Code Platoon
Code Camp for Veterans & Military Families

Annual
Report

Code,
Community,
and the
Future We
Build Together

2024

Letter from the Executive Director

Every year at Code Platoon, we talk about **transformation** – how our students grow into software engineers, how our graduates launch new careers, and how our programs evolve to meet the needs of both. But 2024 reminded us that transformation doesn't always mean starting from scratch. Sometimes, it means applying **discipline**, refining **proven systems**, and **investing more intentionally** in what yields the strongest return.

In 2024, we **doubled down on career readiness**: updating our curriculum to align with employer demand, embedding industry-recognized certifications, and strengthening the bridge between graduation and employment. These steps translated into **sharper skills** that employers seek and **stronger signals of job readiness**.

We also advanced our integration of **artificial intelligence** – not as a passing trend, but as a **foundational tool** today's engineers must master with judgment and adaptability. Building on the groundwork we laid in 2023, we wove AI into core modules and discussions so students don't just learn how to code, but how to **think critically about emerging technologies** and apply them responsibly.

Just as importantly, we reinforced the **community** that makes this work durable: volunteers who dedicated hours to mock interviews, employers who hired their first Code Platoon graduates, and donors whose support ensures stability and growth. Like any strong portfolio, our progress rests on many disciplined contributions, working together to create **outsized impact**.

Thank you for building with us.

Rod Levy
Founder & Executive Director

Code Platoon

2024 Snapshot

9
Cohorts

239
Military-Connected
Learners Served

$2,003,498
Scholarships
Awarded

71%
Graduates Placed
Into Careers

$83,200
Median Placement Salary

51%
Salary Growth
Post-Program

COURSE REPORT
BEST CODING
BOOTCAMP
2024

2024
BEST
CODING BOOTCAMPS
COLLEGE CONSENSUS

Charity Navigator
★★★★
★ FOUR-STAR ★

MILITARY FRIENDLY
SCHOOL
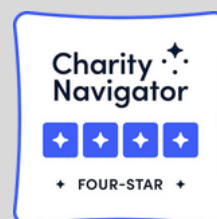
Investing in Career Outcomes

Curriculum Advisory Committee Launched

AWS Certifications Integrated

Strengthened Employer Partnerships

As the tech industry evolved, so did we. In 2024, Code Platoon deepened its focus on employability – strengthening workforce connections, embedding certifications, and expanding employer partnerships. Key milestones included:

Curriculum Advisory Committee Launch

We formed an advisory group of alumni, hiring managers, and tech leaders to keep our training aligned with workforce needs. The committee provides structured input on curriculum updates, skill alignment, and credential integration in line with industry trends.

Credentialed Career Pathways

We formalized credentialed learning across both core programs. Students now graduate with two new industry-recognized certifications – AWS Cloud Practitioner for software engineering and AWS AI Practitioner for cloud and infrastructure – strengthening their resumes and providing tangible proof of what they've learned.

Employer Partnerships

We expanded and diversified our employer network, building new relationships with companies committed to hiring military-connected talent. These partnerships create clearer pathways to employment and keep our training grounded in real hiring needs.

Code Platoon

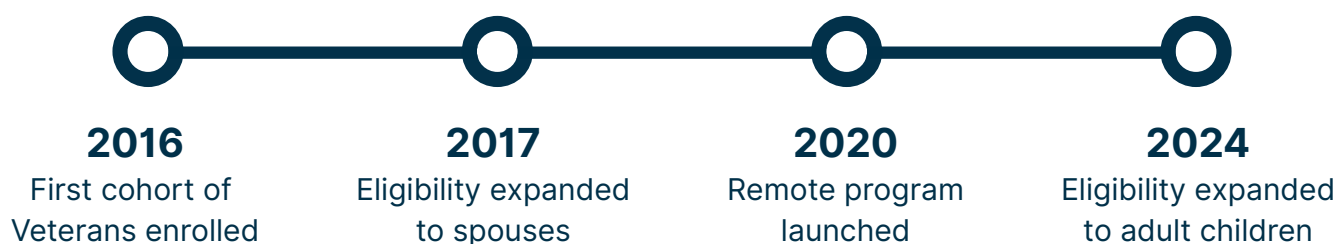# A Broader Mission
A Stronger Community

In 2024, Code Platoon **expanded who we serve, welcoming adult children of Veterans** into our programs for the first time.

