



CODE 10 *years!*

THE DREAM

A young Black woman with long dreadlocks and round glasses is smiling at the camera. She is wearing a dark grey t-shirt with the Code The Dream logo and text. She is sitting at a desk with a black laptop in front of her. The background is a blurred office or classroom setting with blue and yellow walls.

2024 ANNUAL REPORT

WWW.CODETHEDREAM.ORG

LETTER FROM DAISY, DAN, AND RAMIRO

Dear Friends,

When Code the Dream started 10 years ago, we were a small, informal group that met in a classroom in the basement of a co-working space.

A decade later, CTD has taught more than 1,500 students from 44 states (plus Washington, D.C., American Samoa, and the U.S. Virgin Islands), preparing them to meet the challenges of the modern tech workforce.

CTD has grown and changed, but the heart of our work remains—connecting students who are underrepresented in tech to opportunities that change their lives.

We're so grateful that you are a part of the CTD journey. For those who have faced immeasurable challenges, who have heard 'no' over and over again, who have big dreams and an even bigger drive, you are part of a transformative 'yes.' We couldn't do it without you.

With gratitude,

DAISY MAGNUS-ARYITEY, Co-Executive Director

DAN REARICK, Co-Founder & Co-Executive Director

RAMIRO RODRIGUEZ, Co-Founder & Chief Technical Officer



MISSION, VISION, AND MODEL



Our Mission

Code the Dream creates opportunity that changes lives, builds technology that benefits our communities, and expands access to the skills we need for a more innovative world.

Our Vision

Code the Dream envisions a world in which tech innovation comes from all of us and benefits all of us.

Our Model

We carry out our mission through CTD Learns, our free code school, and CTD Labs, where our paid apprentices gain real-world experience building apps for clients. Equipped with valuable expertise, CTD's coders go on to launch new careers—a life-changing opportunity for them, their families, and their communities.



HAPPY 10TH ANNIVERSARY, CODE THE DREAM!

A DECADE OF GROWING OPPORTUNITY, INNOVATION, AND IMPACT



Code the Dream began in 2014 as a way to help people from communities underrepresented in tech learn basic programming.

Today, Code the Dream is a fully remote national program with a robust dev shop that builds and maintains mobile apps, web apps, and websites for clients in the nonprofit sector. Our alumni have gone on to careers at companies like SAS, Mayo Clinic, IBM, and Deutsche Bank—a testament to the hard work of our students, apprentices, and staff.



ABOUT CTD LEARNS

At Code the Dream, we're building a world in which innovation comes from all of us and benefits all of us. Our aspiring developers, who come from communities underrepresented in tech, take the first step toward changing their lives—and changing the face of the industry—when they begin their coursework.

It takes about a year of study to complete the full curriculum, from beginning to advanced to practicum, and most students spend 15-20 hours per week on their coursework.

CTD volunteers play a crucial role in the success of students. Individual volunteers provide valuable support as mentors and practicum leads, while group volunteers lead mock interviews, company tours, panel discussions, and more. Their dedication and expertise keep CTD Learns going.



“TO SOLVE COMPLEX PROBLEMS, WE NEED PEOPLE FROM DIVERSE BACKGROUNDS DEEPLY INVOLVED AT EVERY STEP OF THE WAY TO HELP BUILD NEW TECHNOLOGY THAT MAKES A DIFFERENCE.”

