

2025



# Annual Report

One Mission. Ten Years.



[www.codeplatoon.org](http://www.codeplatoon.org)



# Opening Statement

In 2016, the question was straightforward: Veterans had proven, in some of the most demanding environments in the world, that they could learn complex skills under pressure, work in high-stakes teams, and deliver. Why weren't more of them in technology?

Rod Levy, Code Platoon's founder and Executive Director, had a simple answer to that question — and an honest assessment of his own ambition. "I was trying to solve a small part of a big problem," he said.

He wasn't wrong about the part.

Code Platoon was the answer — and it wasn't a complicated one. An intense, honest training program. Scholarships that made access real, not theoretical. And one ask of every student: show us your grit.

Since that first cohort of nine Veterans walked into a classroom in Chicago, 686 people have graduated — Veterans, military spouses, and military family members — and entered careers that changed the trajectory of their lives.

What has changed over the decade is everything around that core. We started as a classroom in Chicago. COVID transformed us into a national program. Today, artificial intelligence is reshaping what it means to be a software engineer — and Code Platoon is evolving right alongside it. The community we serve has grown from Veterans to spouses to the full military-connected family, because the need doesn't stop at one person.

The mission hasn't moved. The world has moved around it.



*The  
mission  
has  
never  
changed.  
The  
world  
around it  
has.*



# 2025 Snapshot



Total Graduates

63



Placement Rate

60%



Median Pre-  
Training Salary

\$51,000



Median  
12-Month Salary

\$80,000



Scholarships

\$813,490



2025 Cohorts

6



Certifications

27

AWS Cloud Practitioner



# 10 Years of Code Platoon

## 2016 — ALPHA PLATOON

*Nine Veterans walked into a Chicago classroom to write the curriculum as they taught it — with no guarantee it would work.*

## 2017 — THE EARLY TEST

*Code Platoon hired its first full-time instructor — even as cohort sizes dropped to as few as three students, running on belief and volunteer labor.*

## 2019 — BUILDING THE FOUNDATION

*Military spouses joined the mission, after Veterans made clear their spouses deserved the same pathway.*

## 2020 — GOING NATIONAL

*Code Platoon launched Evening & Weekends and moved fully remote, hiring its first dedicated Career Services staff.*

## 2024 — AI ENTERS THE CURRICULUM

*AI training was integrated into Code Platoon's programs, and military family members became eligible to attend.*

## 2025 — THE CURRICULUM EVOLVES WITH THE FIELD

*DevOps relaunched as AI Cloud and DevOps Engineering. The field is changing. Code Platoon is changing with it.*

## 2026 — TEN YEARS. ONE MISSION.

*Fullstack Software Engineering relaunches as AI+Fullstack Engineering — the team behind it has grown to 21 staff members, nearly half of them instructors.*

Ten years of expanding who Code Platoon serves has taught the organization as much as any change to the curriculum.

When military spouses joined the mission in 2019, the lesson was that career transition is deeply personal — there's no single pathway into a technology career, and meeting each student where they are matters more than a standardized track.

Going fully remote in 2020 taught a related lesson: the mission only works if it can reach people wherever they are, not just in one classroom in one city. Access, not location, is what the model depends on.

Extending eligibility to military family members in 2024 confirmed something already suspected — belonging is what makes this work. Students thrive when they're part of a community that understands military culture, values collaboration over competition, and stays with them well past graduation.

Each expansion has pointed to the same conclusion: given the right preparation, support, and opportunity, military-connected individuals don't just transition into technology careers — they become leaders who continue their legacy of service by building the future.



# A Decade of Outcomes

The numbers in this report represent a decade of Code Platoon operating in the real world — not in ideal conditions.

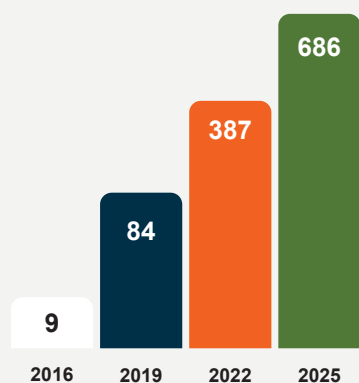
In 2017, enrollment dropped so low that three consecutive cohorts had fewer than six students each. The organization kept running. The graduates kept finding jobs. In 2020, a global pandemic forced every in-person training program to shut down or adapt. Code Platoon had already been building toward remote delivery — the transition was seamless. In 2024 and 2025, the hardest tech hiring market in a decade pushed placement rates below historical averages — and Code Platoon graduates kept competing in it, and kept finding jobs anyway.

