Engineering

Outcomes Reporting

REPORTING PERIOD: JANUARY – JUNE 2020

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 January 1 - June 30, 2020. In total, results from 556 students were included in this data set: 118 from Engineering full-time and 438 from Engineering part-time. Our reports have been reviewed and verified by a certified third-party auditor.

Reporting Standards Update

In our last report, we measured all the industry-standard metrics that are important when evaluating a top skills-based program like Thinkful. Those included graduation rates, withdrawals, hired rates, time to hire, compensation, and demographics.

With hired rates, we only included those that found employment within the 6 months following graduation (i.e., "within the reporting period"). However, we quickly realized that many graduates were successfully landing in-field jobs past this timeline and were not accurately represented in our reporting.

As a result, in this report and all reports moving forward, we will now include graduates in our hired rates who receive and report an in-field job after 180 days and before the time each report is audited and published.

View a full outline of our reporting guidelines here.

Covid-19 Impact

It was almost impossible to predict the impact COVID-19 would have on the world. Unemployment rates hit all-time highs not seen since the Depression era in April of 2020, and the landscape of work across America shifted drastically.

In response, we've been taking the necessary steps to allow our students more flexibility. We provided maximum learning support as they continued to safely build their professional network and future career.

When hiring was at a near standstill across the country, our Careers team doubled down in their efforts to help grads secure jobs in their chosen industry. We supported them throughout the virtual interview and networking process, and helped them identify remote work opportunities.

Nevertheless, the challenges continue. Our previous report presented the initial signs of the crisis. With graduates entering the job market in 2020, the impact was even greater.

This report will be our first that shows the full impact that COVID-19 has had. While the pandemic has impacted students' immediate career outcomes, we stay committed to helping our graduates achieve their goals of starting a new and fulfilling career path.

Key Findings

73% of our Software Engineering students who completed the job search period, accepted an in-field job at the time of this report being audited and published.

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

- o 44% reported earning an annual base salary between $50,000 - $70,000

- o 25% reported earning an annual base salary between $70,000 - $90,000

- o 8% reported earning an annual base salary over $90,000

69% of our students completed the Engineering full-time program and 24% completed the Engineering part-time program.

Grad Spotlight

Maya had been in the medical field for around 20 years, feeling unchallenged and stuck. She knew it was not the professional path for her and decided to make a change. After exploring web development, Maya quickly realized she had to pursue it when she found that it was the happy marriage of her two great loves: precision and creativity.

She made the commitment and joined our part-time Software Engineering program after just one session with an Admissions Rep. Maya found the mentorship incredibly valuable to her. She also loved our easy-to-understand curriculum. Today, she's a Software Developer at Shift7 Digital, a position she acquired at the beginning of the COVID-19 pandemic.