DAISY MAGNUS-ARYITEY
CTD Co-Executive Director



CTD LEARNS BY THE NUMBERS



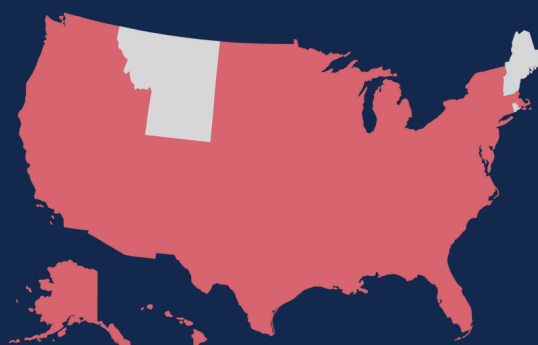
8 STUDENTS
in 2014



672 STUDENTS
in 2024



1 STATE
in 2014



44 STATES
+ AMERICAN SAMOA, WASHINGTON
DC, AND US VIRGIN ISLANDS
in 2024

600+ **VOLUNTEERS**
SUPPORTING OUR
PROGRAMS SINCE 2020



OUR STUDENTS AND VOLUNTEERS



Aipu Ameh

CTD Volunteer

"I enjoy guiding other young professionals as they begin their journey coding, and I also have been learning a lot myself. The most meaningful part of my experience has been seeing students' eyes light up when they get the right answer."



Rahul Munde

CTD Student

"One of the most valuable parts of my CTD class experience was the hands-on learning approach. The projects and coding challenges helped me apply what I learned right away, making the concepts stick more effectively. ."



Morgan Guarino

CTD Student

"I'm Autistic and have ADHD, and have struggled constantly to try and find meaningful, fulfilling work that makes sense for my brain. Being disabled and not having any prior knowledge or experience in relevant fields always felt like an insurmountable barrier...but when I found CTD and started my journey, I found a renewed sense of hope for my future."

