



# 2025

## Annual Report

*A note from*  
**DAISY, DAN,  
AND RAMIRO**

As we reflect on CTD's eleventh year, it's clear that this transformative work takes a village. Your support has helped build an ecosystem of opportunity, and we could not do it without you.

For communities underrepresented in the tech industry, CTD offers proof that every person's unique lived experience brings untold value. Hundreds of thousands of people nationwide have interacted with our impact technology. More than 2,000 students have taken classes at our code school. And hundreds of aspiring developers have launched careers through our apprenticeship program.

Because of your partnership, CTD can meet the challenges of a rapidly changing industry with creativity, tenacity, and optimism.

Thank you for sharing in CTD's belief that innovation and community can create a better tech industry—and a better world.

*- Daisy, Dan, and Ramiro*





## 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.

# Preparing for an AI-Driven Future

As aspiring developers prepare to meet the demands of a rapidly shifting, AI-driven economy, Code the Dream is making sure our students are prepared to think alongside AI.

The technical bar for AI literacy continues to rise; AI training must quickly evolve. At CTD, students and apprentices build foundational skills, with AI thoughtfully incorporated throughout their learning journeys.

## Learning with AI

Our bespoke AI education platform, the CTD Learns App, supports our coding school every step of the way: giving students seamless access to lessons, communicating assignments for review to mentors, and providing access to program resources, freeing valuable time for one-on-one coaching and mentorship.

We guide students to use AI tools to enhance and deepen their learning. Our curriculum builds AI discernment, teaching students to cross-check AI-generated answers and look for biases.

## Building with AI

In today's job market, employers increasingly demand real-world AI project experience that training alone cannot provide. CTD's Registered Apprenticeship model allows apprentices to gain this experience, now a must-have for remaining competitive.

Participants work on production AI systems using cutting-edge approaches, including RAG architectures, large language model integration, and AI-powered user interfaces—skills that align directly with market demand.

Rather than simply training people about AI, we provide hands-on experience building AI.

In 2025, our code school had its biggest year yet!

Our remote model provides students with flexibility and support as they build the skills to transform their careers and lives.

To date, CTD Learns has equipped more than 2,000 students with the skills they need to level up their tech careers.



**Dulce Jatzhiry López**  
**CTD Student**

“As someone dedicated to supporting Spanish-speaking rural communities in South Carolina, I saw coding as a way to bridge accessibility gaps and create meaningful solutions. Now that I’ve been accepted into the program, I am excited to turn my vision into reality: learning, growing, and ultimately giving back to my community.”



**Leo Angelo**  
**CTD Volunteer**

“What I enjoy most is seeing students grow and discover the same passion for coding and computer science that I have, as they overcome challenges, build confidence, and create innovative solutions that reflect their unique perspectives.”

## In 2025:



More than **900 students** from **43 states** took CTD classes



Nearly **400 volunteers** supported our students



Our volunteers logged **28,000 hours**



# Cutting-Edge Technology—For a Good Cause

At CTD Labs, our cutting-edge impact technology has reached hundreds of thousands of people nationwide. Our tech tools support farmworker outreach, access to public benefits, a transparent democracy, childhood literacy, and more.

These tools are built by senior developers with extensive industry credentials who work alongside and mentor early-career developers participating in our Registered Apprenticeship Program.

Apprentices come from communities underrepresented in tech and bring unique and valuable perspective to their roles. They gain real-world experience to help them launch careers in tech while mission-driven organizations and the communities they serve benefit from CTD-built tools.



76

apprentice developers  
at CTD Labs in 2025

80%

of apprentices have  
launched careers in tech

\$90K+

average salary earned  
once they land a job

100K+

people impacted  
by our apps



# MyFriendBen-NC

In April, CTD Labs launched MyFriendBen-NC, a free screener that anonymously checks eligibility and estimates savings from 38 benefits, tax credits, and local programs. It takes about six minutes to complete and is available in 18 languages.

Nearly 8,000 households from 98 of North Carolina's 100 counties completed the screener in 2025, finding an estimated median savings of \$2500 a month.

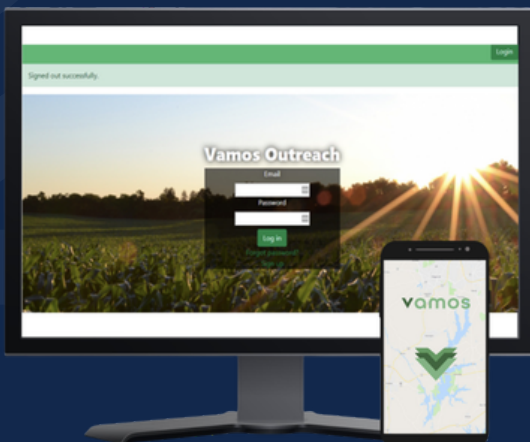


*“To my surprise, I qualified for Medicaid at the age of 60, and now I finally have health coverage. Before this, I only visited the doctor in emergencies because I didn't have insurance. **Having this coverage has been a true blessing.**”*

- **María**, MFB-NC User

# 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. In 2025, 17 partner organizations used Vamos to reach more than 11,000 farmworkers during 3,000 outreach visits across 19 states.



