Engineering

Outcomes Reporting

REPORTING PERIOD: JULY — DECEMBER 2019

Intro

Our students enroll with us because they expect to land a high-paying job. We design every aspect of our programs – from the admissions requirements, to mentorship, to career coaching – to help ambitious adult learners start a rewarding career. We will always push ourselves to achieve that mission, and we believe that transparency about our career outcomes helps us improve.

This report tells you how we're doing. It details the outcomes our students achieved for those who were enrolled and had an original or anticipated graduation date within the reporting period of July 1 - December 31, 2019. In total, results from 459 students were included in this data set: 90 from Engineering Immersion and 369 from Engineering Flex. Our reports have been reviewed and verified by a certified third-party auditor.

Intro

We measured all of the industry-standard metrics that are important when evaluating a top skills-based program like Thinkful:

- Graduation Rates: Of the students whose original (full-time) or anticipated (part-time) graduation date is in the reporting period, how many of them graduated, withdrew or are still enrolled?

- Withdrawals: Of those students who did not complete the program, why?

- Hired Rates: Of those who graduated in the reporting period, how many have been hired and in what capacity?

- Time to Hire: Of those who were hired in the reporting period, how long did it take them to find employment?

- Compensation: Of those who were hired in the reporting period, what is the median annual base salary before and after the program?

- Demographics: Of those students who completed the program, what is the age range, gender, educational background, previous work experience, and employment status while enrolled in the program?

Key Findings

87% of Software Engineering students who completed the job search period, accepted an in-field job within 180 days and 69% accepted an in-field job within 90 days.

Of the Software Engineering students who accepted an in-field job and reported salaries:

- 50% reported earning an annual base salary between $50,000 - $70,000

- 27% reported earning an annual base salary between $70,000 - $90,000

50% of our students completed the Engineering Immersion program and 27% completed the Engineering Flex program.

Grad Spotlight

Peter attended a Maryland-based community college and was working part-time at Sherwin-Williams. Despite successfully managing a team, Peter had always harbored an interest in tech. He had dabbled in C and SQL but never taken the leap needed to seriously commit.

After discovering Thinkful, Peter joined our Engineering course full-time to see if he could turn his tech curiosity into a career. During the program he worked with his Career Outcomes Specialist, who personally introduced him to several companies, including IBM. He ended up receiving two competing offers but decided to accept a full-time position at IBM as a Cloud Engineer. During his time there he has leveled up with over 10 different licenses and certificates as he continues to advance his career.

"While I was signing up for classes for spring semester, I came across this program and I believed that this was the alternative I had been hoping for. I saw this opportunity and I could not pass it up, a straightforward path to starting a career."

 - Peter Pae, Full-Time Software Engineering Grad, now working at IBM.

Grad Spotlight

Nicholas was working as screen printer while trying to learn code on his own online after taking a few courses in community college. After learning about Thinkful from a friend who had graduated and found success, he decided to give it a try.

He committed to our full-time Engineering program and passed the tech evaluation with flying colors. After finishing the course, he landed an internship a AuditDeploy which quickly turned into a permanent paid role doing DevOps. Today he's a full-time Software Engineer at the company, working on a tech stack he was able to learn from scratch.

"I plateaued at my previous job and always had an interest in technology, so I decided to take the next step after a friend referred me to Thinkful. Thinkful helped cultivate skills that allowed me to constantly learn and helped instill a growth mindset that helps me to this day. Now I have the freedom to work remotely and pursue my other passions."

 - Nicholas Gunter, full-time Software Engineering Grad, now working at AuditDeploy

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Graduation Rates

Grad Rates

Of the students in this report, the breakdown is as follows for those that completed or withdrew in each program:

