Flatiron School
2021 Jobs Report

Our mission is to enable the pursuit of a better life through education. Since 2012, Flatiron School has helped students achieve that goal by preparing them for careers in tech. Over 7,000 students have trusted us with their futures – a responsibility we do not take lightly.

Back in 2014, we released our first independently-examined jobs report, pioneering the concept of jobs reporting in the bootcamp industry and setting a standard of transparency in educational results. As we have grown – and pushed to expand access to our programs through our fellowships, scholarships, and geographic expansion – we have remained as committed as ever to these strict standards, releasing examined annual jobs reports concerning graduates of our career-focused programs.

This report covers 3,726 students across our On-Campus and Online programs, marking the largest Jobs Report in our nine-year history. 2,214 of these students were job-seeking graduates — their job search journey is covered in this report. These students, all of whom graduated in 2020, had their searches impacted by the COVID-19 pandemic-induced economy.

We couldn’t be more proud to see the drive and perseverance displayed by our graduates.

Celebrating Perseverance Amidst COVID-19

The impact of the COVID-19 pandemic on the world, the economy, and the workforce is undeniable. The students in this report graduated from Flatiron School in the midst of an unemployment crisis. The resilience displayed by our students is nothing short of extraordinary, and the data shared in this report cannot possibly capture the grit, drive, and determination of our 2020 class.

According to the Bureau of Labor Statistics (BLS), unemployment rates reached a record high of 13%, impacting 20.6 million people during quarter two of 2020\(^1\) at the onset of the pandemic. By quarter four, the number of unemployed people remained high, at 10.8 million, almost double the previous year’s rate.\(^1\)

Despite all of this, the outlook for tech careers remains strong — tech-related jobs are projected to have increased long-term demand, partly because of increased need for remote computing infrastructure and IT security.\(^2\) Top roles, such as web developer and digital designers, are projected to grow 13% over the next decade, which is faster than average for all jobs\(^3\).

While it’s true that these students embarked on education to a new career path during a nationwide unemployment crisis, with longer job searches, hiring freezes, and delayed start dates as companies quickly adjusted their strategies amidst uncertainty, they have taken control of their futures by choosing to pursue a career in tech. In this report, we have included new breakdowns of data to illustrate the impact COVID-19 had on our graduates’ job searches.

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Changes in Flatiron School’s Offerings and Reporting Methodology since the 2020 Jobs Report

In 2020 Flatiron School, like other schools, adjusted quickly to best serve our students. In 2020, our graduate population grew by over 150%. Additionally, we added a new discipline - Cybersecurity to our course offerings. We also celebrated our first graduates from our new campuses. These changes, along with updates to our reporting methodology are highlighted below.

Campus Programs
2020 marked the first graduates from our Colorado Springs and San Francisco campuses. When broken down by discipline, some of our campuses had very small graduate populations during the reporting period. As such, while the job outcomes data of graduates from all campuses will be included within the aggregate overall data set, individual campus breakdowns by discipline for campuses with small population sizes will not be provided to protect each student’s privacy. Individual campus breakdowns that have been excluded will be noted in the footnotes section and tables.

Disciplines
In 2019, Flatiron School announced that it had acquired SecureSet Academy, a leading provider of Cybersecurity education. As such, in 2020, Flatiron School was proud to offer Cybersecurity Engineering and Cybersecurity Analytics at various campus locations and online. For the purposes of this report, outcomes for graduates of the Cybersecurity Engineering, and Cybersecurity Analytics programs, as well as graduates of SecureSet Academy’s legacy cybersecurity programs entitled HUNT Analyst and CORE Program, will be combined under the discipline title “Cybersecurity.” A portion of the cybersecurity graduates included in this report originally enrolled in SecureSet Academy programs prior to the acquisition and graduated after the acquisition. A breakdown of this population will be noted in the footnotes section.

Changes to Reporting Methodology
For the 2021 Jobs Report, we have revised three of our reporting policies. The first pertains to students who decided to job seek independently at a pace that was best for them (without the direct support of our Career Services team for the full duration of their search) and who later reported that they accepted a qualifying job offer. In previous years, graduates who have opted out of job seeking with a Flatiron School Career Coach or who become unresponsive as defined within our footnotes have been categorized as “Not job seeking,” irrespective of their ultimate placement outcome.

After careful consideration, we have determined that excluding graduates who accepted qualifying job offers independently, as defined within our footnotes, from this report did not reflect the career-changing education at Flatiron School which enabled them to advance into roles in their field of study.

The second policy pertains to students who accepted qualifying job offers as defined in this report in countries outside of the US and UK. In previous years, graduates who have accepted international roles have been categorized as “Not job-seeking” due to geography irrespective of the qualifying factors of their role.

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4 Colorado Springs is a SecureSet Academy campus.
As such, we have decided to include graduates who accept international qualifying job offers, as defined within our footnotes in this report. This more accurately reflects the evolving work environment, which has become increasingly international and remote.

The third change in reporting methodology is an update to our definition of “reporting period.” In previous years the reporting period has been defined as starting with each individual’s Job Search Cycle, as defined within our footnotes, and ending 365 days after that point. To simplify, the reporting period is now defined as starting on January 1, 2020 and ending the date our data is submitted to the third-party auditor for review. This means all statistics will include qualifying jobs that were accepted after 365 days of job-seeking. As in previous years, time to placement will be reported.

Ultimately, we believe that these adjustments to our reporting methodology more accurately reflect the outcomes and varying job search timelines that were necessary, especially amidst the pandemic, as well as the increasingly remote work environment brought about by the pandemic.
2021 Jobs Report

On-Campus and Online Outcomes | January 2020 to December 2020
Independent Accountants’ Report

To the Management of
Flatiron School

We have examined management’s assertions that the accompanying Flatiron School 2021 Jobs Report (the Report) for the period from January 1, 2020 through December 31, 2020, 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 assertions that the accompanying Report for the period from January 1, 2020 through December 31, 2020, is presented in accordance with the criteria set forth in the Management Statement Regarding Assertions Related to Flatiron School’s Program Results and Completions, is fairly stated, in all material respects.

Signature

Baker Tilly US, LLP
Tewksbury, Massachusetts
June 7, 2022
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 2021 Jobs Report (the “Report”) for students who were scheduled to complete or graduated from an On-Campus or Online program between January 1, 2020, and December 31, 2020. Management’s assertions are included within the results of the Report and are based on the criteria as defined.

The Report is intended to provide readers with information about aggregate historical employment statistics and metrics for students who were scheduled to complete or graduated from an On-Campus or Online program between January 1, 2020, and December 31, 2020. We confirm, to the best of our knowledge and belief, the following assertions:

Addressable Population

1. The addressable population in this report is a total of 3,726 students across our On-Campus (2,381) and Online (1,345) programs.

   The 2,381 On-Campus student population includes 2,113 graduates and 268 students who were scheduled to graduate in 2020 but did not graduate from the On-Campus program. In addition, there were 21 students who transferred from the On-Campus program to the Online program and graduated by December 31, 2020. In total there were 2,402 students who were scheduled to complete an On-Campus program between January 1, 2020 and December 31, 2020. Results of the 21 students who transferred to the Online program are included in the Online graduate population accordingly.

   The 1,345 Online student population includes 969 graduates from an Online Full-Time, Part-Time, or Self-Paced program and 376 students who were scheduled to graduate from an Online Full-Time or Part-Time structured program in 2020 but did not graduate from the Online program. In addition, there was 1 student who transferred from the Online program to the On-Campus program and graduated by December 31, 2020. In total there were 1,346 students who were scheduled to complete or completed an Online program between January 1, 2020 and December 31, 2020. Of those 1,346 students, 1,133 were scheduled to complete a Full-Time or Part-Time structured program and 213 completed a Self-Paced unstructured program. Results of the 1 student who transferred to the On-Campus program are included in the On-Campus graduate population accordingly.

2. Women represent 26% (966) of students in this Report. Men represent 51% (1,909) of students in this Report. 1% of students (40) identified as Gender Nonconforming, Transgender, Non-Binary, or Other. 22% (811) of students either preferred not to answer or no data was collected.

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5 This report does not replace any state-required reporting using state-specific data.
6 Per management’s criteria, the addressable population is defined as all students who graduated or were scheduled to graduate from our consumer programs in calendar year 2020 and excludes individuals who participated in programs through their employer or other enterprise programs, as well as students who withdrew or canceled their enrollment in Full-Time Online Software Engineering and Part-Time Online Software Engineering during a pilot of a 14-day trial period known as “First Mile.”
7 Percentages throughout this report may not total 100 due to rounding.
3. Of 3,726 addressable students, their highest degrees earned prior to commencement of a Flatiron School program were as follows:

   a. 9% (353) had completed a Master’s, Professional, or Doctoral degree
   b. 26% (975) had completed a Bachelor’s degree
   c. 10% (372) had completed an Associate’s degree, technical or vocational training, or some college credit without earning a degree
   d. 2% (87) had completed a high school diploma and no college credit
   e. 0% (2) had not acquired a high school diploma
   f. Data was not available for 1,937 students (52%) in the addressable population

4. Of the 2,402 students who were scheduled to complete an On-Campus program between January 1, 2020 and December 31, 2020, 2,113 (88%) graduated from an On-Campus program and 289 (12%) did not graduate from an On-Campus program.

   a. Of the 289 students who were scheduled to complete an On-Campus program in 2020 and did not graduate from an On-Campus program:
      
      i. 48 transferred to an Online program and had not graduated as of December 31, 2020
      ii. 21 transferred to an Online program, graduated by December 31, 2020, and are included in the Online numbers
      iii. 220 withdrew from Flatiron School

Of the 1,133 students who were scheduled to complete an Online Full-Time or Part-Time structured program between January 1, 2020 and December 31, 2020, 756 (67%) graduated from an Online Full-Time or Part-Time structured program, and 377 (33%) did not graduate from an Online structured program.

   b. Of the 377 students who were scheduled to complete a structured Online program in 2020 and did not graduate from a structured Online program,
      
      i. 1 transferred to an On-Campus program and had not graduated as of December 31, 2020
      ii. 1 transferred to an On-Campus program and graduated by December 31, 2020
      iii. 375 withdrew from Flatiron School

Of 1,346 online students included in this report, 213 were enrolled in and graduated from our Self-Paced software engineering and data science programs, which have 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 3,082 graduates included in this Report, breakdown by format is as follows:

   a. 69% (2,113) graduated from an On-Campus program. Breakdown by campus location for these graduates is as follows:

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>Total Campus Graduates (2,113)</th>
<th>Percentage of Total Graduates (3,082)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (New York City)</td>
<td>587</td>
<td>19%</td>
</tr>
<tr>
<td>Brooklyn Campus (New York City)</td>
<td>235</td>
<td>8%</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>165</td>
<td>5%</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>22</td>
<td>1%</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>186</td>
<td>6%</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>106</td>
<td>3%</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>103</td>
<td>3%</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>173</td>
<td>6%</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>75</td>
<td>2%</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>168</td>
<td>5%</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>84</td>
<td>3%</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>209</td>
<td>7%</td>
</tr>
</tbody>
</table>

   The graduate populations for Denver, CO and Colorado Springs, CO campuses includes students who originally enrolled in SecureSet Academy. These students graduated after Flatiron School’s acquisition of SecureSet Academy. Denver, CO had 22 SecureSet Academy students and Colorado Springs, CO had 75, totaling 97 SecureSet Academy graduates.

   b. 31% (969) graduated from an Online program. Breakdown by pacing for these graduates is as follows:

<table>
<thead>
<tr>
<th>Program Pacing</th>
<th>Total Online Graduates (969)</th>
<th>Percentage of Total Graduates (3,082)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online Full-Time Structured</td>
<td>415</td>
<td>13%</td>
</tr>
<tr>
<td>Online Part-Time Structured</td>
<td>341</td>
<td>11%</td>
</tr>
<tr>
<td>Online Self-Paced</td>
<td>213</td>
<td>7%</td>
</tr>
</tbody>
</table>

8 The graduate populations for Denver, CO and Colorado Springs, CO campuses includes students who originally enrolled in SecureSet Academy. These students graduated after Flatiron School’s acquisition of SecureSet Academy. Denver, CO had 22 SecureSet Academy students and Colorado Springs, CO had 75, totaling 97 SecureSet Academy graduates.

9 Denver, CO figures includes results for Flatiron School’s Denver Campus and SecureSet Academy’s Denver Campus combined
Of 3,082 graduates included in this Report, breakdown by discipline is as follows:

c. 59% (1,822) graduated from a Software Engineering program

d. 16% (501) graduated from a Data Science program

e. 18% (550) graduated from a UX/UI Design program

f. 7% (209) graduated from a Cybersecurity program

6. Of 3,082 graduates from the On-Campus and Online programs, their regional distribution was as follows:

<table>
<thead>
<tr>
<th>Region</th>
<th>All Programs</th>
<th>On-Campus Program (2,113)</th>
<th>Online Programs (969)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast, US</td>
<td>36% (1,112)</td>
<td>39% (821)</td>
<td>30% (291)</td>
</tr>
<tr>
<td>Southeast, US</td>
<td>13% (397)</td>
<td>9% (188)</td>
<td>22% (209)</td>
</tr>
<tr>
<td>Southwest, US</td>
<td>11% (325)</td>
<td>10% (209)</td>
<td>12% (116)</td>
</tr>
<tr>
<td>Midwest, US</td>
<td>8% (253)</td>
<td>9% (184)</td>
<td>7% (69)</td>
</tr>
<tr>
<td>West, US</td>
<td>24% (730)</td>
<td>24% (502)</td>
<td>24% (228)</td>
</tr>
<tr>
<td>United Kingdom &amp; Countries outside US</td>
<td>9% (265)</td>
<td>10% (209)</td>
<td>6% (56)</td>
</tr>
</tbody>
</table>

7. Of the 3,082 graduates included in this report, the average tuition bill, excluding students who received full scholarships and students who enrolled in a regional pilot data science program, was $14,461.

a. Of the 3,082 graduates included in this report, 3% (81) paid $0 in tuition and attended Flatiron School on full scholarships or their tuition was fully paid by their employer.