"Thinkful has changed my life. I never thought I would be doing anything other than medical billing or making more money. Now, I see that I have potential to do so much, and I am just at the beginning of everything changing for me and my family."
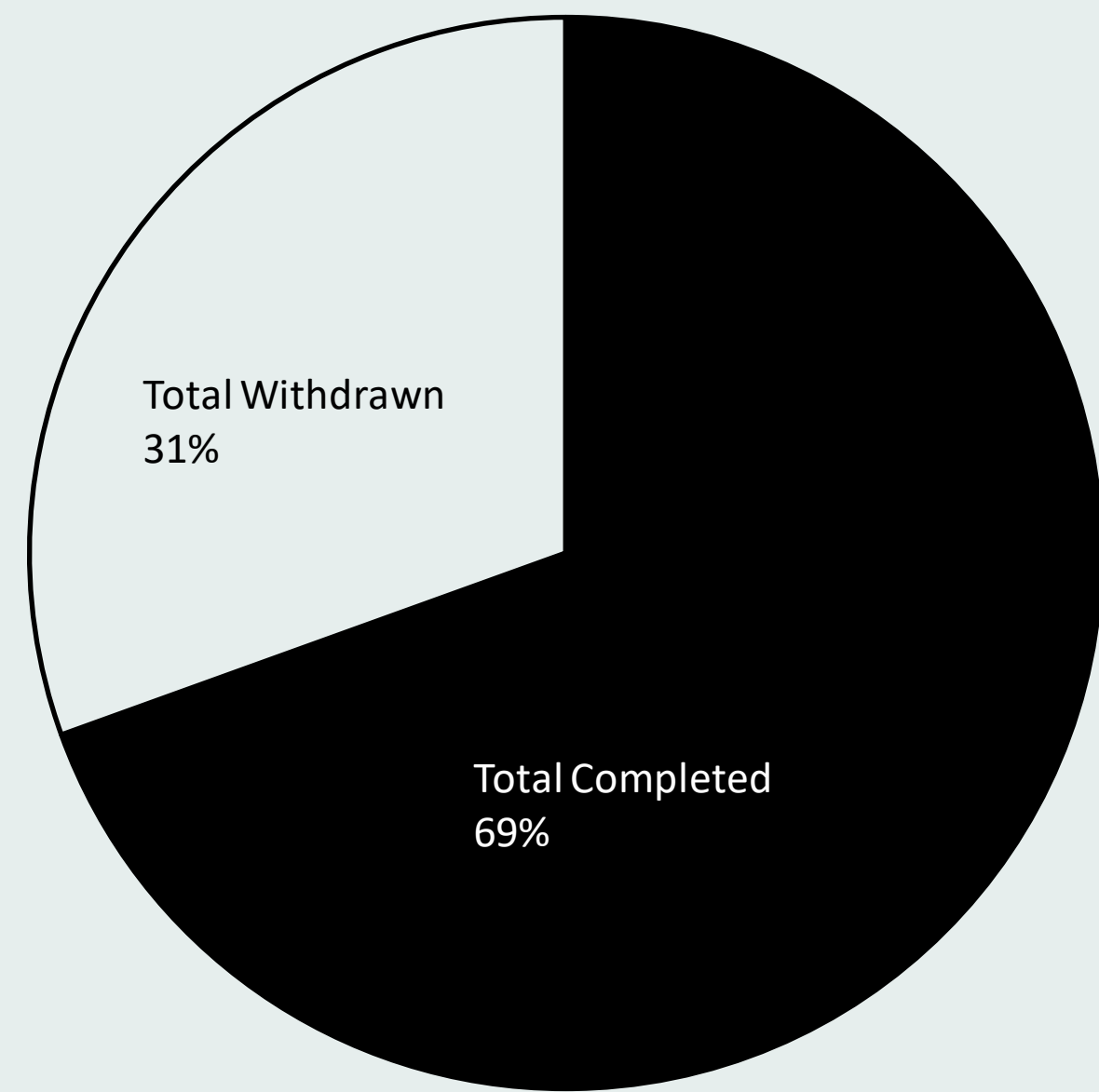
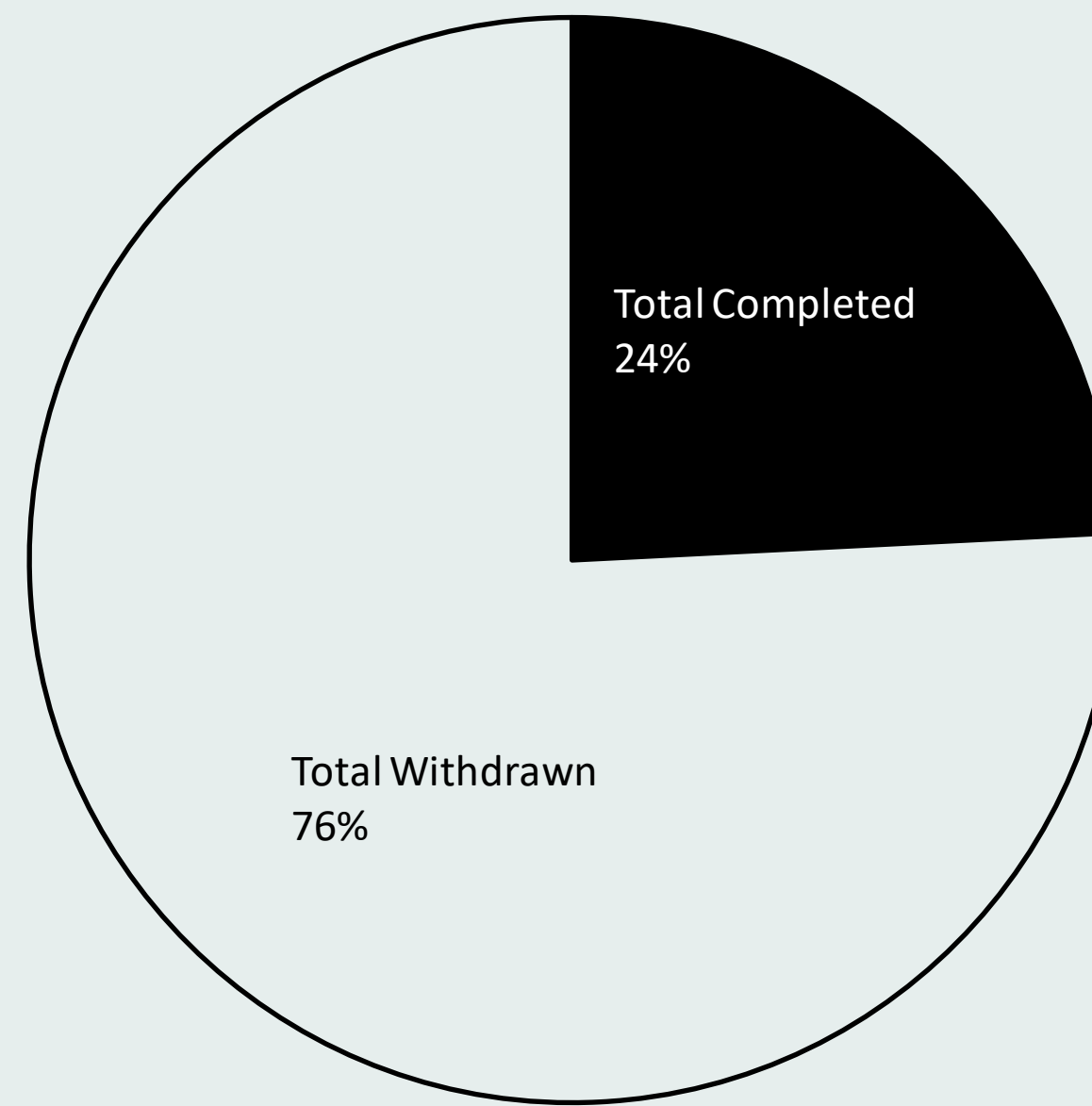- Maya Bowman, part-time Software Engineering grad, now working at Shift7 Digital

