

CODE PATH *ORG

Summer 2020 Impact Report.



Letter from the CEO

Over the past year, CodePath has crafted and refined an ambitious, groundbreaking roadmap to scale up our efforts to increase diversity in the tech industry by transforming college and university computer science (CS) education nationwide. We have remained laser-focused on our goal: to create pathways into tech for students who are Black/Latinx, women, low-income and/or first-generation.

We established new university partnerships, increased the number of students we teach and achieved greater diversity in enrollment. We expanded and enriched our courses, career center and virtual career fair. And in every category, we are on track to meet or exceed projections. Over and over again, CodePath has demonstrated expertise and impact.

Looking Ahead

CodePath is grateful for the early champions who believed in us and supported our ambitious vision to transform CS education. CodePath would not exist without the early support of exceptional leaders like Vlad Fedorov, Adam Pisoni, Kristen Titus, and Jules Walter. We would also like to express our gratitude to the students and professors who share our vision and spend countless hours driving change in their schools.

As CodePath expands school partnerships to move beyond students and professors to university presidents, state chancellors and governors, we will unlock an opportunity to drive systems-level change in the next few years. We envision a world with personalized, supportive education on every college campus, where the students who grew up poor and overlooked, have just as much potential as students from privileged backgrounds. And as CodePath scales, we will unlock the ability to systematically change employer hiring - moving from a pedigree-based approach to one that is skills-based - and in the process providing underserved young people with pathways to social mobility and economic empowerment.



We can't wait to share with you what CodePath does next.

Michael Ellison,
CEO and co-founder,
CodePath.org

Student Enrollment

To date, nearly

5,400

students have enrolled in our free, supplemental courses.

44%

are women or underrepresented minorities

Career Impact

Black CodePath alumni are:

4x

more likely to land tech jobs.

43x

more likely to work for a top tech company than their peers nationwide.

Latinx CodePath alumni are:

11x

more likely to land tech jobs.

Female CodePath alumni are:

3x

more likely to land tech jobs than their peers.

Where Our Students Work

Google NETFLIX Dropbox

facebook Walmart

Uber Lyft airbnb

Our Students Prosper in Tech

One year after graduating college,

85%

of Black/Latinx CodePath alumni are still working in the technology industry as software engineers.



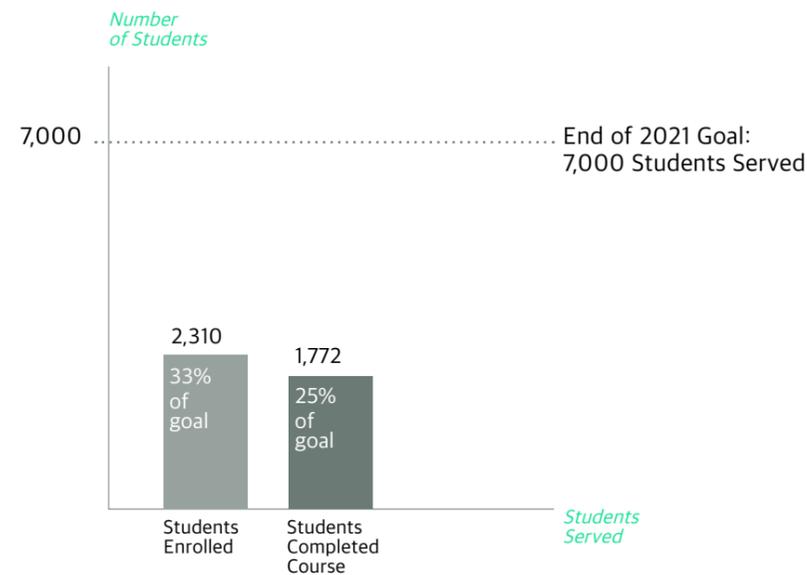
Our Summer 2019 – Summer 2020 Impact

Teaching More Students than Ever Before

CodePath is well on its way to scaling up to serve a total of 7,000 students from the Summer of 2019 to the end of 2021. Through our Summer 2019, Fall 2019 and Spring 2020 programs, we have made significant progress in our efforts to reach this benchmark:

- ↳ Between Summer 2019 - Summer 2020, we enrolled 2,300+ students in CodePath programming, completing at least four weeks of CodePath coursework. All continue to have access to our materials as independent learners.
- ↳ Out of total enrolled, 1,700+ students completed our courses (150 hours of training).