That's not a story about things going right. It's a story about an organization that functions when things go wrong — which is exactly what Veterans, military families, donors, and partners need to know.

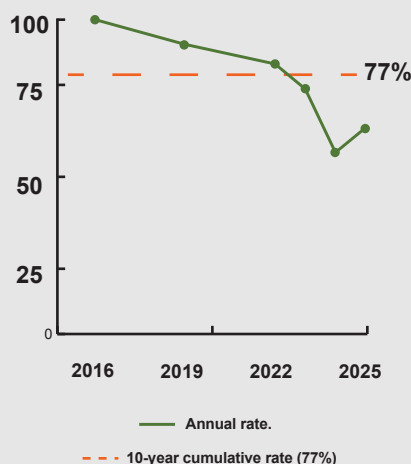
Over the past 10 years, 686 Veterans, military spouses, and military family members have graduated from Code Platoon — through a stretch that included near-single-digit cohorts, a global pandemic, and the toughest hiring market in a decade.

Ten years of operating in exactly those conditions is what makes the model's track record credible now.

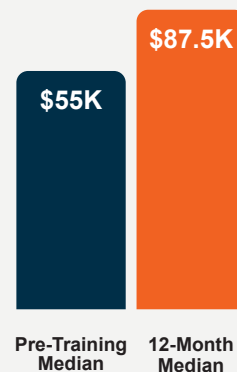
## Graduates (Cumulative)



## Placement Rate



## Salary Comparison *Aggregate over 10 years*





# First Through the Door



## MEGAN CHAVEZ (Alpha Platoon, 2016)

Megan Chavez found Code Platoon by accident. Scrolling a Veterans forum on Reddit in 2016, she came across a job posting for a Code Platoon instructor. She wasn't an instructor. But she read on, saw that student applications were opening, and waited.

She was accepted into Alpha Platoon — the first cohort Code Platoon ever ran. In person, Monday through Friday, in a borrowed room at Roosevelt University on South Michigan Avenue. One core instructor, guest sessions for HTML and JavaScript, Ruby on Rails as the language of the day, and a founder who was in the room constantly. No polished onboarding. No established playbook. A pilot figuring out what it was as it went.

She found the fit in the friction. "In all honesty, I don't think I would have made it if it was all buttoned up," she says. "It made more sense for me to be on the messy version of it."

**"The code is going to look different from job to job.  
But I don't change."**

— Megan Chavez, Alpha Platoon, 2016 | Director of Web, Phoenix Suns

What came next was a decade of reinvention. Code Platoon's Chicago network opened the door to an internship at Noggin Labs, which became a full-time role. From there: Rush Street Gaming, a tech hub for the agricultural giant Syngenta; a brief, decisive discovery that she was a terrible project manager; and a stint at Starbucks during COVID — because being present for her kids mattered more than any title. She built a sales engineering department from scratch at a Texas startup, moved to enterprise CMS leader Sitecore, and then took a call that ended with a question she couldn't refuse: did she want to run web for all the Phoenix basketball properties?

She's now Director of Web for the Phoenix Suns. She brings her kids to Mercury games and walks her seventeen-year-old down to sit in the floor seats.

Through every turn, the foundation held. The specific technologies changed — Ruby on Rails, JavaScript, enterprise CMS — but the framework the program built underneath them didn't. "The code is going to look different from job to job," she says. "But I don't change." She still knows where every person from Alpha Platoon works. If someone gets laid off, the network moves. A decade later, it's still holding. "I really do think it's the only reason I'm where I am today."



# Everything You Need to Know, and Nothing You Don't

## JULIAN WEST (Lima Platoon, 2020)

Julian West had already decided he was going to become a software engineer. He'd spent his Air Force career in electronics and computing — maintaining the large systems that kept things running — and he'd been teaching himself to code on the side for years. The question wasn't whether to get there but how to get there fastest.

