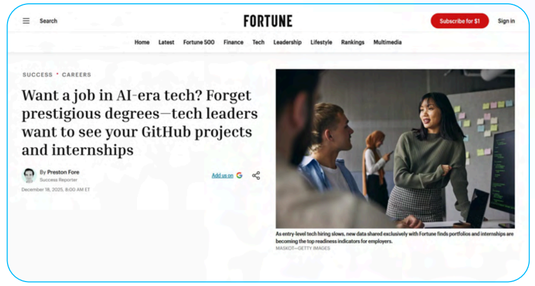
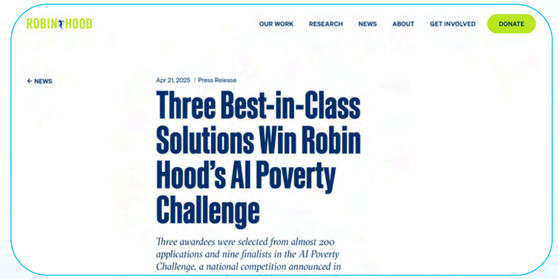


Best-in-Class: CodePath's AI Solution Recognized for Economic Mobility Impact

CodePath was named one of three best-in-class winners of **Robin Hood**'s AI Poverty Challenge to expand its AI-powered platform for underrepresented students.

Read More



Research Spotlight

CodePath's **2025 labor market analysis** revealed that technical hiring is evolving, not contracting. With employers placing greater value on practical experience, the field is shifting in favor of learners with real portfolio work.

A Platform Designed for Scale and Outcomes

Connecting Students, Institutions, and Employers in One Ecosystem

CodePath's platform integrates every part of the learning journey, from real-time skill practice and mentorship to AI-curated career milestones.

In 2025, we expanded analytics, refined infrastructure, and introduced AI-assisted tools, driving more personalization, stronger engagement, and higher retention.

Each student interaction strengthens the platform, and every new institutional or employer partnership reduces the cost of serving the next learner, powering a self-reinforcing engine for scale.

This unified platform serves all system stakeholders.

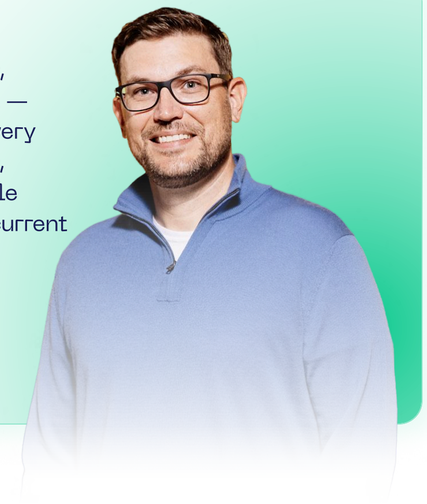
Students receive clear signals of progress and tailored next steps that link day-to-day learning to career readiness.

Universities integrate CodePath seamlessly into their programs while gaining actionable insights into student outcomes.

Employers access refined student profiles and high-confidence matching systems, reducing hiring friction while increasing the likelihood of strong job-candidate fits.

"The shift to an AI-native workforce is too urgent and too complex for fragmented solutions. It requires institutions, employers, and learners to converge around a shared goal — and a platform to orchestrate them. CodePath connects every layer of the talent ecosystem: students tracking readiness, universities delivering modern curriculum with measurable outcomes, and employers developing new graduates and current engineers with AI-native skills. That's how we scale and prepare the workforce for what's ahead."

Chris Coleman
Chief Product Officer, CodePath



CodePath Product Ecosystem

One Platform, Multiple Stakeholders, Systematic Input

Learning Platform

Student Hub: real-time journey tracking, prioritized next steps, job-readiness progress

Courses: live sessions, assignments, feedback, community (web, Zoom, Slack)

AI Tutor: pedagogy-aligned learning companion

Career Engine

AI Career Agent: 24/7 guidance on resumes, interview prep, professional communication

Career Connect: smart job matching with employer signals

Outcomes Tracking: real-time internship and job placement data, salary insights

Partner Dashboards & Data

Partner Hub: real-time impact metrics for universities, funders, top employers

Instructor Admin: course management, grading analytics

Business Logic: scheduling, notifications, risk tracking

Products that Serve the Broader Ecosystem

The infrastructure powering CodePath's scale extends beyond our programs.

Our systems and tools help redefine how readiness is measured, how learning connects to labor market outcomes, and how economic mobility scales.