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10 Per management’s criteria, the 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
Employment Results

8. Of 3,082 students who graduated from an On-Campus or Online program,
   a. 2,214 students (72%) had completed a Job Search Cycle\textsuperscript{11}

   i. 1,547 students who completed a Job Search Cycle were graduates from an On-
   Campus program. The campus location breakdown is as follows:

<table>
<thead>
<tr>
<th>Campus</th>
<th>Graduates who completed a Job Search Cycle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>443</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>188</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>130</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>15</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>128</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>77</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>73</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>125</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>45</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>106</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>61</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>156</td>
</tr>
</tbody>
</table>

\textsuperscript{11} Per management’s criteria, 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 hours per week but less than 30 hours per week) within a 180-day period, and choosing to stop job-seeking, or
- pausing their job search or ending engagement with career coaching, and later reporting acceptance of a qualifying full-time or part-time offer (as defined above) within the reporting period.
ii. 667 students who completed a Job Search Cycle were graduates from the Online program. The breakdown by pacing is as follows:

<table>
<thead>
<tr>
<th>Program Pacing</th>
<th>Graduates who completed a Job Search Cycle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online Full-Time Structured</td>
<td>286</td>
</tr>
<tr>
<td>Online Part-Time Structured</td>
<td>237</td>
</tr>
<tr>
<td>Online Self-Paced</td>
<td>144</td>
</tr>
</tbody>
</table>

iii. Of the 2,214 students who completed a Job Search Cycle, 1,308 identified as Male, 718 identified as Female, and 29 identified as Gender Nonconforming, Transgender, Non-Binary, or other. 159 chose not to disclose their gender identity or there was no data available.

b. 868 graduates (28%) were defined as not job-seeking

i. Of the 868 students who were defined as not job-seeking, 19 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus and did not report accepting a qualifying job offer in a country outside of the US or UK, 30 chose to pursue further education programs, such as Bachelor’s or Master’s degrees, 22 chose to pursue non-qualifying roles and opted out of career services, 19 chose to pursue entrepreneurship, 3 chose to pursue freelance roles, 98 accepted non-qualifying roles before completing a Job Search Cycle and chose to stop job-seeking, 68 were not job-seeking for personal reasons, 195 opted out from receiving career services support, 316 were unresponsive to outreach from our Career Services team\(^\text{12}\), 96 were not eligible for Career Services support due to a failure to declare a Job Search Start Date within their contractual deadline post-graduation\(^\text{13}\), and 2 were not eligible for Career Services support due to a Code of Conduct violation or delinquent tuition.

1. 566 students who were defined as not job-seeking were graduates from an On-Campus program. The campus location breakdown is as follows:

<table>
<thead>
<tr>
<th>Campus</th>
<th>Graduates who were defined as not job-seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>144</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>47</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>35</td>
</tr>
</tbody>
</table>

\(^\text{12}\) Per management’s criteria, to be considered unresponsive for the purposes of this Report is defined as 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 within 48 hours, they will be considered not job-seeking due to unresponsiveness.

\(^\text{13}\) Per management’s criteria, students have a deadline to declare a Job Search Start Date specified in the Career Services Commitment acknowledged by the student at time of enrollment. This deadline is 60 or 90 days after graduation from the program. Students who graduated between 1/1/20 and 5/31/20 had a deadline of 120 days as an extension due to COVID-19. Students who fail to declare their Job Search Start Date by this deadline are not eligible for Career Services support per Flatiron School policy, as detailed in our Catalog.
2. 302 students who were defined as not job-seeking were graduates from the Online program. The breakdown by pacing is as follows:

<table>
<thead>
<tr>
<th>Program Pacing</th>
<th>Graduates who were defined as not job-seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online Full-Time Structured</td>
<td>129</td>
</tr>
<tr>
<td>Online Part-Time Structured</td>
<td>104</td>
</tr>
<tr>
<td>Online Self-Paced</td>
<td>69</td>
</tr>
</tbody>
</table>

ii. Of the 868 students who were defined as not job-seeking, 411 identified as Male, 182 identified as Female, and 6 identified as Gender Nonconforming, Transgender, Non-Binary, or other. 269 chose not to disclose their gender identity or there was no data available.

Of 3,082 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.

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>Graduates</th>
<th>Graduates who completed a Job Search Cycle</th>
<th>Graduates who were defined as Not Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, Total</td>
<td>2213</td>
<td>73% (1,547)</td>
<td>27% (566)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>587</td>
<td>75% (443)</td>
<td>25% (144)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>235</td>
<td>80% (188)</td>
<td>20% (47)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>165</td>
<td>79% (130)</td>
<td>21% (35)</td>
</tr>
</tbody>
</table>
Of 2,214 graduates who completed a Job Search Cycle, 1,860 (84%) accepted a job offer within the reporting period, 6 (0%) did not disclose their employment data, and 348 (16%) had not accepted a job as of the compiling of this report.

a. Of 1,308 graduates who completed a Job Search Cycle and identified as Male, 1,116 (85%) accepted a job offer within the reporting period, 2 (0%) did not disclose their employment data, and 190 (15%) had not accepted a job as of the compiling of this report.

b. Of 718 graduates who completed a Job Search Cycle and identified as Female, 620 (86%) accepted a job offer within the reporting period, 3 (0%) did not disclose their employment data, and 95 (13%) had not accepted a job as of the compiling of this report.

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14 Per management’s criteria, and 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 or later extended to be a total of at least three months long in duration.
- related to the student’s Flatiron School field of study

15 Per management’s criteria, and for the purposes of this Report, the reporting period is defined as the period from January 1, 2020 through the date of outcomes data submission to our third-party auditors, at which point the outcomes data is locked. For the 2021 Jobs Report outcomes data was submitted on January 4, 2022.

16 The employment data collected and included in this report is provided by the student. Documentation includes but is not limited to, surveys, offer letters, coach records, and student-provided LinkedIn profiles. In cases where LinkedIn data was used, only jobs that were listed as having over 3 months duration, and listed as “full-time” were included in this report. Positions reported as “Full-time” on LinkedIn were determined to meet the definition of a job for the purposes of this report, since a “Full-Time” role is considered to be over 20-hours per week and paid.
c. Of 29 graduates who completed a Job Search Cycle and identified as Gender Nonconforming, Transgender, Non-Binary, or other, 22 (76%) accepted a job offer within the reporting period, 0 (0%) did not disclose their employment data, and 7 (24%) had not accepted a job as of the compiling of this report.

d. Of 159 graduates who completed a Job Search Cycle and did not disclose their gender identity, 102 (64%) accepted a job offer within the reporting period, 1 (1%) did not disclose their employment data, and 56 (34%) had not accepted a job as of the compiling of this report.

Of 2,214 graduates who completed a Job Search Cycle, the available employment results data is outlined in the table on the following page by format and campus location.

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>Graduates who completed a Job Search Cycle</th>
<th>Graduates Who Accepted a Job Offer Within the Reporting Period</th>
<th>Graduates Who Did Not Disclose Employment Data</th>
<th>Graduates Who Did Not Accept a Job Offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, Total</td>
<td>1,547</td>
<td>85% (1,321)</td>
<td>0% (3)</td>
<td>14% (223)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>443</td>
<td>82% (365)</td>
<td>0% (1)</td>
<td>17% (77)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>188</td>
<td>77% (145)</td>
<td>0% (0)</td>
<td>23% (43)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>130</td>
<td>90% (117)</td>
<td>0% (0)</td>
<td>10% (13)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>15</td>
<td>100% (15)</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>128</td>
<td>88% (113)</td>
<td>1% (1)</td>
<td>11% (14)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>77</td>
<td>86% (66)</td>
<td>0% (0)</td>
<td>14% (11)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>73</td>
<td>92% (67)</td>
<td>0% (0)</td>
<td>8% (6)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>125</td>
<td>90% (112)</td>
<td>0% (0)</td>
<td>10% (13)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>45</td>
<td>98% (44)</td>
<td>0% (0)</td>
<td>2% (1)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>106</td>
<td>90% (95)</td>
<td>0% (0)</td>
<td>10% (11)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>61</td>
<td>69% (42)</td>
<td>0% (0)</td>
<td>31% (19)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>156</td>
<td>90% (140)</td>
<td>1% (1)</td>
<td>10% (15)</td>
</tr>
<tr>
<td>Online, Total</td>
<td>667</td>
<td>81% (539)</td>
<td>0% (3)</td>
<td>19% (125)</td>
</tr>
<tr>
<td>Online, Full-Time</td>
<td>286</td>
<td>81% (233)</td>
<td>1% (2)</td>
<td>18% (51)</td>
</tr>
<tr>
<td>Online, Part-Time</td>
<td>237</td>
<td>78% (185)</td>
<td>0% (1)</td>
<td>22% (51)</td>
</tr>
<tr>
<td>Online, Self-Paced</td>
<td>144</td>
<td>84% (121)</td>
<td>0% (0)</td>
<td>16% (23)</td>
</tr>
</tbody>
</table>
10. Of 2,214 graduates who completed a Job Search Cycle, time to employment was as follows:\n\n- 20% (432) had accepted a job within 30 days
- 32% (707) had accepted a job within 60 days
- 52% (1,146) had accepted a job within 120 days
- 64% (1,422) had accepted a job within 180 days
- 81% (1,799) had accepted a job within 365 days
- 84% (1,860) accepted a job within the reporting period

Of 2,214 graduates who completed a Job Search Cycle, 1,860 accepted job offers within the reporting period. Of the 1,860 who accepted job offers within the reporting period, time to employment is outlined on the table below by format and campus location.

<table>
<thead>
<tr>
<th>On-Campus, Total</th>
<th>Graduates who completed a Job Search Cycle</th>
<th>Accepted a Job within 30 days</th>
<th>Accepted a Job within 60 days</th>
<th>Accepted a Job within 120 days</th>
<th>Accepted a Job within 180 days</th>
<th>Accepted a Job within the reporting period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>443</td>
<td>13% (57)</td>
<td>24% (107)</td>
<td>44% (197)</td>
<td>60% (268)</td>
<td>82% (365)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>188</td>
<td>9% (16)</td>
<td>14% (27)</td>
<td>36% (67)</td>
<td>46% (86)</td>
<td>77% (145)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>130</td>
<td>23% (30)</td>
<td>39% (51)</td>
<td>64% (83)</td>
<td>78% (101)</td>
<td>90% (117)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>15</td>
<td>40% (6)</td>
<td>60% (9)</td>
<td>87% (13)</td>
<td>100% (15)</td>
<td>100% (15)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>128</td>
<td>23% (30)</td>
<td>36% (46)</td>
<td>57% (73)</td>
<td>68% (87)</td>
<td>88% (113)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>77</td>
<td>18% (14)</td>
<td>32% (25)</td>
<td>48% (37)</td>
<td>65% (50)</td>
<td>86% (66)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>73</td>
<td>29% (21)</td>
<td>42% (31)</td>
<td>66% (48)</td>
<td>75% (55)</td>
<td>92% (67)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>125</td>
<td>34% (42)</td>
<td>45% (56)</td>
<td>63% (79)</td>
<td>77% (96)</td>
<td>90% (112)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>45</td>
<td>56% (25)</td>
<td>67% (30)</td>
<td>80% (36)</td>
<td>84% (38)</td>
<td>98% (44)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>106</td>
<td>11% (12)</td>
<td>19% (20)</td>
<td>43% (46)</td>
<td>66% (70)</td>
<td>90% (95)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>61</td>
<td>10% (6)</td>
<td>21% (13)</td>
<td>38% (23)</td>
<td>48% (29)</td>
<td>69% (42)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>156</td>
<td>29% (45)</td>
<td>42% (65)</td>
<td>65% (102)</td>
<td>74% (115)</td>
<td>90% (140)</td>
</tr>
</tbody>
</table>

\n\n17 Per management’s criteria, 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 the deadline specified in the Career Services Commitment acknowledged by the student at time of enrollment (60 or 90 days after graduation from the program), or 120 days as an extension for students who graduated between 1/1/20 and 5/31/20 due to COVID-19.
11. Of 1,860 graduates who accepted offers within the reporting period, job structure was as follows:

a. 61% (1,392) accepted a full-time salaried role\(^\text{18}\)

b. 19% (425) accepted a full-time contract, internship, apprenticeship, or freelance role\(^\text{19}\)

c. 2% (43) accepted a part-time role equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking\(^\text{20}\)

Of 1,860 graduates who accepted offers within the reporting period, job structure by gender is as follows:

a. Of 1,116 graduates who accepted a job offer within the reporting period and identified as Male, 855 (63%) accepted a full-time salaried role, 235 (17%) accepted a full-time contract, internship, apprenticeship, or freelance role, and 26 (2%) accepted a part-time role and chose to stop job-seeking.

b. Of 620 graduates who accepted a job offer within the reporting period and identified as Female, 444 (57%) accepted a full-time salaried role, 162 (21%) accepted a full-time contract, internship, apprenticeship, or freelance role, and 14 (2%) accepted a part-time role and chose to stop job-seeking.

c. Of 22 graduates who accepted a job offer within the reporting period and identified as Gender Nonconforming, Transgender, Non-Binary, or other, 18 (69%) accepted a full-time salaried role, 4 (15%) accepted a full-time contract, internship, apprenticeship, or freelance role, and 0 (0%) accepted a part-time role and chose to stop job-seeking.

da. Of 102 graduates who accepted a job offer within the reporting period and did not disclose their gender identity, 75 (60%) accepted a full-time salaried role, 24 (19%) accepted a full-time contract, internship, apprenticeship, or freelance role, and 3 (2%) accepted a part-time role and chose to stop job-seeking.

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\(^{18}\) Per management’s criteria, 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).

\(^{19}\) Per management’s criteria, 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.

\(^{20}\) Per management’s criteria, 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.
Of 1,860 graduates who accepted offers within the reporting period, job structure is outlined on the table below by format and campus location.