In 2020, right as the rest of the world was scrambling to figure out virtual work, which Julian had always preferred, he enrolled in Code Platoon's Lima Platoon — fully remote. He'd done his due diligence first, including a seven-day trial at one of the most popular boot camps of the era, which he walked out of after finding a curriculum years out of date and a culture designed to break people down. The contrast with Code Platoon was total.

"It was relevant. The material was current. Challenging, but not unrealistic. You couldn't find a better environment."

Six months into his first job, Julian did a reckoning. He'd used every skill Code Platoon had taught him — nothing missing, nothing wasted. The fundamentals had mapped precisely to what the work required, and they'd given him something harder to teach: the ability to keep learning independently, without a curriculum to follow.

He's been doing exactly that. Now a data engineer at Gestalt Tech Corp, Julian is teaching himself to run AI models locally and write prompts sophisticated enough to refactor entire code libraries — building the kind of leverage that multiplies what one engineer can accomplish. He came to AI skeptically. He's arrived at a practitioner's conviction.

"They gave you the fundamentals, and you can build whatever you want after that. Nothing is stopping you. You're equipped to do that."



**"Everything you need to know and nothing you don't. They gave you the fundamentals — and you can build whatever you want after that."**

*— Julian West, Lima Platoon, 2020*



## All In

**STEPHEN  
THOMAS  
(Whiskey Platoon,  
2024)**

Stephen Thomas found Code Platoon through a Google search. No referral, no mentor — just research and a decision. He'd spent years in the reserves and in civilian work: warehouse floors, landscaping, outdoor labor in every season. He was ready for something different, and he was going to earn it himself.

His preparation started before he was even accepted. He sat for the coding challenges three separate times. He missed one cohort by timing, used the extra weeks to prepare, and kept going. When the Whiskey cohort began, he quit his job the same day the course started. "It was a sink-or-swim moment. I knew I wasn't going to be able to work and learn a new skill at the same time. I went all in."

The first week was brutal — syntax that felt like hieroglyphics, a pace with no margin. He met it head-on, leaned on his instructors, asked questions mid-lecture, and used every resource the cohort offered. Around the halfway point, it clicked.

He graduated in May 2024 and partnered with Career Services — Katherine and Rich — nearly every day through a job search in a market that had significantly cooled. He attended every info session. He ran two or three mock interviews specifically for Travelers Insurance's Engineering Development Program, which required no bachelor's degree or prior tech experience — only a willingness to learn. The final interview was one hour, one shot. He earned the offer that fall. His first week on the job, his team trusted him with real production work.

"I did the training. I did the curriculum. I just need to trust that the skill set I have is going to translate. And so far, it has."

**"I did the training. I did the curriculum. I just need  
to trust the skill set I have will translate. And so  
far, it has."**

— Stephen Thomas, Whiskey Platoon, 2024

# Community & Network

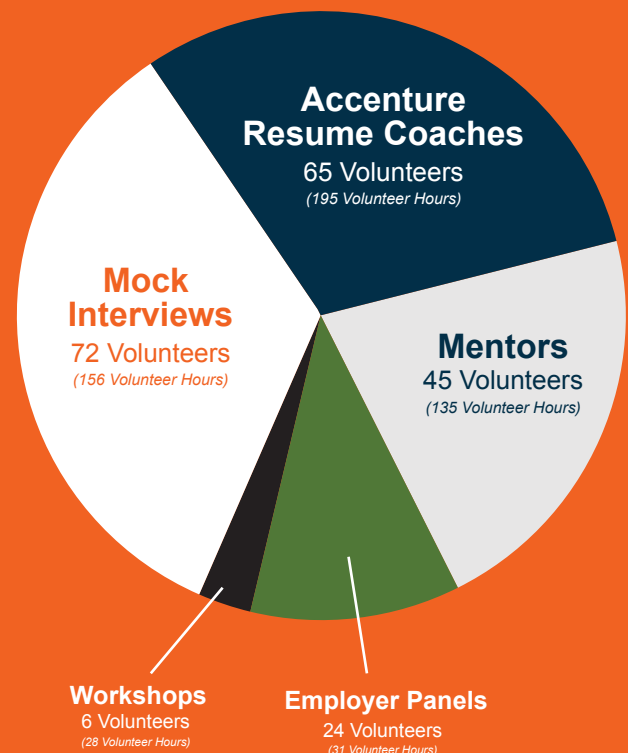
A Code Platoon graduate doesn't succeed alone. They succeed because of what surrounds them.