Outcomes Monitoring

Real-Time Insights, Real-World Impact

PER SCHOLAS

CareerVillage.org

In 2025, we enhanced CodePath's **Outcomes Monitoring** system to track career outcomes with unprecedented accuracy and speed. By tracking employment milestones over time, it delivers a reliable picture of how learning translates into career advancement and economic mobility across programs, institutions, and demographics.

Beyond tracking our own results, we have partnered with organizations including **Per Scholas** and **CareerVillage** to leverage the Outcomes Monitoring system for workforce outcomes measurement and field-wide evidence generation.

Career Readiness

A Dynamic Roadmap for Career Progress

At the heart of our approach to career readiness is the **Career Readiness Map**, an employer-informed framework that turns the student experience into a clear, motivating roadmap toward career milestones. In 2025, early pilots showed signals of stronger engagement and persistence.

With AI, we are bringing the map to life through a dynamic experience that shows each student where they are, what's next, and which actions will move them closer to their career goals. For educators, it offers a real-time view of readiness, helping identify and support students who need an extra push.

Valery's Story

Across eight CodePath courses, Valery earned four internships, including two at Microsoft. Along the way, he became a computer science tutor and used his skills to give back to his community by building a website for his church.

Valery Louis is a first-generation university student at Delaware State University, originally from Haiti. He chose computer science without fully understanding what it was, but he knew he loved building things.

Without role models in software engineering, Valery assumed that earning a perfect GPA would open every door. It didn't. CodePath helped fill the gaps his university couldn't. While his freshman and sophomore coursework focused largely on general education, CodePath gave him early access to cybersecurity, mobile development, and technical interview preparation — skills typically introduced later in his program.

Through CodePath's Technical Interview Prep courses, Valery learned the UMPIRE problem-solving framework and gained the confidence to tackle technical interviews that once intimidated him. Today, he still uses that method in interviews and on the job, applying it to both coding challenges and complex engineering projects.

Graduating in 2026, Valery accepted a job offer from Microsoft and will join the company full time in Seattle, continuing the journey that began when he first discovered the power of building things with code.

"When I took my first CodePath course, I wasn't expecting much because it's free and there are lots of free resources online. But CodePath really shook me. I did not expect to learn that much. After that, I took another course and just kept going because I was learning so much and really enjoying it. There was just no stopping."

Valery Louis
Delaware State University, Class of 2026

Higher Education Partnerships

Embedding Career Readiness Into the Academic Core

CodePath works within existing academic structures, integrating learning, career preparation, and student and faculty support into the core of the computer science journey.

Sustainable by design: credit-bearing, degree-embedded learning broadens access for all computer science students, not just those who opt in, and recurs every semester.

Scaling Career Pathways Across HBCU Campuses

CodePath's 2025 partnership with the **Thurgood Marshall College Fund (TMCF)** marked a major step toward expanding access to career-connected computer science education across 18 HBCUs. It enabled new collaborations with Howard University and Delaware State University that integrated CodePath's AI-native courses directly into their academic curricula.

Supported through **TMCF's HBCU Transformation Project,** this work is a model for scalable and institutionally embedded change, strengthening faculty engagement, modernizing technical curricula, and connecting HBCU students to high-trajectory careers in tech.

How We Partner with Higher Education

CodePath's goal is not parallel pathways, but institutional adoption.

Our approach centers on durable practices that are structurally embedded and academically aligned, valued by faculty, students, and employers alike.

Academic Integration: Credit-bearing technical coursework embedded directly into degree pathways.

Faculty Enablement: Standardized curriculum and quality frameworks that support consistent, career-aligned instruction.

Career Integration: Workforce readiness woven into academic experiences, not a parallel track.

Student Leadership Infrastructure: Peer-led systems that extend instructional capacity and strengthen belonging and persistence.

2025: Institutional Integration at Scale

35 **for-credit cohorts** delivered across 65 institutions

576 **Tech Fellows** supporting students across 36 states

94 **faculty** instructing CodePath courses

113 **institutions** where CodePath has reached 10%+ of computer science students

Institutional Spotlight

Howard University

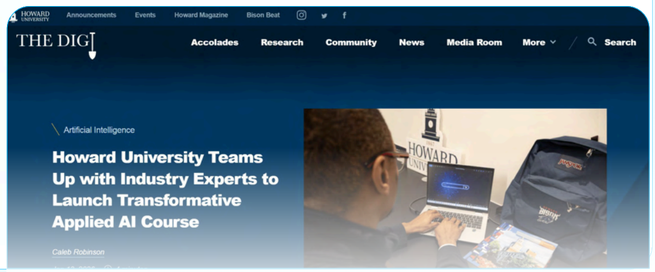
At **Howard University**, the collaboration with TMCF laid the groundwork for the **launch of an Applied AI course** in 2026 that teaches AI-assisted software development through hands-on, real-world workflows. This for-credit course is an early example of how HBCUs are integrating practical AI learning into academic pathways tied directly to entry-level engineering expectations.

