// FLATIRON SCHOOL

Flatiron School 2019 Jobs Report

Flatiron School
2019 Jobs Report

For students who were scheduled to complete an On-Campus program or graduated from an Online program between January 1, 2018, and December 31, 2018.

Our mission is to enable the pursuit of a better life through education. For over seven years, Flatiron School has helped students achieve that goal by preparing them for careers in tech. Over 3,000 students have trusted us with their futures – a responsibility we do not take lightly.

In 2014, we released our first independently-verified jobs report, pioneering the concept of jobs reporting and setting a standard of transparency in educational results. As we have grown – and pushed to expand accessibility to our programs through our fellowships and immersive programs – we have remained as committed as ever to these strict standards, releasing verified jobs reports concerning graduates of our career-focused programs.

Higher education should help people find their life's passion and expand their horizons – while also providing a path to a sustainable career that enables them to build a life. Students should have access to clear, robust, and trusted educational data necessary to make well-informed decisions about their educational investments. We're proud to continue to serve our students and the industry at large by putting results first.

Examined by Moody, Famiglietti & Andronico, LLP

M | F | A

C O M P A N I E S

To the Management
Flatiron School
11 Broadway, 2nd Floor
New York, NY 10004

INDEPENDENT ACCOUNTANT'S REPORT

We have examined management's assertions that the accompanying Flatiron School 2019 Jobs Report (the Report) for the period from January 1, 2018 through December 31, 2018 is presented in accordance with the criteria set forth in the Management Statement Regarding Assertions Related to Flatiron School's Program Results and Completions. Flatiron School's management is responsible for its assertions. Our responsibility is to express an opinion on management's assertions based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the examination to obtain reasonable assurance about whether management's assertions are fairly stated, in all material respects. An examination involves performing procedures to obtain evidence about management's assertions. The nature, timing, and extent of the procedures selected depends on our judgment, including an assessment of the risks of material misstatements of management's assertions, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide reasonable basis for our opinion.

In our opinion, management's report referred to above is fairly stated, in all material respects, based on the criteria set forth in the Management Statement Regarding Assertions Related to Flatiron School's Program Results and Completions.

Moody, Famiglietti & Andronico, LLP

Moody, Famiglietti & Andronico, LLP
Tewksbury, Massachusetts
December 26, 2019

Management statement regarding assertions related to Flatiron School's program results and completions

We, as management of Flatiron School (the School), are responsible for the assertions made in preparing the Flatiron School 2019 Jobs Report (the Report) for students who were scheduled to complete an On-Campus program or graduated from an Online program (including Software Engineering and Data Science) between January 1, 2018 and December 31, 2018.

The Report is intended to provide readers with information about historical employment statistics and metrics for students who were scheduled to complete an On-Campus program or graduated from an Online program between January 1, 2018, and December 31, 2018. We confirm, to the best of our knowledge and belief, the following assertions[1]:

Addressable Population

1. The addressable population in this report is a total of 813 students across our On-Campus (553) and Online (260) programs.

   The 553 On-Campus student population includes 509 graduates and 44 students who were scheduled to graduate in 2018 but did not graduate from the On-Campus program. In addition, there were 6 students who transferred from the On-Campus program to the Online program and graduated by December 31, 2018. In total there were 559 students who were scheduled to complete an On-Campus program between January 1, 2018, and December 31, 2018. Results of the 6 students who transferred to the Online program are included in the Online graduate population accordingly.

   260 students graduated from an Online program between January 1, 2018, and December 31, 2018.

2. Women represent 35% (286) of students in this Report. Men represent 62% (507) of students in this Report. 1% of students (10) identified as Non-Conforming, Transgender, Non-Binary, or Other. 1% of students (10) preferred not to answer.

3. Of 813 addressable students, their highest degrees earned prior to commencement of a Flatiron School program were as follows:

   a. 15% (124) had completed a Master's or Doctoral degree

   b. 62% (507) had completed a Bachelor's degree

   c. 17% (137) had completed an Associate's degree, technical or vocational training, or some college credit without earning a degree

   d. 1% (12) had completed a high school diploma and no college credit

   e. 0% (1) had not acquired a high school diploma

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[1] Percentages throughout this report may not total 100 due to rounding.

     f.   Data was not available for 32 students (4%) in the addressable population

4.   Of the 559 students who were scheduled to complete an On-Campus program between January 1, 2018, and December 31, 2018, 509 (91%) graduated from an On-Campus program and 50 (9%) did not graduate from an On-Campus program.

    a.   Of the 50 students who were scheduled to complete an On-Campus program in 2018 and did not graduate from an On-Campus program,

        i.   30 transferred to an Online program and did not graduate as of the compiling of this report

        ii.   6 transferred to an Online program and graduated

        iii.   14 withdrew from Flatiron School

All 260 students who graduated from our Online program during 2018 were enrolled in our Self-Paced software engineering program, which has no published duration to complete. Therefore, there is not a scheduled number of students expected to complete the program during the reporting period.

5.   Of 769 graduates included in this Report, breakdown by format is as follows:

    a.   66% (509) graduated from an On-Campus program. Of these 509 graduates from an On-Campus program,

        i.   40% (310) were graduates from the Manhattan campus in New York City

        ii.   12% (91) were graduates from the Brooklyn campus in New York City

        iii.   7% (50) were graduates from the campus in Washington, DC

        iv.   4% (34) were graduates from the campus in Houston, TX

        v.   3% (24) were graduates from the campus in London, England

    b.   34% (260) graduated from an Online program

Of 769 graduates included in this Report, breakdown by discipline is as follows:

    c.   98% (757) graduated from a Software Engineering program

    d.   2% (12) graduated from a Data Science program

6.   Of 769 graduates from the Online and On-Campus programs, their regional distribution[2] was as follows:

    a.   67% (515) studied in the Northeast region of the United States

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[2] For the purposes of this report regional distributions for the United States are as follows: Northeast includes NY, CT, MA, NH, NJ, and PA; Southeast includes AL, AR, FL, GA, LA, MD, NC, TN, VA, WV, and Washington DC; Southwest includes AZ, TX; Midwest includes IL,IN, MI, MN, MO, OH, WI; West includes CA, CO, HI. MT, OR, UT, WA

b. 11% (88) studied in the Southeast region of the United States

c. 5% (35) studied in the Southwest region of the United States

d. 5% (35) studied in the Midwest region of the United States

e. 7% (54) studied in the West region of the United States

f. 5 % (42) studied in the United Kingdom or another country outside the United States

Of 509 graduates from an On-Campus program, their regional distribution was as follows:

g. 79% (401) studied in the Northeast region of the United States

h. 10% (50) studied in the Southeast region of the United States

i. 7% (34) studied in the Southwest region of the United States

j. 0% (0) studied in the Midwest region of the United States

k. 0% (0) studied in the West region of the United States

l. 5% (24) studied in the United Kingdom

Of 260 graduates from an Online program, their regional distribution was as follows:

m. 44% (114) studied in the Northeast region of the United States

n. 15% (38) studied in the Southeast region of the United States

o. 0% (1) studied in the Southwest region of the United States

p. 13% (35) studied in the Midwest region of the United States

q. 21% (54) studied in the West region of the United States

r. 7% (18) studied in the United Kingdom or another country outside the United States

7. Of the 769 graduates included in this report, the average tuition bill, excluding students who received full scholarships, was $11,686.

a. Of the 769 graduates included in this report, 5% (36) paid $0 in tuition and attended Flatiron School on full scholarships. Those scholarships were through Facebook and Kode with Klossy partnerships.

Employment Results

8. Of 769 students who graduated from an On-Campus or Online program,

    a. 660 students (86%) had completed a Job Search Cycle[3]

        i.   455 students who completed a Job Search Cycle were graduates from an On-Campus program. The campus location breakdown is as follows:

             1. 273 students who completed a Job Search Cycle were graduates from the Manhattan campus in New York City

             2. 80 students who completed a Job Search Cycle were graduates from the Brooklyn campus in New York City

             3. 48 students who completed a Job Search Cycle were graduates from the campus in Washington, DC

             4. 32 students who completed a Job Search Cycle were graduates from the campus in Houston, TX

             5. 22 students who completed a Job Search Cycle were graduates from the campus in London, England

        ii. 205 students who completed a Job Search Cycle were graduates from the Online program

    b. 109 students (14%) were defined as not job-seeking

        i.   Of the 109 students who were defined as not job-seeking, 13 were not job-seeking for personal reasons, 20 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus, 10 chose to pursue further education programs, such as Bachelor's or Master's degrees, 25 were unresponsive to outreach from our Career Services team[4], 3 chose to pursue roles outside their field of study, 2 were not eligible for Career Services support due to being under 21 years of age, 5 were not eligible for Career Services support due to waiting over 90 days after graduation to declare a Job Search Start Date[5], 10 returned to their previous employer, 7 chose to pursue entrepreneurship, 6 opted out from receiving career services

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[3] A Job Search Cycle is defined as either:
-   at least 180 days of continuous job-seeking, or
-   acceptance of a qualifying full-time job offer (over 30 hours per week) within a 180-day period, or
-   acceptance of a qualifying part-time job offer (at least 20 hrs per week but less than 30 hours per week) within a 180-day period, and choosing to stop job-seeking, or
-   acceptance of a non-qualifying job offer within a 180-day period and choosing to stop the job search.