<table>
<thead>
<tr>
<th>On-Campus, Total</th>
<th>Graduates who accepted offers within the reporting period</th>
<th>Accepted a Full-Time Salaried Role</th>
<th>Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Accepted Part-Time Work Equating to &gt;20 hrs/week, &lt;30 hrs/week, and Chose to Stop Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>365</td>
<td>73% (267)</td>
<td>24% (89)</td>
<td>2% (9)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>145</td>
<td>61% (89)</td>
<td>37% (53)</td>
<td>2% (3)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>117</td>
<td>86% (101)</td>
<td>14% (16)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>15</td>
<td>40% (6)</td>
<td>53% (8)</td>
<td>7% (1)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>113</td>
<td>73% (82)</td>
<td>25% (28)</td>
<td>3% (3)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>66</td>
<td>77% (51)</td>
<td>23% (15)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>67</td>
<td>75% (50)</td>
<td>21% (14)</td>
<td>4% (3)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>112</td>
<td>80% (90)</td>
<td>16% (18)</td>
<td>4% (4)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>44</td>
<td>77% (34)</td>
<td>18% (8)</td>
<td>5% (2)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>95</td>
<td>71% (67)</td>
<td>27% (26)</td>
<td>2% (2)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>42</td>
<td>67% (28)</td>
<td>33% (14)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>140</td>
<td>84% (118)</td>
<td>15% (21)</td>
<td>1% (1)</td>
</tr>
<tr>
<td>Online, Total</td>
<td>539</td>
<td>76% (409)</td>
<td>21% (115)</td>
<td>3% (15)</td>
</tr>
<tr>
<td>Online, Full-Time</td>
<td>233</td>
<td>77% (179)</td>
<td>20% (46)</td>
<td>3% (8)</td>
</tr>
<tr>
<td>Online, Part-Time</td>
<td>185</td>
<td>77% (142)</td>
<td>21% (38)</td>
<td>3% (5)</td>
</tr>
<tr>
<td>Online, Self-Paced</td>
<td>121</td>
<td>73% (88)</td>
<td>26% (31)</td>
<td>2% (2)</td>
</tr>
</tbody>
</table>

12. Of 1,860 graduates who accepted offers within the reporting period, compensation data was available for 1,666 (90%). Compensation data was not available for 194 (10%) graduates.

Of 1,666 graduates for whom compensation data was available, compensation was as follows:

a. Average starting salary for a full-time salaried role was $70,694

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21 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 of job acceptance.

22 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 of job acceptance.

23 For Full-Time Salaried roles - rates reported as other than an annual basis were converted to an annual rate based on a 2,080-hour work year.
b. Average pay for a full-time contract, internship, apprenticeship, or freelance role was $33 per hour\(^\text{24}\)

c. Average pay for a part-time role was $31 per hour\(^\text{25}\)

d. Median starting salary for a full-time salaried role was $70,000

e. Median pay for a full-time contract, internship, apprenticeship, or freelance role was $31 per hour

f. Median pay for a part-time role was $29 per hour

Of 1,860 students who accepted offers within the reporting period, compensation data is outlined on the two tables below by format and campus location.

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>Graduates who accepted offers within the reporting period</th>
<th>Compensation Data Available</th>
<th>Compensation Data Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>On-Campus, Total</strong></td>
<td>1,321</td>
<td>90% (1,192)</td>
<td>10% (129)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>365</td>
<td>87% (319)</td>
<td>13% (46)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>145</td>
<td>94% (137)</td>
<td>6% (8)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>117</td>
<td>91% (107)</td>
<td>9% (10)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>15</td>
<td>100% (15)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>113</td>
<td>89% (101)</td>
<td>11% (12)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>66</td>
<td>97% (64)</td>
<td>3% (2)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>67</td>
<td>96% (64)</td>
<td>4% (3)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>112</td>
<td>91% (102)</td>
<td>9% (10)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>44</td>
<td>93% (41)</td>
<td>7% (3)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>95</td>
<td>96% (91)</td>
<td>4% (4)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>42</td>
<td>93% (39)</td>
<td>7% (3)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>140</td>
<td>80% (112)</td>
<td>20% (28)</td>
</tr>
<tr>
<td><strong>Online, Total</strong></td>
<td>539</td>
<td>88% (474)</td>
<td>12% (65)</td>
</tr>
<tr>
<td><strong>Online, Full-Time</strong></td>
<td>233</td>
<td>88% (205)</td>
<td>12% (28)</td>
</tr>
<tr>
<td><strong>Online, Part-Time</strong></td>
<td>185</td>
<td>88% (163)</td>
<td>12% (22)</td>
</tr>
<tr>
<td><strong>Online, Self-Paced</strong></td>
<td>121</td>
<td>88% (106)</td>
<td>12% (15)</td>
</tr>
</tbody>
</table>

\(^{24}\) For Full-Time Contract, Internship, Apprenticeships, or Freelance roles - rates reported as other than an hourly basis were converted to an hourly rate based on a 2,000-hour work year.

\(^{25}\) For Part-Time roles - rates reported as other than an hourly basis were converted to an hourly rate based on a 2,000-hour work year.
Of the 1,666 graduates who accepted offers within the reporting period and disclosed their compensation data:

<table>
<thead>
<tr>
<th></th>
<th>Average starting salary for Full-Time Salaried Role</th>
<th>Average Hourly Pay for Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Average Hourly Pay for Part-Time Role</th>
<th>Median salary for Full-Time Salaried Role</th>
<th>Median Hourly Pay for Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Median Hourly Pay for Part-Time Role</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>On-Campus, Total</strong></td>
<td>$71,573</td>
<td>$33</td>
<td>$31</td>
<td>$70,000</td>
<td>$31</td>
<td>$29</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>$78,490</td>
<td>$34</td>
<td>$35</td>
<td>$75,000</td>
<td>$35</td>
<td>$30</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>$76,847</td>
<td>$34</td>
<td>$28</td>
<td>$75,000</td>
<td>$35</td>
<td>$29</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>$75,683</td>
<td>$35</td>
<td>N/A</td>
<td>$75,000</td>
<td>$35</td>
<td>$N/A</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>$66,750</td>
<td>$38</td>
<td>$40</td>
<td>$74,250</td>
<td>$33</td>
<td>$40</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>$70,532</td>
<td>$30</td>
<td>$28</td>
<td>$66,000</td>
<td>$30</td>
<td>$25</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>$64,222</td>
<td>$28</td>
<td>N/A</td>
<td>$60,000</td>
<td>$30</td>
<td>N/A</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>$69,798</td>
<td>$24</td>
<td>$32</td>
<td>$70,000</td>
<td>$21</td>
<td>$20</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>$69,590</td>
<td>$33</td>
<td>$37</td>
<td>$65,500</td>
<td>$32</td>
<td>$35</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>$80,392</td>
<td>$26</td>
<td>$19</td>
<td>$75,500</td>
<td>$25</td>
<td>$19</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>$82,563</td>
<td>$36</td>
<td>$25</td>
<td>$80,000</td>
<td>$35</td>
<td>$25</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>$81,105</td>
<td>$34</td>
<td>N/A</td>
<td>$76,500</td>
<td>$30</td>
<td>N/A</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>$41,276 (£32,234)</td>
<td>$33 (£23)</td>
<td>$9 (£6)</td>
<td>$39,540 (£30,000)</td>
<td>$22 (£17)</td>
<td>$9 (£6)</td>
</tr>
<tr>
<td><strong>US Campus Only</strong></td>
<td>$75,306</td>
<td>$33</td>
<td>$32</td>
<td>$75,000</td>
<td>$31</td>
<td>$30</td>
</tr>
<tr>
<td><strong>Online, Total</strong></td>
<td>$68,598</td>
<td>$34</td>
<td>$31</td>
<td>$65,000</td>
<td>$32</td>
<td>$26</td>
</tr>
<tr>
<td><strong>Online, Full-Time</strong></td>
<td>$66,047</td>
<td>$36</td>
<td>$34</td>
<td>$62,000</td>
<td>$35</td>
<td>$30</td>
</tr>
<tr>
<td><strong>Online, Part-Time</strong></td>
<td>$71,342</td>
<td>$34</td>
<td>$33</td>
<td>$70,000</td>
<td>$30</td>
<td>$35</td>
</tr>
<tr>
<td><strong>Online, Self-Paced</strong></td>
<td>$69,612</td>
<td>$32</td>
<td>$21</td>
<td>$65,000</td>
<td>$30</td>
<td>$21</td>
</tr>
</tbody>
</table>

Of 1,860 graduates who accepted offers within the reporting period, compensation data is outlined below by gender:

a. Of 1,116 graduates who accepted a job offer within the reporting period and identified as Male, compensation data was available for 1,016 (91%). Compensation data was not available for 100 (9%) graduates.
i. Average starting salary for Male graduates who accepted a full-time salaried role was $69,681

ii. Average pay for Male graduates who accepted a full-time contract, internship, apprenticeship, or freelance role was $32 per hour

iii. Average pay for Male graduates who accepted a part-time role was $31 per hour

b. Of 620 graduates who accepted a job offer within the reporting period and identified as Female, compensation data was available for 569 (92%). Compensation data was not available for 51 (8%) graduates.

i. Average starting salary for Female graduates who accepted a full-time salaried role was $72,943

ii. Average pay for Female graduates who accepted a full-time contract, internship, apprenticeship, or freelance role was $35 per hour

iii. Average pay for Female graduates who accepted a part-time role was $32 per hour

c. Of 22 graduates who accepted a job offer within the reporting period and identified as Gender Nonconforming, Transgender, Non-Binary, or other, compensation data was available for 22 (100%).

i. Average starting salary for graduates who identify as Gender Nonconforming, Transgender, Non-Binary, or other and accepted a full-time salaried role was $76,044

ii. Average pay for graduates who identify as Gender Nonconforming, Transgender, Non-Binary, or other and accepted a full-time contract, internship, apprenticeship, or freelance role was $35 per hour

d. Of 102 graduates who accepted a job offer within the reporting period and did not disclose their gender identity, compensation data was available for 59 (58%). Compensation data was not available for 43 (42%) graduates.

i. Average starting salary for graduates who did not disclose their gender identity and accepted a full-time salaried role was $65,866

ii. Average pay for graduates who did not disclose their gender identity and accepted a full-time contract, internship, apprenticeship, or freelance role was $32 per hour

iii. Average pay for graduates who did not disclose their gender identity and accepted a part-time role was $30 per hour

13. Of 1,860 graduates who accepted offers within the reporting period:

a. 58% (1,081) were in Engineering
b. 12% (224) were in Data Analytics

c. 3% (62) were in Technical Teaching

d. 3% (61) were in Product Management or Technical Project Management

e. 3% (64) were in other technical disciplines, such as QA, Technical Sales, or Technical Writing

f. 16% (300) were in UX design or UI design

g. 4% (68) were in Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit

Of 1,860 graduates who accepted offers within the reporting period, job function is outlined on the table below by format and campus location.

<table>
<thead>
<tr>
<th>Graduates who accepted offers within the reporting period</th>
<th>Engineering</th>
<th>Data Analytics</th>
<th>Technical Teaching</th>
<th>Product Management or Technical Project Management</th>
<th>Other Technical Disciplines</th>
<th>UX Design or UI Design</th>
<th>Cybersecurity Engineering, Analysis, or Compliance/Audit</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>On-Campus, Total</strong></td>
<td>1,321</td>
<td>56% (738)</td>
<td>11% (149)</td>
<td>3% (45)</td>
<td>3% (46)</td>
<td>18% (243)</td>
<td>4% (52)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>365</td>
<td>56% (203)</td>
<td>16% (57)</td>
<td>2% (6)</td>
<td>4% (15)</td>
<td>4% (13)</td>
<td>19% (70)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>145</td>
<td>69% (100)</td>
<td>1% (2)</td>
<td>6% (8)</td>
<td>3% (4)</td>
<td>3% (4)</td>
<td>19% (27)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>117</td>
<td>65% (76)</td>
<td>21% (25)</td>
<td>4% (5)</td>
<td>3% (3)</td>
<td>3% (3)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>15</td>
<td>73% (11)</td>
<td>27% (4)</td>
<td>0% (0)</td>
<td>0% (0)</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>113</td>
<td>41% (46)</td>
<td>13% (15)</td>
<td>4% (4)</td>
<td>4% (4)</td>
<td>3% (3)</td>
<td>36% (41)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>66</td>
<td>83% (55)</td>
<td>11% (7)</td>
<td>5% (3)</td>
<td>2% (1)</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>67</td>
<td>64% (43)</td>
<td>1% (1)</td>
<td>9% (6)</td>
<td>3% (2)</td>
<td>3% (2)</td>
<td>19% (13)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>112</td>
<td>64% (72)</td>
<td>0% (0)</td>
<td>3% (3)</td>
<td>4% (5)</td>
<td>3% (3)</td>
<td>10% (11)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>44</td>
<td>11% (5)</td>
<td>5% (2)</td>
<td>5% (2)</td>
<td>5% (2)</td>
<td>11% (5)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>95</td>
<td>49% (47)</td>
<td>9% (9)</td>
<td>3% (3)</td>
<td>6% (6)</td>
<td>6% (6)</td>
<td>25% (24)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>42</td>
<td>48% (20)</td>
<td>5% (2)</td>
<td>5% (2)</td>
<td>0% (0)</td>
<td>12% (5)</td>
<td>31% (13)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>140</td>
<td>43% (60)</td>
<td>18% (25)</td>
<td>4% (6)</td>
<td>2% (3)</td>
<td>1% (2)</td>
<td>31% (44)</td>
</tr>
<tr>
<td><strong>Online, Total</strong></td>
<td>539</td>
<td>64% (343)</td>
<td>14% (75)</td>
<td>3% (14)</td>
<td>3% (16)</td>
<td>3% (18)</td>
<td>11% (57)</td>
</tr>
<tr>
<td><strong>Online, Full-Time</strong></td>
<td>233</td>
<td>62% (144)</td>
<td>15% (34)</td>
<td>4% (9)</td>
<td>3% (7)</td>
<td>4% (9)</td>
<td>9% (20)</td>
</tr>
</tbody>
</table>
14. Of 1,860 graduates who accepted offers, company size data was as follows:

   a. 26% (479) accepted jobs at small companies, with 50 or fewer employees
   b. 31% (568) accepted jobs at medium companies, with 51 - 500 employees
   c. 44% (813) accepted jobs at large companies, with 501 or more employees
   d. 0% (0) did not disclose their company size

Of 1,860 graduates who accepted offers within the reporting period, company size is outlined on the table below by format and campus location.