"CodePath has been a big part of my academic journey over the past three years. I first got involved through the Technical Interview Prep course ... the summer after my freshman year, where I began building my confidence in coding concepts. The pods and constant collaboration pushed me to ask questions, learn from my peers, and stay motivated as a beginner. That experience sparked my interest in getting more involved on campus. ... I've loved being able to share my experience with other students and help them see the value in these no-cost technical courses. CodePath has not only strengthened my technical skills but also helped shape my confidence, leadership, and career direction as an engineering student."

Lauren Marshall
Howard University, Class of 2027

"Our work is rooted in the idea that HBCUs are not only equipping students for coursework but also building skills vital to succeeding and leading in the workplace."

Dr. Harry L. Williams
TMCF President and CEO



Institutional Spotlight

Delaware State University

Delaware State University formally adopted CodePath's Technical Interview Prep course as a graduation requirement for computer science majors in 2026. This step moves career-connected technical preparation from optional enrichment to an embedded component of the degree experience.

Delaware State is also serving as an early pilot in the emerging eHBCU initiative, a multi-institution online learning community designed to extend technical education and career-connected credentials across HBCU campuses.

These efforts demonstrate how HBCU collaborations can move from standalone programs to fully integrated, campus-wide impact.

Higher Education Partners

CodePath students come from **more than 1,000 colleges and universities nationwide**, with a growing group of institutions now embedding CodePath courses directly into their academic programs for credit:

1. Alabama A&M University
2. Benedict College
3. Bowie State University
4. Chicago State University
5. Clark Atlanta University
6. College of Southern Nevada
7. California State University – Dominguez Hills
8. California State University – Fullerton
9. California State University – Los Angeles
10. California State University – Monterey Bay
11. California State University – San Bernardino
12. Central College
13. CUNY – John Jay College of Criminal Justice
14. CUNY – College of Staten Island
15. Delaware State University
16. Florida Atlantic University
17. Fisk University
18. Florida International University
19. Florida A&M University
20. Florida Memorial University
21. Georgia State University
22. Hampton University
23. Howard University
24. Johnson C. Smith University
25. Miami Dade College
26. Merritt College
27. Mississippi State University
28. Morehouse College
29. Morgan State University
30. New Jersey Institute of Technology
31. New Mexico State University
32. North Carolina A&T State University
33. Perimeter College at Georgia State University
34. Prince George's Community College
35. Prairie View A&M University
36. Purdue University
37. Simpson College
38. Southern University and A&M College
39. St. Ambrose University
40. Tennessee State University
41. Texas A&M University – San Antonio
42. Texas State University
43. University of North Carolina – Charlotte
44. University of California – Irvine
45. University of Illinois Chicago
46. University of Puerto Rico – Mayagüez Campus
47. University of Southern Mississippi
48. University of Texas – El Paso
49. University of Texas – San Antonio
50. Virginia State University
51. Wentworth Institute of Technology
52. Xavier University of Louisiana

From Impact to Influence

CodePath's 2025 Thought Leadership

Beyond programs, CodePath is building the coordination infrastructure required for durable systems change, aligning public, philanthropic, academic, and industry actors around shared execution.

Building the Coordination Backbone for Regional Action

CodePath's **Event Series on AI and Regional Strategies to Drive Economic Mobility convened more than 200 cross-sector leaders** to accelerate progress on AI-era workforce and education challenges.

Through curated, small-format gatherings across **five states — Maryland, California, Florida, New York, and Washington, D.C. —** these dialogues moved from diagnosing challenges to defining collective solutions to structural barriers. The convening drew senior public officials, philanthropic leaders, university presidents, and industry executives, a signal of both urgency and cross-sector influence.

Across regions, a common theme emerged: learners are ready for AI-driven opportunity, but institutional systems must evolve faster.

CodePath CEO, Michael Ellison with co-hosts of the Tech Workforce Working Dinner: Maryland Secretary of Labor, Portia Wu and Secretary of Higher Education, Sanjay K. Rai.

CodePath's CEO, Michael Ellison, with FIU President Jeanette Nuñez and Miami Workforce Development Leaders.