[4] To be considered unresponsive for the purposes of this Report, a student must be unresponsive to at least three direct e-mail communications from the Career Services team over at least 30 days, the last of which states that, should a student not respond to that communication, they will be considered not job-seeking due to unresponsiveness.

[5] Students have 90 days after successfully completing a Flatiron School program to declare a Job Search Start Date. Students who fail to do so are not eligible for Career Services support per Flatiron School policy, as detailed in our Catalog.

support, 7 accepted roles outside of their field of study before completing a Job Search Cycle, and 1 chose to pursue freelance roles.

1. 54 students who were defined as not job-seeking were graduates from an On-Campus program. The campus location breakdown is as follows:

    ■ 37 students who were defined as not job-seeking were graduates from the Manhattan campus in New York City

    ■ 11 students who were defined as not job-seeking were graduates from the Brooklyn campus in New York City

    ■ 2 students who were defined as not job-seeking were graduates from the campus in Washington, DC

    ■ 2 students who were defined as not job-seeking were graduates from the campus in Houston, TX

    ■ 2 students who were defined as not job-seeking were graduates from the campus in London, England

2. 55 students who were defined as not job-seeking were graduates from the Online program

Of 769 students who graduated from an On-Campus or Online program, the breakdown of students between those who completed a Job Search Cycle and those who were defined as not job-seeking is provided by program format and campus location in the table below.

	Online	On-Campus, Total	Manhattan Campus	Brooklyn Campus	Washington, D.C. Campus	Houston, TX Campus	London, UK Campus
Graduates	260	509	310	91	50	34	24
Students who completed a Job Search Cycle	79% (205)	89% (455)	88% (273)	88% (80)	96% (48)	94% (32)	92% (22)
Not Job-Seeking Students	21% (55)	11% (54)	12% (37)	12% (11)	4% (2)	6% (2)	8% (2)

9. Of 660 students who completed a Job Search Cycle, 614 (93%) accepted a job offer[6] within the reporting period[7], 4 (1%) accepted a job after the reporting period, 9 (1%) did not disclose their employment data, and 33 (5%) had not accepted a job as of the compiling of this report.

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[6] For the purposes of this Report, a job is defined as employment or engagement as a contractor that is:
  - paid,
  - at least 20 hours of work per week; and
  - anticipated to be at least three months in duration at the time of job acceptance.

[7] For the purposes of this Report, the reporting period is defined as 365 days from the beginning of the student's Job Search Cycle

Of 660 students who completed a Job Search Cycle, the available employment results data is outlined in the chart below by format and campus location.

	Online	On-Campus, Total	Manhattan Campus	Brooklyn Campus	Washington, D.C. Campus	Houston, TX Campus	London, UK Campus
Students who completed a Job Search Cycle	205	455	273	80	48	32	22
Students Who Accepted a Job Offer Within the Reporting Period	93% (190)	93% (424)	94% (256)	86% (69)	100% (48)	91% (29)	100% (22)
Students Who Accepted a Job Offer After the Reporting Period	0% (0)	1% (4)	1% (3)	1% (1)	0% (0)	0% (0)	0% (0)
Students Who Did Not Disclose Employment Data	1% (3)	1% (6)	2% (5)	1% (1)	0% (0)	0% (0)	0% (0)
Students Who Did Not Accept a Job Offer	6% (12)	5% (21)	3% (9)	11% (9)	0% (0)	9% (3)	0% (0)

10. Of 660 students who completed a Job Search Cycle, time to employment was as follows[8]:

   a. 42% (277) had accepted a job within 30 days

   b. 62% (411) had accepted a job within 60 days

   c. 80% (527) had accepted a job within 120 days

   d. 88% (581) had accepted a job within 180 days

   e. 93% (614) had accepted a job within the reporting period

   f. 1% (4) accepted a job after the reporting period

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[8] A Job Search Cycle is considered to have begun at the later of:
   - job acceptance prior to having declared a Job Search Start Date, or
   - direct communication with the Career Services team indicating a Job Search Start Date within 90 days of graduation from the program.

Of 660 students who completed a Job Search Cycle, 614 students accepted job offers within the reporting period. Of the 614 who accepted job offers within the reporting period time to employment is outlined on the chart below by format and campus location.

	Online	On-Campus, Total	Manhattan Campus	Brooklyn Campus	Washington, D.C. Campus	Houston, TX Campus	London, UK Campus
Students who completed a Job Search Cycle	205	455	273	80	48	32	22
Accepted a Job within 30 days	34% (70)	45% (207)	40% (110)	41% (33)	48% (23)	66% (21)	91% (20)
Accepted a Job within 60 days	58% (119)	64% (292)	62% (169)	58% (46)	67% (32)	75% (24)	95% (21)
Accepted a Job within 120 days	75% (154)	82% (373)	80% (218)	80% (64)	88% (42)	84% (27)	100% (22)
Accepted a Job within 180 days	85% (174)	89% (407)	89% (242)	84% (67)	98% (47)	91% (29)	100% (22)
Accepted a Job within the reporting period	93% (190)	93% (424)	94% (256)	86% (69)	100% (48)	91% (29)	100% (22)

11. Of 614 students who accepted offers within the reporting period, job structure was as follows:

    a. 73% (446) accepted a full-time salaried role[9]

    b. 26% (162) accepted a full-time contract, internship, apprenticeship, or freelance role[10]

    c. 1% (6) accepted a part-time role equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking[11]

Of 614 students who accepted offers within the reporting period, job structure is outlined on the chart below by format and campus location.

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[9] A full-time salaried role is defined as paid employment consisting of at least 30 hours of work per week, that is paid on an annual basis and does not have a set duration at which the position is understood to have been completed (i.e., the anticipated employment duration is indefinite at the time of job acceptance).

[10] A full-time contract, internship, apprenticeship, or freelance role is defined as paid work consisting of at least 30 hours of work per week, that is paid on an hourly, weekly, or monthly basis and is anticipated to be at least three months in duration at the time of job acceptance.

[11] A part-time role is defined as paid work consisting of at least 20 but less than 30 hours of work per week and anticipated to be at least three months in duration at the time of job acceptance.

	Online	On-Campus, Total	Manhattan Campus	Brooklyn Campus	Washington, D.C. Campus	Houston, TX Campus	London, UK Campus
Students who accepted offers within the reporting period	190	424	256	69	48	29	22
Accepted a Full-Time Salaried Role	75% (143)	71% (303)	70% (178)	64% (44)	83% (40)	76% (22)	86% (19)
Accepted a Full- Time Contract, Internship, Apprenticeship, or Freelance Role	23% (43)	28% (119)	30% (77)	35% (24)	17% (8)	24% (7)	14 % (3)
Accepted Part-Time Work Equating to >20 hrs/week, <30 hrs/ week, and Chose to Stop Job-Seeking	2% (4)	0% (2)	0% (1)	1% (1)	0% (0)	0% (0)	0% (0)

12. Of 614 students who accepted offers within the reporting period, compensation data was available for 604 (98%) students. Compensation data was not available for 10 (2%) students.

    Of 604 students for whom compensation data[12] was available, compensation[13] was as follows:

    a. Average starting salary for a full-time salaried role was $74,566

    b. Average pay for a full-time contract, internship, apprenticeship, or freelance role was $33 per hour[14]

    c. Average pay for a part-time role was $24 per hour

    Of 614 students who accepted offers within the reporting period, compensation data is outlined on the chart below by format and campus location.

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[12] For the purposes of calculating the total average compensation in this report across all students who accepted jobs within the reporting period and for whom data was available, any wages reported in GBP were converted to USD using the conversion rate on the date the data was received.

[13] Throughout this report, any compensation reported in USD, may include wages converted from other currencies into USD; any compensation reported in GBP, may include wages converted from other currencies into GBP using the conversion rate on the date the data was received.

[14] Rates stated on other than an hourly basis were converted to an hourly rate based on a 2,000-hour work year.