<table>
<thead>
<tr>
<th>Graduates who accepted offers within the reporting period</th>
<th>Accepted Jobs at Small Companies (≤50 Employees)</th>
<th>Accepted Jobs at Medium Companies (51-500 Employees)</th>
<th>Accepted Jobs at Large Companies (≥501 Employees)</th>
<th>Did not disclose company size</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, Total</td>
<td>1,321</td>
<td>25% (330)</td>
<td>31% (412)</td>
<td>44% (579)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>365</td>
<td>24% (88)</td>
<td>28% (104)</td>
<td>47% (173)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>145</td>
<td>25% (36)</td>
<td>28% (41)</td>
<td>47% (68)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>117</td>
<td>17% (20)</td>
<td>40% (47)</td>
<td>43% (50)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>15</td>
<td>33% (5)</td>
<td>33% (5)</td>
<td>33% (5)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>113</td>
<td>29% (33)</td>
<td>28% (32)</td>
<td>42% (48)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>66</td>
<td>14% (9)</td>
<td>33% (22)</td>
<td>53% (35)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>67</td>
<td>21% (14)</td>
<td>28% (19)</td>
<td>51% (34)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>112</td>
<td>27% (30)</td>
<td>35% (43)</td>
<td>35% (39)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>44</td>
<td>7% (3)</td>
<td>34% (15)</td>
<td>59% (26)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>95</td>
<td>26% (25)</td>
<td>36% (34)</td>
<td>38% (36)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>42</td>
<td>26% (11)</td>
<td>21% (9)</td>
<td>52% (22)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>140</td>
<td>40% (56)</td>
<td>29% (41)</td>
<td>31% (43)</td>
</tr>
</tbody>
</table>
15. Of 1,860 graduates who accepted offers within the reporting period, 3% (47) accepted jobs at Flatiron School.

Of the 47 graduates who accepted jobs at Flatiron School, 46 (98%) were in Technical Teaching, and 1 (2%) was in Cybersecurity Analysis.

Of 47 graduates who accepted offers at the Flatiron School, the data and job function is outlined on the chart below by format and campus location.

<table>
<thead>
<tr>
<th>Format</th>
<th>Graduates who accepted jobs at Flatiron School</th>
<th>Flatiron Job - Technical Teaching</th>
<th>Flatiron Job - Cybersecurity Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online, Total</td>
<td>539</td>
<td>28% (149)</td>
<td>29% (156)</td>
</tr>
<tr>
<td>Online, Full-Time</td>
<td>233</td>
<td>29% (68)</td>
<td>27% (64)</td>
</tr>
<tr>
<td>Online, Part-Time</td>
<td>185</td>
<td>32% (59)</td>
<td>25% (46)</td>
</tr>
<tr>
<td>Online, Self-Paced</td>
<td>121</td>
<td>18% (22)</td>
<td>38% (46)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Campus</th>
<th>Graduates who accepted jobs at Flatiron School</th>
<th>Flatiron Job - Technical Teaching</th>
<th>Flatiron Job - Cybersecurity Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>5</td>
<td>80% (4)</td>
<td>20% (1)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>7</td>
<td>100% (7)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>4</td>
<td>100% (4)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>4</td>
<td>100% (4)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>3</td>
<td>100% (3)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>3</td>
<td>100% (3)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>3</td>
<td>100% (3)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>2</td>
<td>100% (2)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>3</td>
<td>100% (3)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>2</td>
<td>100% (2)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>1</td>
<td>100% (1)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Online, Total</td>
<td>10</td>
<td>100% (10)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Online, Full-Time</td>
<td>6</td>
<td>100% (6)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Online, Part-Time</td>
<td>3</td>
<td>100% (3)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Online, Self-Paced</td>
<td>1</td>
<td>100% (1)</td>
<td>0% (0)</td>
</tr>
</tbody>
</table>
Graduation and Job Search Results by Quarter

16. Of 3,082 students who graduated from an On-Campus or Online program, 2,214 completed a Job Search Cycle. Below is a breakdown of graduates who completed a Job Search Cycle by the calendar year quarter in which they graduated.

a. 613 of quarter 1 graduates completed a Job Search Cycle
b. 505 of quarter 2 graduates completed a Job Search Cycle
c. 536 of quarter 3 graduates completed a Job Search Cycle
d. 560 of quarter 4 graduates completed a Job Search Cycle

Of 1,860 graduates who accepted offers, breakdown by graduation quarter is as follows:

e. 85% (521) of quarter 1 graduates accepted jobs within the reporting period
f. 82% (414) of quarter 2 graduates accepted jobs within the reporting period
g. 83% (443) of quarter 3 graduates accepted jobs within the reporting period
h. 86% (482) of quarter 4 graduates accepted jobs within the reporting period

Students who graduated in quarter 2, at the beginning of the COVID-19 pandemic, had the lowest job acceptance rate.

Of 1,860 graduates who accepted offers within the reporting period, breakdown by graduation quarter is outlined on the table below by format and campus location.

<table>
<thead>
<tr>
<th>Total Graduates Who Accepted Offers</th>
<th>Quarter 1 Graduates who accepted offers within the reporting period</th>
<th>Quarter 2 Graduates who accepted offers within the reporting period</th>
<th>Quarter 3 Graduates who accepted offers within the reporting period</th>
<th>Quarter 4 Graduates who accepted offers within the reporting period</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, Total</td>
<td>85% (521)</td>
<td>82% (414)</td>
<td>83% (443)</td>
<td>86% (482)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>83% (100)</td>
<td>77% (74)</td>
<td>81% (101)</td>
<td>88% (90)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>79% (68)</td>
<td>74% (31)</td>
<td>71% (15)</td>
<td>79% (31)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>93% (42)</td>
<td>82% (23)</td>
<td>89% (32)</td>
<td>95% (20)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>100% (7)</td>
<td>100% (6)</td>
<td>100% (2)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>91% (39)</td>
<td>88% (29)</td>
<td>81% (26)</td>
<td>95% (19)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>78% (14)</td>
<td>95% (21)</td>
<td>93% (14)</td>
<td>77% (17)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>91% (20)</td>
<td>88% (21)</td>
<td>90% (9)</td>
<td>100% (17)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>94% (17)</td>
<td>91% (31)</td>
<td>81% (35)</td>
<td>97% (29)</td>
</tr>
</tbody>
</table>
17. Of 1,860 graduates who accepted offers within the reporting period, average days to placement by graduation quarter is as follows:
   
   a. Quarter 1 graduates accepted jobs within 123 days on average
   
   b. Quarter 2 graduates accepted jobs within 125 days on average
   
   c. Quarter 3 graduates accepted jobs within 118 days on average
   
   d. Quarter 4 graduates accepted jobs within 102 days on average

   Students who graduated in quarter 2, at the beginning of the COVID-19 pandemic, had the longest average days to placement.

---

### Employment Results for Software Engineering Program

As outlined in Section 5, of 3,082 graduates included in this Report, 1,822 (59%) were graduates of the Software Engineering program, both On-Campus and Online.

18. Of 1,822 students who graduated from an On-Campus or Online Software Engineering program,

   a. 1,338 students (73%) had completed a Job Search Cycle
   
   b. 484 students (27%) were defined as not job-seeking

   i. Of the 484 students who were defined as not job-seeking, 10 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus and did not report accepting a qualifying job offer in a country outside of the US or UK, 15 chose to pursue further education programs, such as Bachelor’s or Master’s degrees, 9 chose to pursue non-qualifying roles and opted out of career services, 7 chose to pursue entrepreneurship, 3 chose to pursue freelance roles, 50 accepted non-qualifying roles before completing a Job Search Cycle and chose to stop job-seeking, 37 were not job-seeking for personal
reasons, 116 opted out from receiving career services support, 172 were unresponsive to outreach from our Career Services team, 64 were not eligible for Career Services support due to a failure to declare a Job Search Start Date within their contractual deadline post-graduation, and 1 was not eligible for Career Services support due to a Code of Conduct violation or delinquent tuition.

Of 1,822 students who graduated from an On-Campus or Online Software Engineering program, the breakdown of students 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.

<table>
<thead>
<tr>
<th>On-Campus, Software Engineering Total</th>
<th>Software Engineering Graduates</th>
<th>Software Engineering Graduates who completed a Job Search Cycle</th>
<th>Software Engineering Graduates who were defined as Not Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>309</td>
<td>79% (245)</td>
<td>21% (64)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>184</td>
<td>82% (151)</td>
<td>18% (33)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>110</td>
<td>80% (88)</td>
<td>20% (22)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>17</td>
<td>65% (11)</td>
<td>35% (6)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>81</td>
<td>68% (55)</td>
<td>32% (26)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>88</td>
<td>74% (65)</td>
<td>26% (23)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>76</td>
<td>74% (56)</td>
<td>26% (23)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>100</td>
<td>80% (80)</td>
<td>20% (20)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>95</td>
<td>63% (60)</td>
<td>37% (35)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>48</td>
<td>75% (36)</td>
<td>25% (12)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>78</td>
<td>79% (62)</td>
<td>21% (16)</td>
</tr>
<tr>
<td>Online, Software Engineering Total</td>
<td>636</td>
<td>67% (429)</td>
<td>33% (207)</td>
</tr>
</tbody>
</table>

Of 1,338 students who graduated from a Software Engineering program and completed a Job Search Cycle, 1,139 (85%) accepted a job offer within the reporting period, 2 (0%) did not disclose their employment data, and 197 (15%) had not accepted a job as of the compiling of this report.

Of 1,338 graduates from a Software Engineering program who completed a Job Search Cycle, the available employment results data is outlined in the table below by program format and campus location.
Of 1,338 students who graduated from a Software Engineering program and completed a Job Search Cycle, time to employment was as follows:

<table>
<thead>
<tr>
<th>Time to Employment</th>
<th>Students</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within 30 days</td>
<td>241</td>
<td>18%</td>
</tr>
<tr>
<td>Within 60 days</td>
<td>425</td>
<td>32%</td>
</tr>
<tr>
<td>Within 120 days</td>
<td>716</td>
<td>54%</td>
</tr>
<tr>
<td>Within 180 days</td>
<td>876</td>
<td>65%</td>
</tr>
<tr>
<td>Within 365 days</td>
<td>1,107</td>
<td>83%</td>
</tr>
<tr>
<td>Within the reporting period</td>
<td>1,139</td>
<td>85%</td>
</tr>
</tbody>
</table>

21. Of 1,139 students who graduated from a Software Engineering program and who accepted offers within the reporting period, job structure was as follows:

<table>
<thead>
<tr>
<th>Job Structure</th>
<th>Students</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time salaried</td>
<td>882</td>
<td>77%</td>
</tr>
<tr>
<td>Full-time contract, internship, apprenticeship, or freelance</td>
<td>236</td>
<td>21%</td>
</tr>
</tbody>
</table>
c. 2% (21) accepted a part-time role equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking

Of 1,139 Software Engineering graduates who accepted offers within the reporting period, job structure is outlined on the table below by program format and campus location.

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>Software Engineering Graduates who accepted offers within the reporting period</th>
<th>Accepted a Full-Time Salaried Role</th>
<th>Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Accepted Part-Time Work Equating to &gt;20 hrs/week, &lt;30 hrs/week, and Chose to Stop Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, Software Engineering Total</td>
<td>785</td>
<td>77% (605)</td>
<td>22% (169)</td>
<td>1% (11)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>204</td>
<td>80% (164)</td>
<td>19% (38)</td>
<td>1% (2)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>117</td>
<td>61% (71)</td>
<td>38% (44)</td>
<td>2% (2)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>79</td>
<td>87% (69)</td>
<td>13% (10)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>11</td>
<td>45% (5)</td>
<td>45% (5)</td>
<td>9% (1)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>49</td>
<td>78% (38)</td>
<td>22% (11)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>56</td>
<td>77% (43)</td>
<td>23% (13)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>54</td>
<td>81% (44)</td>
<td>13% (7)</td>
<td>6% (3)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>75</td>
<td>77% (58)</td>
<td>20% (15)</td>
<td>3% (2)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>55</td>
<td>78% (43)</td>
<td>20% (11)</td>
<td>2% (1)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>27</td>
<td>74% (20)</td>
<td>26% (7)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>58</td>
<td>86% (50)</td>
<td>14% (8)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Online, Software Engineering Total</td>
<td>354</td>
<td>78% (277)</td>
<td>19% (67)</td>
<td>3% (10)</td>
</tr>
</tbody>
</table>

22. Of 1,139 students who graduated from a Software Engineering program and who accepted offers within the reporting period, compensation data was available for 1,040 (91%) students. Compensation data was not available for 99 (9%) students.

Of 1,139 Software Engineering graduates who accepted offers within the reporting period, compensation data is outlined on the table below by program format and campus location.