*“**Vamos is the best thing we've done.** It's truly a wonderful tool.”*

- **Janellys Santa**, Legal Aid of Nebraska



**Upstate** is North Carolina's fastest and most accurate legislation-tracking and committee-transcript tool. Built for nonprofits, lobbyists, membership organizations and the public, UpState helps North Carolinians keep up with state legislation from the NC General Assembly.



**iOye!** is a browser-based broadcast text messaging platform that helps organizations send mass and one-on-one text messages without needing a separate app. Clients can quickly upload contact lists, estimate message cost, and send messages with just a few clicks.



**AIR Hub** supports students and mentors at CTD Learns, using AI to provide feedback on student assignments. This helps learners improve their coding skills and allows mentors to spend more time working 1:1 with students.

I can say confidently that Upstate helps me keep everything together when it comes to researching and tracking bills. It shortens the time I would have to take to identify key bills, provides same-day transcripts of important sessions and committee meetings, and links me to outside sources for additional info. It is practically a one-stop shop.

**QUISHA MALETTE**  
Fair Chance Attorney at the  
North Carolina Justice Center

# Tandem Apprenticeships

CTD's Tandem Apprenticeship program provides companies with skilled associate developers who are launching their careers. Apprentices have a chance to showcase their talents while benefiting from real-world corporate work and skill-building; Code the Dream provides administrative and financial support, as well as mentorship and professional guidance.

## Lenovo Tandem Apprenticeship

From April through August 2025, two CTD apprentices participated in the first-ever Lenovo Tandem Apprenticeship. Developers Oksana Feterovskaya and Osbaldo Aguilar joined two of Lenovo's enterprise teams and contributed to critical development work on interfaces supporting device health.



"Lenovo is committed to equipping today's workforce with the technology and opportunities needed to transform their career, lives, and communities," said Sydni Behm, Lenovo Corporate Citizenship Global Program Manager. "That's why Lenovo is excited to expand its collaboration with Code the Dream."

## SAS Tandem Apprenticeship

In 2025, the second cohort of SAS apprentices was hired full-time by the Cary-based software company. At the same time, a third cohort began their Tandem Apprenticeship experience, bolstered by the supportive environments at SAS and CTD.

"I had so much mentorship, and everyone wants you to succeed," said Amy Sandoval, a SAS developer hired from the second cohort. "It felt as great as Code the Dream."

Sandoval was working in property management and considering taking out student loans to go back to school when she learned about CTD's free classes. Three years later, she is a developer at one of the world's largest software companies.

"It still feels unreal," she marvels.



In 2025, the Career Services team at CTD expanded to include Career Development and Employer Partnerships. Within one year, we significantly expanded career support for apprentices, supporting three times as many job seekers across 10 cohorts and 17 states.

The comprehensive career development program now covers résumé strategy, interview preparation, navigating the tech job market, and technical interview preparation, including algorithms and data structures.

Over the past year, we facilitated 90+ hours of highly interactive, career-focused training for job seekers. To deepen our impact, we brought on a dedicated Career Coach to provide individualized, high-touch support across résumés, LinkedIn profiles, and interview performance. To date, we have hosted 150+ one-on-one sessions.

Employer partnerships also increased by more than 185%, ultimately boosting engagement with companies and organizations and expanding hiring opportunities for CTD job-seekers. As a result, more than 80% of our apprentices launched careers in tech, landing an average salary of \$90,000.



## NC TECH Award

In December, CTD was awarded the Purpose Driven Innovation Award from NC TECH in recognition of our online benefits screener, MyFriendBen-NC.

“Since 1995, the NC TECH Awards has honored excellence and innovation throughout North Carolina, representing the best and brightest,” said Brooks Raiford, president and CEO of NC TECH. “Code the Dream has distinguished itself as a peer-leader, and we are proud to recognize them as a 2025 NC TECH Awards winner.”