	Online	On-Campus, Total	Manhattan Campus	Brooklyn Campus	Washington, D.C. Campus	Houston, TX Campus	London, UK Campus
Students who accepted offers within the reporting period	190	424	256	69	48	29	22
Compensation Data Available	98% (186)	99% (418)	99% (254)	100% (69)	96% (46)	97% (28)	95% (21)
Compensation Data Not Available	2% (4)	1% (6)	1% (2)	0% (0)	4% (2)	3% (1)	5% (1)
Average starting salary for Full-Time Salaried Role	$72,259	$75,642	$79,898	$78,477	$71,582	$67,154	$45,795 (£35,385)
Average Pay per Hour for Contract, Apprenticeship, Internship, or Freelance Role	$34	$32	$32	$32	$38	$34	$15 (£12)
Average Pay per Hour for Part-Time Role	$21	$28	$33	$20	N/A	N/A	N/A

13. Of 614 students who accepted offers within the reporting period:

   a. 81% (499) were in Engineering

   b. 8% (49) were in Technical Teaching

   c. 5% (28) were in Product Management, Technical Program Management, Technical Project Management, or Technical Product Management

   d. 6% (38) were in other technical disciplines, such as QA, Data Analytics, Technical Sales, or Technical Writing

Of 614 students who accepted offers within the reporting period, job function is outlined on the chart below by format and campus location.

	Online	On-Campus, Total	Manhattan Campus	Brooklyn Campus	Washington, D.C. Campus	Houston, TX Campus	London, UK Campus
Students who accepted offers within the reporting period	190	424	256	69	48	29	22

Engineering	81% (154)	81% (345)	81% (207)	88% (61)	81% (39)	83% (24)	64% (14)
Technical Teaching	6% (11)	9% (38)	9% (22)	6% (4)	8% (4)	10% (3)	23% (5)
Product Management, Technical Program, Project or Product Management	5% (9)	4% (19)	5% (13)	1% (1)	2% (1)	3% (1)	14% (3)
Other Technical Disciplines	8% (16)	5% (22)	5% (14)	4% (3)	8% (4)	3% (1)	0% (0)

14. Of 614 students who accepted offers, company size data was as follows:

    a. 31% (193) accepted jobs at small companies, with 50 or fewer employees

    b. 39% (240) accepted jobs at medium companies, with 51 - 500 employees

    c. 29% (181) accepted jobs at large companies, with 501 or more employees

Of 614 students who accepted offers within the reporting period, company size is outlined on the chart below by format and campus location.

	Online	On-Campus, Total	Manhattan Campus	Brooklyn Campus	Washington, D.C. Campus	Houston, TX Campus	London, UK Campus
Students who accepted offers within the reporting period	190	424	256	69	48	29	22
Accepted Jobs at Small Companies (≤50 Employees)	36% (69)	29% (124)	32% (82)	14% (10)	38% (18)	17% (5)	41% (9)
Accepted Jobs at Medium Companies (51-500 Employees)	37% (70)	40% (170)	41% (106)	36% (25)	42% (20)	34% (10)	41% (9)
Accepted Jobs at Large Companies (≥501 Employees)	27% (51)	31% (130)	27% (68)	49% (34)	21% (10)	48% (14)	18% (4)

15. Of 614 students who accepted offers within the reporting period, 8% (48) accepted jobs at Flatiron School.

Of the 48 students who accepted jobs at Flatiron School, 45 (94%) were in Technical Teaching, 1 (2%) was in Engineering, 1 (2%) was in Technical Writing, and 1 (2%) was in Technical Program Management.

Of 48 students who accepted offers at the Flatiron School, the data and job function is outlined on the chart below by format and campus location.

	Online	On-Campus, Total	Manhattan Campus	Brooklyn Campus	Washington, D.C. Campus	Houston, TX Campus	London, UK Campus
Students who accepted jobs at Flatiron School	8	40	23	5	4	4	4
Flatiron Job - Technical Teaching	100% (8)	93% (37)	96% (22)	80% (4)	100% (4)	75% (3)	100% (4)
Flatiron Job - Engineering	0% (0)	3% (1)	0% (0)	20% (1)	0% (0)	0% (0)	0% (0)
Flatiron Job - Technical Writing	0% (0)	3% (1)	4% (1)	0% (0)	0% (0)	0% (0)	0% (0)
Flatiron Job - Technical Program Management	0% (0)	3% (1)	0% (0)	0% (0)	0% (0)	25% (1)	0% (0)

Employment Results for Software Engineering Program

As outlined in Section 5, of 769 graduates included in this Report, 757 (98%) were graduates of the Software Engineering program, both On-Campus and Online.

16. Of 757 students who graduated from an On-Campus or Online Software Engineering program,

   a. 650 students (86%) had completed a Job Search Cycle

   b. 107 students (14%) were defined as not job-seeking

      i. Of the 107 students who were defined as not job-seeking, 13 were not job-seeking for personal reasons, 19 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus, 10 chose to pursue further education programs, such as Bachelor's or Master's degrees, 25 were unresponsive to outreach from our Career Services team, 2 chose to pursue roles outside their field of study, 2 were not eligible for Career Services support due to being under 21 years of age, 5 were not eligible for Career Services support due to waiting over 90 days after graduation to

declare a Job Search Start Date, 10 returned to their previous employer, 7 chose to pursue entrepreneurship, 6 opted out from receiving career services support, 7 accepted roles outside of their field of study before completing a Job Search Cycle, and 1 chose to pursue freelance roles.

17. Of 650 students who graduated from a Software Engineering program and completed a Job Search Cycle, 605 (93%) accepted a job offer within the reporting period, 4 (1%) accepted a job after the reporting period, 8 (1%) did not disclose their employment data, and 33 (5%) had not accepted a job as of the compiling of this report.

18. Of 650 students who graduated from a Software Engineering program and completed a Job Search Cycle, time to employment was as follows:

    a. 42% (273) had accepted a job within 30 days

    b. 63% (407) had accepted a job within 60 days

    c. 80% (521) had accepted a job within 120 days

    d. 88% (573) had accepted a job within 180 days

    e. 93% (605) had accepted a job within the reporting period

    f. 1% (4) accepted a job after the reporting period

19. Of 605 students who graduated from a Software Engineering program and who accepted offers within the reporting period, job structure was as follows:

    a. 72% (437) accepted a full-time salaried role

    b. 27% (162) accepted a full-time contract, internship, apprenticeship, or freelance role

    c. 1% (6) accepted a part-time role equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking

20. Of 605 students who graduated from a Software Engineering program and who accepted offers within the reporting period, compensation data was available for 595 (98%) students. Compensation data was not available for 10 (2%) students.

    Of 605 students who graduated from a Software Engineering program and for whom compensation data was available, compensation was as follows:

    a. Average starting salary for a full-time salaried role was $74,244

    b. Average pay for a full-time contract, internship, apprenticeship, or freelance role was $33 per hour

    c. Average pay for a part-time role was $24 per hour

21. Of 605 students who graduated from a Software Engineering program and who accepted offers within the reporting period:

    a. 82% (497) were in Engineering

     b.   8% (49) were in Technical Teaching

     c.   5% (28) were in Product Management, Technical Program Management, Technical Project Management, or Technical Product Management

     d.   5% (31) were in other technical disciplines, such as QA, Data Analytics, Technical Sales, or Technical Writing

22. Of 605 students who graduated from a Software Engineering program and who accepted offers within the reporting period, company size data was as follows:

     a.   32% (191) accepted jobs at small companies, with 50 or fewer employees

     b.   39% (234) accepted jobs at medium companies, with 51 - 500 employees

     c.   30% (180) accepted jobs at large companies, with 501 or more employees

23. Of 605 students who graduated from a Software Engineering program and who accepted offers within the reporting period, 8% (48) accepted jobs at Flatiron School.

    Of the 48 students who accepted jobs at Flatiron School, 45 (94%) were in Technical Teaching, 1 (2%) was in Engineering, 1 (2%) was in Technical Writing, and 1 (2%) was in Technical Program Management.

Employment Results for Data Science Program

As outlined in Section 5, of 769 graduates included in this Report, 12 (2%) were graduates of the Data Science On-Campus program. There were no graduates of an Online Data Science program during the time period covered in this Report.

24. Of 12 students who graduated from a Data Science program,

     a.   10 students (83%) had completed a Job Search Cycle

     b.   2 students (17%) were defined as not job-seeking

          i.   Of the 2 students who were defined as not job-seeking, 1 was not authorized to work or was not available for employment in countries where Flatiron School has a physical campus, and 1 chose to pursue roles outside their field of study

25. Of 10 students who graduated from a Data Science program and completed a Job Search Cycle, 9 (90%) accepted a job offer within the reporting period, 1 (10%) did not disclose their employment data, and 0 (0%) did not accept a job offer within the reporting period.