Graduation Rates

Grad Rates

Of the students in this report, the breakdown is as follows for those that completed or withdrew in each program:
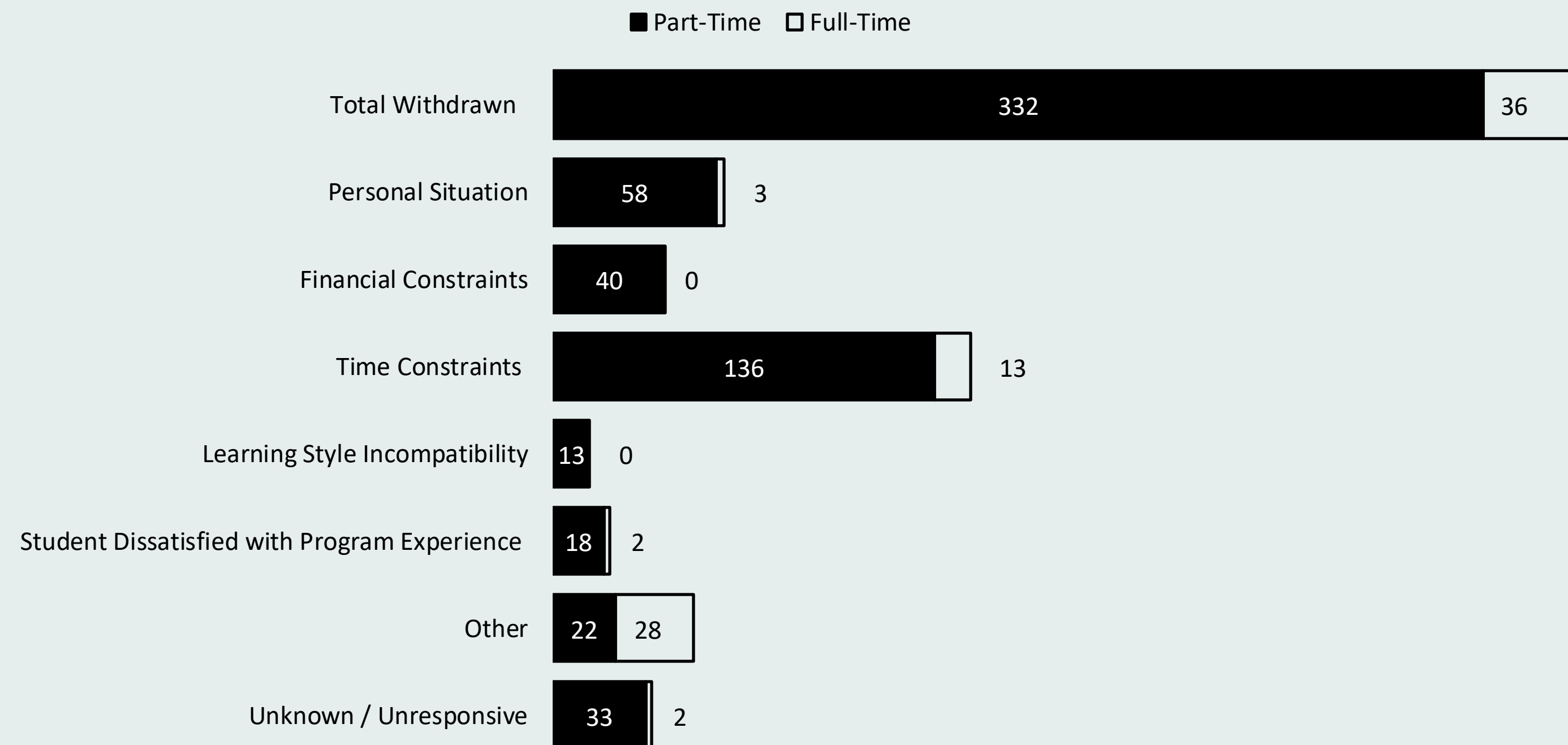
Total Withdrawn
31%