CodePath x The Milken Institute

The Computing Imperative: Building America's Talent Engine in the Age of AI

In 2025, the research report issued a call to action grounded in a stark reality: despite hundreds of billions in public and private investment, the United States is not yet building talent at the speed or scale required to remain globally competitive in the AI era.

The report calls for computing as core infrastructure, higher education that integrates technical rigor with creativity and ethics, lifelong learning embedded into the future of work, and regional talent ecosystems that fuel innovation.
Read More

CodePath also helped shape the **Milken Institute's Innovation Forum,** where cross-sector leaders explored how to translate the report's recommendations into practical strategies to align education, workforce systems, and employers around AI readiness as a shared national priority.

CodePath's CEO and Co-Founder, Michael Ellison, Board Member and Co-Founder, Tim Lee, and Strategic Initiatives Lead, Madison McCormick with co-host of the Milken Innovation Forum, Emily Musil, PhD, Managing Director of Environmental and Social Innovation at the Milken Institute.

Executive Leadership

Michael Ellison
Chief Executive Officer and Co-Founder

Nathan Esquenazi
Chief Technology Officer and Co-founder

Brian Madigan
Chief Operating Officer

Chris Coleman
Chief Product Officer

Board of Directors

Dalila Wilson-Scott
President, Comcast NBCUniversal Foundation

Gabriel Aul
Vice President, Meta Reality Labs Product + Engineering

Jules Walter
Product Lead, Google

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CTO, GitHub

Michael Ellison
Co-Founder & CEO, CodePath

Tim Lee
Co-Founder & CEO, Clerical

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LinkedIn

Microsoft

Mutual of Omaha

New Relic

SentinelOne

Snowflake

Steve Newman

Workday

Financials and Sustainability

The financial information presented reflects preliminary, unaudited figures for Fiscal Year 2025 (FY 2025). CodePath's independent audit is currently underway, and final audited financial statements are expected in Q2 of FY 2026. Upon completion, the audited financial statements will be published at: **https://www.codepath.org/financials-reports.**

CodePath is committed to full financial transparency and will notify key stakeholders when the audited financial statements are available.

Cost per Student: $1,630*
*12% decrease from prior year; based on non-unique student enrollments (17,936) and CodePath's total 2025 operating expenses (unaudited).

FY 2025 Unaudited Financials

Revenue	
Individual, Private, and Foundation Contributions	24,844,368
Program Service Revenue	5,419,193
Other Income, Net	749,040
Total Revenue	**31,012,602**

Expenses	
Program Support	21,600,958
Management and General	4,571,574
Fundraising	2,993,534
Total Expenses	**29,166,067**
Change in Net Assets	**1,846,535**

Assets	
Cash and Cash Equivalents	13,549,358
Accounts and Receivable, Net	371,752
Grants Receivable	3,073,193
Short-Term Investments	19,082,100
Other Current Assets	467,233
Property and Equipment, Net	1,622,779
Total Assets	**38,166,415**

Liabilities	
Accounts Payable and Accrued Liabilities	261,359
Other Short-Term Liabilities	2,116,680
Total Liabilities	**2,378,039**
Net Assets	**35,788,376**
Total Liabilities and Net Assets	**38,166,415**

The Model is Proven. Help Us Scale It.

CodePath is deepening institutional integration, expanding regional reach, and accelerating AI-native learning. Broader HBCU partnerships, a growing employer ecosystem, and a catalytic collaboration with Anthropic are already building the next phase of impact.

> Your investment now will shape not just who CodePath reaches, but the speed at which economic opportunity expands.

CodePath scales differently, and early partnerships have an outsized impact. Purpose-built product infrastructure, real-time data, and embedded institutional partnerships create a self-reinforcing engine where every new partner accelerates the next.

The cost of inaction is a generation of students left out of an AI-driven economy. With the right partners, CodePath will reach 100,000 students over the next several years: AI-native engineers from underserved backgrounds stepping into high-impact careers, closing the economic divide, and helping build the technology that shapes the world.

Join the Movement to Scale Impact and Unlock Opportunity

CodePath is Proving that Talent is Everywhere

Join us in building a more inclusive, opportunity-rich future.

Funders:
Accelerate proven models; catalyze regional programs.

Universities:
Embed for-credit courses in degree programs.

Students:
Lead as ambassadors or Tech Fellows supporting your peers.

Employers:
Hire CodePath graduates; engage professionals to shape curriculum; mentor and teach.

Explore partnership opportunities, mentor students, or bring CodePath to your institution by contacting us at **development@codepath.org**.

CODEPATH*ORG

Thank you

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