Summer 2019 - Summer 2020 Number of Students Served vs. Goal



Student Enrollment by Course Series

In the past year, CodePath students have had the opportunity to enroll in a selection of classes on specific domains, tools and applications:

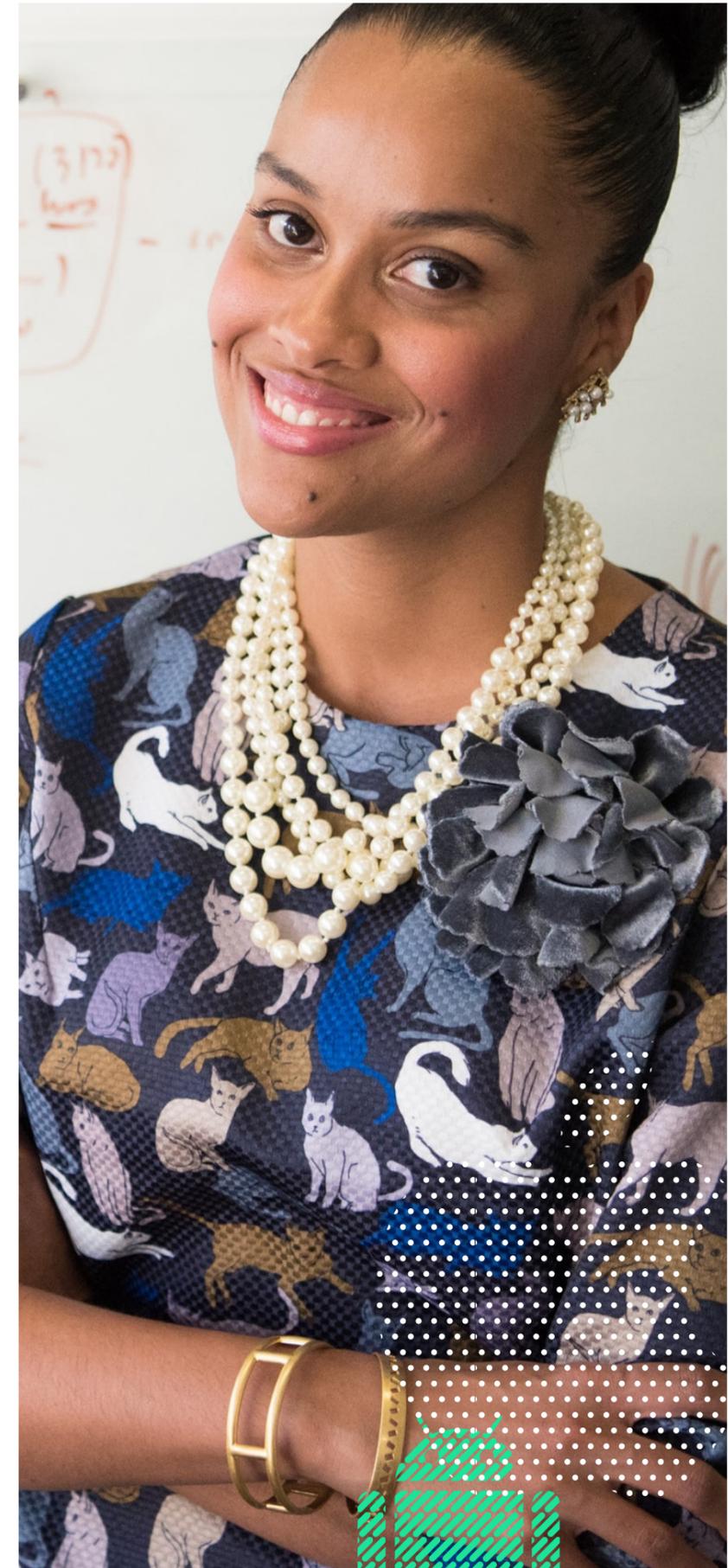
↳ Freshmen and Sophomores:

This year, 236 students completed Mobile App Design, hands-on classes designed to spark interest and confidence in tech careers. These are particularly critical because most CS attrition occurs during the first two years in our students' college careers.