This change began with **listening**: to alumni, our board, and the families who've long stood behind those in uniform. We heard a consistent theme – **many adult children face the same barriers their parents did**: limited professional networks, uneven access to opportunity, and the challenge of translating resilience into career mobility. Yet unlike Veterans and spouses, they have few programs designed specifically for them.

Expanding access required new approaches to how we recruit, serve, and support students. It also pushed us to think more deeply about what it means to be "**military-connected**." To us, it now means recognizing families who have carried sacrifice in quieter ways, and ensuring they, too, have **a seat at the table in the tech economy**.

Expanding Access, Strengthening Community

2016
First cohort of
Veterans enrolled

2017
Eligibility expanded
to spouses

2020
Remote program
launched

2024
Eligibility expanded
to adult children

Code Platoon

From Training to Transformation

Every Code Platoon student brings a different story – but together, they reflect a powerful truth: **military-connected learners can thrive in tech when given the right path.** In 2024, nine cohorts proved it, showing that even with little prior coding experience or formal degrees, our graduates are launching new careers at scale.

2024 By the Numbers

9	**Cohorts (6 Full-Stack, 3 Cloud & Infrastructure)**
67%	**Had little to no coding experience**
71%	**Placed into technical roles after graduation**
49%	**Held a high school diploma or associate's degree**
84%	**Military enlistees**

52% Veterans	34% Active Duty	14% Spouses

A Smarter Investment in Talent

Code Platoon delivers exceptional career outcomes with remarkable efficiency. While a bachelor's degree requires years in school and significant financial investment, Code Platoon prepares military-connected learners for high-value tech roles in just 15 weeks, leading to **lifetime earnings on par with bachelor's degree holders**.

Most students still pay nothing for their training thanks to donor support. Some opt into a pay-as-you-can model, contributing up to $2,000 out of pocket — and only after they graduate and are employed.

Even under conservative assumptions, **our outcomes exceed traditional benchmarks**. For students, Code Platoon is a transformative pathway to career mobility; for funders, it is a high-leverage investment in workforce resilience.
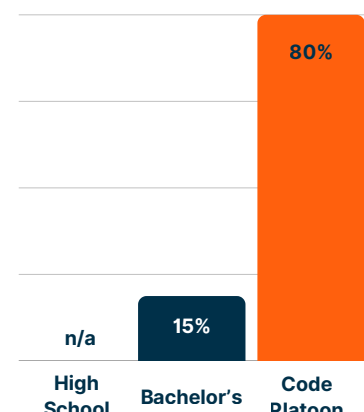
Lifetime Earnings by Path
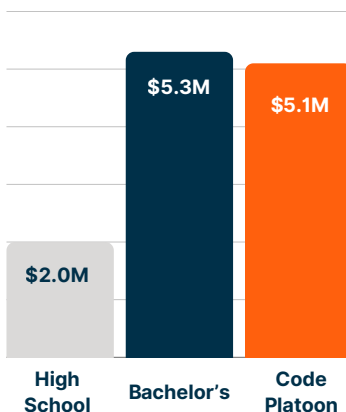
Code Platoon graduates achieve lifetime earnings on par with bachelor's degree holders

Cost of Education
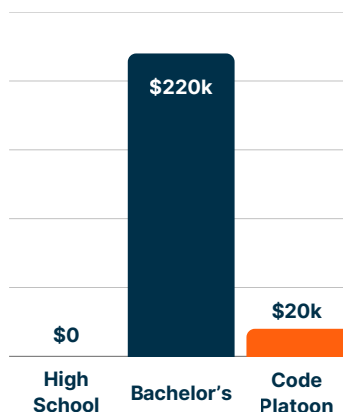
At a fraction of the cost, Code Platoon provides access to high-value careers

Internal Rate of Return

Code Platoon's Internal Rate of Return far outpaces traditional degrees

Alumni Spotlight: Errick Basa-Denis

When **Errick Basa-Denis** left the Marine Corps in 2019, coding wasn't on his radar. After earning an associate's degree in Los Angeles, he threw himself into the **film world** – screenwriting, directing, acting, and video editing. "I loved the creativity of editing," he says. "It's about piecing things together, solving problems, and making something new."

In 2023, when Errick first started learning Python, he realized coding worked the same way. "It surprised me how similar it felt – creative and problem-solving, just with a different medium."