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>Software Engineering Graduates who accepted offers within the reporting period</th>
<th>Compensation Data Available</th>
<th>Compensation Data Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, Software Engineering Total</td>
<td>785</td>
<td>92% (723)</td>
<td>8% (62)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>204</td>
<td>86% (175)</td>
<td>14% (29)</td>
</tr>
</tbody>
</table>
Of 1,040 students who graduated from a Software Engineering program and for whom compensation data was available, compensation was as follows:

- Average starting salary for a full-time salaried role was $69,860
- Average pay for a full-time contract, internship, apprenticeship, or freelance role was $31 per hour
- Average pay for a part-time role was $32 per hour
- Median starting salary for a full-time salaried role was $68,000
- Median pay for a full-time contract, internship, apprenticeship, or freelance role was $30 per hour
- Median pay for a part-time role was $29 per hour

<table>
<thead>
<tr>
<th>Campus</th>
<th>Number</th>
<th>Employment Rate</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>117</td>
<td>97% (114)</td>
<td>3% (3)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>79</td>
<td>91% (72)</td>
<td>9% (7)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>11</td>
<td>100% (11)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>49</td>
<td>96% (47)</td>
<td>4% (2)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>56</td>
<td>96% (54)</td>
<td>4% (2)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>54</td>
<td>98% (53)</td>
<td>2% (1)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>75</td>
<td>95% (71)</td>
<td>5% (4)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>55</td>
<td>96% (53)</td>
<td>4% (2)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>27</td>
<td>96% (26)</td>
<td>4% (1)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>58</td>
<td>81% (47)</td>
<td>19% (11)</td>
</tr>
<tr>
<td><strong>Online, Software Engineering Total</strong></td>
<td><strong>354</strong></td>
<td><strong>90% (317)</strong></td>
<td><strong>10% (37)</strong></td>
</tr>
</tbody>
</table>

Of the 1,040 Software Engineering graduates who accepted offers within the reporting period and disclosed their compensation data:

<table>
<thead>
<tr>
<th>Campus</th>
<th>Average starting salary for Full-Time Salaried Role</th>
<th>Average Hourly Pay for Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Average Hourly Pay for Part-Time Role</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>On-Campus, Software Engineering Total</strong></td>
<td><strong>$71,054</strong></td>
<td><strong>$31</strong></td>
<td><strong>$34</strong></td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>$77,532</td>
<td>$31</td>
<td>$35</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>$76,009</td>
<td>$32</td>
<td>$26</td>
</tr>
<tr>
<td>Campus</td>
<td>Starting Salary</td>
<td>Annualized Salary</td>
<td>Cost of Living Adjuster</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>-----------------</td>
<td>-------------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>$71,178</td>
<td>$30</td>
<td>N/A</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>$63,700</td>
<td>$31</td>
<td>$40</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>$65,994</td>
<td>$28</td>
<td>N/A</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>$64,976</td>
<td>$30</td>
<td>N/A</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>$69,245</td>
<td>$24</td>
<td>$32</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>$71,526</td>
<td>$32</td>
<td>$45</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>$78,441</td>
<td>$40</td>
<td>$30</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>$83,000</td>
<td>$28</td>
<td>N/A</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>$40,462 (£31,100)</td>
<td>$26 (£11)</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Online, Software Engineering</strong></td>
<td><strong>$67,243</strong></td>
<td><strong>$30</strong></td>
<td><strong>$28</strong></td>
</tr>
</tbody>
</table>

23. Of 1,139 students who graduated from a Software Engineering program and who accepted offers within the reporting period:

   a. 88% (1,003) were in Engineering  
   b. 1% (11) were in Data Analytics  
   c. 4% (45) were in Technical Teaching  
   d. 3% (29) were in Product Management, Technical Project Management  
   e. 4% (45) were in other technical disciplines, such as QA, Technical Sales, or Technical Writing  
   f. 0% (5) were in UX design or UI design  
   g. 0% (1) were in Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit

24. Of 1,139 students who graduated from a Software Engineering program and who accepted offers within the reporting period, company size data was as follows:

   a. 26% (293) accepted jobs at small companies, with 50 or fewer employees  
   b. 30% (346) accepted jobs at medium companies, with 51 - 500 employees  
   c. 44% (500) accepted jobs at large companies, with 501 or more employees  
   d. 0% (0) did not disclose their company size

25. Of 1,139 students who graduated from a Software Engineering program and who accepted offers within the reporting period, 3% (35) accepted jobs at Flatiron School.
Of the 35 students who accepted jobs at Flatiron School, 35 (100%) were in Technical Teaching.

#### Employment Results for Data Science Program

As outlined in Section 5, of 3,082 graduates included in this Report, 501 (16%) were graduates of the Data Science program, both On-Campus and Online.

26. Of 501 students who graduated from a Data Science program,

- 365 students (73%) had completed a Job Search Cycle
- 136 students (27%) were defined as not job-seeking

  i. Of the 136 students who were defined as not job-seeking, 2 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus and did not report accepting a qualifying job offer in a country outside of the US or UK, 9 chose to pursue further education programs, such as Bachelor’s or Master’s degrees, 4 chose to pursue non-qualifying roles and opted out of career services, 6 chose to pursue entrepreneurship, 20 accepted non-qualifying roles before completing a Job Search Cycle and chose to stop job-seeking, 10 were not job-seeking for personal reasons, 32 opted out from receiving career services support, 39 were unresponsive to outreach from our Career Services team, 13 were not eligible for Career Services support due to a failure to declare a Job Search Start Date within their contractual deadline post-graduation, and 1 was not eligible for Career Services support due to a Code of Conduct violation or delinquent tuition.

Of 501 students who graduated from an On-Campus or Online Data Science program, the breakdown of students 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:

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>Data Science Graduates</th>
<th>Data Science Graduates who completed a Job Search Cycle</th>
<th>Data Science Graduates who were defined as Not Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, Data Science Total*</td>
<td>323</td>
<td>73% (236)</td>
<td>27% (87)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>131</td>
<td>76% (99)</td>
<td>24% (32)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>42</td>
<td>81% (34)</td>
<td>19% (8)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>31</td>
<td>81% (25)</td>
<td>19% (6)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>18</td>
<td>67% (12)</td>
<td>33% (6)</td>
</tr>
</tbody>
</table>

*Due to population segment size, the job outcomes data for Data Science Atlanta, GA and San Francisco, CA graduates have been included within the aggregate campus data set, however, individual campus breakdowns will not be provided to protect each student’s privacy. Tables which omit individual campus breakdowns for Atlanta, GA and San Francisco, CA are marked with an asterisk (*).
27. Of 365 students who graduated from a Data Science program and completed a Job Search Cycle, 305 (84%) accepted a job offer within the reporting period, 0 (0%) did not disclose their employment data, and 60 (16%) did not accept a job offer within the reporting period.

Of 365 graduates from a Data Science program who completed a Job Search Cycle, the available employment results data is outlined in the table below by program format and campus location.

<table>
<thead>
<tr>
<th>Campus</th>
<th>Data Science Graduates who completed a Job Search Cycle</th>
<th>Data Science Graduates Who Accepted a Job Offer Within the Reporting Period</th>
<th>Data Science Graduates Who Did Not Disclose Employment Data</th>
<th>Data Science Graduates Who Did Not Accept a Job Offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austin, TX Campus</td>
<td>236</td>
<td>86% (202)</td>
<td>0% (0)</td>
<td>14% (34)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>99</td>
<td>82% (81)</td>
<td>0% (0)</td>
<td>18% (18)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>34</td>
<td>91% (31)</td>
<td>0% (0)</td>
<td>9% (3)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>25</td>
<td>96% (24)</td>
<td>0% (0)</td>
<td>4% (1)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>12</td>
<td>83% (10)</td>
<td>0% (0)</td>
<td>17% (2)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>16</td>
<td>81% (13)</td>
<td>0% (0)</td>
<td>19% (3)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>41</td>
<td>90% (37)</td>
<td>0% (0)</td>
<td>10% (4)</td>
</tr>
<tr>
<td>Online, Data Science Total</td>
<td>129</td>
<td>80% (103)</td>
<td>0% (0)</td>
<td>20% (26)</td>
</tr>
</tbody>
</table>

28. Of 365 students who graduated from a Data Science program and completed a Job Search Cycle, time to employment was as follows:

   a. 21% (78) had accepted a job within 30 days
   b. 33% (119) had accepted a job within 60 days
   c. 53% (192) had accepted a job within 120 days
   d. 65% (239) had accepted a job within 180 days
e. 81% (296) had accepted a job within 365 days

f. 84% (305) accepted a job within the reporting period

29. Of 305 students who graduated from a Data Science program and who accepted offers within the reporting period, job structure was as follows:

a. 75% (230) accepted a full-time salaried role

b. 22% (67) accepted a full-time contract, internship, apprenticeship, or freelance role

c. 3% (8) accepted a part-time role equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking

Of 305 Data Science graduates who accepted offers within the reporting period, job structure is outlined on the table below by program format and campus location.

<table>
<thead>
<tr>
<th>On-Campus, Data Science Total*</th>
<th>Accepted a Full-Time Salaried Role</th>
<th>Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Accepted Part-Time Work Equating to &gt;20 hrs/week, &lt;30 hrs/week, and Chose to Stop Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>81</td>
<td>73% (59)</td>
<td>23% (19)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>31</td>
<td>87% (27)</td>
<td>13% (4)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>24</td>
<td>71% (17)</td>
<td>25% (6)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>10</td>
<td>80% (8)</td>
<td>20% (2)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>13</td>
<td>46% (6)</td>
<td>46% (6)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>37</td>
<td>78% (29)</td>
<td>22% (8)</td>
</tr>
<tr>
<td>Online, Data Science Total</td>
<td>103</td>
<td>79% (81)</td>
<td>18% (19)</td>
</tr>
</tbody>
</table>

30. Of 305 students who graduated from a Data Science program and who accepted offers within the reporting period, compensation data was available for 271 (89%) students. Compensation data was not available for 34 (11%) students.

Of 305 Data Science graduates who accepted offers within the reporting period, compensation data is outlined on the table below by program format and campus location.
Of 271 students who graduated from a Data Science program and for whom compensation data was available, compensation was as follows:

- **a.** Average starting salary for a full-time salaried role was $73,148
- **b.** Average pay for a full-time contract, internship, apprenticeship, or freelance role was $36 per hour
- **c.** Average pay for a part-time role was $37 per hour
- **d.** Median starting salary for a full-time salaried role was $70,000
- **e.** Median pay for a full-time contract, internship, apprenticeship, or freelance role was $35 per hour
- **f.** Median pay for a part-time role was $31 per hour

Of the 271 Data Science graduates who accepted offers within the reporting period and disclosed their compensation data:

<table>
<thead>
<tr>
<th>On-Campus, Data Science Total*</th>
<th>On-Campus</th>
<th>Average starting salary for Full-Time Salaried Role</th>
<th>Average Hourly Pay for Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Average Hourly Pay for Part-Time Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>202</td>
<td>89% (180)</td>
<td>11% (22)</td>
<td>$73,300</td>
<td>$35</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>81</td>
<td>89% (72)</td>
<td>$78,546</td>
<td>$36</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>31</td>
<td>94% (29)</td>
<td>$88,224</td>
<td>$45</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>24</td>
<td>92% (22)</td>
<td>$76,400</td>
<td>$33</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>10</td>
<td>100% (10)</td>
<td>$60,360</td>
<td>$13</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>13</td>
<td>85% (11)</td>
<td>$108,750</td>
<td>$32</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>37</td>
<td>81% (30)</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Online, Data Science Total</td>
<td>103</td>
<td>88% (91)</td>
<td>12% (12)</td>
<td>$38</td>
</tr>
</tbody>
</table>
31. Of 305 students who graduated from a Data Science program and accepted offers within the reporting period:
   
a. 21% (63) were in Engineering
b. 69% (209) were in Data Analytics
c. 3% (10) were in Technical Teaching
d. 4% (12) were in Product Management or Technical Project Management
e. 3% (10) were in other technical disciplines, such as QA, Technical Sales, or Technical Writing
f. 0% (1) were in UX design or UI design
g. 0% (0) were in Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit

32. Of 305 students who graduated from a Data Science program and accepted offers within the reporting period, company size data was as follows:
   
a. 21% (65) accepted jobs at small companies, with 50 or fewer employees
b. 32% (99) accepted jobs at medium companies, with 51 - 500 employees
c. 46% (141) accepted jobs at large companies, with 501 or more employees

33. Of 305 students who graduated from a Data Science program and accepted offers within the reporting period, 2% (5) accepted jobs at Flatiron School.
   Of the 5 students who accepted jobs at Flatiron School, 100% (5) were in Technical Teaching.

Employment Results for UX/UI Design Program

As outlined in Section 5, of 3,082 graduates included in this Report, 550 (18%) were graduates of the UX/UI Design program, both On-Campus and Online.

34. Of 550 students who graduated from a UX/UI Design program,
   
a. 393 students (71%) had completed a Job Search Cycle
b. 157 students (29%) were defined as not job-seeking
I. Of the 157 students who were defined as not job-seeking, 7 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus and did not report accepting a qualifying job offer in a country outside of the US or UK, 2 chose to pursue further education programs, such as Bachelor’s or Master’s degrees, 7 chose to pursue non-qualifying roles and opted out of career services, 5 chose to pursue entrepreneurship, 18 accepted non-qualifying roles before completing a Job Search Cycle and chose to stop job-seeking, 17 were not job-seeking for personal reasons, 37 opted out from receiving career services support, 56 were unresponsive to outreach from our Career Services team, and 8 were not eligible for Career Services support due to a failure to declare a Job Search Start Date within their contractual deadline post-graduation.

Of 550 students who graduated from an On-Campus or Online UX/UI Design program, the breakdown of students 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.

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>UX/UI Design Graduates</th>
<th>UX/UI Design Graduates who completed a Job Search Cycle</th>
<th>UX/UI Design Graduates who were defined as Not Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, UX/UI Design Total</td>
<td>439</td>
<td>71% (311)</td>
<td>29% (128)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>122</td>
<td>74% (90)</td>
<td>26% (32)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>51</td>
<td>73% (37)</td>
<td>27% (14)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>74</td>
<td>65% (48)</td>
<td>35% (26)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>27</td>
<td>63% (17)</td>
<td>37% (10)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>23</td>
<td>70% (16)</td>
<td>30% (7)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>48</td>
<td>63% (30)</td>
<td>38% (18)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>31</td>
<td>65% (20)</td>
<td>35% (11)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>63</td>
<td>84% (53)</td>
<td>16% (10)</td>
</tr>
<tr>
<td>Online, UX/UI Design Total</td>
<td>111</td>
<td>74% (82)</td>
<td>26% (29)</td>
</tr>
</tbody>
</table>

35. Of 393 students who graduated from a UX/UI Design program and completed a Job Search Cycle, 307 (78%) accepted a job offer within the reporting period, 4 (1%) did not disclose their employment data, and 82 (21%) had not accepted a job as of the compiling of this report.
Of 393 graduates from a UX/UI Design program who completed a Job Search Cycle, the available employment results data is outlined in the table below by program format and campus location.