↳ Juniors and Seniors:

Nearly 900 students took Technical Interview Prep - an intense 3-part deep dive into data structures, algorithms, systems design, and technical communication. Mock interviews from professional engineers cement key concepts and ensure students are prepared to pass even the most rigorous technical interviews. Additionally, we granted 3,800+ students access to the full suite of course materials as observers, enabling them to leverage CodePath's lesson guides, video lectures, projects, and more for independent learning.

Over 1,100 students took iOS, Android and Cybersecurity classes, learning in demand skills to become high performing software engineers.



Our Students

Serving Underrepresented Minorities

Our goal is to always increase the degree to which we serve young people who are underrepresented in CS programs and the tech industry.

We are pleased to report that this past year:

58%

of all CodePath students were Black/Latinx and/or women.

51%

were first-generation college students.



CodePath Student and iOS TA German Flores

At age 5, **German Flores** immigrated to the U.S. from Mexico. Growing up, German experienced more than his fair share of challenges. In college as a struggling Computer Science student, a classmate introduced German to CodePath. He enrolled and eventually became a Teaching Assistant in iOS. Today, German is realizing his dream as a 2020 University of California, San Diego graduate, embarking on a promising future.

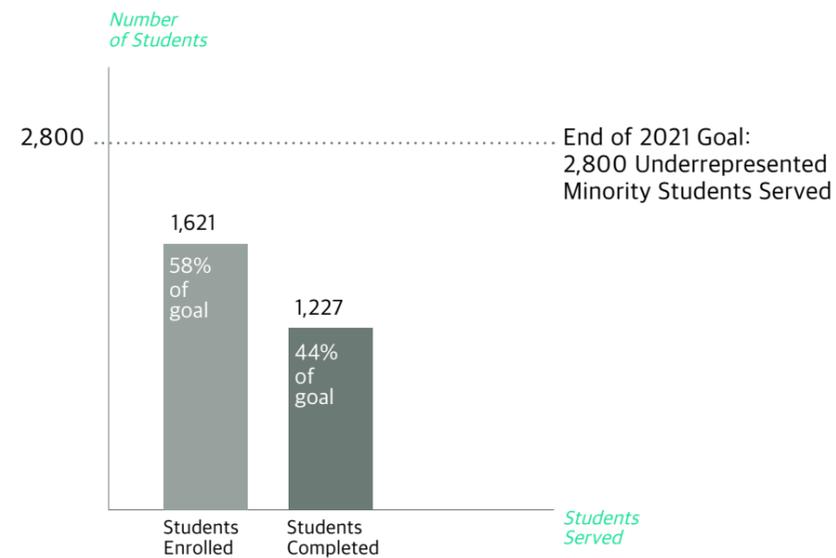
When asked what CodePath means to him, German explained,

“ Giving opportunities to people who don’t have enough to pursue these careers... there are students out there who are at a disadvantage. I have a friend...she has, what I call, an imposter’s syndrome. Like, you’re from a low economic background and you don’t think you can succeed because that type of life isn’t for you... I had to convince her that it doesn’t have to be like that any more. ”



Summer 2019 - Summer 2020

Number of Underrepresented Minorities Served vs. Goal



Our University Partners

Bringing CodePath to Campuses Across the Country

Since 2015, CodePath has achieved 50% year over year growth in campus expansion. A strategic and significant effort to increase CodePath’s footprint in the higher education community has been central to our ability to reach more students. By the end of 2021, our goal is to partner with 100+ colleges/universities. In doing so, we will continue to prioritize minority-serving institutions, including HBCUs (Historically Black Colleges and Universities) and HSIs (Hispanic-Serving Institutions), as well as campuses that serve large numbers of students who are low-income and first-generation.

Reach from Remote Courses



On-campus Partnerships



We anticipate that these new school partnerships will increasingly result from CodePath’s burgeoning high-level collaborations with university presidents, state chancellors and governors. Through this approach, we expect to unlock an opportunity to truly drive systems-level change in the next few years. For the remainder of 2020, our expansion efforts will focus on colleges in California, Florida and New York, which were selected based on: our analysis of student demand to take CodePath’s courses; the states’ high concentration of tech employers; volume of HBCUs/HSIs; and recent economic impacts from the COVID-19 crisis.