In 2025, CTD welcomed six new team members. **More than 80% of our tech team, including our three new Junior Developers, are former CTD Labs Apprentices.**



**Rosalyn Barnett**  
Director of Employer  
Partnerships



**Kathryn Castelloes**  
Outreach and  
Partnership Lead



**KJ Loving**  
Junior  
Developer



**Mohammad Rezaie**  
Junior  
Developer



**Oksana Stepanchuk**  
Junior  
Developer

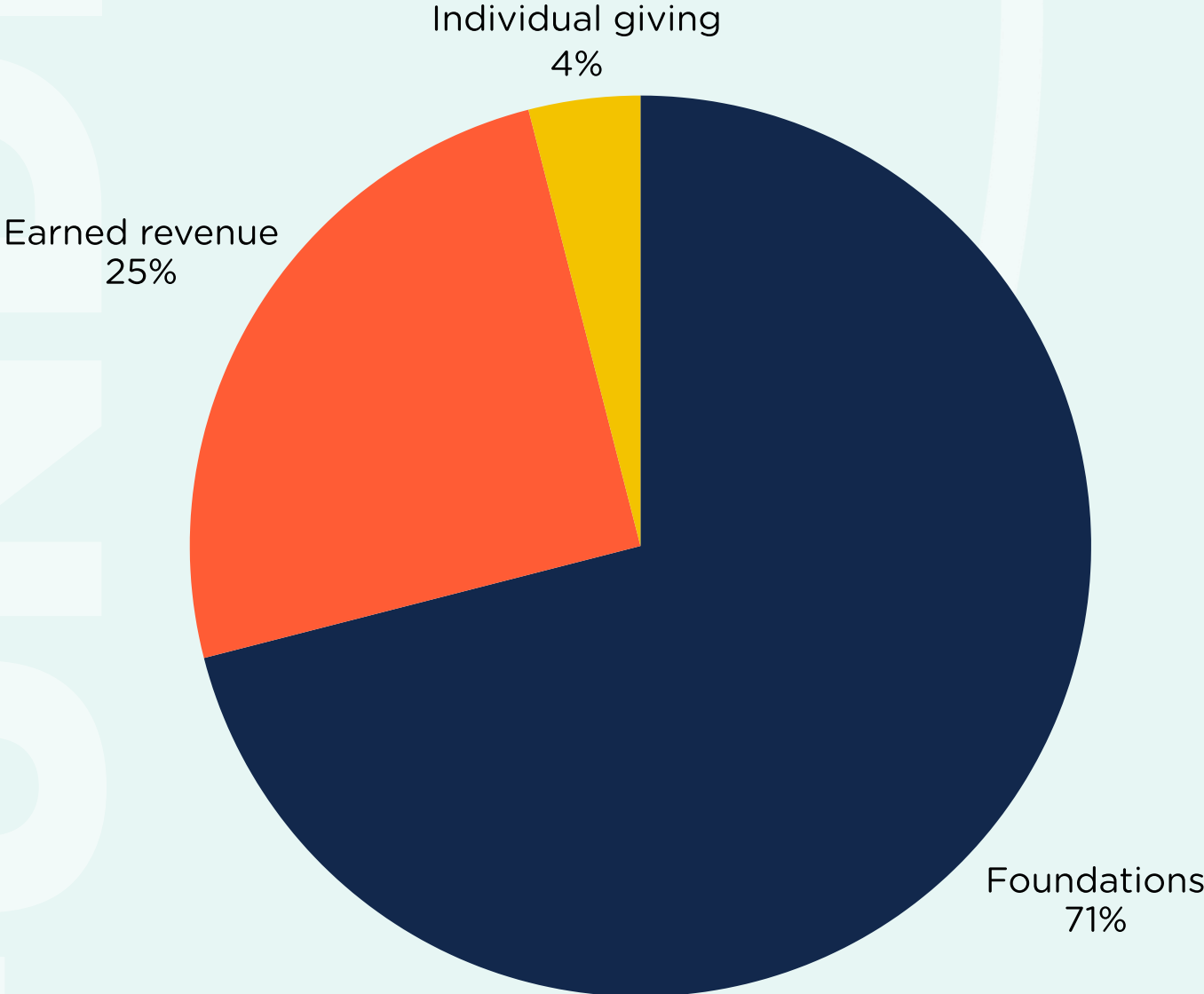


**Jaime Swank**  
Career  
Coach

# Funding Code the Dream's Work

CTD is a nonprofit social enterprise, sustained through a combination of philanthropic support, individual giving, and earned revenue from CTD Labs. Thanks to the generous support of our funders and donors and the trust of CTD Labs' clients nationwide, we're building a sustainable model to change lives and launch tech careers.

**Code the Dream's budget in 2025 was \$6.9 million.** Our revenue sources are below.



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BUILD TECHNOLOGY WITH US