Total Completed
69%

Full-Time (140 days)

118 students included in this report

Total Completed
24%

Total Withdrawn
76%

Part-Time (182 days)

438 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	332	36
Personal Situation	58	3
Financial Constraints	40	0
Time Constraints	136	13
Learning Style Incompatibility	13	0
Student Dissatisfied with Program Experience	18	2
Other	22	28
Unknown / Unresponsive	33	2

Our Take

The students represented in this report were faced with a challenge that none of us were prepared for: a global pandemic. Still, we believe we can, and should, improve our curriculum, support, and student experience on an ongoing basis to help more students complete their coursework and graduate on time.

Over the coming months, we will look for ways to improve student learning and retention, so that those who are accepted into our Engineering program can be confident that they will graduate, and ultimately succeed in their new career.
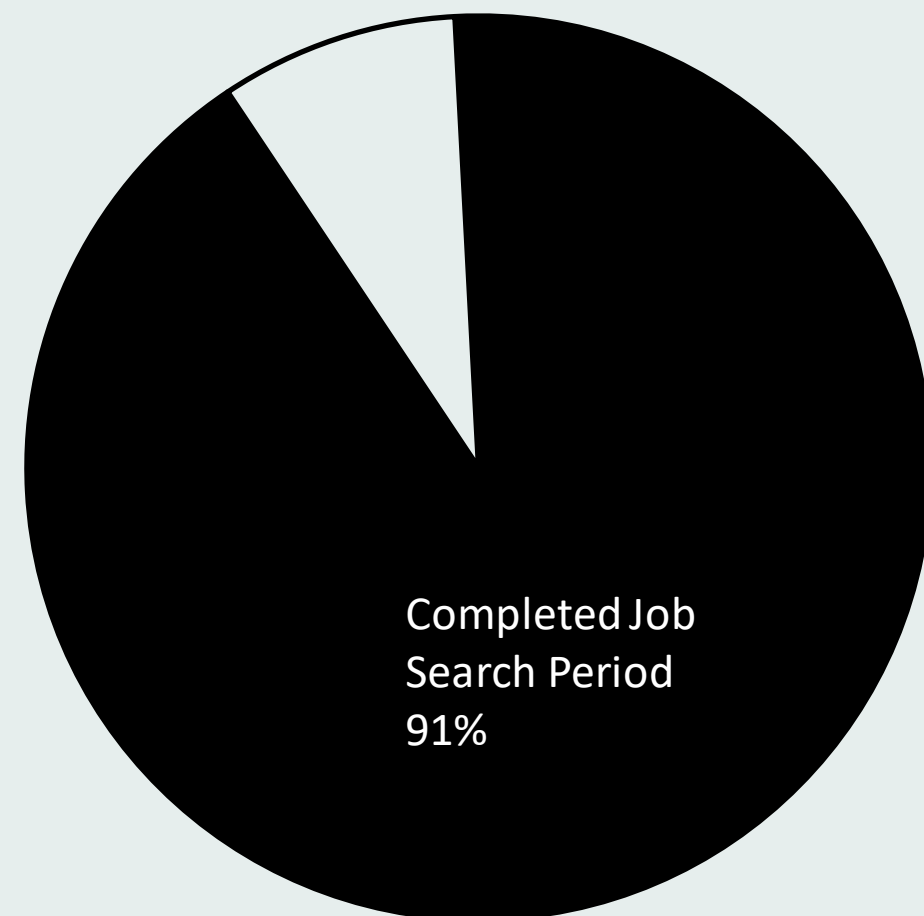
Hired Rates