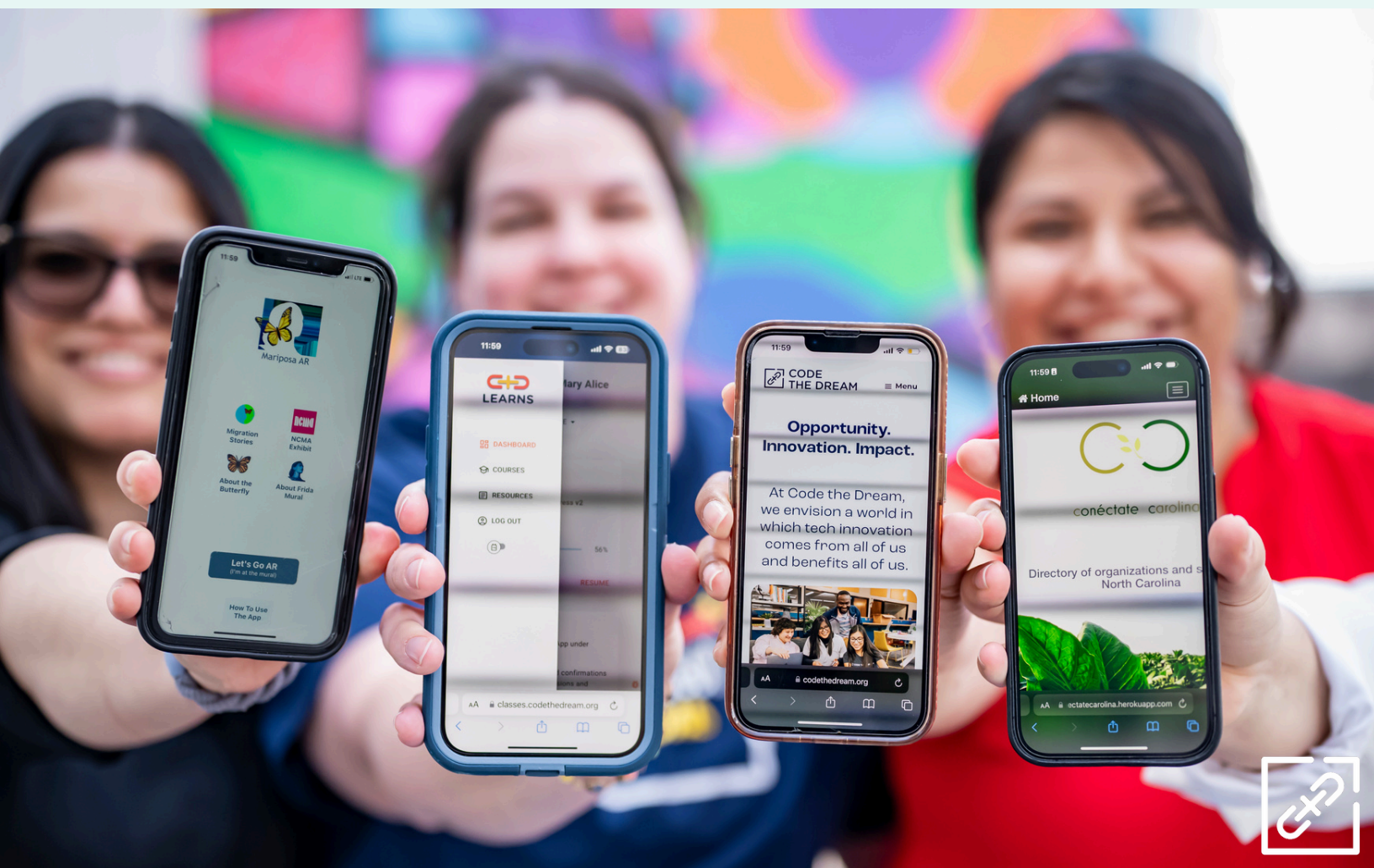


ABOUT CTD LABS

CTD Labs is Code the Dream's in-house dev shop, where apprentice developers work alongside senior developers to build mobile apps, web apps, and websites for mission-driven organizations. Clients get tools that make their work easier, and apprentices gain real-world experience that equips them to start new careers.

By harnessing the power of tech for good, CTD Labs looks to an exciting future where technology solutions make the world a more just and equitable place.

We think we're on to something, and our clients agree, too. In the past decade, our apps have impacted hundreds of thousands of people throughout the United States—including outreach staff supporting farmworkers, people with low incomes who need emergency relief, advocates working at a state legislature, and researchers seeking information about clinical trials.



CTD LABS BY THE NUMBERS

APPRENTICES

135

apprentices since
program launch

92%

percent of apprentices
who have launched
careers in tech

\$80,000 +

average salary earned by
apprentices once they get a job

IMPACT

200,000+
people impacted
by our apps

“

Code the Dream has created a simple, user-friendly app... We have received absolutely wonderful customer service, also in Spanish, which is vital for our partners on the ground so they can focus on serving the clients directly. I really love the mission of CTD and really appreciate everyone who has been involved in creating this app from scratch so we could execute the program.

”

LAINE ROLONG
National Director for Economic Mobility
Hispanic Federation





ABOUT VAMOS

Vamos Outreach, the only all-in-one tool specifically for farmworker-serving organizations, replaces hours of staff time planning & mapping routes, documenting visit details, and generating reports. Vamos experienced tremendous growth in 2024 with the completion of major features, a 60% increase in partnerships, and the hiring of a full-time project manager. This year, our 17 partners used Vamos to conduct more than 10,000 worker interactions during nearly 1,800 outreach visits in 14 states.

2024 VAMOS OUTREACH STATS

1,585

INDIVIDUAL LABOR
CAMPS VISITED IN
PAST 12 MONTHS

1,772

OUTREACH
VISITS
CONDUCTED

10,735

WORKER
INTERACTIONS
TRACKED

“VAMOS IS THE BEST THING
WE’VE DONE. IT’S TRULY
A WONDERFUL TOOL.”