<table>
<thead>
<tr>
<th>Campus Location</th>
<th>UX/UI Design Graduates who completed a Job Search Cycle</th>
<th>UX/UI Design Graduates Who Accepted a Job Offer Within the Reporting Period</th>
<th>UX/UI Design Graduates Who Did Not Disclose Employment Data</th>
<th>UX/UI Design Graduates Who Did Not Accept a Job Offer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>90</td>
<td>80% (72)</td>
<td>0% (0)</td>
<td>20% (18)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>37</td>
<td>76% (28)</td>
<td>0% (0)</td>
<td>24% (9)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>48</td>
<td>83% (40)</td>
<td>2% (1)</td>
<td>15% (7)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>17</td>
<td>76% (13)</td>
<td>0% (0)</td>
<td>24% (4)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>16</td>
<td>75% (12)</td>
<td>0% (0)</td>
<td>25% (4)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>30</td>
<td>90% (27)</td>
<td>0% (0)</td>
<td>10% (3)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>20</td>
<td>65% (13)</td>
<td>0% (0)</td>
<td>35% (7)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>53</td>
<td>85% (45)</td>
<td>2% (1)</td>
<td>13% (7)</td>
</tr>
<tr>
<td><strong>Online, UX/UI Design Total</strong></td>
<td><strong>82</strong></td>
<td><strong>70% (57)</strong></td>
<td><strong>2% (2)</strong></td>
<td><strong>28% (23)</strong></td>
</tr>
</tbody>
</table>

36. Of 393 students who graduated from a UX/UI Design program and completed a Job Search Cycle, time to employment was as follows:
   
   a. 17% (68) had accepted a job within 30 days
   
   b. 26% (104) had accepted a job within 60 days
   
   c. 41% (161) had accepted a job within 120 days
   
   d. 55% (216) had accepted a job within 180 days
   
   e. 73% (287) had accepted a job within 365 days
   
   f. 78% (307) accepted a job within the reporting period

37. Of 307 students who graduated from a UX/UI Design program and who accepted offers within the reporting period, job structure was as follows:
   
   a. 64% (197) accepted a full-time salaried role
   
   b. 33% (100) accepted a full-time contract, internship, apprenticeship, or freelance role
   
   c. 3% (10) accepted a part-time role equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking
Of 307 UX/UI Design graduates who accepted offers within the reporting period, job structure is outlined on the table below by program format and campus location.

<table>
<thead>
<tr>
<th>On-Campus, UX/UI Design Total</th>
<th>UX/UI Design Graduates who accepted offers within the reporting period</th>
<th>Accepted a Full-Time Salaried Role</th>
<th>Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Accepted Part-Time Work Equating to &gt;20 hrs/week, &lt;30 hrs/ week, and Chose to Stop Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>250</td>
<td>65% (163)</td>
<td>31% (78)</td>
<td>4% (9)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>72</td>
<td>56% (40)</td>
<td>39% (28)</td>
<td>6% (4)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>28</td>
<td>64% (18)</td>
<td>32% (9)</td>
<td>4% (1)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>40</td>
<td>68% (27)</td>
<td>28% (11)</td>
<td>5% (2)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>13</td>
<td>46% (6)</td>
<td>54% (7)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>12</td>
<td>75% (9)</td>
<td>17% (2)</td>
<td>8% (1)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>27</td>
<td>67% (18)</td>
<td>33% (9)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>13</td>
<td>46% (6)</td>
<td>54% (7)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>45</td>
<td>87% (39)</td>
<td>11% (5)</td>
<td>2% (1)</td>
</tr>
<tr>
<td>Online, UX/UI Design Total</td>
<td>57</td>
<td>60% (34)</td>
<td>39% (22)</td>
<td>2% (1)</td>
</tr>
</tbody>
</table>

38. Of 307 students who graduated from a UX/UI Design program and who accepted offers within the reporting period, compensation data was available for 260 (85%) students. Compensation data was not available for 47 (15%) graduates.

Of 307 UX/UI Design graduates who accepted offers within the reporting period, compensation data is outlined on the table below by program format and campus location.

<table>
<thead>
<tr>
<th>On-Campus, UX/UI Design Total</th>
<th>UX/UI Design Graduates who accepted offers within the reporting period</th>
<th>Compensation Data Available</th>
<th>Compensation Data Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>250</td>
<td>86% (215)</td>
<td>14% (35)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>72</td>
<td>90% (65)</td>
<td>10% (7)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>28</td>
<td>82% (23)</td>
<td>18% (5)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>40</td>
<td>80% (32)</td>
<td>20% (8)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>13</td>
<td>85% (11)</td>
<td>15% (2)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>12</td>
<td>92% (11)</td>
<td>8% (1)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>27</td>
<td>100% (27)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>13</td>
<td>85% (11)</td>
<td>15% (2)</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>45</td>
<td>78% (35)</td>
<td>22% (10)</td>
</tr>
</tbody>
</table>
Of 260 students who graduated from a UX/UI Design program and for whom compensation data was available, compensation was as follows:

- **Average starting salary for a full-time salaried role was $71,704**
- **Average pay for a full-time contract, internship, apprenticeship, or freelance role was $38 per hour**
- **Average pay for a part-time role was $29 per hour**
- **Median starting salary for a full-time salaried role was $70,034**
- **Median pay for a full-time contract, internship, apprenticeship, or freelance role was $35 per hour**
- **Median pay for a part-time role was $30 per hour**

Of the 260 UX/UI Design graduates who accepted offers within the reporting period and disclosed their compensation data:

<table>
<thead>
<tr>
<th>Campus</th>
<th>Average starting salary for Full-Time Salaried Role</th>
<th>Average Hourly Pay for Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Average Hourly Pay for Part-Time Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, UX/UI Design Total</td>
<td>$71,835</td>
<td>$37</td>
<td>$26</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>$84,397</td>
<td>$38</td>
<td>$19</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>$80,979</td>
<td>$41</td>
<td>$33</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>$74,337</td>
<td>$32</td>
<td>$35</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>$75,750</td>
<td>$24</td>
<td>N/A</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>$76,575</td>
<td>$35</td>
<td>$40</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>$86,132</td>
<td>$35</td>
<td>N/A</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>$82,620</td>
<td>$42</td>
<td>N/A</td>
</tr>
<tr>
<td>London, England Campus</td>
<td>$39,419 (£30,151)</td>
<td>$47 (£35)</td>
<td>$9 (£6)</td>
</tr>
<tr>
<td>Online, UX/UI Design Total</td>
<td>$71,099</td>
<td>$43</td>
<td>$50</td>
</tr>
</tbody>
</table>

39. Of 307 students who graduated from a UX/UI Design program and accepted offers within the reporting period:

- **0% (1) were in Engineering**
b. 0% (0) were in Data Analytics

c. 0% (0) were in Technical Teaching

d. 4% (12) were in Product Management or Technical Project Management

e. 0% (0) were in other technical disciplines, such as QA, Technical Sales, or Technical Writing

f. 96% (294) were in UX design or UI design

g. 0% (0) were in Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit

40. Of 307 students who graduated from a UX/UI Design program and accepted offers within the reporting period, company size data was as follows:

a. 36% (110) accepted jobs at small companies, with 50 or fewer employees

b. 25% (77) accepted jobs at medium companies, with 51 - 500 employees

c. 39% (120) accepted jobs at large companies, with 501 or more employees

41. Of 307 students who graduated from a UX/UI Design program and accepted offers within the reporting period, 0% (0) accepted jobs at Flatiron School.

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**Employment Results for Cybersecurity Program**

As outlined in Section 5, of 3,082 graduates included in this Report, 209 (7%) were graduates of the Cybersecurity program, both On-Campus and Online.

42. Of 209 students who graduated from a Cybersecurity program,

a. 118 students (56%) had completed a Job Search Cycle

b. 91 students (44%) were defined as not job-seeking

i. Of the 91 students who were defined as not job-seeking, 4 chose to pursue further education programs, such as Bachelor’s or Master’s degrees, 2 chose to pursue non-qualifying roles and opted out of career services, 1 chose to pursue entrepreneurship, 10 accepted non-qualifying roles before completing a Job Search Cycle and chose to stop job-seeking, 4 were not job-seeking for personal reasons, 10 opted out from receiving career services support, 49 were unresponsive to outreach from our Career Services team, and 11 were not eligible for Career Services support due to a failure to declare a Job Search Start Date within their contractual deadline post-graduation.
Of 209 students who graduated from an On-Campus or Online Cybersecurity program, the breakdown of students 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 below27.

<table>
<thead>
<tr>
<th></th>
<th>Cybersecurity Graduates</th>
<th>Cybersecurity Graduates who completed a Job Search Cycle</th>
<th>Cybersecurity Graduates who were defined as Not Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>On-Campus, Cybersecurity Total</strong></td>
<td>165</td>
<td>55% (91)</td>
<td>45% (74)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>25</td>
<td>36% (9)</td>
<td>64% (16)</td>
</tr>
<tr>
<td>Brooklyn Campus (NYC)</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>13</td>
<td>62% (8)</td>
<td>38% (5)</td>
</tr>
<tr>
<td>Atlanta, GA Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Chicago, IL Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Houston, TX Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Austin, TX Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>50</td>
<td>58% (29)</td>
<td>42% (21)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>75</td>
<td>60% (45)</td>
<td>40% (30)</td>
</tr>
<tr>
<td>Seattle, WA Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>San Francisco, CA Campus</td>
<td>0</td>
<td>0% (0)</td>
<td>0% (0)</td>
</tr>
<tr>
<td><strong>Online, Cybersecurity Total</strong></td>
<td>44</td>
<td>61% (27)</td>
<td>39% (17)</td>
</tr>
</tbody>
</table>

43. Of 118 students who graduated from a Cybersecurity program and completed a Job Search Cycle, 109 (92%) accepted a job offer within the reporting period, 0 (0%) did not disclose their employment data, and 9 (8%) had not accepted a job as of the compiling of this report.

Of 118 graduates from a Cybersecurity program who completed a Job Search Cycle, the available employment results data is outlined in the table below by program format and campus location.

<table>
<thead>
<tr>
<th></th>
<th>Cybersecurity Graduates who completed a Job Search Cycle</th>
<th>Cybersecurity Graduates who Accepted a Job Offer Within the Reporting Period</th>
<th>Cybersecurity Graduates who Did Not Disclose Employment Data</th>
<th>Cybersecurity Graduates who Did Not Accept a Job Offer</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>On-Campus, Cybersecurity Total</strong></td>
<td>91</td>
<td>92% (84)</td>
<td>0% (0)</td>
<td>8% (7)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>9</td>
<td>89% (8)</td>
<td>0% (0)</td>
<td>11% (1)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>8</td>
<td>88% (7)</td>
<td>0% (0)</td>
<td>13% (1)</td>
</tr>
</tbody>
</table>

27 Due to population segment size, the job outcomes data for Cybersecurity London, England graduates have been included within the aggregate campus data set, however, individual campus breakdowns will not be provided to protect each student's privacy. Tables which omit individual campus breakdowns for London, England are marked with two asterisks (**).
44. Of 118 students who graduated from a Cybersecurity program and completed a Job Search Cycle, time to employment was as follows:

a. 38% (45) had accepted a job within 30 days
b. 50% (59) had accepted a job within 60 days
c. 65% (77) had accepted a job within 120 days
d. 77% (91) had accepted a job within 180 days
e. 92% (109) had accepted a job within 365 days
f. 92% (109) accepted a job within the reporting period

45. Of 109 students who graduated from a Cybersecurity program and who accepted offers within the reporting period, job structure was as follows:

a. 76% (83) accepted a full-time salaried role
b. 20% (22) accepted a full-time contract, internship, apprenticeship, or freelance role
c. 4% (4) accepted a part-time role equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking

Of 109 Cybersecurity graduates who accepted offers within the reporting period, job structure is outlined on the table below by program format and campus location.

<table>
<thead>
<tr>
<th></th>
<th>Cybersecurity Graduates who accepted offers within the reporting period</th>
<th>Accepted a Full-Time Salaried Role</th>
<th>Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role</th>
<th>Accepted Part-Time Work Equating to &gt;20 hrs/week, &lt;30 hrs/week, and Chose to Stop Job-Seeking</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>79% (66)</td>
<td>18% (15)</td>
<td>4% (3)</td>
</tr>
<tr>
<td>On-Campus, Cybersecurity Total**</td>
<td></td>
<td>84</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td></td>
<td>8</td>
<td>50% (4)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td></td>
<td>7</td>
<td>71% (5)</td>
<td>29% (2)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td></td>
<td>25</td>
<td>92% (23)</td>
<td>4% (1)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td></td>
<td>44</td>
<td>77% (34)</td>
<td>18% (8)</td>
</tr>
</tbody>
</table>
46. Of 109 students who graduated from a Cybersecurity program and who accepted offers within the reporting period, compensation data was available for 95 (87%) students. Compensation data was not available for 14 (13%) graduates.

Of 109 Cybersecurity graduates who accepted offers within the reporting period, compensation data is outlined on the table below by program format and campus location.