But **film jobs were hard to come by**, and during the writer's strike opportunities dried up completely. Errick supported himself with side gigs until his brother mentioned how he used Python for work. Curious, Errick bought an online course, then discovered Code Platoon.

In 2024, he joined the **Full-Stack Software Engineering** program and immediately continued into the **Cloud & Infrastructure** program, building a strong technical foundation.

Today, Errick works as a **Systems Engineer at RAPP**, thriving on learning how systems connect, limiting downtime, and utilizing teamwork. He also teaches as an **AI Cloud & DevOps instructor at Code Platoon**, helping students take the same leap he once did.

Looking back, Errick smiles at the unexpected path: "I'd never considered coding as a career. But just like film editing, it gives me a way to **create and solve problems** – and that's what I love."

Code
Platoon

Together with Industry

Employer Partnerships

Behind every graduate's success is a network of **employers and industry professionals** who believe in the value of **military-connected talent.** In 2024, our partnerships continued to grow – **opening doors for students, informing our curriculum, and strengthening the bridge between training and employment**.

From **Fortune 500 companies to innovative startups**, employers across industries welcomed Code Platoon graduates into their teams. These partners don't just hire – they **collaborate with us to ensure our training reflects real-world needs**.

Accenture	Motorola Solutions
Booz Allen Hamilton	Northrop Grumman
Cecilian Partners	Oracle
DRW	Pinterest
Microsoft	RAPP
DV Trading	Travelers
Flexion	Visa
GDIT	Wells Fargo

Engaged at Every Level

Behind the scenes, industry partners contribute far more than job offers. In 2024, **135 volunteers shared nearly 300 hours** of their time and expertise to shape every stage of the Code Platoon experience – from the first week of class to the first day on the job.

Volunteer Impact

Leaders from finance, tech, healthcare, and other industries served as mock interviewers, résumé reviewers, and mentors. In 2024, **56 volunteers led mock interviews or tech panels**, **46 Accenture professionals supported résumé reviews**, **and 21 mentors provided one-on-one guidance**.

Employer Presentations
Companies hosted skill-building workshops, panels, and info sessions – including **five Robert Half workshops** and a **LinkedIn profile session** – giving students insight into workplace culture, in-demand roles, and the skills employers value.

Sharing the Field
Guest speakers brought **technical expertise and career stories** into the classroom, helping students understand the **pace, expectations, and opportunities** of today's tech teams.

Volunteer Spotlight: Judith Sol-Dyess

Since Code Platoon's first cohort in 2016, **Judith Sol-Dyess** has played a vital role in preparing students for the **collaborative challenges of the tech workplace**. Year after year, she has led interactive workshops that help students turn their military-honed teamwork skills into practical tools for project success.

Judith sees something in Code Platoon students that sets them apart: the **ability to work with any team, under pressure, and still get the job done.** "You don't always get to choose your team in the military," she says, "but you still deliver. That mindset is powerful in the tech world."

Her sessions focus on **navigating the product flow from ideation through execution**. Students learn how to **prioritize ideas, manage scope under tight timelines, and work effectively in diverse teams**. What begins as preparation for a two-week capstone often becomes a toolkit they use for years – and one that many alumni still rely on in their professional careers.

Judith's enduring commitment reflects the spirit of Code Platoon itself: equipping military-connected learners with the **skills, confidence, and mindset to thrive in their next mission**. For her, the reward is seeing students leave her workshops not only with **skills they can apply immediately**, but with the tools to **lead, adapt, and deliver value** throughout their careers in tech.

"The teamwork skills these students bring are rarer than any technical skill."

- Judith Sol-Dyess

Code Platoon

Inside The Code Platoon Experience

Every outcome – every number, partnership, and graduate success – rests on the strength of our programs. In 2024, we trained military-connected learners through **nine disciplined cohorts across two intensive tracks**, combining rigorous technical instruction with career readiness built in from the start.

In **Full-Stack Software Engineering**, four cohorts graduated and two more began training in Python, JavaScript, React, and SQL, earning Agile and AWS certifications through structured projects and collaborative sprints. In **Cloud & Infrastructure**, two cohorts completed advanced training in cloud services, systems administration, and automation – each anchored by AWS certification. A new cohort launched to continue that pipeline, preparing for careers in infrastructure, DevOps, and cloud engineering.