Total Withdrawn
49%

Total Completed
51%

Total Completed
28%

Total Withdrawn
72%
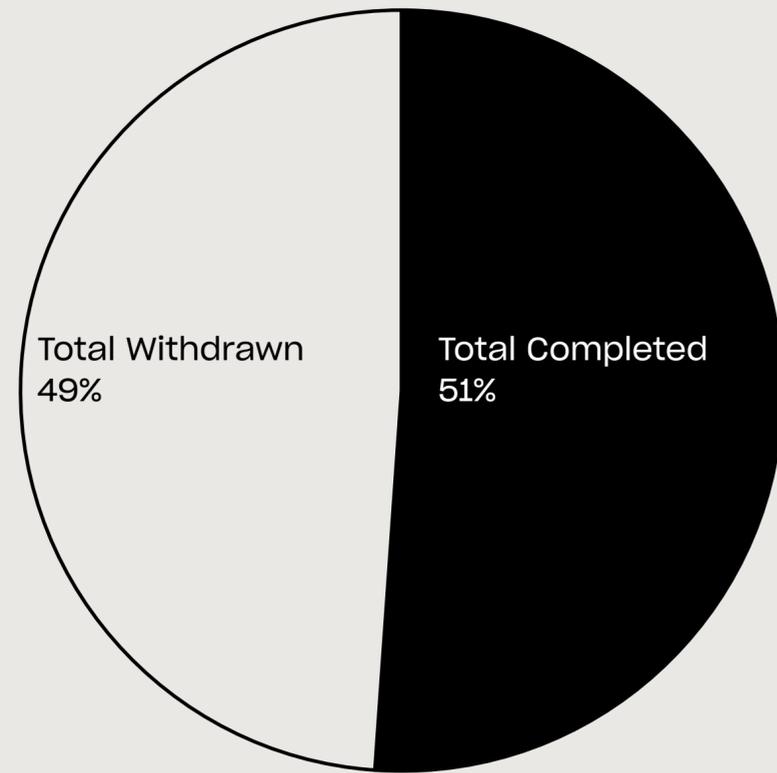
Full-Time

90 students included in this report
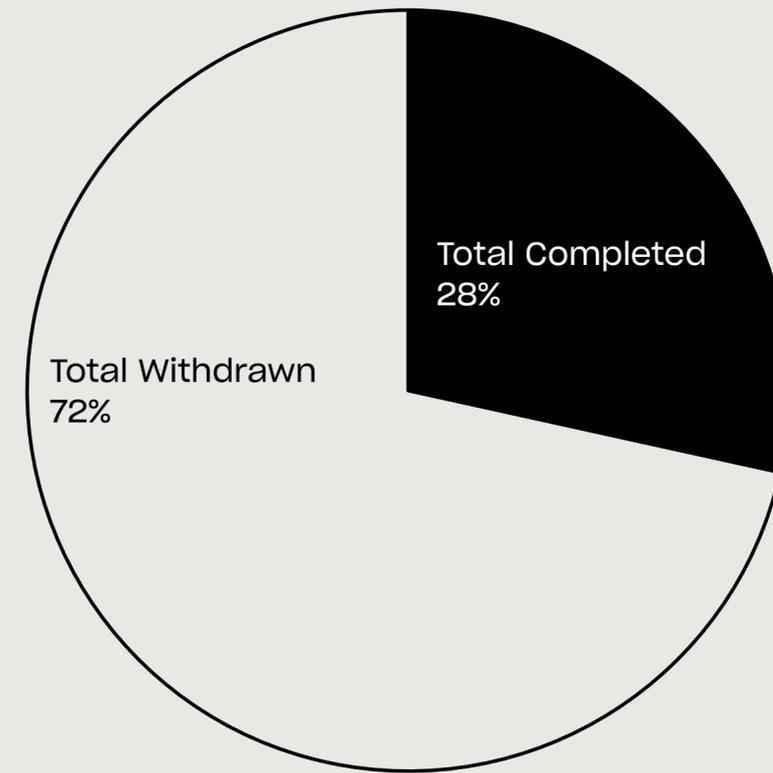
Part-Time

369 students included in this report

Grad Rates

Of the students who withdrew, these are the reasons they didn't graduate:

■ Part-Time □ Full-Time

Reason	Part-Time	Full-Time
Total Withdrawn	264	44
Personal Situation	32	7
Financial Constraints	25	1
Time Constraints	127	20
Learning Style Incompatibility	13	6
Student Dissatisfied with Program Experience	13	2
Other	34	7
Unknown / Unresponsive	20	2

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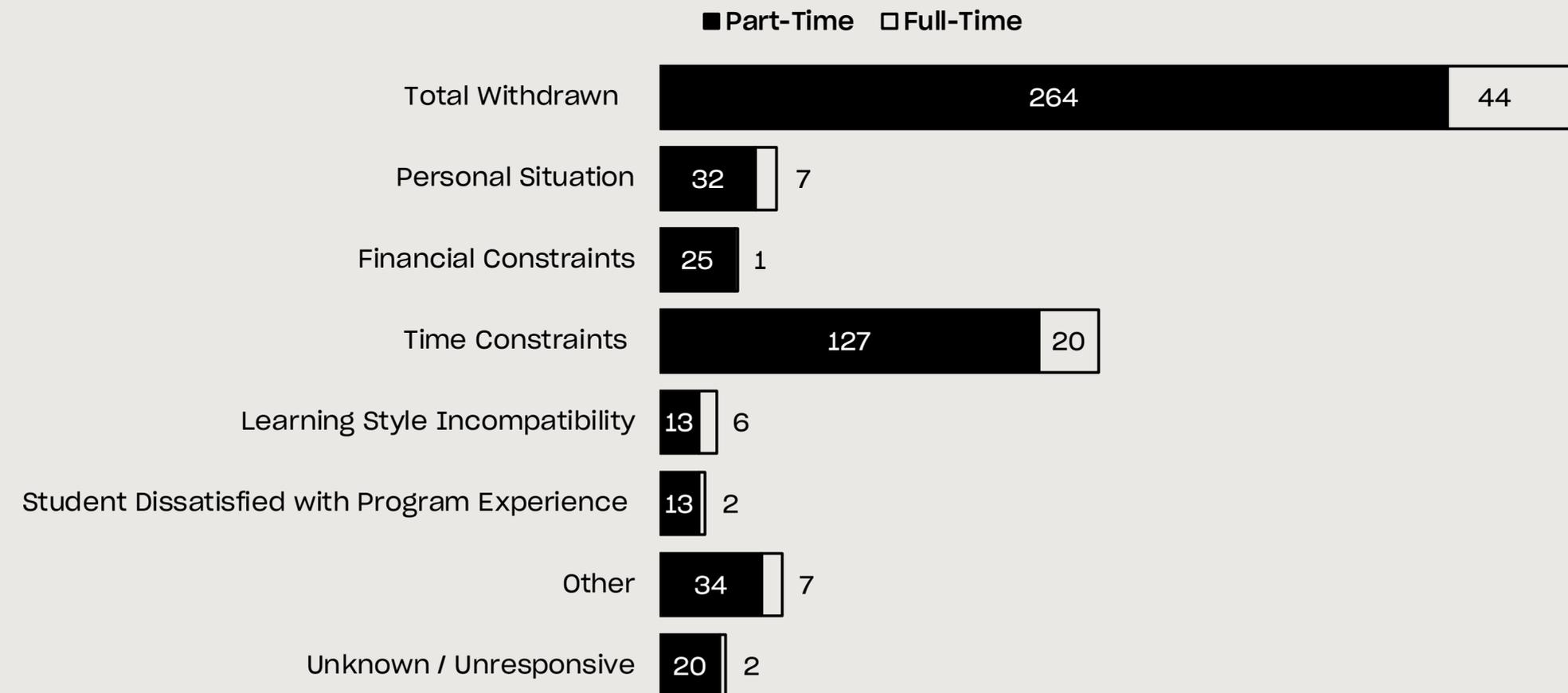
Our Take

The graduation rates represented in this report have driven us to take specific steps to ensure more learners can complete the course and launch a career. After surveying those students who didn't graduate, we found that most were falling behind due to the pace of the curriculum. We take pride in our rigorous course material, but this told us that we needed to take a much closer look at how we support our students. In response to this data, we are:

• Improving our chat-based live help

• Increasing our virtual office hours and other methods of educational support

• Streamlining the way we launch curriculum updates

• Adding live status updates to student dashboards

• Tightening our admissions criteria to identify students who are best prepared to handle the time commitment required