On one side: employers who have hired CP graduates, seen what they can do, and come back. Hiring managers who know that a CP grad walks in with technical competence and the professional discipline to use it. Companies that don't just recruit from Code Platoon — they invest in it, mentor through it, and help shape what it produces.

On the other: volunteers. In 2025 alone, 212 volunteers contributed 545 hours to Code Platoon students — mentoring, conducting mock interviews, leading resume workshops and sitting on career panels. Accenture's resume coaches alone contributed 195 of those hours across six cohorts. Capgemini, CDW, Robert Half, S&P Global, Travelers, and others led workshops and panels. Over the past decade, that volunteer community has grown from 25 people in 2018 to a network that multiplies the impact of every scholarship dollar.

Employers hire our graduates. Volunteers help get them ready. Together, they close the loop between training and career — and that loop is what makes the outcomes on the previous pages possible.

## Volunteers



# Why this Model Works

## Time to Career

**Code Platoon**  
4 Months

VS

**Traditional CS Degree**  
4 Years

Most workforce training programs start from scratch. Code Platoon doesn't — and it doesn't stop at the classroom door, either.

The Veterans, military spouses, and military family members who enroll in Code Platoon arrive with something that four years of college often tries to build: leadership under pressure, the ability to operate as part of a team, discipline, and a tolerance for ambiguity. That foundation is real. But it's not the whole reason this model works.

What makes it work is what's built around that foundation. Students arrive with a mission mindset — they're quick to tell instructors when they're not being challenged enough — and that's shaped a classroom that scales to how far a student wants to take it, rather than stopping at a fixed syllabus. When the material gets hard, students don't face it alone: they lean on each other, their TAs, and their instructors the same way a unit leans on each other, because they know they're in it together.

The program is also built to survive real military life. Moves, medical appointments, and transition paperwork don't pause because a cohort is in session — so the structure is built to let students miss what they need to miss without falling behind or having to choose between the program and their transition. And the support doesn't end at graduation: Career Services stays with every alumnus for as long as they need it, not just through the first job search.

The outcomes bear it out — see Page 3 and Page 14 for the full stat set. What they add up to is simple: readiness, training, and a structure built to hold up under real life turn into a paycheck, consistently, across a decade of very different market conditions.

Four months of training. No computer science degree required. No years of prerequisites. Just the model, the students, and a track record that speaks for itself.

This is not a shortcut. It's the right path for the right people.

## Salary Trajectory

**Entry**  
\$55K Median

VS

**12 Month**  
\$87.5K Median

## Cost to Student

No student pays more than **\$3,000 out of pocket**, and **90%** of students are **funded through VA benefits, scholarships, and donor support.**



# Expanding the Mission

Code Platoon was built for Veterans. But Veterans kept telling us something: the people standing beside them mattered just as much.

Military-connected is the term we use now — and it means something specific. It means Veterans. It means active duty Servicemembers. It means military spouses, who navigate the same sacrifices, the same transitions, and the same need for a stable, well-paying career. And since 2024, it means military families — dependents and children of Servicemembers, who carry the weight of military life and deserve the same pathway forward.

Each expansion of the mission came from listening. In 2019, after hearing consistently from students that their spouses were as invested in the transition as they were, Code Platoon opened enrollment to military spouses. Rod Levy, Code Platoon's founder and Executive Director, recalls the board discussion being brief. "The Veterans thought it was a great idea, and the non-Veterans thought it was a great idea," he said. "So that was that."

The expansion to military families in 2024 followed the same logic — with a practical assist. The VA already had a mechanism allowing GI Bill benefits to transfer to dependents. It was natural to meet them where policy already pointed.

Today, of Code Platoon's 686 graduates, 616 are Veterans, 66 are military spouses, and 4 are military family members — a number that will grow as the 2024 expansion matures. The mission hasn't changed. The circle of who it serves has.