26. Of 10 students who graduated from a Data Science program and completed a Job Search Cycle, time to employment was as follows:

     a.   40% (4) had accepted a job within 30 days

     b.   40% (4) had accepted a job within 60 days

    c.   60% (6) had accepted a job within 120 days

    d.   80% (8) had accepted a job within 180 days

    e.   90% (9) had accepted a job within the reporting period

27. Of 9 students who graduated from a Data Science program and who accepted offers within the reporting period, job structure was as follows:

    a.   100% (9) accepted a full-time salaried role

    b.   0% (0) accepted a full-time contract, internship, apprenticeship, or freelance role

    c.   0% (0) accepted a part-time role equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking

28. Of 9 students who graduated from a Data Science program and who accepted offers within the reporting period, compensation data was available for 9 (100%) students.

   Of 9 students who graduated from a Data Science program and for whom compensation data was available, the average starting salary for a full-time salaried role was $89,889.

29. Of 9 students who graduated from a Data Science program and accepted offers within the reporting period:

    a.   22% (2) were in Engineering

    b.   0% (0) were in Technical Teaching

    c.   0% (0) were in Product Management, Technical Program Management, Technical Project Management, or Technical Product Management

    d.   78% (7) were in other technical disciplines, such as QA, Data Analytics, Technical Sales, or Technical Writing

30. Of 9 students who graduated from a Data Science program and accepted offers within the reporting period, company size data was as follows:

    a.   22% (2) accepted jobs at small companies, with 50 or fewer employees

    b.   67% (6) accepted jobs at medium companies, with 51 - 500 employees

    c.   11% (1) accepted jobs at large companies, with 501 or more employees

31. Of 9 students who graduated from a Data Science program and accepted offers within the reporting period, 0% (0) accepted jobs at Flatiron School.

Flatiron School

By

Adam Enbar, CEO

December 26, 2019

Date

Gretchen Jacobi, Head of Career Services

December 26, 2019
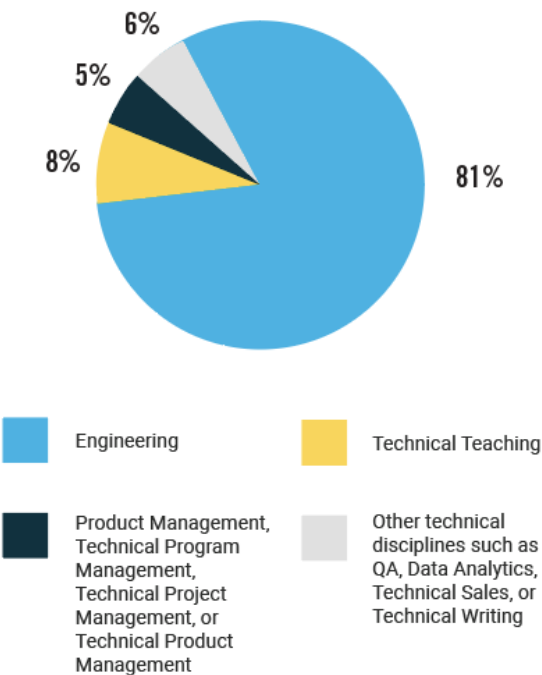
Date

Employment Results
On-Campus & Online

93%

EMPLOYMENT RATE

614 of 660 job-seeking students, for whom job data was available, accepted a job offer within the reporting period

$74,566

AVERAGE STARTING SALARY

for full-time salaried roles

JOB FUNCTION

Of 614 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 614 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

6%
5%
8%
81%

- Engineering
- Technical Teaching
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing

AVERAGE $24/HOUR → 1%
26%
AVERAGE $33/HOUR
73%
AVERAGE $74,566/YEAR

- Full-Time Salaried Role (446)
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (162)
- Part-Time Role (between 20hrs & 30hrs per week) (6)

Employment Results
On-Campus & Online *(Continued)*

TIME TO ACCEPTED JOB

Of 660 job-seeking students for whom data was available, time to offer acceptance was as follows:

42% 〉 **62%** 〉 **80%** 〉 **88%** 〉 **93%**
30 Days   60 Days   120 Days   180 Days   365 Days

EDUCATIONAL BACKGROUND

Of 813 addressable students, highest degree was as follows:

17%
4%
1%
15%
62%

■ Bachelor's Degree   ■ Master's or Doctorate

■ No Data   ■ High School

■ Associate's, vocational, some college (college incomplete)
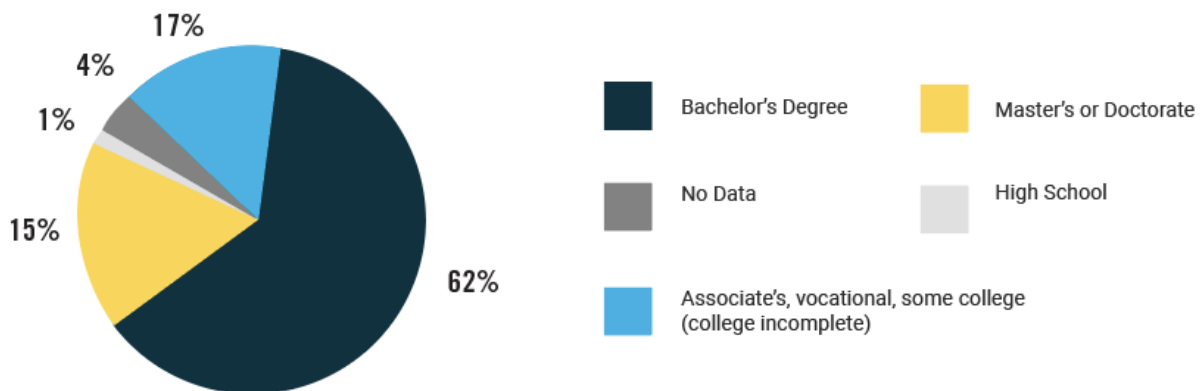
COMPANY SIZE

Of 614 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:
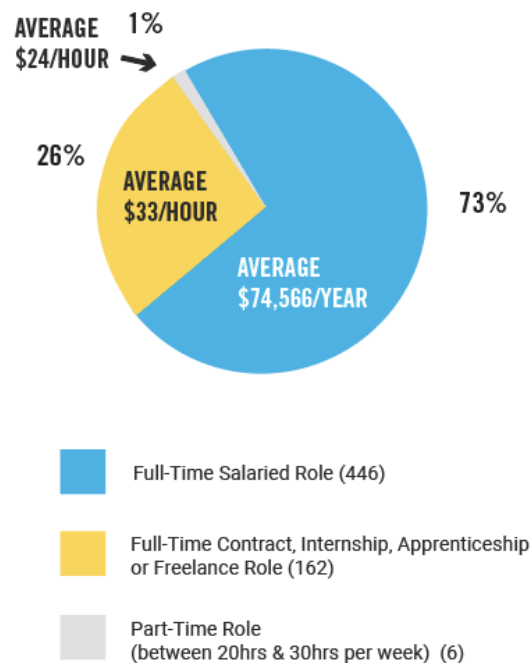
31% accepted jobs at small companies (<50 employees)	**39%** accepted jobs at medium companies (51-500 employees)	**29%** accepted jobs at large companies (501+ employees)

Employment Results
On-Campus & Online *(Continued)*

GENDER BREAKDOWN

Of 813 addressable students, the gender identity breakdown was as follows:

62% MALE

35% FEMALE

1% OTHER

1% Prefer not to say

ACCESSIBILITY

$11,686   AVERAGE TUITION BILL

Of 769 students who graduated from the course and did not receive a full scholarship, the average tuition bill was: $11,686

REGIONAL DISTRIBUTION

Of 769 total graduates of the On-Campus and Online programs, their global regional distribution was as follows:

7%
WEST

5%
MIDWEST

67%
NORTHEAST

5%
SOUTHWEST

11%
SOUTHEAST

5%
UK & OTHER INTERNATIONAL LOCATIONS
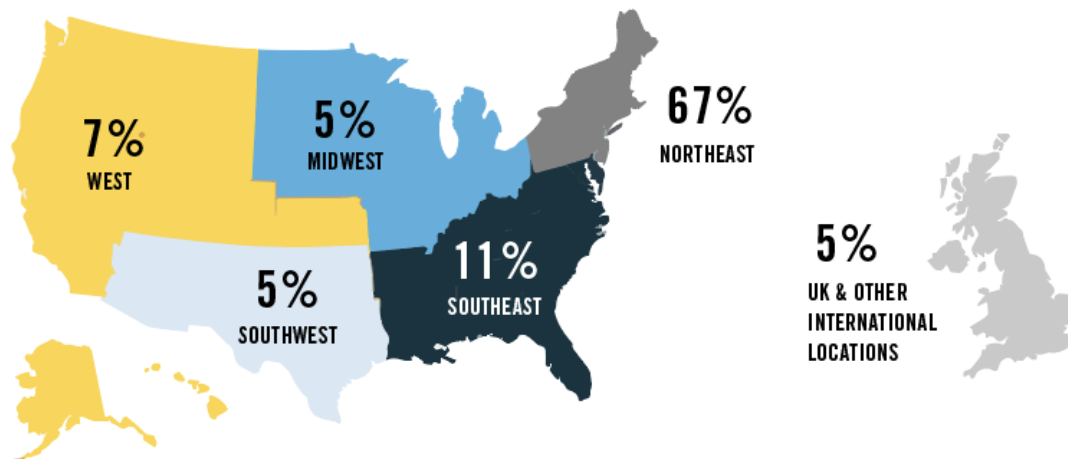
EMPLOYMENT RESULTS

Online Program

93%
EMPLOYMENT RATE

190 of 205 job-seeking students, for whom job data was available, accepted a job offer within the reporting period
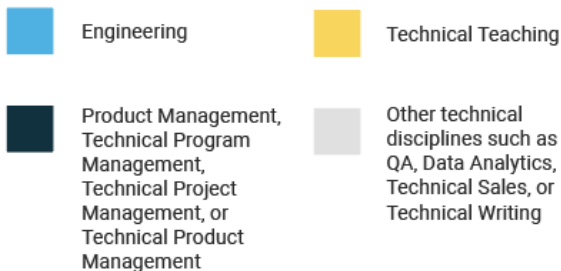
$72,259
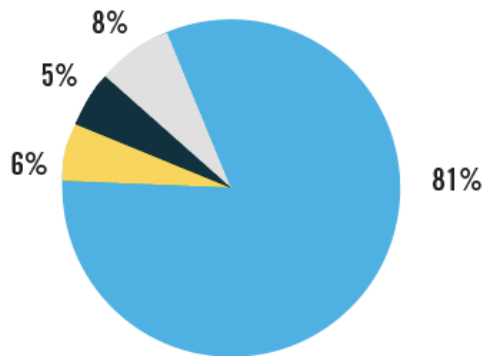### AVERAGE STARTING SALARY

for full-time salaried roles

JOB FUNCTION

Of 190 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 190 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

8%
5%
6%
81%

- **Engineering**
- **Technical Teaching**
- **Product Management, Technical Program Management, Technical Project Management, or Technical Product Management**
- **Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing**

AVERAGE $21/HOUR → 2%
23%
AVERAGE $34/HOUR
75%
AVERAGE $72,259/YEAR

- **Full-Time Salaried Role (143)**
- **Full-Time Contract, Internship, Apprenticeship or Freelance Role (43)**
- **Part-Time Role (between 20hrs & 30hrs per week) (4)**
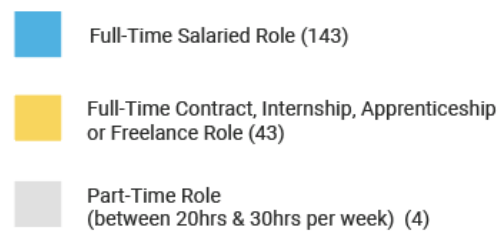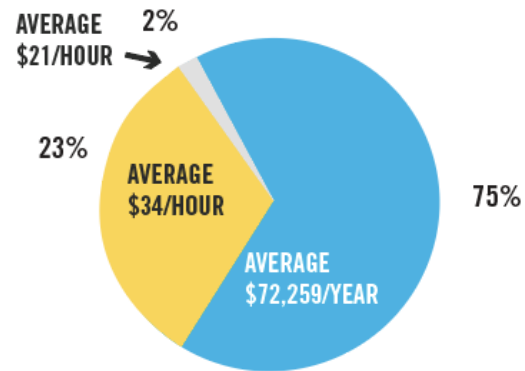
EMPLOYMENT RESULTS

Online Program (continued)

TIME TO ACCEPTED JOB

Of 205 job-seeking students for whom data was available, time to offer acceptance was as follows:

34%	**58%**	**75%**	**85%**	**93%**
30 Days	60 Days	120 Days	180 Days	365 Days

COMPANY SIZE

Of 190 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

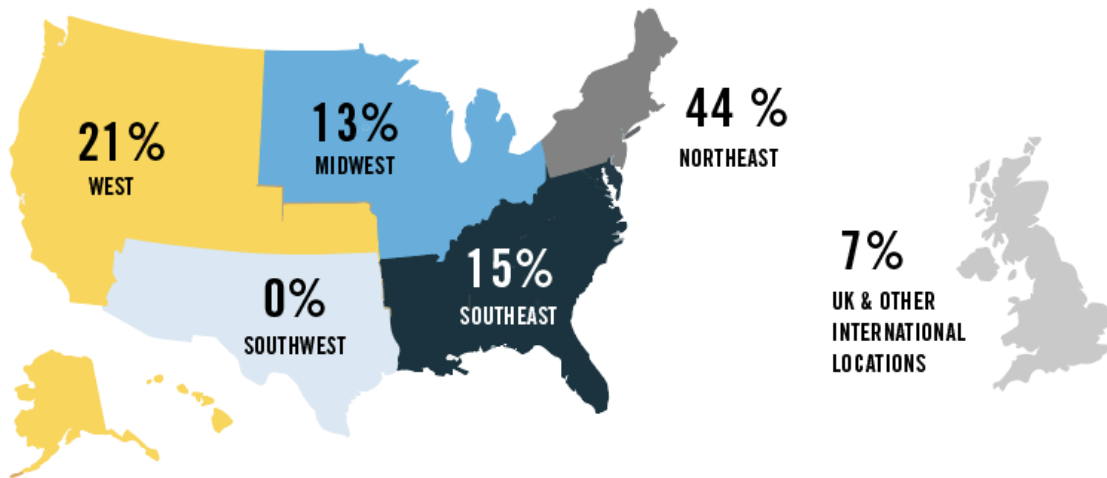| **36%** accepted jobs at small companies (<50 employees)	**37%** accepted jobs at medium companies (51-500 employees)	**27%** accepted jobs at large companies (501+ employees)

EMPLOYMENT RESULTS

Online Programs (continued)

REGIONAL DISTRIBUTION

Of 260 total graduates of the Online program, their global regional distribution was as follows:

21%
WEST

13%
MIDWEST

44 %
NORTHEAST

0%
SOUTHWEST

15%
SOUTHEAST

7%
UK & OTHER INTERNATIONAL LOCATIONS

EMPLOYMENT RESULTS

On-Campus Programs

93%

EMPLOYMENT RATE

424 of 455 job-seeking students, for whom job data was available, accepted a job offer within the reporting period

$75,642

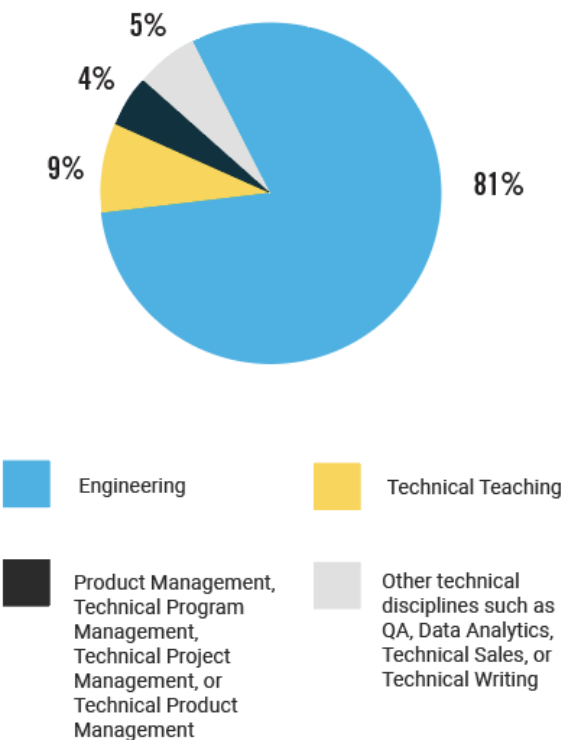### AVERAGE STARTING SALARY

for full-time salaried roles

JOB FUNCTION

Of 424 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 424 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

5%
4%
9%
81%

- Engineering
- Technical Teaching
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing

28% AVERAGE $32/HOUR
71% AVERAGE $75,642/YEAR

- Full-Time Salaried Role (303)
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (119)
- Part-Time Role (between 20hrs & 30hrs per week) (2)

On-Campus Programs (continued)

TIME TO ACCEPTED JOB

Of 455 job-seeking students for whom data was available, time to offer acceptance was as follows:

45%	**64%**	**82%**	**89%**	**93%**
30 Days	60 Days	120 Days	180 Days	365 Days

COMPANY SIZE

Of 424 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

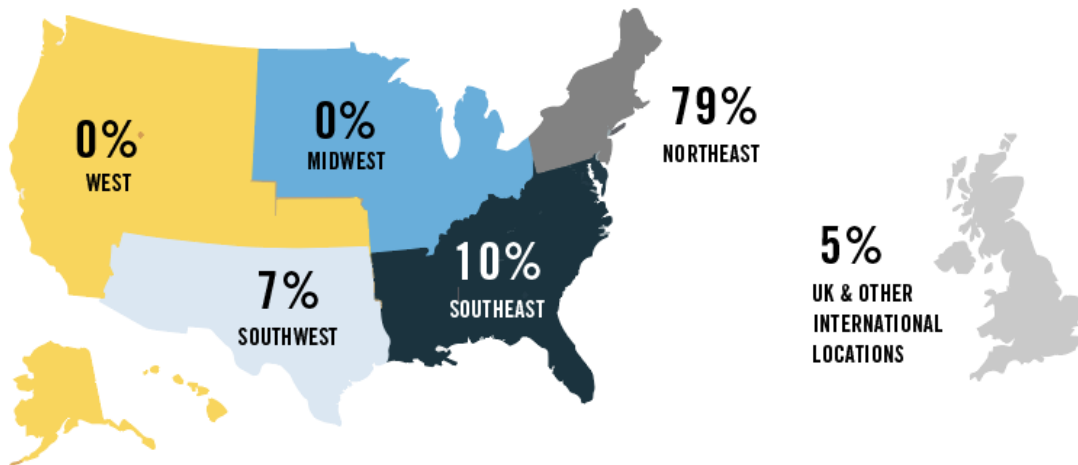| **29%** accepted jobs at small companies (<50 employees)	**40%** accepted jobs at medium companies (51-500 employees)	**31%** accepted jobs at large companies (501+ employees)

On-Campus Programs (continued)

REGIONAL DISTRIBUTION

Of 509 total graduates of all On-Campus programs, their global regional distribution was as follows:

0% WEST

0% MIDWEST

79% NORTHEAST

7% SOUTHWEST

10% SOUTHEAST

5% UK & OTHER INTERNATIONAL LOCATIONS

EMPLOYMENT RESULTS

Manhattan On-Campus Program

94%

EMPLOYMENT RATE

256 of 273 job-seeking students, for whom job data was available, accepted a job offer within the reporting period
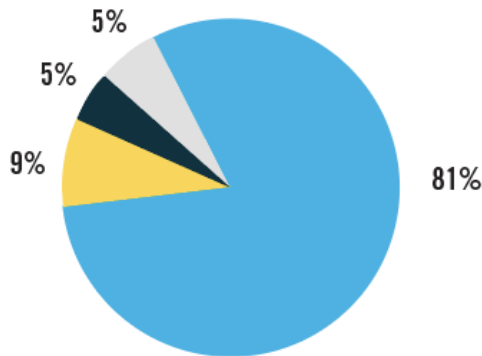
$79,898

AVERAGE STARTING SALARY
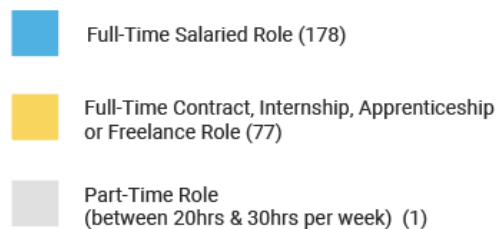
for full-time salaried roles

JOB FUNCTION

Of 256 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 256 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

5%
5%
9%
81%

30%
AVERAGE $32/HOUR
AVERAGE $79,898 /YEAR
70%

- Engineering
- Technical Teaching
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing

- Full-Time Salaried Role (178)
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (77)
- Part-Time Role (between 20hrs & 30hrs per week) (1)

EMPLOYMENT RESULTS

Manhattan On-Campus Program (continued)

TIME TO ACCEPTED JOB

Of 273 job-seeking students for whom data was available, time to offer acceptance was as follows:

40%	**62%**	**80%**	**89%**	**94%**
30 Days	60 Days	120 Days	180 Days	365 Days

COMPANY SIZE

Of 256 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

32% accepted jobs at small companies (<50 employees)	**41%** accepted jobs at medium companies (51-500 employees)	**27%** accepted jobs at arge companies (501+ employees)

EMPLOYMENT RESULTS

Brooklyn On-Campus Program

86%

EMPLOYMENT RATE

69 of 80 job-seeking students, for whom job data was available, accepted a job offer within the reporting period

$78,477

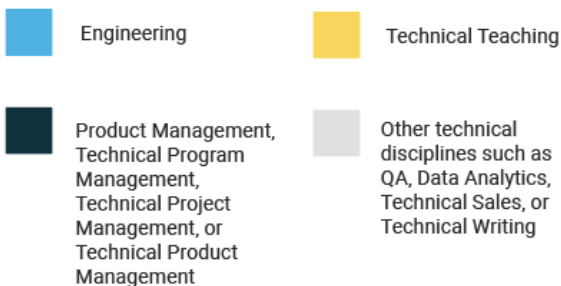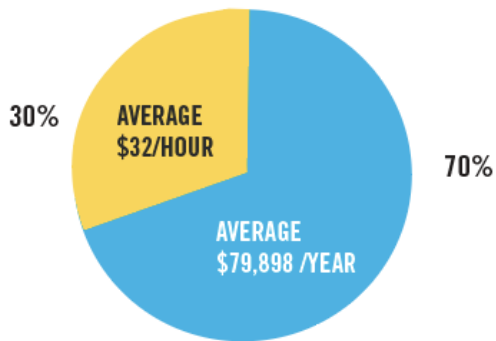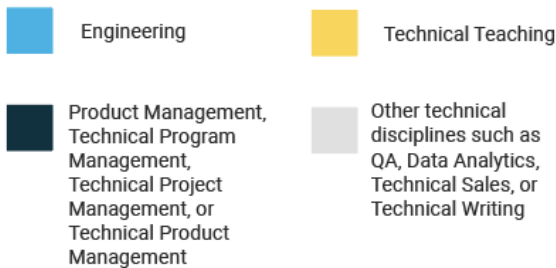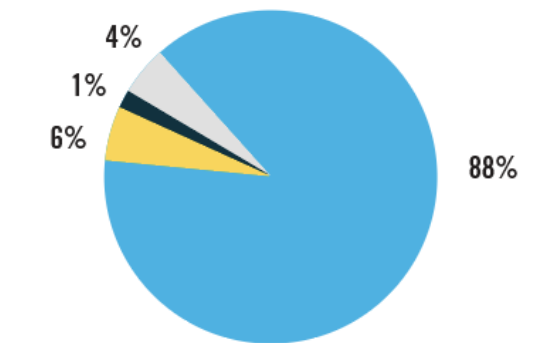### AVERAGE STARTING SALARY

for full-time salaried roles

JOB FUNCTION

Of 69 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 69 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

4%
1%
6%
88%

35%
AVERAGE
$32/HOUR
64%
AVERAGE
$78,477/YEAR
AVERAGE
$20/HOUR
1%

- Engineering
- Technical Teaching
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing

- Full-Time Salaried Role (44)
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (24)
- Part-Time Role (between 20hrs & 30hrs per week) (1)

EMPLOYMENT RESULTS

Brooklyn On-Campus Program (continued)

TIME TO ACCEPTED JOB

Of 80 job-seeking students for whom data was available, time to offer acceptance was as follows:

41% 30 Days 〉 **58%** 60 Days 〉 **80%** 120 Days 〉 **84%** 180 Days 〉 **86%** 365 Days

COMPANY SIZE

Of 69 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

14% accepted jobs at small companies (<50 employees)

36% accepted jobs at medium companies (51-500 employees)

49% accepted jobs at large companies (501+ employees)

EMPLOYMENT RESULTS

Washington, D.C. On-Campus Program

100%

EMPLOYMENT RATE

48 of 48 job-seeking students, for whom job data was available, accepted a job offer within the reporting period

$71,582

AVERAGE STARTING SALARY
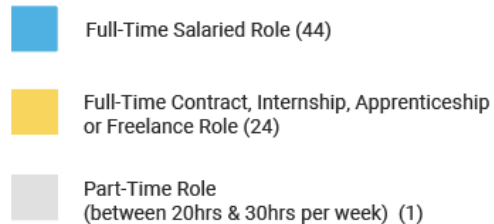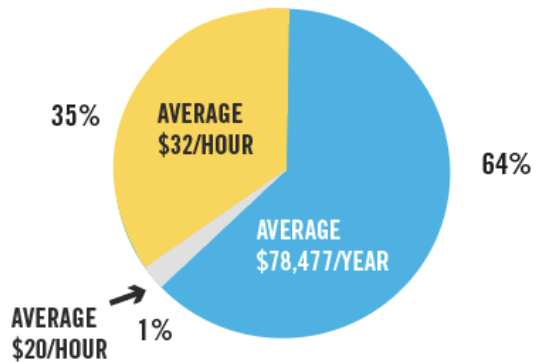
for full-time salaried roles