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Hired Rates

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Hired Rates

Of the students that completed the program within the reporting period or before the reporting period as a result of landing an in-field job and met the graduation requirements, the following were actively engaged and completed the Job Search Period or were not actively engaged and defined as Non-Job Seekers:

Non-Job Seekers
2%

Non-Job Seekers
4%

Completed Job
Search Period
98%

Completed Job
Search Period
96%
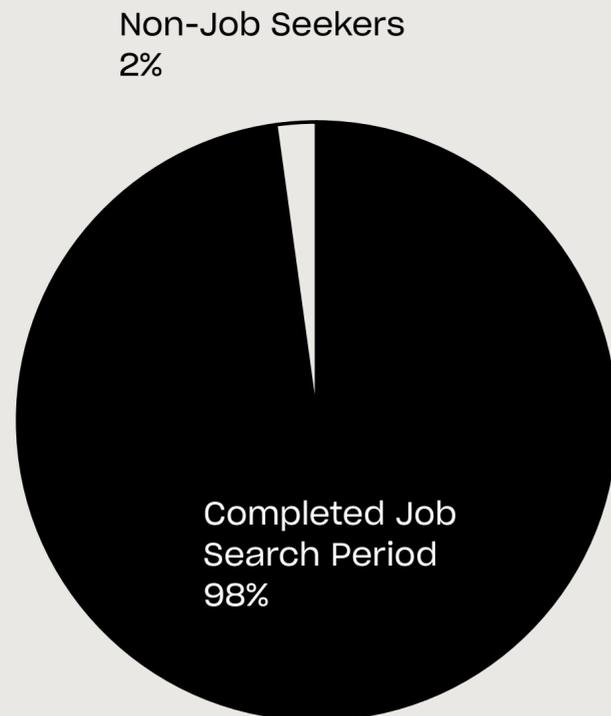
Full-Time (140 days)

Part-Time (273 days)
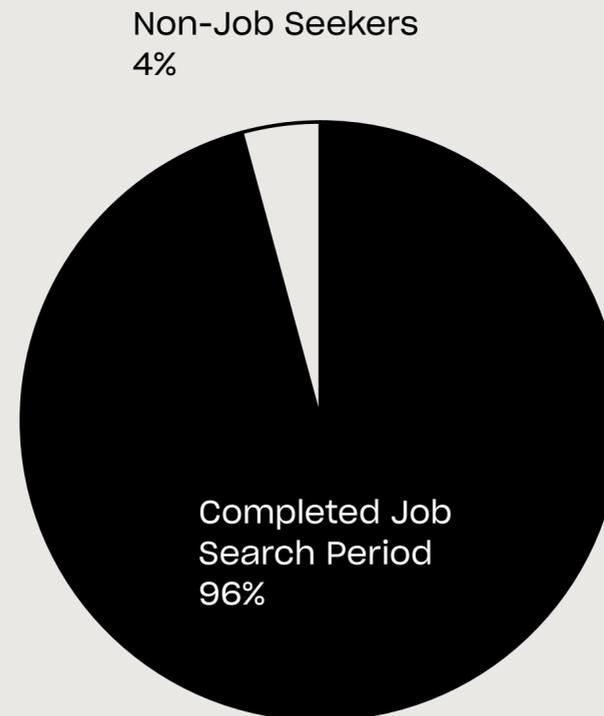
46 students included in
this report

68 students included in
this report

Hired Rates

Of the students who completed the job search period for all programs, the following accepted an in-field job within the reporting period or are still actively searching at the time of this report:

Still Actively Searching
9%

Still Actively Searching
14%

Accepted an in-field Job
91%

Accepted an in-field Job
86%
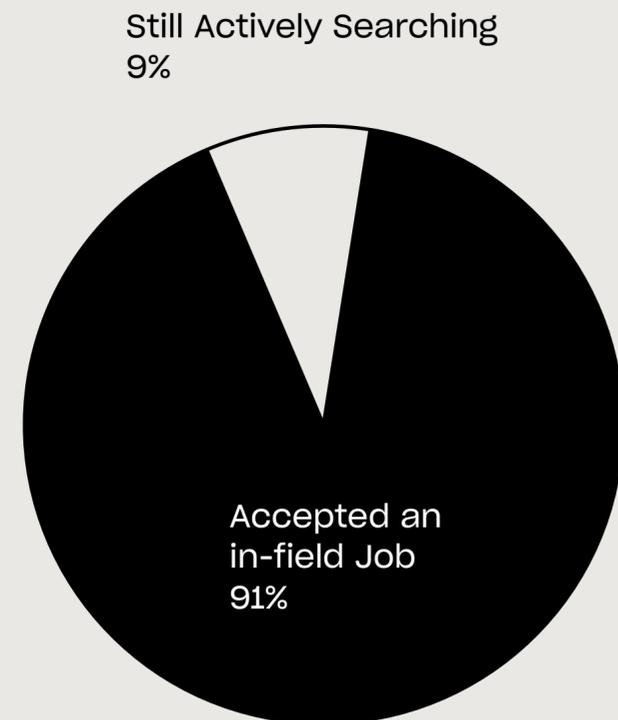
Full-Time

46 students included in this report
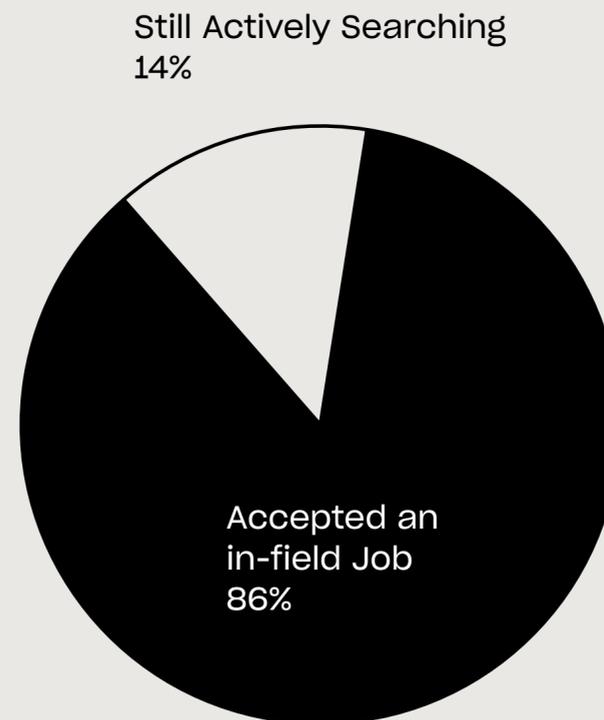
Part-Time