<table>
<thead>
<tr>
<th>Cybersecurity Graduates who accepted offers within the reporting period</th>
<th>Compensation Data Available</th>
<th>Compensation Data Not Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus, Cybersecurity Total**</td>
<td>84</td>
<td>88% (74) 12% (10)</td>
</tr>
<tr>
<td>Manhattan Campus (NYC)</td>
<td>8</td>
<td>88% (7) 13% (1)</td>
</tr>
<tr>
<td>Washington, DC Campus</td>
<td>7</td>
<td>86% (6) 14% (1)</td>
</tr>
<tr>
<td>Denver, CO Campus</td>
<td>25</td>
<td>80% (20) 20% (5)</td>
</tr>
<tr>
<td>Colorado Springs, CO Campus</td>
<td>44</td>
<td>93% (41) 7% (3)</td>
</tr>
<tr>
<td>Online, Cybersecurity Total*</td>
<td>25</td>
<td>84% (21) 16% (4)</td>
</tr>
</tbody>
</table>

Of 95 students who graduated from a Cybersecurity program and for whom compensation data was available, compensation was as follows:

a. Average starting salary for a full-time salaried role was $70,800
b. Average pay for a full-time contract, internship, apprenticeship, or freelance role was $30 per hour
c. Average pay for a part-time role was $19 per hour
d. Median starting salary for a full-time salaried role was $67,500
e. Median pay for a full-time contract, internship, apprenticeship, or freelance role was $31 per hour
f. Median pay for a part-time role was $19 per hour

Of the 95 Cybersecurity graduates who accepted offers within the reporting period and disclosed their compensation data:
47. Of 109 students who graduated from a Cybersecurity program and accepted offers within the reporting period:

   a. 13% (14) were in Engineering
   b. 4% (4) were in Data Analytics
   c. 6% (7) were in Technical Teaching
   d. 7% (8) were in Product Management or Technical Project Management
   e. 8% (9) were in other technical disciplines, such as QA, Technical Sales, or Technical Writing
   f. 0% (0) were in UX design or UI design
   g. 61% (67) were in Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit

48. Of 109 students who graduated from a Cybersecurity program and accepted offers within the reporting period, company size data was as follows:

   a. 10% (11) accepted jobs at small companies, with 50 or fewer employees
   b. 42% (46) accepted jobs at medium companies, with 51 - 500 employees
   c. 48% (52) accepted jobs at large companies, with 501 or more employees

49. Of 109 students who graduated from a Cybersecurity program and accepted offers within the reporting period, 6% (7) accepted jobs at Flatiron School.

   Of the 109 students who accepted jobs at Flatiron School, 6 (86%) were in Technical Teaching, and 1 (14%) was in Cybersecurity Analysis.
Flatiron School
By

_____________________________________________
Kate Cassino, CEO

_____________________________________________
June 7, 2022
Date

_____________________________________________
Pooja Agarwal, Chief Operating Officer

_____________________________________________
June 7, 2022
Date
Employment Results

All Programs

Employment Rate
Of 2,214 graduates who completed a Job Search Cycle, 1,860 accepted a job offer within the reporting period.

84%

Average Starting Salary
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$70,694

Job Function
Of 1,860 graduates who accepted offers within the reporting period, job function is as follows:

Job Structure & Compensation Ranges
Of 1,860 graduates who accepted offers within the reporting period, job structure is as follows:

// Flatiron School
**TIME TO ACCEPTED JOB**

Of the 1,860 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- **20%** 30 days
- **32%** 60 days
- **52%** 120 days
- **64%** 180 days
- **84%** 365+ days

**COMPANY SIZE**

Of 1,860 graduates who accepted offers within the reporting period, company size is as follows:

- **26%** Small companies <50 employees
- **31%** Medium companies 51-500 employees
- **44%** Large companies 501+ employees

**EDUCATIONAL BACKGROUND**

Of 3,726 addressable students, their highest degrees earned prior to commencement of a Flatiron School program were as follows:

- **52%** Master's, Professional, or Doctoral degree
- **26%** Associate's, technical, vocational, or some college
- **9%** Bachelor's degree
- **2%** High School
- **10%** No high school diploma
- **2%** No Data
Employment Results

All Programs

GENDER BREAKDOWN
Of 3,726 addressable students, the gender identity breakdown was as follows:

- 26% Women
- 51% Men
- 1% Gender Nonconforming, Transgender, Non-Binary, or Other
- 22% Preferred not to answer or no data collected

ACCESSIBILITY
Of the 3,082 graduates included in this report, excluding students who received full scholarships and students who enrolled in a regional Pilot Data Science program, the average tuition bill was:

$14,461
Average Tuition Bill

REGIONAL DISTRIBUTION
Of 3,082 graduates from the Online and On-Campus programs, their regional distribution was as follows:

- 24% West
- 8% Midwest
- 11% Southwest
- 36% Northeast
- 13% Southeast
- 9% UK & Countries Outside US

// FLATIRON SCHOOL

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On-Campus Programs

Employment Rate
Of 1,547 graduates who completed a Job Search Cycle, 1,321 accepted a job offer within the reporting period.

85%

Average Starting Salary
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$71,573 (All Campuses)
$75,306 (US Campuses)

Job Function
Of 1,321 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 56%
- Data Analytics: 11%
- Technical Teaching: 4%
- UX Design or UI Design: 3%
- Product Management or Technical Product Management: 3%
- Other Technical Disciplines: 3%
- Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit: 4%

Job Structure & Compensation Ranges
Of 1,321 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 74%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 23%
- Part-Time Role: 3%

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TIME TO ACCEPTED JOB
Of 1,321 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 20% (30 days)
- 31% (60 days)
- 52% (120 days)
- 65% (180 days)
- 85% (365+ days)

COMPANY SIZE
Of 1,321 graduates who accepted offers within the reporting period, company size is as follows:

- 25% (Small companies <50 employees)
- 31% (Medium companies 51-500 employees)
- 44% (Large companies 501+ employees)

REGIONAL DISTRIBUTION
Of 2,113 graduates from the On-Campus programs, their regional distribution was as follows:

- 24% (West)
- 9% (Midwest)
- 9% (Southeast)
- 39% (Northeast)
- 10% (Southwest)
- 10% (UK & Countries Outside US)
**Online Programs**

**Employment Rate**
Of 667 graduates who completed a Job Search Cycle, 539 accepted a job offer within the reporting period.

81%

**Average Starting Salary**
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$68,598

**Job Function**
Of 539 graduates who accepted offers within the reporting period, job function is as follows:

- **Engineering**: 64%
- **Product Management or Technical Product Management**: 14%
- **Data Analytics**: 3%
- **Other Technical Disciplines**: 3%
- **Technical Teaching**: 3%
- **UX Design or UI Design**: 11%
- **Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit**: 3%

**Job Structure & Compensation Ranges**
Of 539 graduates who accepted offers within the reporting period, job structure is as follows:

- **Full-time Salaried Role**:
  - **Average**: $34/hr
  - **Range**: $31/hr

- **Full-time Contract, Internship, Apprenticeship, or Freelance Role**: 21%
- **Part-Time Role**: 76%

- **Average**: $68,598/yr
TIME TO ACCEPTED JOB
Of 539 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 19% (30 days)
- 34% (60 days)
- 51% (120 days)
- 62% (180 days)
- 81% (365+ days)

COMPANY SIZE
Of 539 graduates who accepted offers within the reporting period, company size is as follows:

- 28% Small companies (<50 employees)
- 29% Medium companies (51-500 employees)
- 43% Large companies (501+ employees)

REGIONAL DISTRIBUTION
Of 969 graduates from the Online programs, their regional distribution was as follows:

- 24% West
- 12% Southwest
- 7% Midwest
- 22% Southeast
- 30% Northeast
- 6% UK & Countries Outside US
Employment Results  On-Campus

Manhattan

Employment Rate
Of 443 graduates who completed a Job Search Cycle, 365 accepted a job offer within the reporting period.

82%

Average Starting Salary
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$78,490

Job Function
Of 365 graduates who accepted offers within the reporting period, job function is as follows:

Job Structure & Compensation Ranges
Of 365 graduates who accepted offers within the reporting period, job structure is as follows:
TIME TO ACCEPTED JOB
Of 365 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 13% (30 days)
- 24% (60 days)
- 44% (120 days)
- 60% (180 days)
- 82% (365+ days)

COMPANY SIZE
Of 365 graduates who accepted offers within the reporting period, company size is as follows:

- 24% (Small companies <50 employees)
- 28% (Medium companies 51-500 employees)
- 47% (Large companies 501+ employees)
Employment Results  On-Campus

Brooklyn

EMPLOYMENT RATE
Of 188 graduates who completed a Job Search Cycle, 145 accepted a job offer within the reporting period.

77%

AVERAGE STARTING SALARY
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$76,847

JOB FUNCTION
Of 145 graduates who accepted offers within the reporting period, job function is as follows:

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>69%</td>
</tr>
<tr>
<td>Product Management or Technical Product Management</td>
<td>3%</td>
</tr>
<tr>
<td>Data Analytics</td>
<td>6%</td>
</tr>
<tr>
<td>Other Technical Disciplines</td>
<td>6%</td>
</tr>
<tr>
<td>Technical Teaching</td>
<td>3%</td>
</tr>
<tr>
<td>UX Design or UI Design</td>
<td>3%</td>
</tr>
<tr>
<td>Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit</td>
<td>19%</td>
</tr>
</tbody>
</table>

JOB STRUCTURE & COMPENSATION RANGES
Of 145 graduates who accepted offers within the reporting period, job structure is as follows:

<table>
<thead>
<tr>
<th>Job Structure</th>
<th>Average Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time Salaried Role</td>
<td>$34/hr</td>
</tr>
<tr>
<td>Full-time Contract, Internship, Apprenticeship, or Freelance Role</td>
<td>$76,847/yr</td>
</tr>
<tr>
<td>Part-Time Role</td>
<td>$28/hr</td>
</tr>
<tr>
<td></td>
<td>2%</td>
</tr>
</tbody>
</table>
TIME TO ACCEPTED JOB
Of 145 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 9% within 30 days
- 14% within 60 days
- 36% within 120 days
- 46% within 180 days
- 77% within 365+ days

COMPANY SIZE
Of 145 graduates who accepted offers within the reporting period, company size is as follows:

- 25% in small companies (<50 employees)
- 28% in medium companies (51-500 employees)
- 47% in large companies (501+ employees)
Employment Results  On-Campus

Washington D.C.

**Employment Rate**
Of 130 graduates who completed a Job Search Cycle, 117 accepted a job offer within the reporting period.

90%

**Average Starting Salary**
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$75,683

**Job Function**
Of 117 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 65%
- Product Management or Technical Product Management: 21%
- Data Analytics: 4%
- Other Technical Disciplines: 3%
- Technical Teaching: 3%
- UX Design or UI Design: 4%

**Job Structure & Compensation Ranges**
Of 117 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 86% (Average $35/hr)
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 14%
- Part-Time Role: 86% (Average $75,683/yr)
TIME TO ACCEPTED JOB
Of 117 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 23% within 30 days
- 39% within 60 days
- 64% within 120 days
- 78% within 180 days
- 90% within 365+ days

COMPANY SIZE
Of 117 graduates who accepted offers within the reporting period, company size is as follows:

- 17% Small companies (<50 employees)
- 40% Medium companies (51-500 employees)
- 43% Large companies (501+ employees)
EMPLOYMENT RATE
Of 15 graduates who completed a Job Search Cycle, 15 accepted a job offer within the reporting period.

100%

AVERAGE STARTING SALARY
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$66,750

JOB FUNCTION
Of 15 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 73%
- Product Management or Technical Product Management: 27%

JOB STRUCTURE & COMPENSATION RANGES
Of 15 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 53%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 40%
- Part-Time Role: 7%
EMPLOYMENT RESULTS  On-Campus

Atlanta

TIME TO ACCEPTED JOB
Of 15 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 40% 30 days
- 60% 60 days
- 87% 120 days
- 100% 180 days
- 100% 365+ days

COMPANY SIZE
Of 15 graduates who accepted offers within the reporting period, company size is as follows:

- 33% Small companies (≤50 employees)
- 33% Medium companies (51-500 employees)
- 33% Large companies (501+ employees)
Employment Results  On-Campus

Chicago

EMPLOYMENT RATE
Of 128 graduates who completed a Job Search Cycle, 113 accepted a job offer within the reporting period.

88%

AVERAGE STARTING SALARY
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$70,532

JOB FUNCTION
Of 113 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 41%
- Product Management or Technical Product Management: 13%
- Data Analytics: 36%
- Other Technical Disciplines: 4%
- Technical Teaching: 4%
- UX Design or UI Design: 3%

JOB STRUCTURE & COMPENSATION RANGES
Of 113 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 73%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 25%
- Part-Time Role: 3%

AVERAGE $30/hr
AVERAGE $70,532/yr
AVERAGE $28/hr
TIME TO ACCEPTED JOB
Of 113 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 23% in 30 days
- 36% in 60 days
- 57% in 120 days
- 68% in 180 days
- 88% in 365+ days

COMPANY SIZE
Of 113 graduates who accepted offers within the reporting period, company size is as follows:

- 29% in small companies
- 28% in medium companies
- 42% in large companies

Small companies: <50 employees
Medium companies: 51-500 employees
Large companies: 501+ employees
Employment Results  On-Campus

Houston

**Employment Rate**
Of 77 graduates who completed a Job Search Cycle, 66 accepted a job offer within the reporting period.

86%

**Average Starting Salary**
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$64,222

**Job Function**
Of 66 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 83%
- Product Management or Technical Product Management: 11%
- Data Analytics: 5%
- Other Technical Disciplines: 2%
- Technical Teaching: 0%
- UX Design or UI Design: 0%

**Job Structure & Compensation Ranges**
Of 66 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 77%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 23%
- Part-Time Role: 0%

AVERAGE
$28/hr

AVERAGE
$64,222/yr
TIME TO ACCEPTED JOB
Of 66 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 18% 30 days
- 32% 60 days
- 48% 120 days
- 65% 180 days
- 86% 365+ days

COMPANY SIZE
Of 66 graduates who accepted offers within the reporting period, company size is as follows:

- 14% Small companies <50 employees
- 33% Medium companies 51-500 employees
- 53% Large companies 501+ employees
Employment Results  On-Campus

Austin

**Employment Rate**
Of 73 graduates who completed a Job Search Cycle, 67 accepted a job offer within the reporting period.