Hired Rates

Of the students that completed the program within 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:
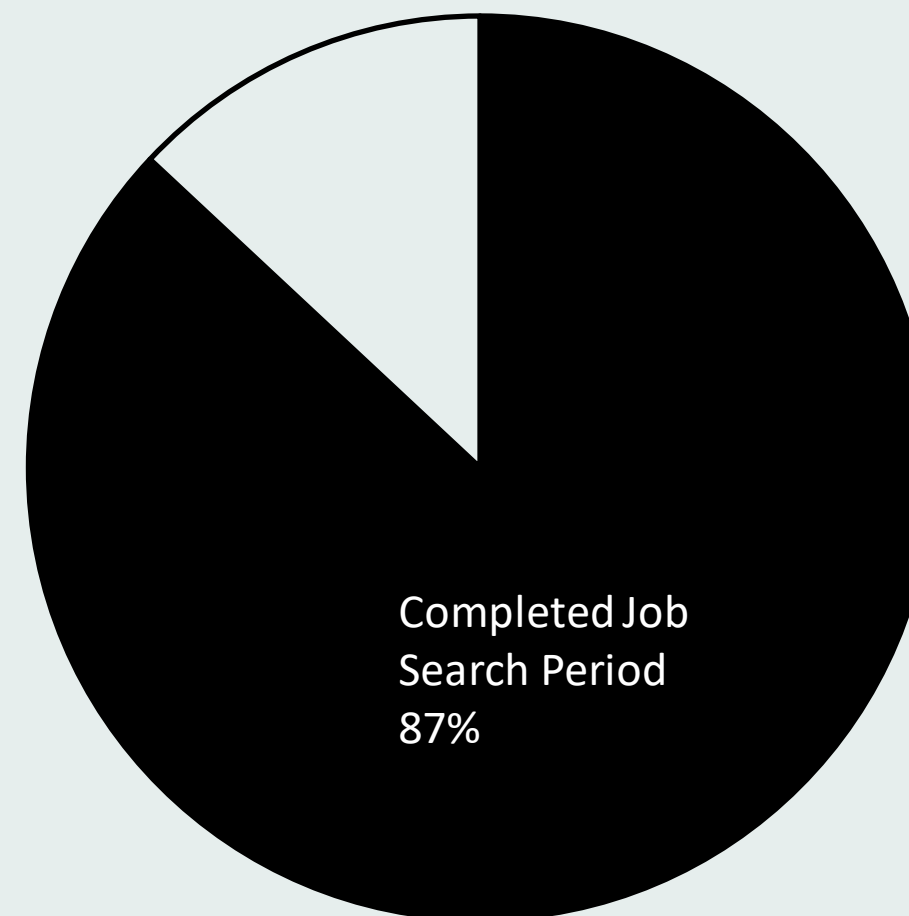
Non-Job Seekers
9%