JOB FUNCTION

Of 48 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 48 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

Job Function pie chart: 81% Engineering, 8% Technical Teaching, 2% Product Management/Technical Program Management, 8% Other technical disciplines

- Engineering
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management
- Technical Teaching
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing

Job Structure pie chart: 83% AVERAGE $71,582/YEAR, 17% AVERAGE $38/HOUR

- Full-Time Salaried Role (40)
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (8)
- Part-Time Role (between 20hrs & 30hrs per week) (0)
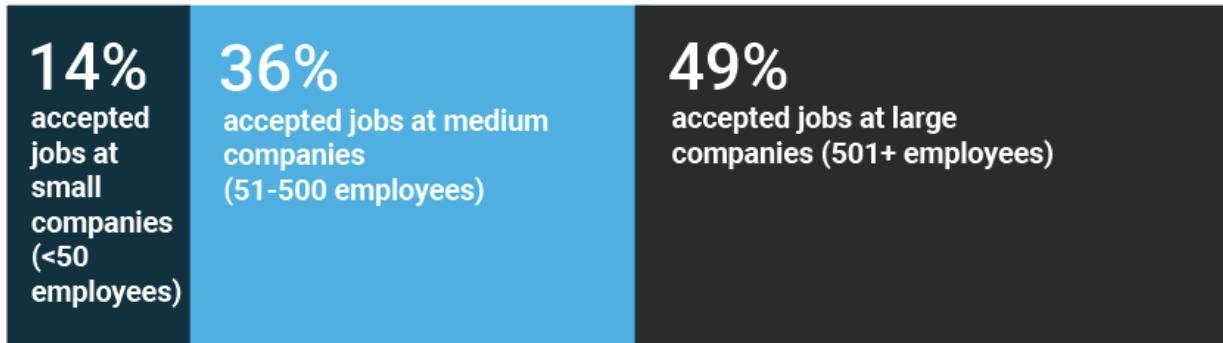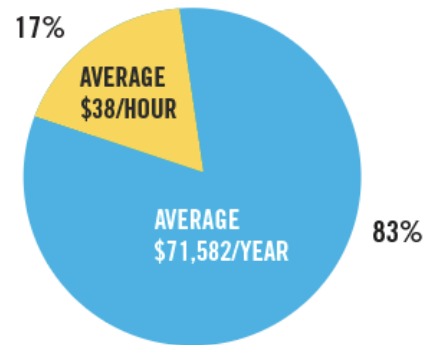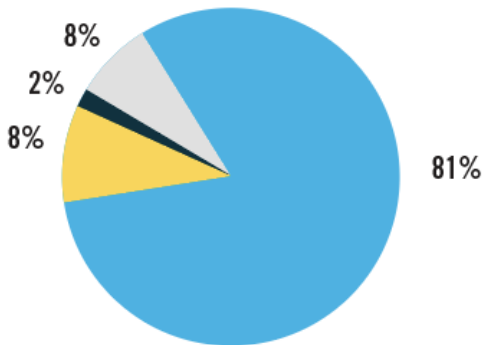
EMPLOYMENT RESULTS

Washington, D.C. On-Campus Program (continued)

TIME TO ACCEPTED JOB

Of 48 job-seeking students for whom data was available, time to offer acceptance was as follows:

48%	**67%**	**88%**	**98%**	**100%**
30 Days	60 Days	120 Days	180 Days	365 Days

COMPANY SIZE

Of 48 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

38%	**42%**	**21%**
accepted jobs at small companies (<50 employees)	accepted jobs at medium companies (51-500 employees)	accepted jobs at large companies (501+ employees)

EMPLOYMENT RESULTS

Houston, TX On-Campus Program

91%

EMPLOYMENT RATE

29 of 32 job-seeking students, for whom job data was available, accepted a job offer within the reporting period
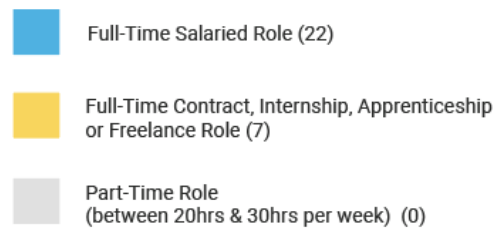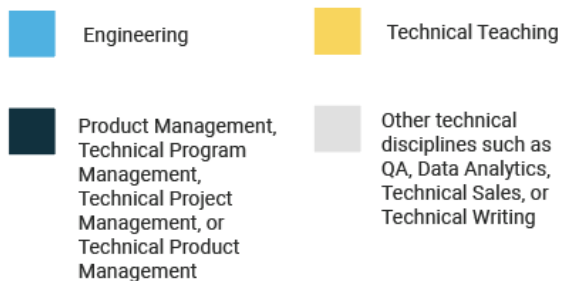
$67,154

AVERAGE STARTING SALARY

for full-time salaried roles

JOB FUNCTION

Of 29 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 29 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

- Engineering — 83%
- Technical Teaching — 10%
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management — 3%
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing — 3%

- Full-Time Salaried Role (22) — 76%
  AVERAGE $67,154/YEAR
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (7) — 24%
  AVERAGE $34/HOUR
- Part-Time Role (between 20hrs & 30hrs per week) (0)

EMPLOYMENT RESULTS

Houston, TX On-Campus Program (continued)

TIME TO ACCEPTED JOB

Of 32 job-seeking students for whom data was available, time to offer acceptance was as follows:

66% 30 Days 〉 **75%** 60 Days 〉 **84%** 120 Days 〉 **91%** 180 Days 〉 **91%** 365 Days

COMPANY SIZE

Of 29 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

17% accepted jobs at small companies (<50 employees)	34% accepted jobs at medium companies (51-500 employees)	48% accepted jobs at large companies (501+ employees)

EMPLOYMENT RESULTS

London, England On-Campus Program

100%

EMPLOYMENT RATE

22 of 22 job-seeking students, for whom job data was available, accepted a job offer within the reporting period

£35,385 ($45,795)
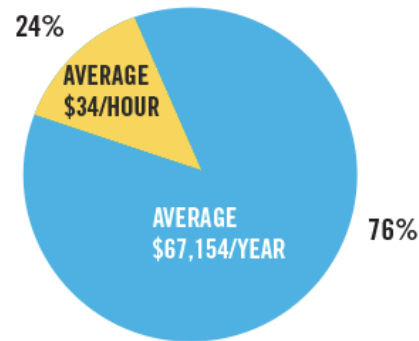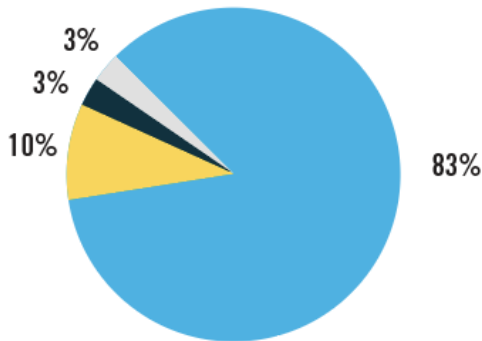
AVERAGE STARTING SALARY

for full-time salaried roles

JOB FUNCTION

Of 22 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 22 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

14%

23%

64%

14%

AVERAGE
£12($15)
/HOUR

AVERAGE
£35,385($45,795)
/YEAR

86%

- Engineering
- Technical Teaching
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing

- Full-Time Salaried Role (19)
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (3)
- Part-Time Role (between 20hrs & 30hrs per week) (0)
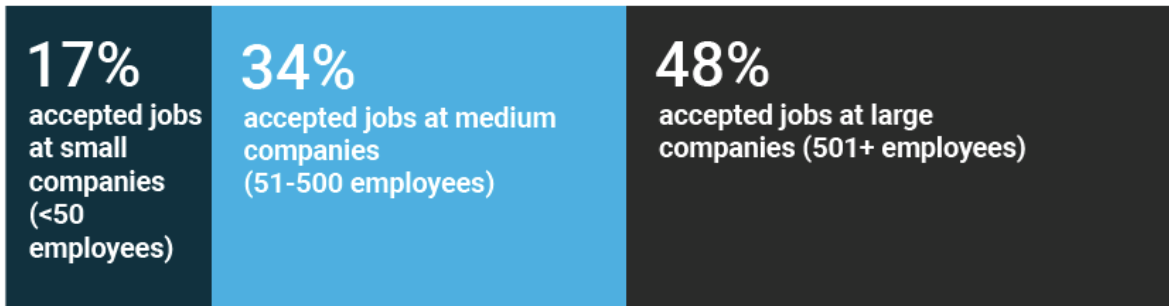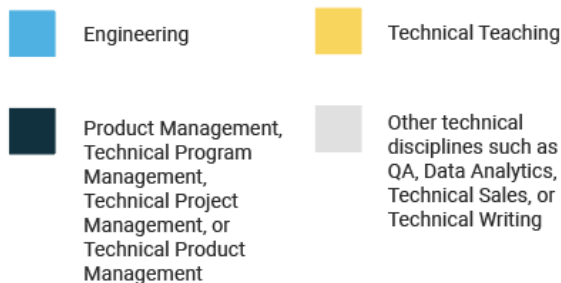
EMPLOYMENT RESULTS