JANELLYS SANTA
Legal Aid of Nebraska

FACTS ABOUT VAMOS PARTNERS IN 2024

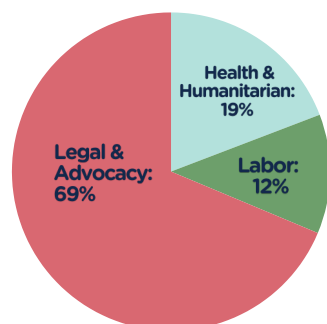
17 TOTAL
PARTNER
ORGS,

REPRESENTING A

60%

INCREASE OVER 2023

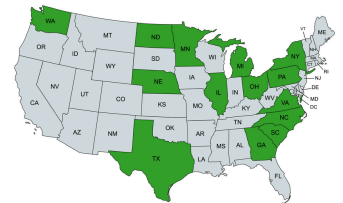
TYPES OF VAMOS ORGS



VAMOS PARTNERS VISITED WORKERS IN

14

STATES



TANDEM APPRENTICESHIP

2024 was another successful year for Code the Dream's Tandem Apprenticeship program partnership with SAS, the Cary-based analytics and AI software company. As the year began, ten Tandem Apprenticeship alumni started full-time jobs, and another cohort of Tandem Apprentices began at SAS.

Tandem, a managed apprenticeship program, allows companies to add immediate value and diversity to their tech teams and to have the first shot at offering jobs to apprentices who meet their standards. Apprentices have a chance to showcase their talents while benefiting from real-world work and skill-building; Code the Dream provides administrative and financial support, as well as mentorship and professional guidance.



“My hope for them is that they’re going to become the next leaders in the technology industry,” said Alex Boakye, Vice President of Solutions Development at SAS.

Our partnership with SAS is a testament to the program’s effectiveness—a success we plan to continue building on.

Boakye encourages other companies to take the leap with the Tandem. “I am hoping...other company leaders will look at it and see that there is a path to doing this kind of work in their companies,” he said.



TANDEM APPRENTICESHIP PROFILES



MONICA CTD Alumna and Software Developer at SAS

Before CTD, Monica was working as a nanny and had a part-time job as a restaurant hostess. She had been thinking of switching careers but lacked the financial ability to do so. A colleague at the restaurant who was a CTD student encouraged her to apply.

When Monica started the intro class, she was juggling two jobs and working 50 hours a week. With the support of Code the Dream, she excelled in her classes and became a tandem apprentice at SAS. She was then hired full-time to continue her career journey at SAS as an Associate Software Engineer.



UMA CTD Alumna and Software Developer at SAS

Uma, a mother of three, relaunched her tech career after a 13-year break. She needed a no-cost program and found CTD through a Google Search.

Although she lost both her dad and father-in-law while she was in the program, with her CTD family rallying around her, Uma was able to complete CTD classes and become a tandem apprentice at SAS. She was hired full-time and was thrilled to start her first job in the U.S.

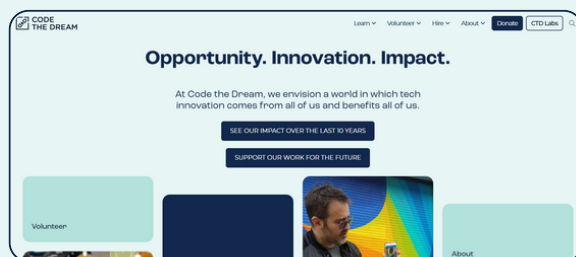
"Each and every thing is a learning experience for me. I'm doing it and stepping up the ladder because of the amazing team around me and the resources available to grow."



UPDATES

CODE THE DREAM'S WEBSITE GETS A 10TH-ANNIVERSARY GLOW-UP

In 2024, Code the Dream debuted its redesigned website. With refreshed design and expanded information, the new website reflects CTD's growth over the past decade.



IN 2024, CODE THE DREAM WELCOMED SIX NEW TEAM MEMBERS.