Internships and Employment

Unlocking Career Opportunities

At CodePath, we provide career services including 1:1 sessions on resume and career advice, industry mentors, internship and job search support, mock-interview prep, and much more. We are also enriching and expanding our virtual career fairs. Through these efforts, CodePath students and alumni are securing prestigious internships and receiving job offers at top tech companies.

This past year

588

CodePath students received internship or full-time job offers

41%

were from the Fortune 1000 companies

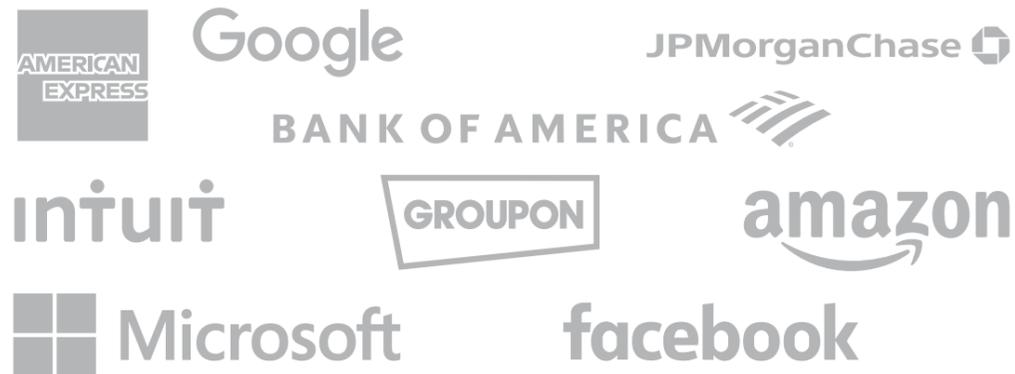
12%

were from the FAANG companies

2%

were from Unicorn start-ups

Recent internship placements for our students include top companies such as:



Many CodePath alumni are the first in their families to graduate from college; after graduation, they land highly-skilled positions in tech.