Non-Job Seekers
13%

Completed Job
Search Period
91%

Completed Job
Search Period
87%

Full-Time

Part-Time

82 students included in this
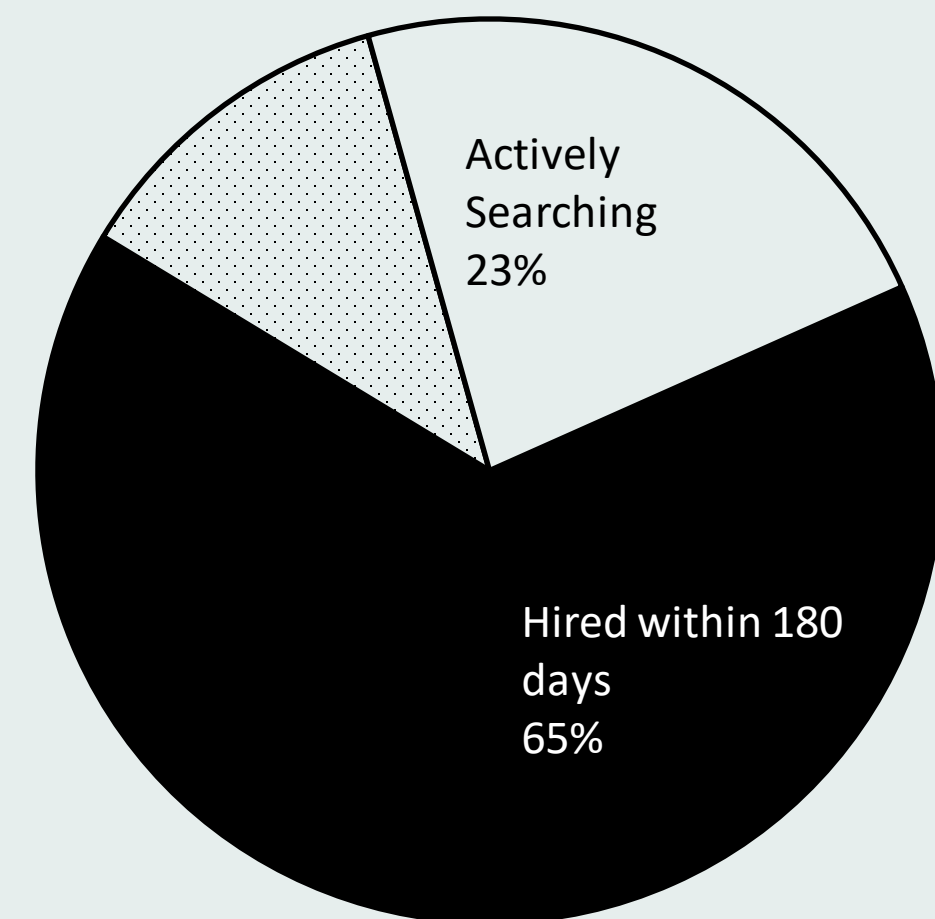report

92 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, after the reporting period, or are still actively searching at the time of this report:

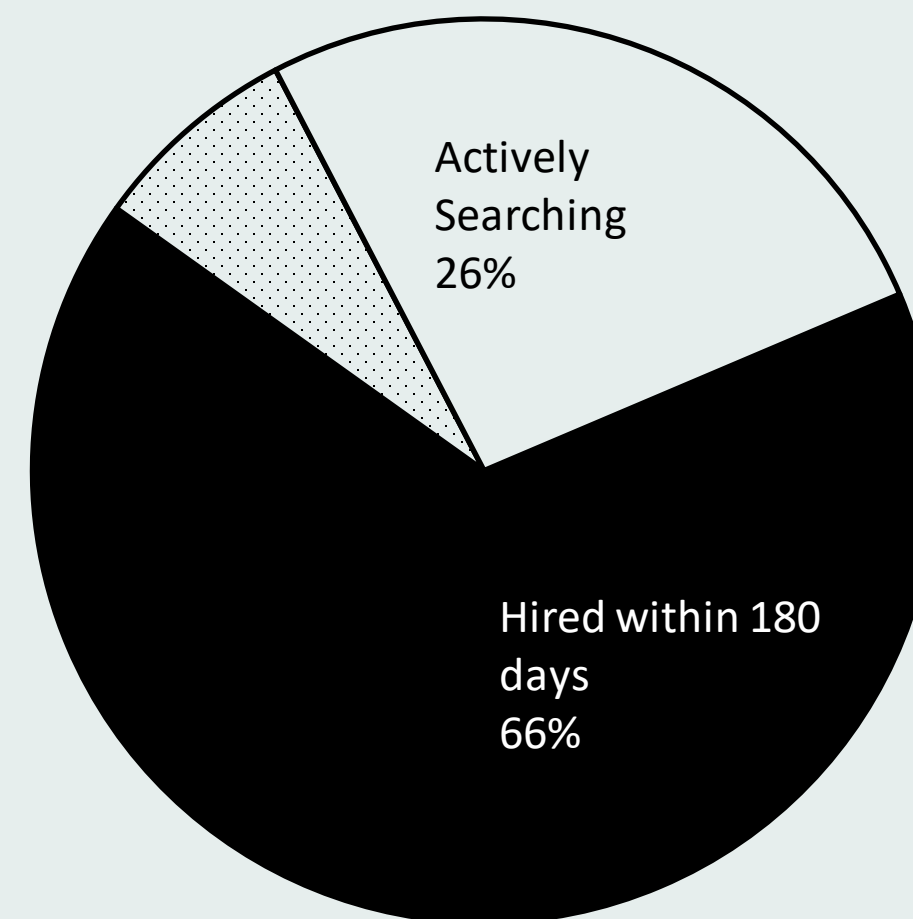Hired after 180 days
12%

Actively Searching
23%

Hired within 180 days
65%

Full-Time

75 students included in this report

Hired outside 180 days
8%

Actively Searching
26%

Hired within 180 days
66%

Part-Time

80 students included in this report

Hired Rates

The breakdown

■ Part-Time   □ Full-Time

51% / 60%	14% / 17%	9% / 0%
Full-time Salaried Employee	Full-time apprenticeship, internship, or contract	Short-term contract, part-time, or freelance
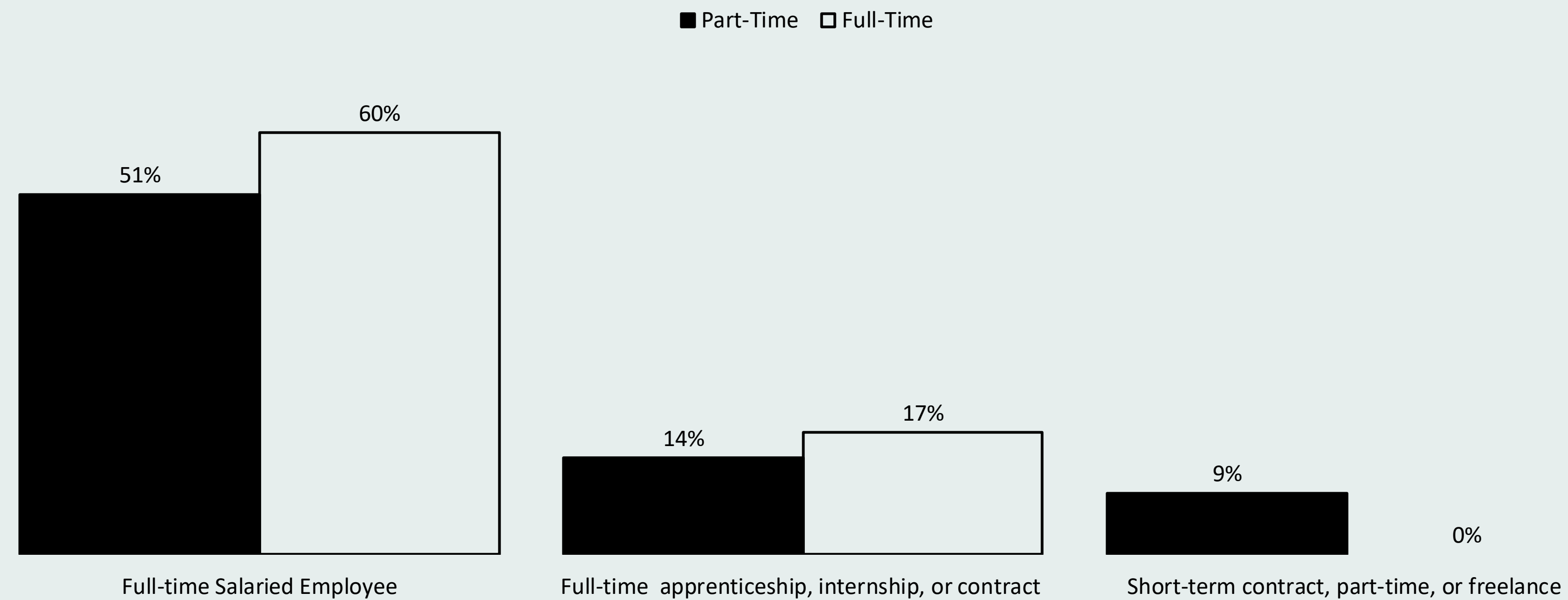
Hired Rates

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

- - Part-Time   — Full-Time

Hired Rates

Median base salaries for those who accepted a job:

■ Part-Time □ Full-Time

Salary Range	Part-Time	Full-Time
Over $90,000	5%	9%
$80,000-$90,000	3%	12%
$70,000-$80,000	14%	16%
$60,000-$70,000	20%	10%
$50,000-$60,000	15%	33%
Under $50,000	27%	16%