London, England On-Campus Program (continued)

TIME TO ACCEPTED JOB

Of 22 job-seeking students for whom data was available, time to offer acceptance was as follows:

91%	**95%**	**100%**	**100%**	**100%**
30 Days	60 Days	120 Days	180 Days	365 Days

COMPANY SIZE

Of 22 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

41% accepted jobs at small companies (<50 employees)	**41%** accepted jobs at medium companies (51-500 employees)	**18%** accepted jobs at large companies (501+ employees)

EMPLOYMENT RESULTS
Software Engineering Program

93% EMPLOYMENT RATE

605 of 650 job-seeking students, for whom job data was available, accepted a job offer within the reporting period
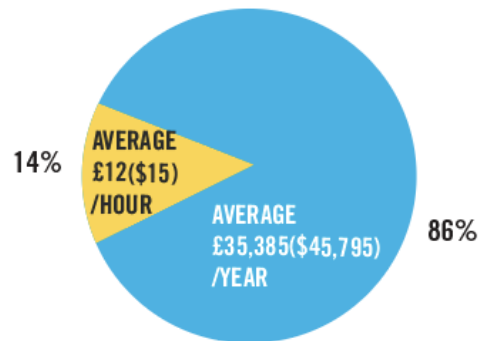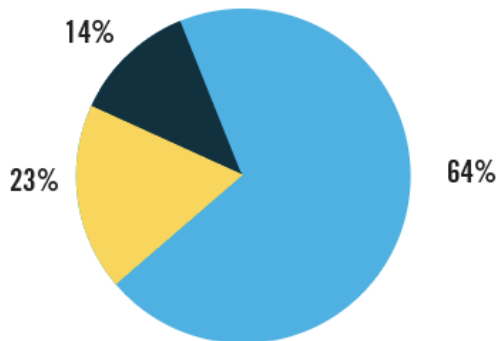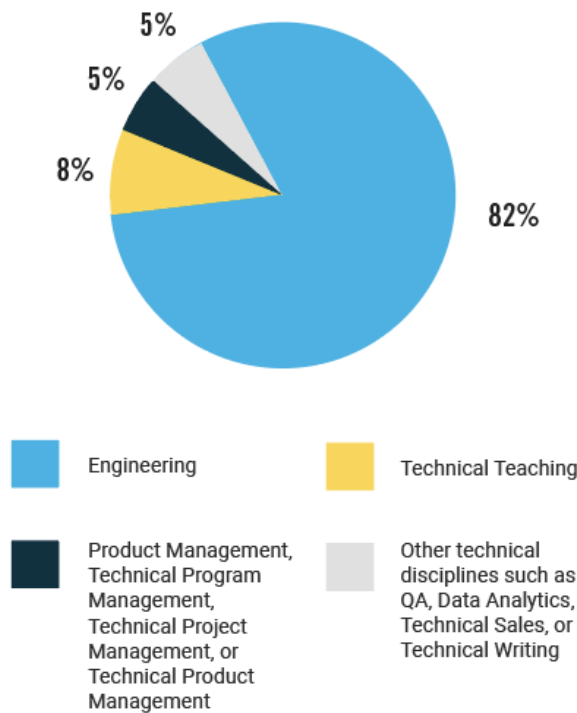
$74,244 AVERAGE STARTING SALARY

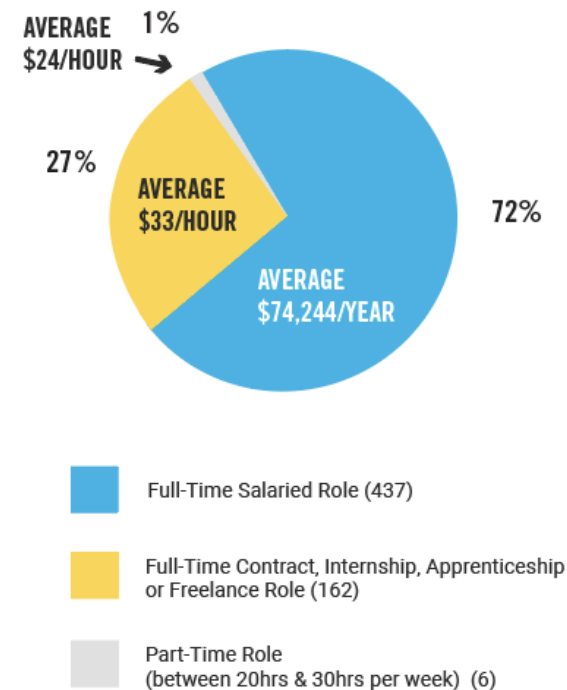for full-time salaried roles

JOB FUNCTION

Of 605 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

JOB STRUCTURE & COMPENSATION RANGES

Of 605 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

- 5%
- 5%
- 8%
- 82%

- Engineering
- Technical Teaching
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing

AVERAGE $24/HOUR → 1%
27% AVERAGE $33/HOUR
72%
AVERAGE $74,244/YEAR

- Full-Time Salaried Role (437)
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (162)
- Part-Time Role (between 20hrs & 30hrs per week) (6)

EMPLOYMENT RESULTS

Software Engineering Program (Continued)

TIME TO ACCEPTED JOB

Of 650 job-seeking students for whom data was available, time to offer acceptance was as follows:

42%	**63%**	**80%**	**88%**	**93%**
30 Days	60 Days	120 Days	180 Days	365 Days

COMPANY SIZE

Of 605 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

32% accepted jobs at small companies (<50 employees)	**39%** accepted jobs at medium companies (51-500 employees)	**30%** accepted jobs at large companies (501+ employees)

EMPLOYMENT RESULTS
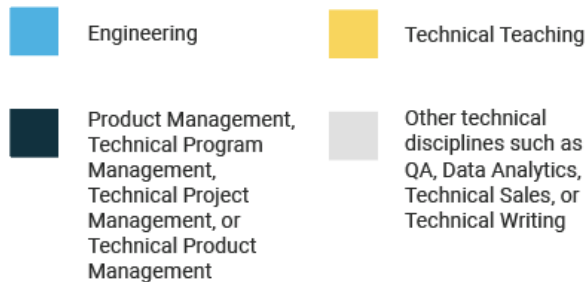
Data Science Program

90% EMPLOYMENT RATE

9 of 10 job-seeking students, for whom job data was available, accepted a job offer within the reporting period

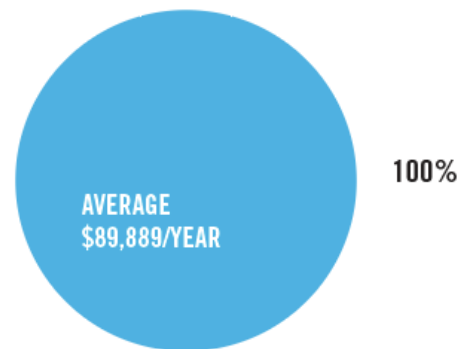## $89,889 AVERAGE STARTING SALARY

for full-time salaried roles

JOB FUNCTION

Of 9 job-seeking students who accepted job offers within the reporting period and for whom job data was available, job functions were as follows:

22% 78%

- Engineering
- Technical Teaching
- Product Management, Technical Program Management, Technical Project Management, or Technical Product Management
- Other technical disciplines such as QA, Data Analytics, Technical Sales, or Technical Writing

JOB STRUCTURE & COMPENSATION RANGES

Of 9 job-seeking students who accepted job offers within the reporting period and, for whom job data was available, job structure and compensation was as follows:

AVERAGE
$89,889/YEAR 100%

- Full-Time Salaried Role (9)
- Full-Time Contract, Internship, Apprenticeship or Freelance Role (0)
- Part-Time Role (between 20hrs & 30hrs per week) (0)

EMPLOYMENT RESULTS

Data Science Program (Continued)

TIME TO ACCEPTED JOB

Of 10 job-seeking students for whom data was available, time to offer acceptance was as follows:

40% > **40%** > **60%** > **80%** > **90%**
30 Days | 60 Days | 120 Days | 180 Days | 365 Days

COMPANY SIZE

Of 9 job-seeking students who accepted offers within the reporting period and for whom company size data was available, company size was as follows:

22%
accepted jobs at small companies (<50 employees)

67%
accepted jobs at medium companies (51-500 employees)

11%
accepted jobs at large companies (501+ employees)