CAITLIN GROSS
Program Assistant



SHAYA LYON
Product/Project Manager



LINDA LIU
Senior Advisor, Growth & Partnerships



LINDA VU
Product/Project Manager



LOUISE POCOCK
Senior Public Benefits Analyst

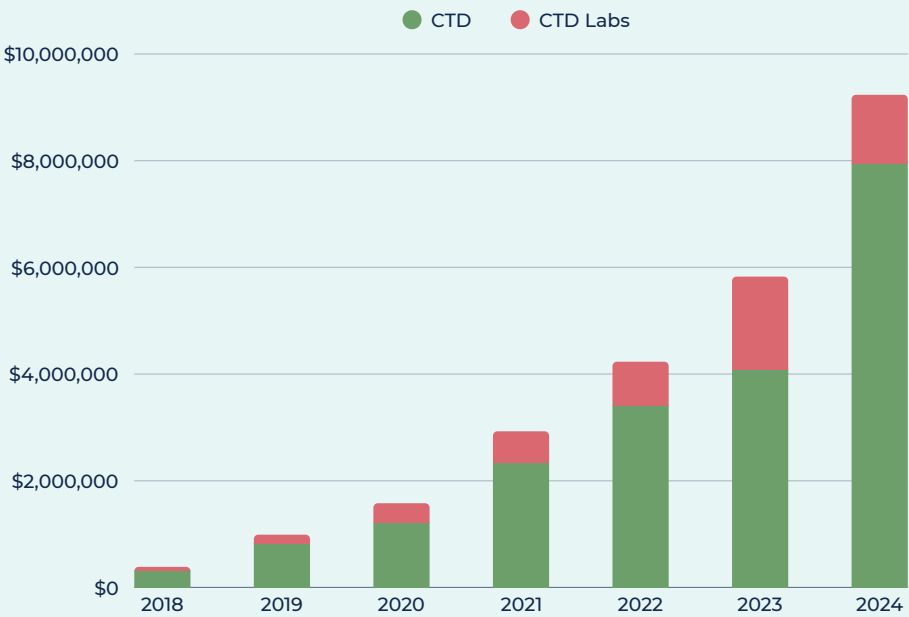


ANDREA DREIER
Communications Director

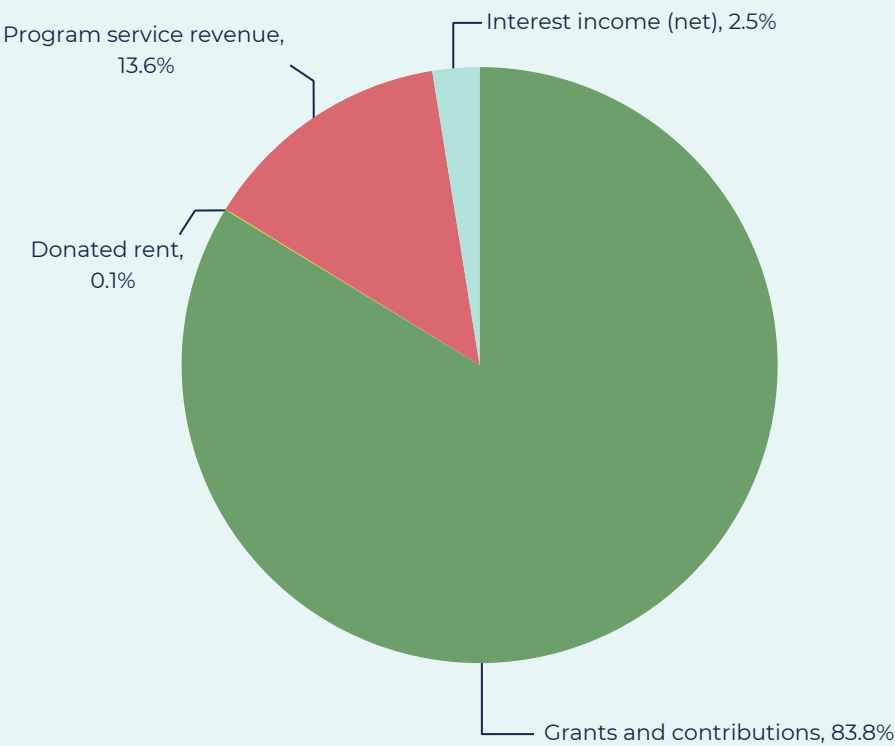


FINANCIALS

Income



Revenue Sources



THANK YOU TO OUR PARTNERS

Special thanks to our generous community of partners and donors who have collectively contributed to our growth and impact.