68 students included in this report

Hired Rates

The breakdown

■ Part-Time □ Full-Time

62%

56%

18%

29%

6% 7%

Full-time Salaried Employee

Full-time apprenticeship, internship, or contract

Short-term contract, part-time, or freelance

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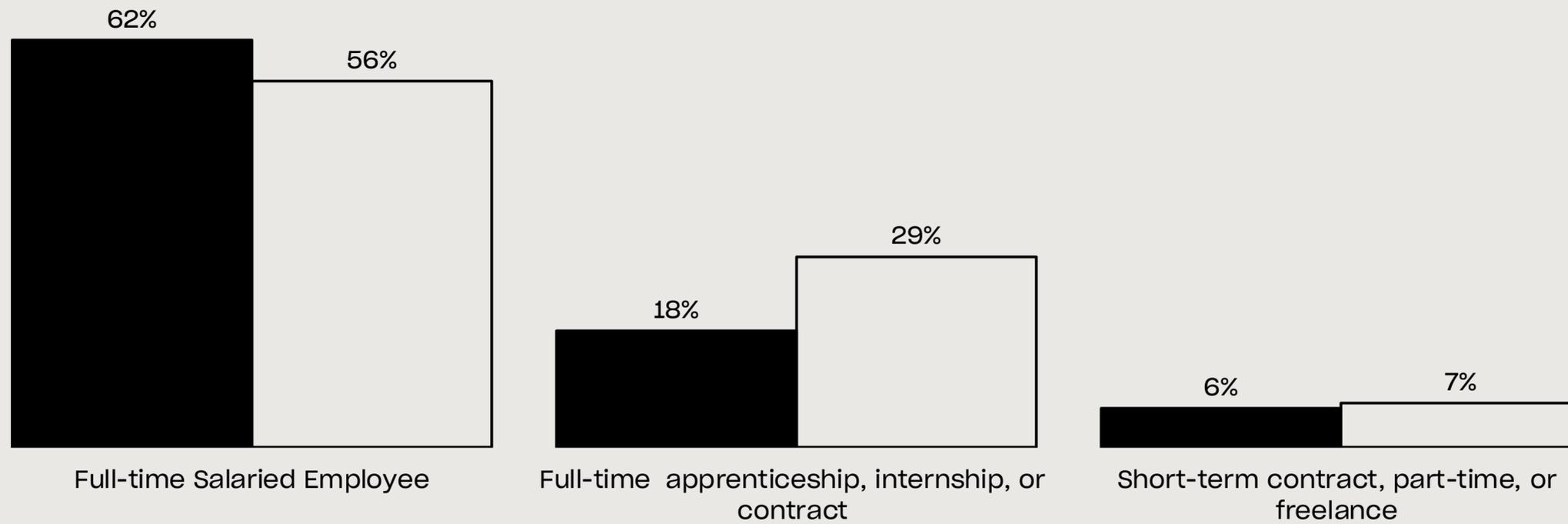
Hired Rates

Among those who accepted a job, this is how long it typically took them to get hired:

Legend: - - -Part-Time ——Full-Time

| | Hired within 30 days | Hired within 90 days | Hired within 120 days | Hired within 180 days |

Y-axis: 0%, 20%, 40%, 60%, 80%, 100%
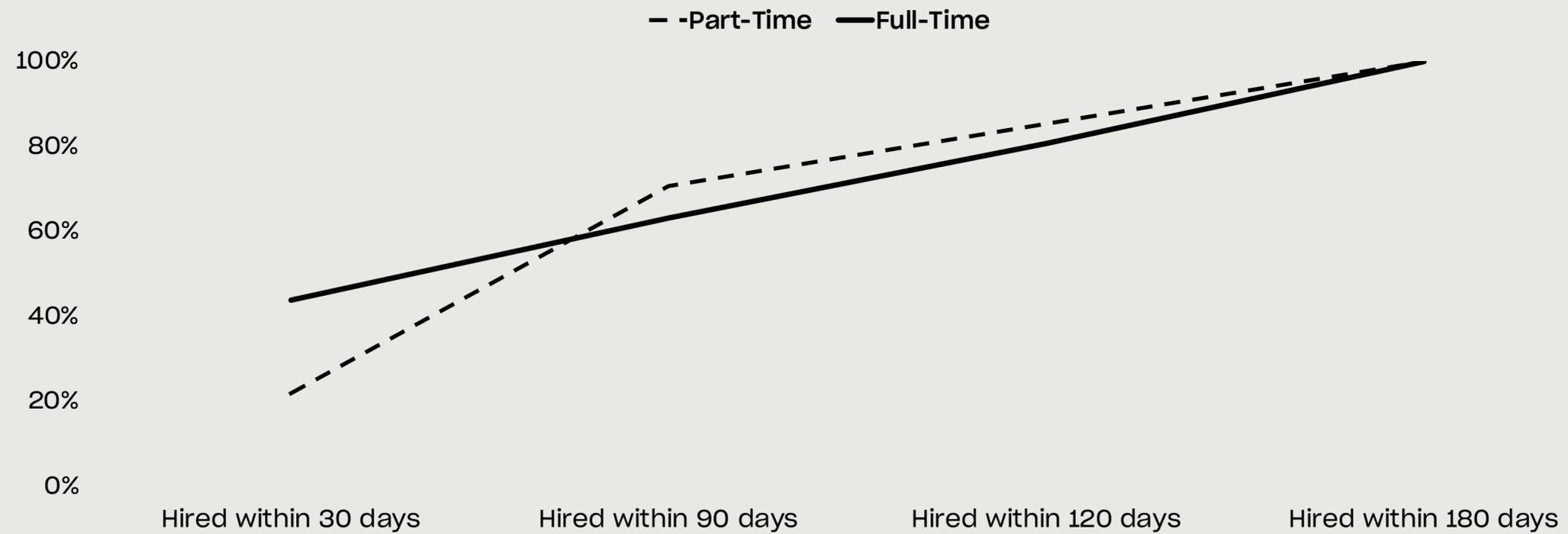
Hired Rates