Among a recent cohort of first-generation CodePath students

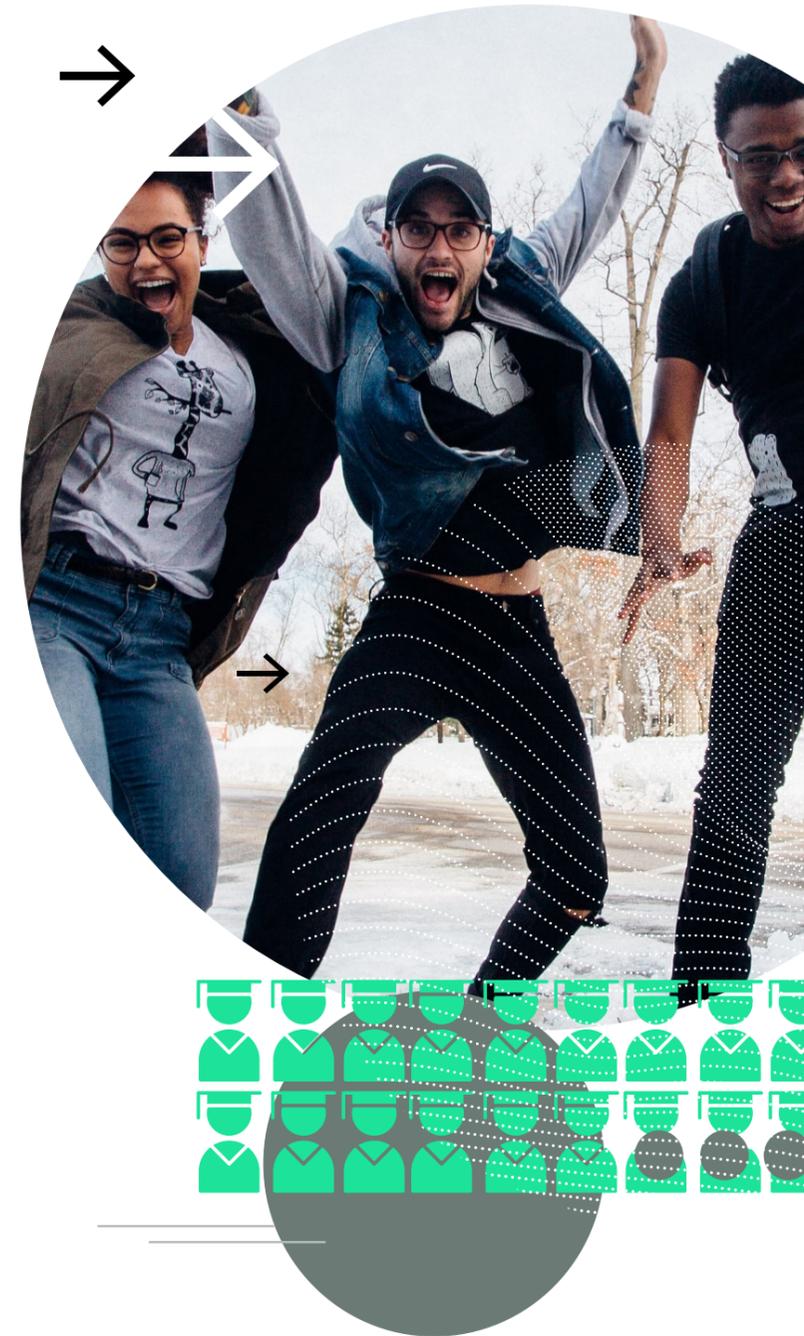
65%

are working as full-time software developers/engineers or interns

Others are working as (or in)

Systems Engineers
Web Developers
Transportation Interns
Cybersecurity

Technical Support
Network Engineers
Data Science
Mobile Developer
among others.





Increasing Student Confidence in Tech

CodePath’s mission focuses on providing programs, materials and support to increase students’ confidence and belief that software engineering is an achievable field and a career in tech is worth pursuing.

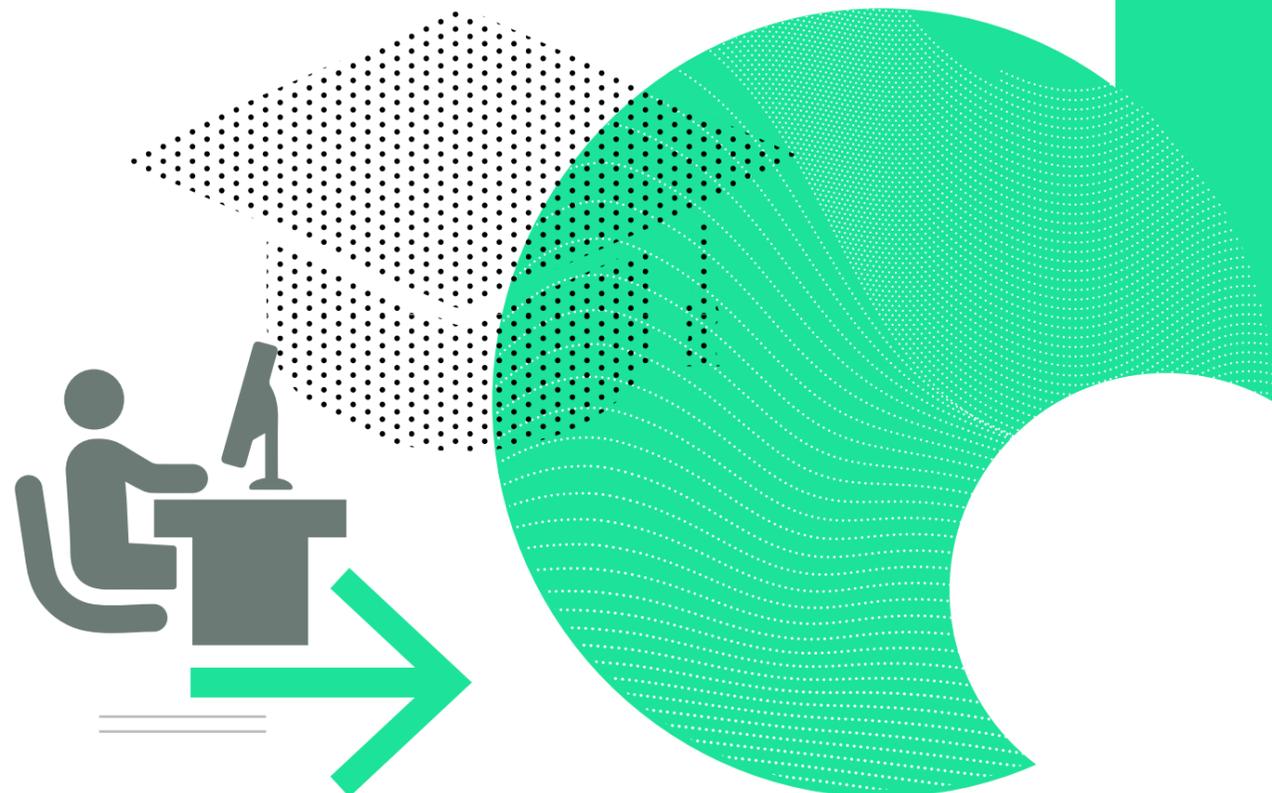
Out of 588 CodePath students we recently surveyed:

88%

agreed that CodePath increased their likelihood of graduating with a technical CS degree.

93%

told us that CodePath improved their perception of working in the tech industry.



Demystifying the Tech Industry for Our Students

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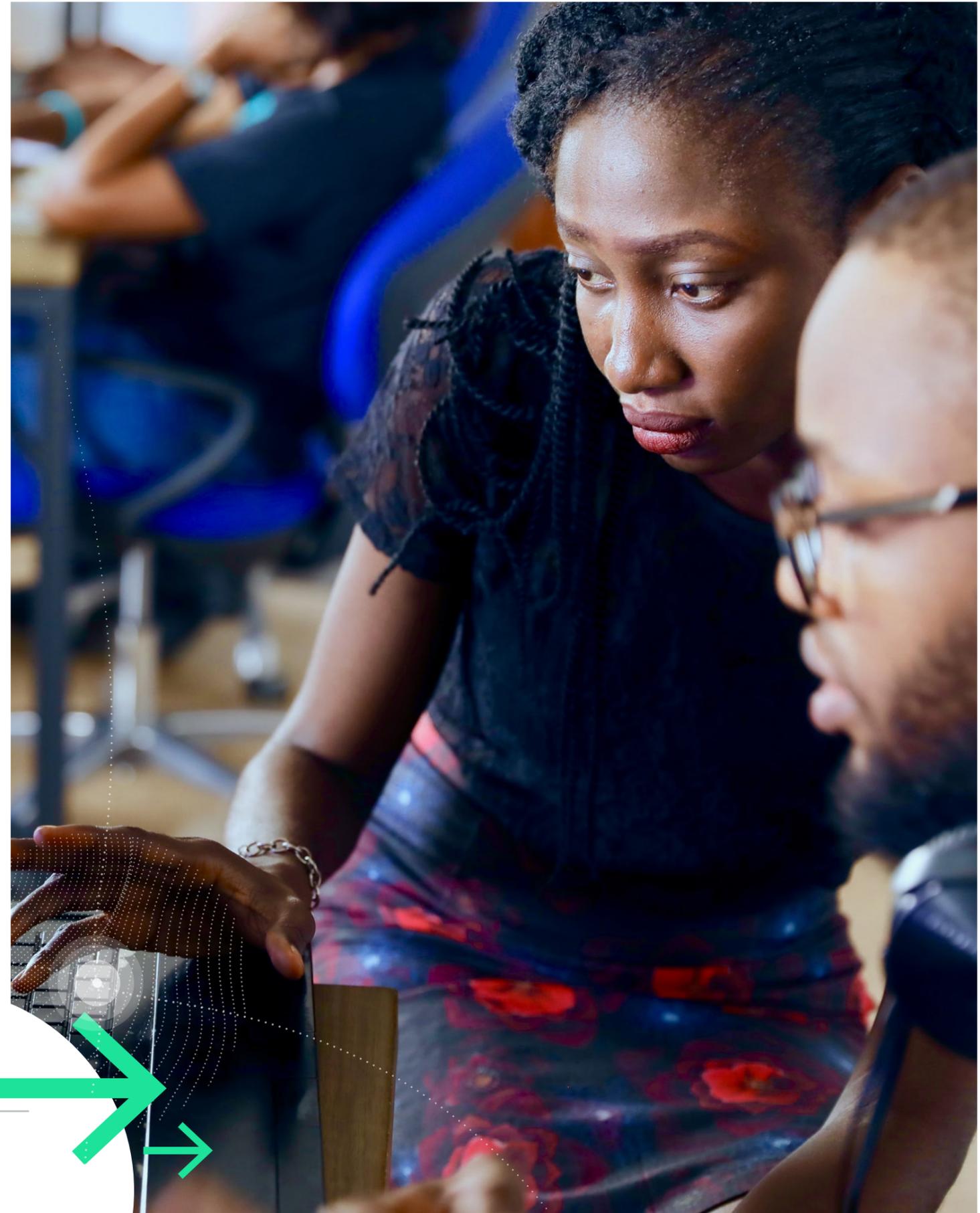
CodePath Android University was a priceless experience. The 6 weeks totally changed my perspective as an engineer and student. The hands-on assignments, helpful TA’s and friendly environment created the perfect atmosphere for learning and building. I’m now more confident about communicating concepts with others, approaching recruiters and building my own Android apps!