92%

**Average Starting Salary**
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$69,798

**Job Function**
Of 67 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 64%
- Technical Teaching: 19%
- UX Design or UI Design: 9%
- Data Analytics: 3%
- Product Management or Technical Product Management: 3%
- Other Technical Disciplines: 1%
- Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit: 1%

**Job Structure & Compensation Ranges**
Of 67 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 75%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 21%
- Part-Time Role: 4%
- Average: $24/hr
- Average: $32/hr
- Average: $69,798/yr
TIME TO ACCEPTED JOB
Of 67 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 29% (30 days)
- 42% (60 days)
- 66% (120 days)
- 75% (180 days)
- 92% (365+ days)

COMPANY SIZE
Of 67 graduates who accepted offers within the reporting period, company size is as follows:

- 21% (Small companies <50 employees)
- 28% (Medium companies 51-500 employees)
- 51% (Large companies 501+ employees)
Employment Results  On-Campus

Denver

EMPLOYMENT RATE
Of 125 graduates who completed a Job Search Cycle, 112 accepted a job offer within the reporting period.

90%

AVERAGE STARTING SALARY
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$69,590

JOB FUNCTION
Of 112 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 64%
- Data Analytics: 4%
- Technical Teaching: 3%
- UX Design or UI Design: 3%
- Product Management or Technical Product Management: 16%
- Other Technical Disciplines: 10%

JOB STRUCTURE & COMPENSATION RANGES
Of 112 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: Average $33/hr, Average $69,590/yr
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: Average $37/hr
- Part-Time Role: 4%
TIME TO ACCEPTED JOB
Of 112 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 34% 30 days
- 45% 60 days
- 63% 120 days
- 77% 180 days
- 90% 365+ days

COMPANY SIZE
Of 112 graduates who accepted offers within the reporting period, company size is as follows:

- 27% Small companies <50 employees
- 38% Medium companies 51-500 employees
- 35% Large companies 501+ employees
### Employment Rate
Of 45 graduates who completed a Job Search Cycle, 44 accepted a job offer within the reporting period.

98%  

### Average Starting Salary
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$80,392

### Job Function
Of 44 graduates who accepted offers within the reporting period, job function is as follows:

- 64% Engineering
- 11% Product Management or Technical Product Management
- 5% Data Analytics
- 5% Other Technical Disciplines
- 5% Technical Teaching
- 11% Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit
- 5% UX Design or UI Design

### Job Structure & Compensation Ranges
Of 44 graduates who accepted offers within the reporting period, job structure is as follows:

- **Average Full-Time Salaried Role**
  - Average $26/hr
  - Average $80,392/yr
  - 77%

- **Full-Time Contract, Internship, Apprenticeship, or Freelance Role**
  - Average $19/hr
  - 18%

- **Part-Time Role**
  - 5%
TIME TO ACCEPTED JOB
Of 44 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 56% in 30 days
- 67% in 60 days
- 80% in 120 days
- 84% in 180 days
- 98% in 365+ days

COMPANY SIZE
Of 44 graduates who accepted offers within the reporting period, company size is as follows:

- 34% Medium companies (51-500 employees)
- 59% Large companies (501+ employees)
- 7% Small companies (<50 employees)
Employment Results  On-Campus

Seattle

EMPLOYMENT RATE
Of 106 graduates who completed a Job Search Cycle, 95 accepted a job offer within the reporting period.

90%

AVERAGE STARTING SALARY
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$82,563

JOB FUNCTION
Of 95 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 49%
- Technical Teaching: 25%
- UX Design or UI Design: 9%
- Data Analytics: 6%
- Product Management or Technical Product Management: 3%
- Other Technical Disciplines: 6%
- Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit: 6%

JOB STRUCTURE & COMPENSATION RANGES
Of 95 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 71%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 27%
- Part-Time Role: 2%

AVERAGE
- $36/hr
- $82,563/yr
TIME TO ACCEPTED JOB
Of 95 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

11% 30 days
19% 60 days
43% 120 days
66% 180 days
90% 365+ days

COMPANY SIZE
Of 95 graduates who accepted offers within the reporting period, company size is as follows:

26% Small companies <50 employees
36% Medium companies 51-500 employees
38% Large companies 501+ employees
San Francisco

**Employment Rate**
Of 61 graduates who completed a Job Search Cycle, 42 accepted a job offer within the reporting period.

69%

**Average Starting Salary**
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$81,105

**Job Function**
Of 42 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 48%
- UX Design or UI Design: 5%
- Technical Teaching: 12%
- Data Analytics: 5%
- Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit: 31%
- Other Technical Disciplines: 5%
- Product Management or Technical Product Management: 5%

**Job Structure & Compensation Ranges**
Of 42 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 67%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 33%

- Average: $34/hr
- Average: $81,105/yr

- Part-Time Role
**TIME TO ACCEPTED JOB**

Of 42 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 10% (30 days)
- 21% (60 days)
- 38% (120 days)
- 48% (180 days)
- 69% (365+ days)

**COMPANY SIZE**

Of 42 graduates who accepted offers within the reporting period, company size is as follows:

- 26% (Small companies <50 employees)
- 21% (Medium companies 51-500 employees)
- 52% (Large companies 501+ employees)
London

EMPLOYMENT RATE
Of 156 graduates who completed a Job Search Cycle, 140 accepted a job offer within the reporting period.

90%

AVERAGE STARTING SALARY
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

£32,234
$41,276

JOB FUNCTION
Of 140 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 43%
- Product Management or Technical Product Management: 18%
- Data Analytics: 4%
- Other Technical Disciplines: 2%
- Technical Teaching: 1%
- UX Design or UI Design: 31%

JOB STRUCTURE & COMPENSATION RANGES
Of 140 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 84%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 15%
- Part-Time Role: 1%

Average:
- £23/hr
- $33/hr
- £32,234/yr
- $41,276/yr
TIME TO ACCEPTED JOB
Of 140 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 29% (30 days)
- 42% (60 days)
- 65% (120 days)
- 74% (180 days)
- 90% (365+ days)

COMPANY SIZE
Of 140 graduates who accepted offers within the reporting period, company size is as follows:

- 40% (Small companies <50 employees)
- 29% (Medium companies 51-500 employees)
- 31% (Large companies 501+ employees)
Full-Time

EMPLOYMENT RATE
Of 286 graduates who completed a Job Search Cycle, 233 accepted a job offer within the reporting period.

81%

AVERAGE STARTING SALARY
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$66,047

JOB FUNCTION
Of 233 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 62%
- Product Management or Technical Product Management: 15%
- Data Analytics: 3%
- Other Technical Disciplines: 3%
- Technical Teaching: 4%
- Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit: 4%
- UX Design or UI Design: 9%

JOB STRUCTURE & COMPENSATION RANGES
Of 233 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 77%
  - Average: $36/hr
  - Average: $66,047/yr
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 20%
  - Average: $34/hr
- Part-Time Role: 3%

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TIME TO ACCEPTED JOB
Of 233 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>22%</td>
<td>30 days</td>
</tr>
<tr>
<td>40%</td>
<td>60 days</td>
</tr>
<tr>
<td>57%</td>
<td>120 days</td>
</tr>
<tr>
<td>67%</td>
<td>180 days</td>
</tr>
<tr>
<td>81%</td>
<td>365+ days</td>
</tr>
</tbody>
</table>

COMPANY SIZE
Of 233 graduates who accepted offers within the reporting period, company size is as follows:

<table>
<thead>
<tr>
<th>Company Size</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small companies &lt;50 employees</td>
<td>29%</td>
</tr>
<tr>
<td>Medium companies 51-500 employees</td>
<td>27%</td>
</tr>
<tr>
<td>Large companies 501+ employees</td>
<td>43%</td>
</tr>
</tbody>
</table>
**Part-Time**

**Employment Rate**
Of 237 graduates who completed a Job Search Cycle, 185 accepted a job offer within the reporting period.

**78%**

**Average Starting Salary**
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

**$71,342**

**Job Function**
Of 185 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 54%
- Data Analytics: 15%
- Technical Teaching: 19%
- UX Design or UI Design: 3%
- Product Management or Technical Product Management: 2%
- Other Technical Disciplines: 3%
- Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit: 4%

**Job Structure & Compensation Ranges**
Of 185 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 77%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 21%
- Part-Time Role: 3%

**Average $71,342/yr**
**Average $34/hr**
**Average $33/hr**
TIME TO ACCEPTED JOB
Of 185 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 14% in 30 days
- 23% in 60 days
- 41% in 120 days
- 55% in 180 days
- 78% in 365+ days

COMPANY SIZE
Of 185 graduates who accepted offers within the reporting period, company size is as follows:

- 32% Small companies (<50 employees)
- 25% Medium companies (51-500 employees)
- 43% Large companies (501+ employees)
Employment Rates

Of 144 graduates who completed a Job Search Cycle, 121 accepted a job offer within the reporting period.

- **84%**

Average Starting Salary

For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

- **$69,612**

Job Function

Of 121 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 83%
- Technical Teaching: 11%
- UX Design or UI Design: 1%
- Data Analytics: 3%
- Product Management or Technical Product Management: 2%
- Other Technical Disciplines: 1%
- Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit: 1%

Job Structure & Compensation Ranges

Of 121 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 73%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 26%
- Part-Time Role: 2%

Average:

- **$32/hr**
- **$69,612/yr**
TIME TO ACCEPTED JOB

Of 121 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Time Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>22%</td>
<td>30 days</td>
</tr>
<tr>
<td>40%</td>
<td>60 days</td>
</tr>
<tr>
<td>57%</td>
<td>120 days</td>
</tr>
<tr>
<td>62%</td>
<td>180 days</td>
</tr>
<tr>
<td>84%</td>
<td>365+ days</td>
</tr>
</tbody>
</table>

COMPANY SIZE

Of 121 graduates who accepted offers within the reporting period, company size is as follows:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Company Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>18%</td>
<td>Small companies &lt;50 employees</td>
</tr>
<tr>
<td>38%</td>
<td>Medium companies 51-500 employees</td>
</tr>
<tr>
<td>44%</td>
<td>Large companies 501+ employees</td>
</tr>
</tbody>
</table>
Software Engineering

**Employment Rate**
Of 1,338 graduates who completed a Job Search Cycle, 1,139 accepted a job offer within the reporting period.

85%

**Average Starting Salary**
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$69,860

**Job Function**
Of 1,139 graduates who accepted offers within the reporting period, job function is as follows:

88%

**Job Structure & Compensation Ranges**
Of 1,139 graduates who accepted offers within the reporting period, job structure is as follows:

- **Average $69,860/yr**
- **Average $31/hr**
- **21%**
- **77%**
- **2%**

- Full-time Salaried Role
- Full-time Contract, Internship, Apprenticeship, or Freelance Role
- Part-Time Role
TIME TO ACCEPTED JOB
Of 1,139 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 18% (30 days)
- 32% (60 days)
- 54% (120 days)
- 65% (180 days)
- 85% (365+ days)

COMPANY SIZE
Of 1,139 graduates who accepted offers within the reporting period, company size is as follows:

- 26% (Small companies <50 employees)
- 30% (Medium companies 51-500 employees)
- 44% (Large companies 501+ employees)
**EMPLOYMENT RATE**

Of 365 graduates who completed a Job Search Cycle, 305 accepted a job offer within the reporting period. **84%**

**AVERAGE STARTING SALARY**

For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data: **$73,148**

**JOB FUNCTION**

Of 305 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 69%
- Data Analytics: 3%
- Technical Teaching: 3%
- UX Design or UI Design: 4%
- Product Management or Technical Product Management: 3%
- Other Technical Disciplines: 21%
- Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit: 3%

**JOB STRUCTURE & COMPENSATION RANGES**

Of 305 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 75% (Average $36/hr)
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 22% (Average $37/hr)
- Part-Time Role: 3% (Average $73,148/yr)
Data Science

TIME TO ACCEPTED JOB
Of 305 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- 21% 30 days
- 33% 60 days
- 53% 120 days
- 65% 180 days
- 84% 365+ days

COMPANY SIZE
Of 305 graduates who accepted offers within the reporting period, company size is as follows:

- 21% Small companies <50 employees
- 32% Medium companies 51-500 employees
- 46% Large companies 501+ employees
Employment Results By Discipline

UX/UI Design

Employment Rate
Of 393 graduates who completed a Job Search Cycle, 307 accepted a job offer within the reporting period.

78%

Average Starting Salary
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$71,704

Job Function
Of 307 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 96%
- Product Management or Technical Product Management: 4%

- Data Analytics
- Other Technical Disciplines
- Technical Teaching
- UX Design or UI Design

Job Structure & Compensation Ranges
Of 307 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role
- Full-time Contract, Internship, Apprenticeship, or Freelance Role
- Part-Time Role

- Average $38/hr
- Average $29/hr
- Average $71,704/yr

64%
33%
3%
TIME TO ACCEPTED JOB
Of 307 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

17%  26%  41%  55%  78%
30 days 60 days 120 days 180 days 365+ days

COMPANY SIZE
Of 307 graduates who accepted offers within the reporting period, company size is as follows:

36%
Small companies
<50 employees

25%
Medium companies
51-500 employees

39%
Large companies
501+ employees
Employment Results  By Discipline

Cybersecurity

Employment Rate
Of 118 graduates who completed a Job Search Cycle, 109 accepted a job offer within the reporting period.

92%

Average Starting Salary
For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation data:

$70,800

Job Function
Of 109 graduates who accepted offers within the reporting period, job function is as follows:

- Engineering: 61%
- Technical Teaching: 13%
- Data Analytics: 4%
- UX Design or UI Design: 7%
- Product Management or Technical Product Management: 6%
- Other Technical Disciplines: 8%

Job Structure & Compensation Ranges
Of 109 graduates who accepted offers within the reporting period, job structure is as follows:

- Full-time Salaried Role: 76%
- Full-time Contract, Internship, Apprenticeship, or Freelance Role: 20%
- Part-Time Role: 4%

AVERAGE
- $30/hr
- $19/hr

AVERAGE $70,800/yr
Cybersecurity

**TIME TO ACCEPTED JOB**
Of 109 graduates who accepted offers within the reporting period, time to offer acceptance was as follows:

- **38%** 30 days
- **50%** 60 days
- **65%** 120 days
- **77%** 180 days
- **92%** 365+ days

**COMPANY SIZE**
Of 109 graduates who accepted offers within the reporting period, company size is as follows:

- **42%** Medium companies 51-500 employees
- **48%** Large companies 501+ employees
- **10%** Small companies <50 employees