Median base salaries for those who accepted a job:

■ Part-Time   □ Full-Time

	Over $90,000	$80,000-$90,000	$70,000-$80,000	$60,000-$70,000	$50,000-$60,000	Under $50,000
Part-Time	4%	5%	9%	30%	26%	26%
Full-Time	10%	12%	15%	22%	17%	17%
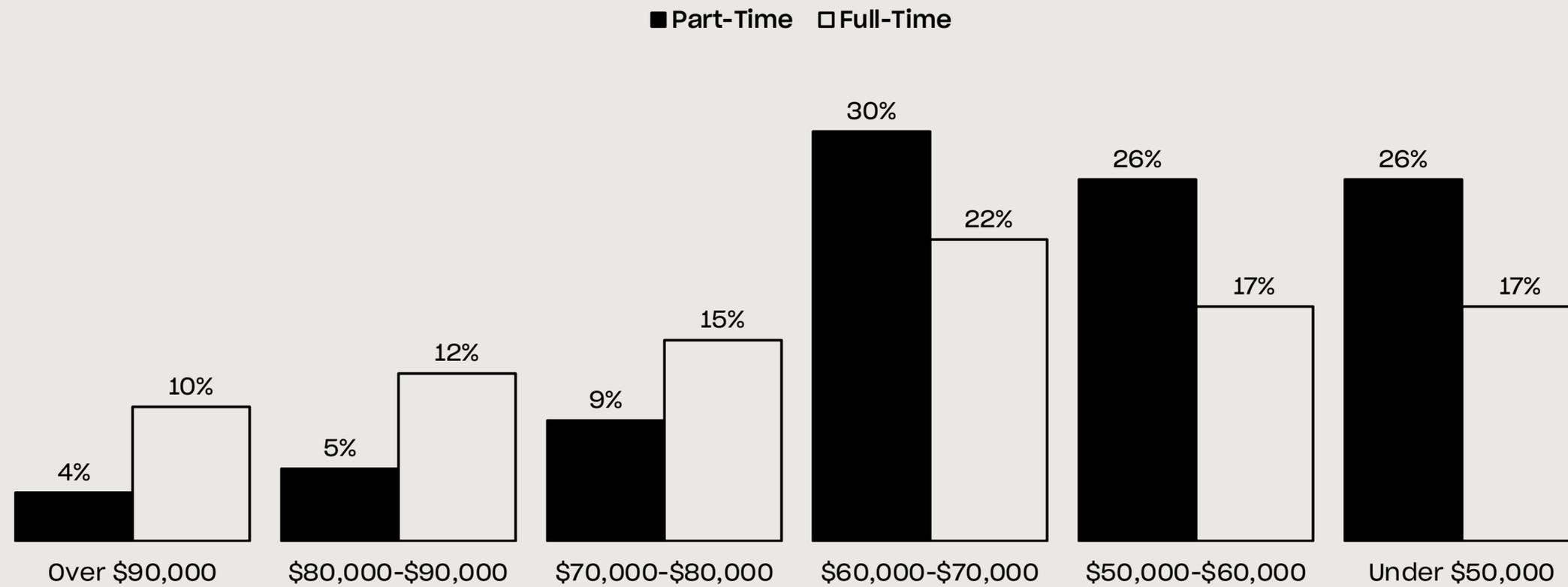
Our Take

Overall, we are very impressed with the results of our hired rates from our engineering programs. 69% landed an in-field jobs within 90 days of graduation which is better than any other reporting period we have posted. 18% landed jobs between 90-180 days while also managing the onset of COVID-19 and the impact it had on the economy in the first half of 2020.

77% of our grads secured salaried jobs within their field over $50,000. Our curriculum is designed for long-term growth, and we expect our students to earn promotions and raises as they gain experience in the industry. In our last long-term outcomes survey, our grads reported an average salary increase of $20,000 within a year of graduating.

While these results are promising, we are driven to try and help every graduate of our program land an in-field job. As a result, we have been focusing on the following key areas to improve our hired rates:

- Improving in-program career related content and curriculum to ensure job readiness

- Increasing career coaching access and hours pre-graduation

- Adding additional customized support systems post-graduation

Demo-graphics

Demo- graphics

Our students come from all over the country and enroll at different points in their career. Most have at least some college and work experience. All are driven to master a new skill. We're committed to making our education as accessible as possible and meeting our students where they are regardless of age, location, gender, or economic background. Here are the demographics of the students included in both our graduation and hired rates:

■ **Part-Time**   □ **Full-Time**

Age	Part-Time	Full-Time
20-24	6%	15%
25-29	24%	20%
30-34	13%	20%
35-39	4%	4%
40-44		7%
Undisclosed	48%	35%
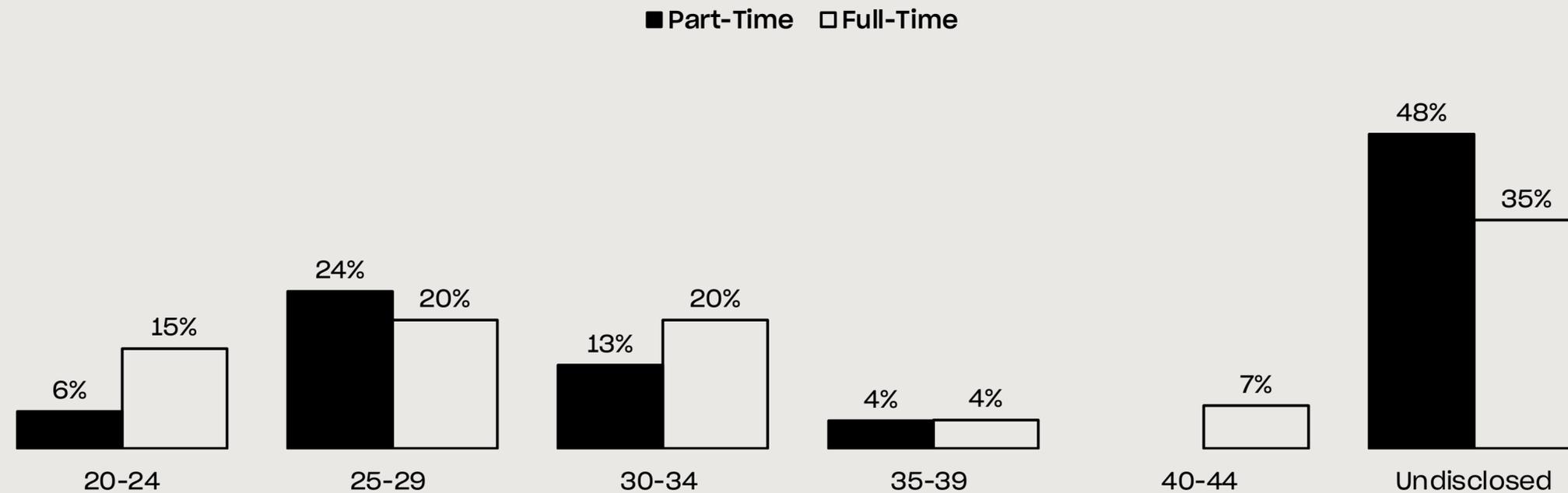
Demo-
graphics