Individuals

Jordan Abshire

Maggie Adams and Trevor Hanger

Kwaku Akowuah and Lilly Faulhaber

David Altschuler and Carrie Gombos

Mary R. Amend

Johan Andres Ochoa Quiroz

Anonymous

Afia Asamoah

Dharam and Shashi Batish

Ashwin Bhirud

Nilima and Ravindranath Bhirud

Jacqueline Brown

Afua Bruce

Aris Buinevicius

Keith Canty

Jeffrey Chandler

Michael Claffey

Paul Couto

Monica Delgado

Xeniya Dobrogorskaya

Alice S. Dolbow

Ievgen Dotsenko

Amy Dull

Ana Maria Echeverri

Brian Espinosa

Kevin Ferris

Laura Ferry and Justin Driver

Chris Geiss

Andrew E. Goldsmith

Lisa Green Case

Seeta Hariharan

Sawyer Harris

Susan Harris

Joanna Helferich

Jorge Hernandez

Suzanne Katzenstein

Tariku Kebede

Lori Fernald Khamala

Andrei Komolov

Amanda Kosonen

Hans-Patrik Lanevi

Ron Lazebnik

Troy Lindsay

Daisy Magnus-Aryitey

Kirsten Malm

Cameron Marr

Lucy Martinez

Matt Mazur

John McGarvey

Doug Mendenhall

Alena Miadzvedskaya Huseu

Gerald Mitchell

Mary Alice Moore

Carlos Moreno

Sham and Manjiree Nikam

Chris O'Rourke

Taylor Ortiz

Usha Pasi

Scottie Pate

Ray Petrolino

Vinicius Pietscher



Individuals (con't)

Carlos Pignataro
 Laura Pyatt
 Uma Maheswari Ramasamy
 Manuel Ramos Gonzalez
 Dan and Siobhan Rearick
 William Rearick
 Elizabeth S. Rearick
 Carolina I. Rearick
 Anna Rotman
 Darwin Sanoy
 Vaidehi and Vivek Sapre
 Nikunj Shah
 Tilak and Aruna Shah
 Konstantin Shevtsov
 Iuliia Shevtsova
 Serhii Smyk
 Jose Solera
 Diane Standaert
 Cheryl Summers
 Olena Suvorova
 Elzara Turakulova
 Taylor Vanden Hoek
 Charles Viles
 Ken Walsh
 Jacqueline Watts
 Quay Weston
 Jacob Williams
 Geoffrey Wyatt
 Jennifer Zachary

Corporate & Private Foundations

2ndF Foundation
 American Bar Endowment
 Anonymous
 Arbor Rising
 Cone Health
 Deutsche Bank Americas Foundation
 Dogwood Health Trust

Families and Workers Fund
 GitLab Foundation
 GSR Foundation
 Hispanic Federation
 Kate B. Reynolds Foundation
 Mary Reynolds Babcock Foundation
 North Carolina Local News Lab Fund
 Oak Foundation
 Red Hat
 Salesforce Foundation
 Siegel Family Endowment
 The Leon Levine Foundation
 Truist Charitable
 Vaco
 Walmart
 WES Mariam Assefa Fund
 Z. Smith Reynolds Foundation

Donor-Advised Funds & Matching Gifts

American Online Giving Foundation
 Charities Aid Foundation
 Charles Schwab
 Cisco
 Cobank
 Fidelity Charitable
 Goldman Sachs Philanthropy Fund
 Google
 IBM
 India Development and Relief Fund
 Janney Charitable Giving Fund
 Merck Foundation
 NVIDIA
 Patrick J. McGovern Foundation
 PNC Institutional Asset Management
 Renaissance Charitable Foundation
 Vanguard Charitable





BECOME A STUDENT

DONATE

VOLUNTEER

BUILD TECHNOLOGY WITH US