## 686 Graduates



**616**  
Veterans



**66**  
Military  
Spouses



**4**  
Military  
Family  
Members



# The Future of Tech Careers

*The engineers of the next decade won't just write code.  
They'll direct it.*



## WHAT'S CHANGING

Artificial intelligence is not eliminating the need for software engineers. It's changing what they do. The best engineers today aren't slower coders who wish they had better tools — they're builders who use AI to move faster, tackle more complex problems, and ship things that weren't possible before.

**The demand for that kind of engineer is growing, not shrinking.**



## BUILD VS LEARN

The shift in how engineers work is real. Entry-level roles today are less about reciting computer science theory and more about building — fast, iteratively, with the best tools available. Code Platoon has always trained this way. Students build working software from their first weeks in the program. They don't spend years in prerequisites before touching a real codebase.

**That approach — learn by building, prove it by shipping — turns out to be exactly what the AI era demands.**



## THE HUMAN ELEMENT

Knowing how to build with AI isn't enough. The question of how to build — ethically, responsibly, with judgment about what AI should and shouldn't do — is the defining professional challenge of this decade. Code Platoon graduates don't just learn tools. They develop the professional discipline, the soft skills, and the team-first mentality to make decisions that tools can't make for them.

**That's not a soft differentiator. It's what employers are asking for.**



## WHY THIS MATTERS NOW

The barriers to well-paying tech careers are changing, not disappearing. AI tools require training. Responsible use requires judgment. Sustainable careers require support — which is exactly what Code Platoon provides for military-connected individuals in a field that needs more people, not fewer.



# The Code Platoon Model (Next Phase)

*We're not just training engineers. We're building what the military community was always capable of.*



## A COMMUNITY BUILT TO LAST

**Military-connected individuals don't just need technical skills. They need a network of people who understand their experience.**

Code Platoon builds that community. Veterans, military spouses, and military family members train together, support each other through the transition, and stay connected long after graduation. The network is part of what every scholarship dollar produces — and it compounds in value every year.



## ENGINEERS WHO BUILD WITH AI

**Code Platoon doesn't just teach technology. It teaches students to build with it.**

Agentic AI — the use of AI coding agents in the software development process — is now integrated into our AI+Fullstack Engineering program. Students leave with real, deployed applications they can pull up and walk through in any interview — a portfolio, not a certificate, which is what employers are actually hiring for in 2026.



## ACCESS IS THE MISSION

**No Code Platoon student pays more than \$3,000 out of pocket. 90% of students are funded through VA benefits, scholarships, and donor support.**

The return of VET TEC will allow Code Platoon to extend that access further, reaching more Veterans and military-connected individuals who need a real pathway into technology careers. The model only works because the barriers to entering it are low. Donor support is what keeps them that way.



## FROM FIRST CALL TO CAREER

The goal was never a certificate — it's a career, and the support starts before day one and never really ends. Code Platoon's admissions team works one-on-one with every prospective student to map funding and a realistic path in. Career Services stays just as close after graduation — mock interviews, mentors, and employer connections that carry students into a career. Full numbers on Page 3 and Page 14.



# Confidence in Outcomes

Ten years of outcomes data tells a consistent story: Code Platoon graduates find jobs.

The decade-long placement average is 77%. The median salary one year after graduation is \$87,500 — up from a median of \$55,000 pre-training. These numbers reflect graduates who had no technical background before they enrolled, competed in the same market as four-year CS degree holders, and succeeded.

2024 and 2025 were the hardest years for tech hiring since before the pandemic. Total tech job postings ended 2025 at 34% below pre-pandemic levels. Computer science graduates from four-year universities faced a 7% unemployment rate in 2024 — higher than the national average for recent college graduates across all majors. Code Platoon graduates competed in that market and kept finding jobs. The program didn't dip. The market did.

Decade Placement  
Average

77%

2025 Placement  
Rate

60%

Median Entry  
Salary

\$55K

Median Salary  
at 12 Months

\$87.5K

Employer  
Partners (2025)

46  
Companies

**"As an early-stage startup, we rely on team members who can learn quickly, take ownership, and adapt to changing priorities. Code Platoon graduates have consistently demonstrated those qualities. Their technical foundation, combined with their discipline and resilience, has made them valuable contributors to our development team."**

— Gonzalo Ovalle | CTO | IRF Systems

The market that made 2025 difficult is also the market that makes Code Platoon's next chapter clear.