Gender Identification
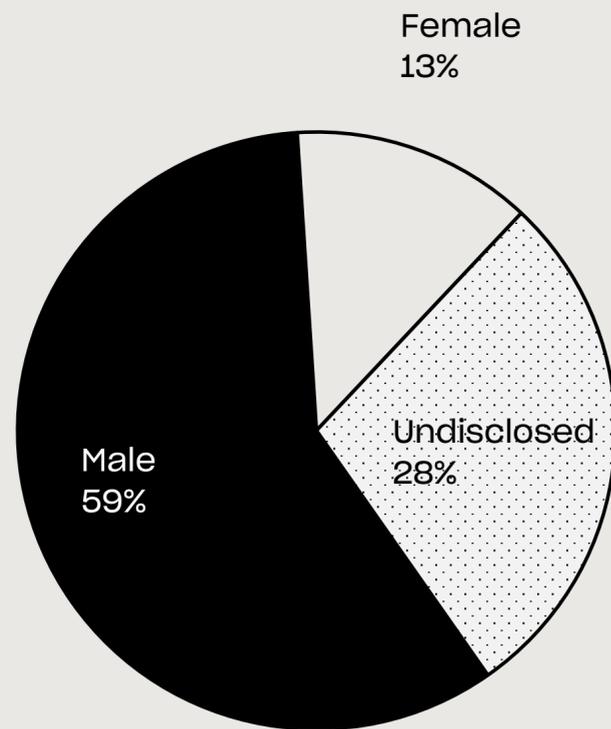
Full-Time

Female
13%

Male
59%

Undisclosed
28%

Full-Time

46 students included in
this report

Part-Time

Female
14%

Male
31%

Undisclosed
55%
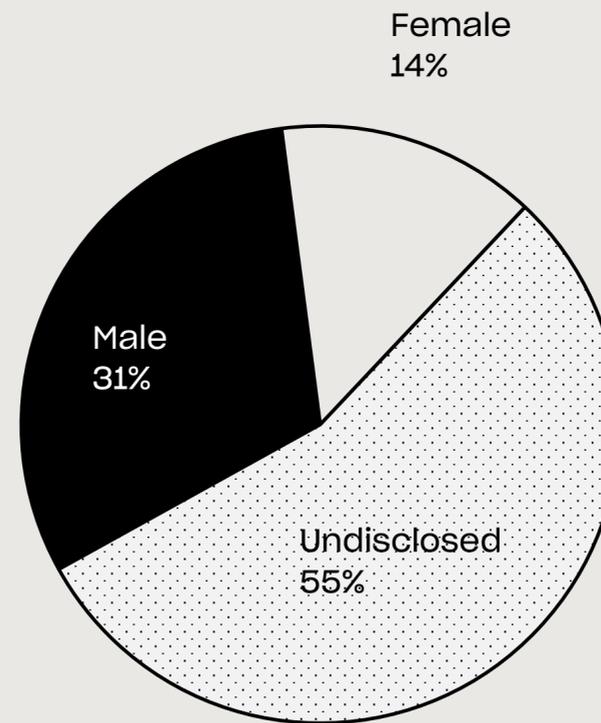
Part-Time

68 students included in
this report

Demo-
graphics

Education

■Part-Time　□Full-Time

- Masters or Professional Degree — Part-Time 1%, Full-Time 9%
- Bachelor's Degree — Part-Time 32%, Full-Time 30%
- Some College — Part-Time 15%, Full-Time 26%
- High School — Part-Time 1%, Full-Time 2%
- Undisclosed — Part-Time 49%, Full-Time 32%
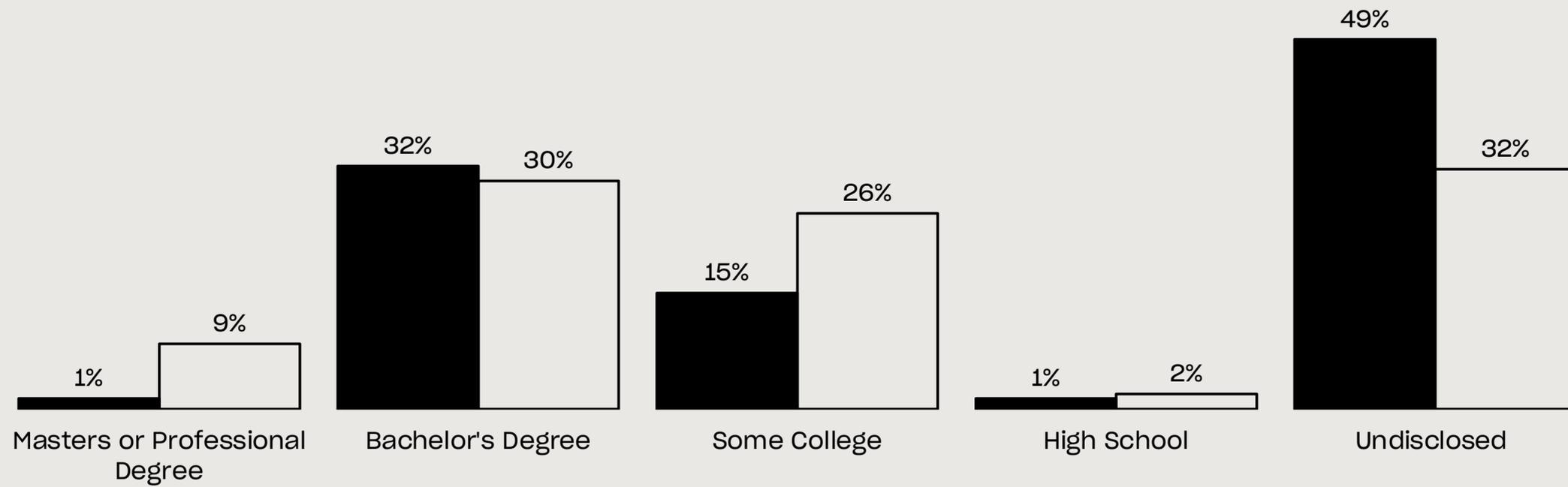
Demo-graphics

Work Experience

Legend: - - Part-Time —— Full-Time

Y-axis: 50%, 40%, 30%, 20%, 10%, 0%

X-axis: 0 years, 1-3 years, 3-5 years, 5+ years, Undisclosed
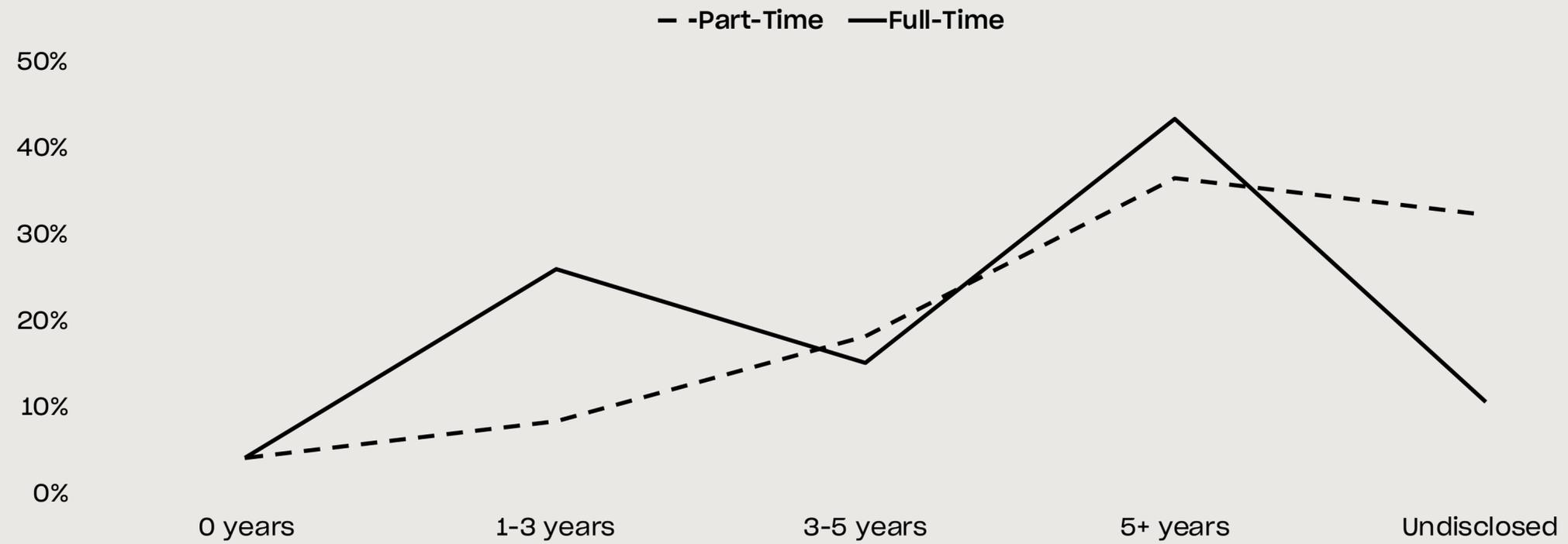
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Employed While Enrolled