Across both tracks, **career readiness was integrated as a parallel system** rather than an afterthought. Workshops on communication, teamwork, and problem-solving ran alongside technical modules, ensuring graduates left not only with in-demand skills, but with the **confidence, adaptability, and discipline to deliver value in any workplace**.

Code Platoon

Investing in Impact: 2024 Financials
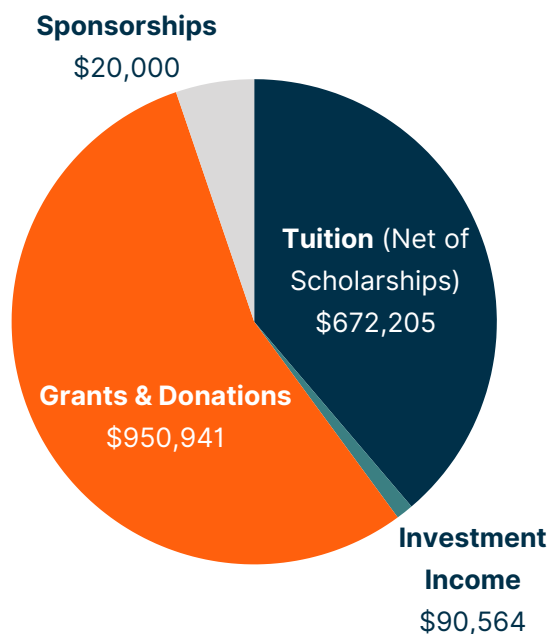
Year End Net Assets
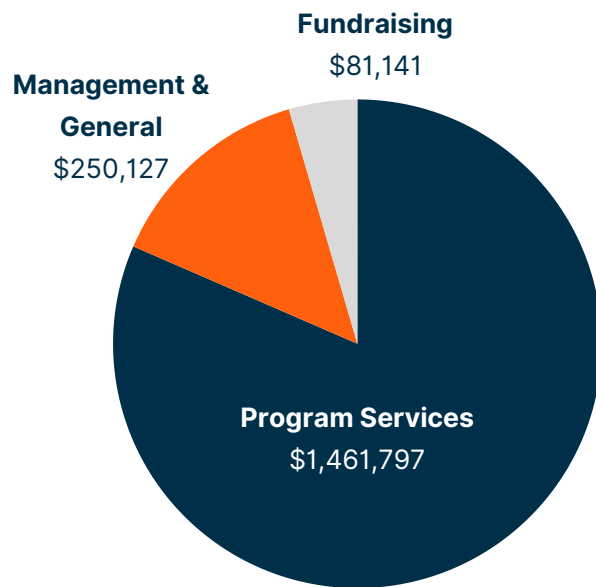
$1,933,153

Unrestricted

$1,678,153

Restricted

$255,000

In 2024, Code Platoon's revenues reflected a balanced mix of tuition (funded primarily through VA Education Benefits), contributions, sponsorships, and investment income. On the expense side, **over 80% of every dollar went directly to programs serving military-connected learners**. While the year closed with a modest operating deficit, our overall position remains strong, with nearly **$2 million in net assets providing stability and flexibility into 2025**.

Sponsorships
$20,000

Tuition (Net of Scholarships)
$672,205

Grants & Donations
$950,941

Investment Income
$90,564

Fundraising
$81,141

Management & General
$250,127

Program Services
$1,461,797

Total Revenue

$1,733,710

Total Expenses

$1,793,065

Code
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Powered by our Donors

Every milestone in this report was made possible by the generosity of our donors. Your investment fuels more than technical training; it powers career transformations, opens doors to new opportunities, and strengthens the communities our graduates serve. Together, we are building a stronger, more inclusive tech workforce – one student at a time.

We are proud to recognize the individuals, corporations, and foundations whose commitment makes our mission possible.

$100,000-$249,999

DRW

Illinois Dept. of Veterans Affairs

PwC Charitable Foundation

$50,000-$99,999

Cognizant Foundation

Motorola Solutions Foundation

The Weinberg Foundation

Workday Foundation

$25,000-$49,999

Paylocity

Travelers Foundation

$10,000-$24,999

Bill Kable & Gina Vu

Comcast NBCUniversal

The Donovan Family Foundation

General Motors

Journey for Good Foundation

Northrop Grumman

S&P Global

Celebrating our Supporters

Each fall, **Celebrate Code Platoon** brings our community together to honor alumni, recognize partners, and **invest in the future of military-connected learners**. While many individual donors choose this moment to give, their generosity doesn't stop there – Celebrate is both a highlight of the year and part of the ongoing support that sustains our mission.