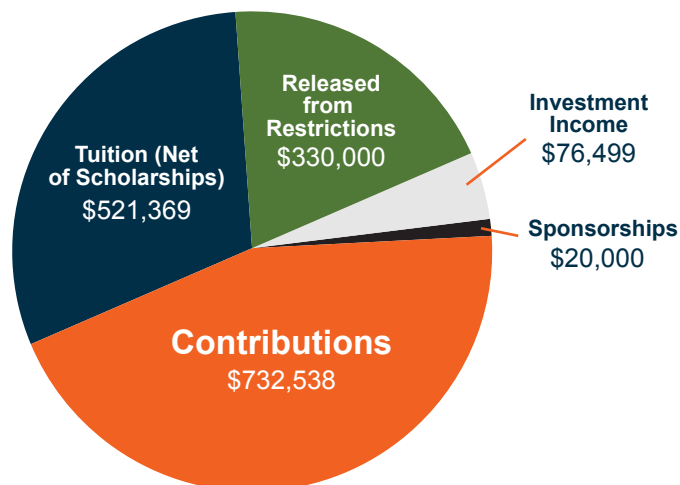
Employers are concentrating their hiring on engineers who can work alongside AI and build, ship, and adapt. Code Platoon already pivoted: the AI+Fullstack and AI Cloud & DevOps programs were built for exactly that demand, and their graduates are entering the market in 2026 with the skills to meet it. The organizations that survived this market did so because their outcomes held. Code Platoon did.



# Financials

In 2025, Code Platoon's revenues reflected contributions, tuition supported through VA Education Benefits, investment income, and sponsorships — with donor contributions representing the single largest source of support. With VET TEC, a federal program that helps fund technology training for Veterans, unavailable during the year, some prospective learners who would otherwise have enrolled chose to prioritize immediate employment, affecting enrollment and tuition revenue. On the expense side, 81% of every dollar went directly to programs serving military-connected learners — consistent with more than a decade of mission-focused stewardship. While the year closed with an operating deficit, our net assets of \$1,642,631 reflect a stable financial foundation. This was a year of disciplined transition — Code Platoon continued delivering rigorous training with job-placement support, while maintaining the reserves needed to sustain the mission and build resilience for future growth.

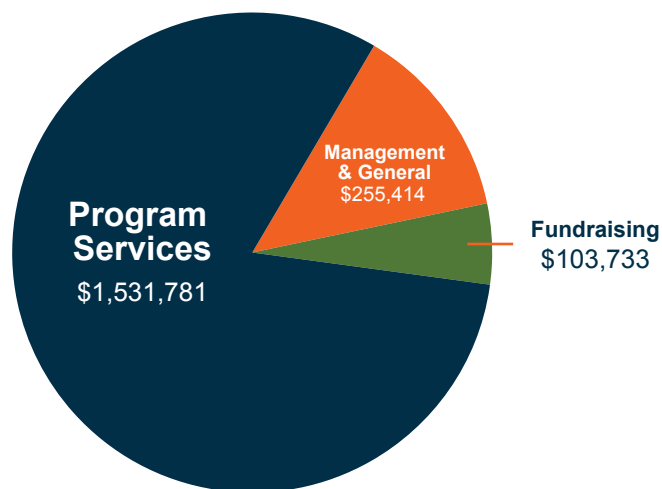
## Revenue Source



## Total Revenue

\$1,680,406

## Expenses



## Total Expenses

\$1,890,928

**Net Deficit: (\$210,522)**

### Year End Net Assets

\$1,642,631

### Unrestricted

\$1,467,631

### Restricted

\$175,000



# Powered by our Donors

Code Platoon's work is made possible by a community of supporters who believe military-connected learners deserve clear pathways into high-value careers. Their investment sustains rigorous technical training, career readiness, scholarships, employer engagement, and the wraparound support that helps students move from training to transformation.

We are deeply grateful to the institutional and individual donors whose generosity powered this work in 2025. Their support strengthened our programs, expanded opportunities for Veterans and military families, and helped our graduates prepare for what comes next.