■ Part-Time   □ Full-Time

31%

15%

59%

21%

48%

26%

Employeed

Unemployed

Undisclosed

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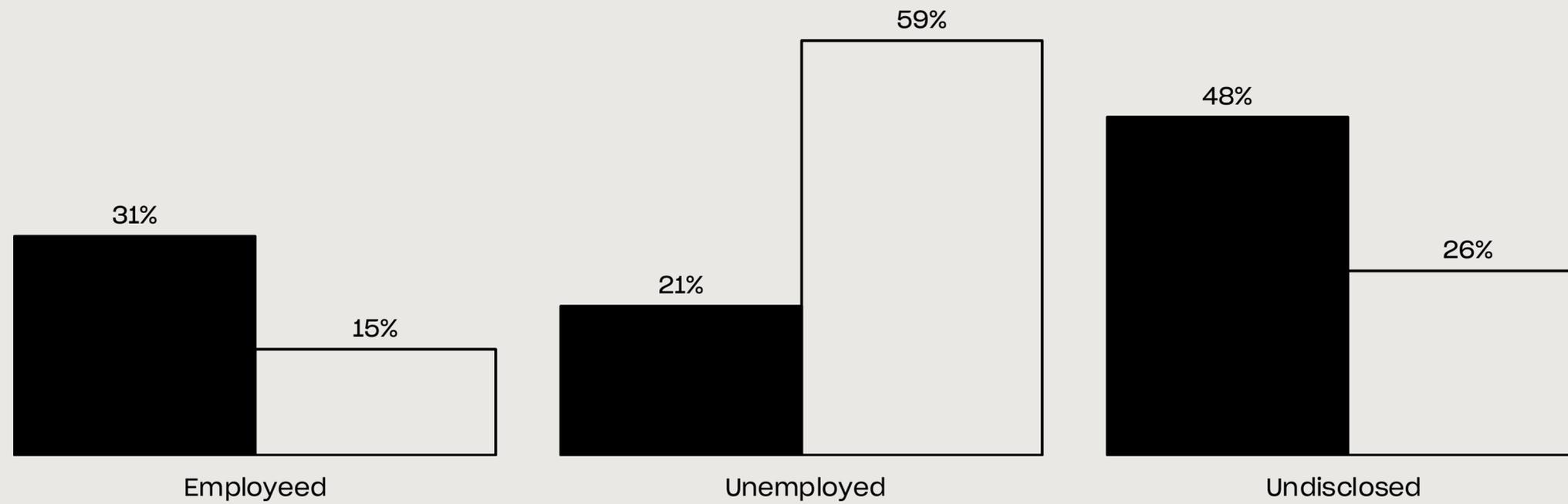
Demo-graphics

Location

■ Part-Time   □ Full-Time

8%
11%
Midwest Region

27%
7%
Northeast Region

24%
52%
South Region

39%
28%
West Region

1%
2%
International

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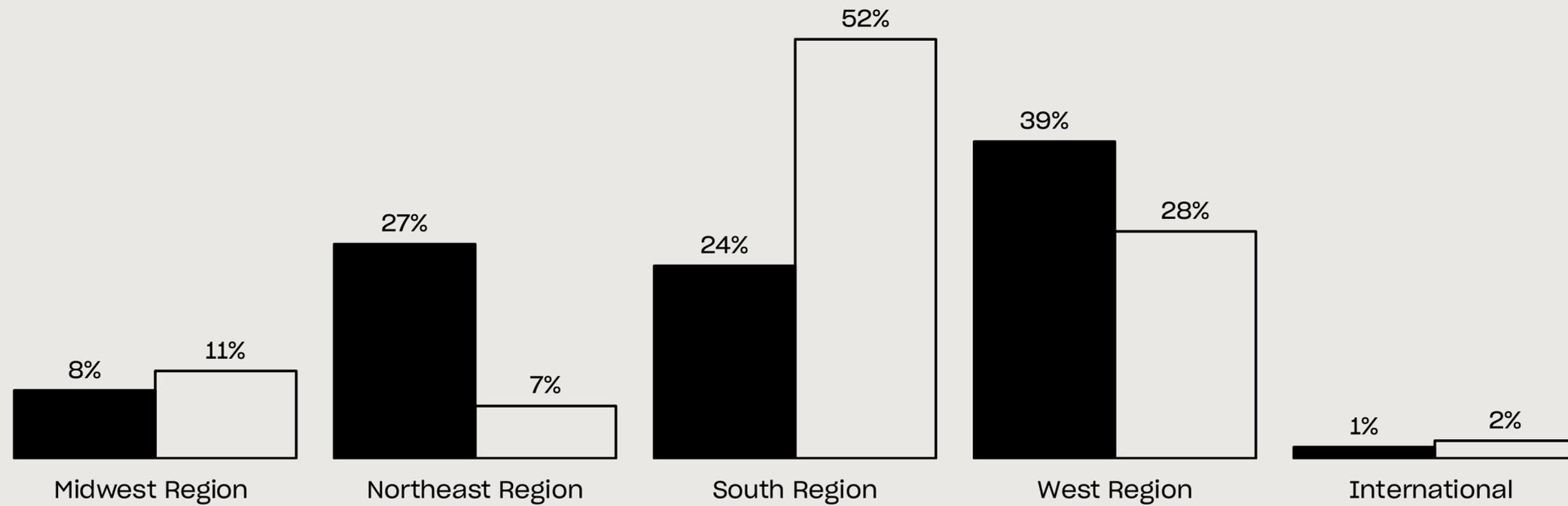
Thank You

[Complete Report](#)

[Reporting Standards](#)

Thank you for reviewing our latest Software Engineering student outcomes report. Reports will continue to be released for cohorts in six-month intervals from January to June and July to December, respectively. Reports will not be released until all students have reached maturity in the program.

We are committed to evolving our programs to meet the needs of our diverse student body. Thanks to our partnership with Chegg, we are able to continually expand our pathways into a new career for adult learners. We remain committed to innovation, accessibility, and putting students first.

Find out more at Thinkful.com.

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Our Grads Hired By:

BlackRock®

wayfair®

>accenture

6 DEGREES HEALTH

CARFAX

Bigtincan™

GROUPON®

centerfield

tagflix

Letter from Auditor — AGL CPA Group, Inc.

Part-Time – Full Letter

Full-Time – Full Letter

We have performed the procedures enumerated below, which were agreed to by Thinkful, Inc. (the "School") with its analysis of their Student Data, Employment Outcome Rate, and Graduation Rate for the periods of July 1, 2019 through December 31, 2019. Thinkful's management is responsible for Student Data, Employment Outcome Rate, and Graduation Rate. The sufficiency of these procedures is solely the responsibility of Thinkful. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

Thinkful, Inc. is responsible for the agreed-upon procedures to be performed outlined in Exhibit A and that it is in accordance with applicable standards; and for selecting the criteria and procedures and determining that such criteria and procedures are appropriate for their purposes. Thinkful, Inc. is also responsible for, and has provided us in writing regarding the Company's assertions about accuracy and existence of Student Data, Employment Outcome, and Graduation Rates which is presented in accordance with the Schools' Standards & Implementation Requirements which governs outcome reporting for graduates of 2019