”

Methembe Moyo
LeMoyne-Owen College, Fall 2019

What We Learned in 2019 - 2020

- ↳ **Remote teaching can be delivered with quality, while allowing CodePath to scale capacity.** In Fall 2019, we ran CodePath's first remote courses, with a focus on iOS and Android mobile development. As COVID-19 hit just a few months later, these remote teaching experiences allowed CodePath to quickly and effectively switch to a 100% remote environment while simultaneously providing students with personalized support, mentorship and a sense of community. With this experience under our belt, we were able to triple the capacity of our Summer 2020 program to enroll 765 students. In Fall 2020, we expect to increase enrollment by 100% over the previous year.
- ↳ **"Smart" clustering (6 students and 1 mentor) dramatically improves the student experience.** In recent months, we carefully grouped and matched six students - based on experience, background and proficiency levels - with one engineer mentor, with the hypothesis that this could strengthen student cohesion and boost retention. Early indicators suggest students are responding positively to this approach.
- ↳ **Decentralizing student support lowers costs and provides better on-the-ground experiences for students.** We now require each university partner to have two student TAs. This team approach has many benefits: a division of the workload, more effective teaching and improved group project support. To further assist our TAs in their work, we expanded TA training and increased the number of Technical Program Managers to two per course topic. We also introduced a Slack bot - created by one of our student TAs - which pays students a small stipend for answering questions posed by their peers.



Looking Ahead to 2021 and Beyond

In 2021, CodePath is planning to launch a new initiative to diversify the primary entry point into the tech industry - the technical internship. The program will provide underrepresented students with their first technical work experience and allow employers to sponsor talent funnels to diversify their core internship programs. We will select underserved students in their second year of college who are studying CS at our partner schools. They will take part in paid summer programs for 3 months, while also attending online CodePath classes and engaging in weekly interactions with professional mentors.

The program will feature:

- ↳ Easy adoption and relatively low cost per student for employers.
- ↳ The ability for employers to customize the talent funnel and selection process based on data from for-credit, computer science coursework, which qualifies students for pre-internships.

CodePath has achieved 50% year over year growth since 2015 and will reach 100,000 students by 2026. By adding assessments to our courses that qualify students for employment opportunities - while at the same time decreasing friction for employers to adopt pre-internship programs - CodePath will create a new, scalable path from education to technical employment that does not depend on students' geography, pedigree or work experience.

About CodePath.org

CodePath transforms computer science education for women and underrepresented minorities at over 150 colleges and universities. We offer free, supplemental courses to inspire learning, gain technical specialization and achieve mastery in software engineering as well as provide career services for our students to enter and prosper in tech. To date, CodePath has served over 5,400+ students, of which 44% are women or underrepresented minorities. By working closely with partners like Andreessen Horowitz, Cognizant, Facebook, Microsoft, and Walmart, CodePath is systematically changing CS programs to increase diversity in tech. CodePath is a 501 (c)(3) nonprofit. To learn more, visit www.codepath.org