We are deeply grateful to the **donors, sponsors, and partners** whose commitment at Celebrate – and throughout the year – expands access to tech careers and **powers the success of our graduates**.

$5,000-$9,999
Caesars Entertainment
Cecilian Partners
CSX
CTC Trading Group
Ed & Mimi Fiorentino
Jill & David Greer
JPMorgan Chase & Co.
Randy Aires
Tom & Susan Van Riper

$2,500-$4,999
Brian Shevitz & Karen O'Sullivan
Brian Willard
David & Rachel Sternberg
Iggy & Keely Khan
Robert & Valerie Weiss
Robert Half
Sean & Susan Sullivan

$1,000-$2,499
Adrianna Grimsley
Al Cave
Andrea Fishman
Arie Richards
Bill Blouin
Chile Fore Chan
Dan Reilly
Danny & Jen O'Shaughnessy
Don Bora
Hernan Levy
John Day
Mark Tatro
Pilot Companies
Rene Duquesnoy
Sabrina King
Samuel Sroka
Seth Thomson
Vicky Papoutsis

$500-$999
Ashley Leake
Bethany & Mike Bregenzer
Bill MacFadden
Flori Garcia-Vicente
James Bell
Jonathan Bornstein

Jonathan Seed
Kate Major
Kristin Merk
Lance Palo
Lynn Jackson
Maria Mangler

Meredith Villareal
Nancy Hoying
Susan Fortier
Paul & Nikki Knudtson
Shaun Phillips
Susan Sentevski
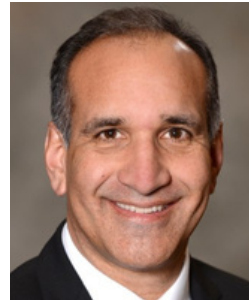
Board of Directors

Edward Donovan
Board President
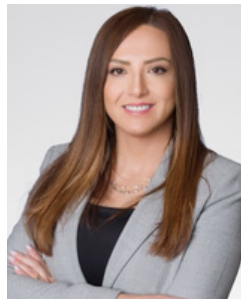
Don Bora
Vice President

Paul Knudtson
Vice President
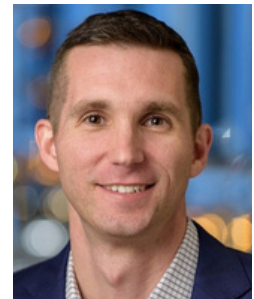
Iggy Khan
Treasurer

Al Cave
Secretary

Adrianna Grimsley

Brian Willard
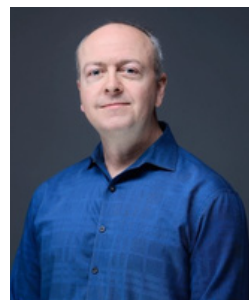
Dan Reilly

James Bell

Michael Dorsey

Rene Duquesnoy

Seth Thomson

Our Team

Rod Levy

Adam Cahan

Jim Hennessey
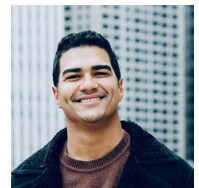
Rich Luby

Thida Sam
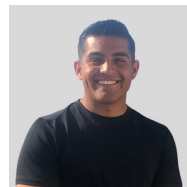
Bill Blouin

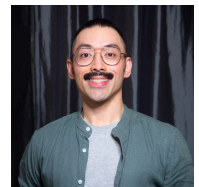**Brenna Bayer**

Chad Thompson-Smith

Chandra Arya

Danny Marcano

Errick Basa-Denis

Francisco Avila

Guillermo Aguilar
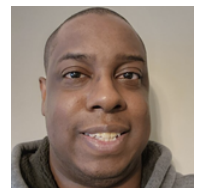
Jordon West

Julius Bautista

Katherine Byrnes

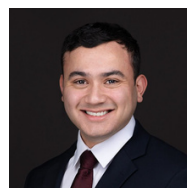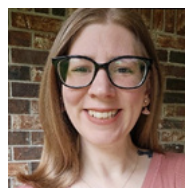**Kayla Elkin**

Keith McCray

Lang Waters

Nick Smith

Reno Averill

Rogelio De La Garza

Tiffany Sidell

Tish Johnson

Umar Badami

Building the Future Together

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