## Institutional Funders

### \$100,000 - \$249,999

- Accenture\*
- DRW Foundation
- Illinois Department of Veterans Affairs
- RLD Foundation

### \$50,000 - \$99,000

- Cognizant Foundation
- Motorola Solutions Foundation
- The Weinberg Foundation
- Workday Foundation

### \$25,000 - \$49,999

- Brinson Foundation
- CTC Trading Group
- Journey for Good Foundation
- Travelers Foundation

### \$10,000 - \$24,999

- CDW
- Comcast NBCUniversal
- General Motors Foundation
- Northrop Grumman
- Oberweiller Foundation
- PwC Charitable Foundation
- Robinhood

\* Includes pro-bono project support.



# Powered by our Donors

## Individual Donors

### \$25,000 - \$49,999

- Tom & Susan Van Riper

### \$10,000 - \$24,999

- The Edward Donovan Family Foundation
- Ed & Mimi Fiorentino
- Bill Kable & Gina Vu
- Danny & Jen O'Shaughnessy
- Ashish and Ashley Prasad

### \$5,000 - \$9,999

- Randy Aires
- Jill & David Greer

### \$2,500 - \$4,999

- Noel Epstein
- Adrianna Grimsley
- Iggy & Keely Khan
- Jeffrey Sanfilippo
- Brian Shevitz & Karen O'Sullivan
- Stephanie & Steven Silverman
- Robert & Valerie Weiss

### \$1,000 - \$2,499

- |                        |                         |
|------------------------|-------------------------|
| • Bill Blouin          | • Sabrina King          |
| • Don Bora             | • Chris Prodoehl        |
| • Jonathan Bornstein   | • Dan & Jonna Reilly    |
| • Molly & David Ervin  | • Chris & Mariah Scovil |
| • Flori Garcia-Vicente | • Sean & Susan Sullivan |
|                        | • Chris Walquist        |

### \$500 - \$999

- |                               |                 |
|-------------------------------|-----------------|
| • Bethany & Mike Bregenzer    | • Todd Smalley  |
| • Rene Duquesnoy              | • Seth Thomson  |
| • Chile Fore Chan             | • Andrew Tran   |
| • Elizabeth & Patrick O'Toole | • Brian Willard |
| • David & Peggy Rogers        |                 |
| • Jonathan Seed               |                 |
| • Nicole Shamoon              |                 |
| • Karen & Doug Thomson        |                 |

## Employer Partnerships

Code Platoon's employer partners are the companies that have hired or committed to hiring our graduates, and the organizations that have invested directly in our students through mentorship, career panels, mock interviews, and resume coaching. Their engagement reflects a commitment to the military-connected community that goes beyond recruitment. We are grateful for their partnership.

Accenture  
 Affirm  
 Airbnb  
 Akkodis  
 Aon  
 Aventiv  
 Bloomberg  
 Capgemini  
 CDW  
 Cecilian Partners  
 CIBC  
 Cox  
 Docusign  
 DRW  
 DSI  
 DV Trading  
 Fiserv  
 GDIT / GDMS  
 Geneva Trading  
 Google  
 Hearst  
 IBM  
 Insight Global

IRF Systems  
 JPMorgan Chase  
 Lockheed Martin  
 Lowe's  
 ManTech  
 MetroStars  
 Motorola Solutions  
 OneTen  
 Oracle  
 PeopleShores  
 Peraton  
 Pinterest  
 RAPP  
 Robert Half  
 Rocket  
 S&P Global  
 T-Mobile  
 TEKsystems  
 Travelers  
 Visa  
 Wells Fargo  
 Zurich

\_\_\_\_\_



0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99

0

- **Give.**  
*<https://www.codeplatoon.org/donate>*
- **Hire.**  
*Bring a Code Platoon graduate onto your team.*  
*<https://www.codeplatoon.org/hire-our-graduates>*
- **Volunteer.**  
*Mentor, run a mock interview, or lead a resume workshop.*  
*<https://www.codeplatoon.org/volunteer>*
- **Refer a student.**  
*Know a Veteran, military spouse, or military family member ready for a career change?*  
*<https://www.codeplatoon.org/>*
- **Become an employer partner.**  
*Join the 46+ companies already hiring Code Platoon graduates.*  
*<https://www.codeplatoon.org/corporate-partners>*