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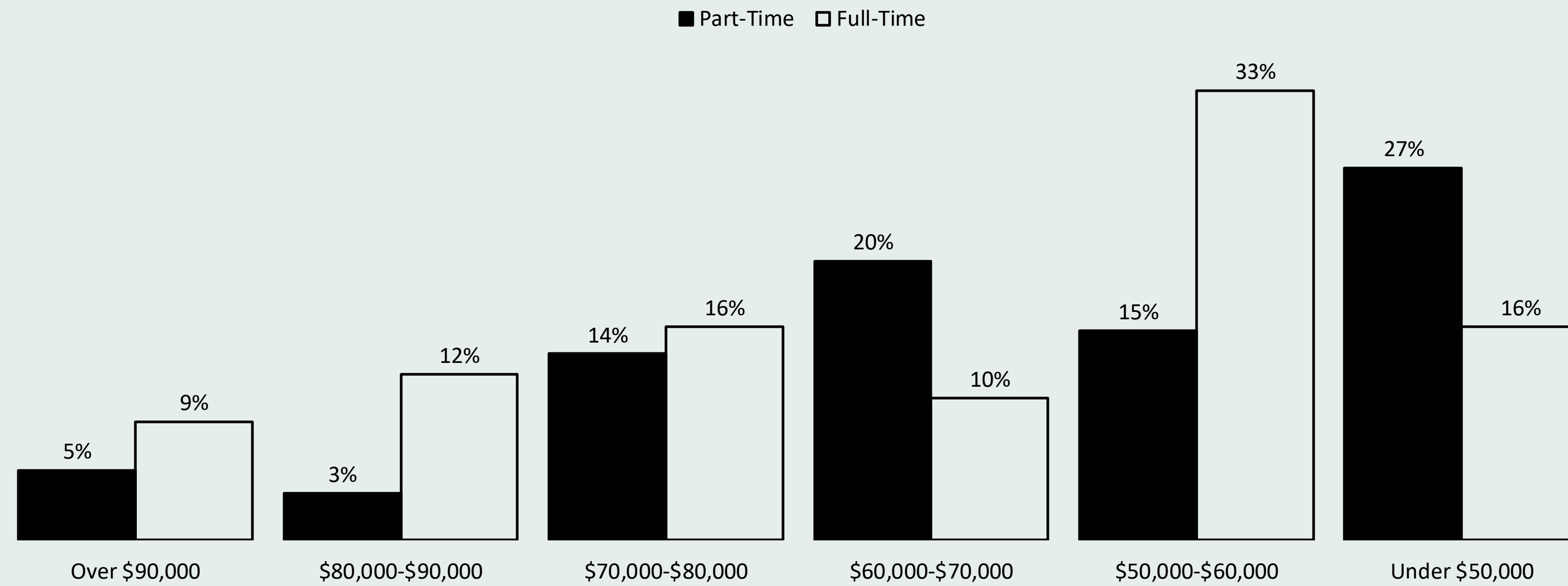
Our Take

Overall, we are very impressed with the results of our hired rates from our Engineering programs. 73% landed in-field jobs despite graduating into a global economic shutdown due to COVID-19. Being a job seeker in 2020 was tougher than any other year, and our graduates still aced it. The 14% of graduate hires beyond 180 days displayed an extraordinary amount of tenacity and grit to master a longer job search. We're proud to include them in our report this year and believe it's important to celebrate their wins.

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.
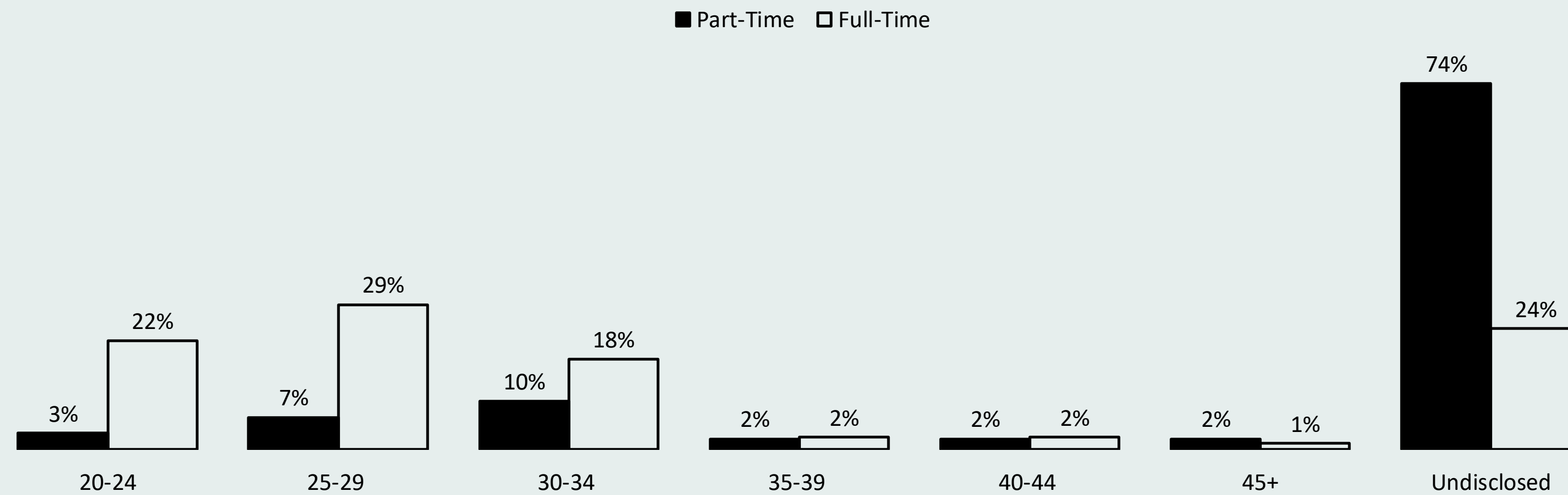
As a result, we have been focusing on the following key areas to improve our hired rates:

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

- Increasing career support access and hours pre-graduation

- Adding additional customized support systems post-graduation
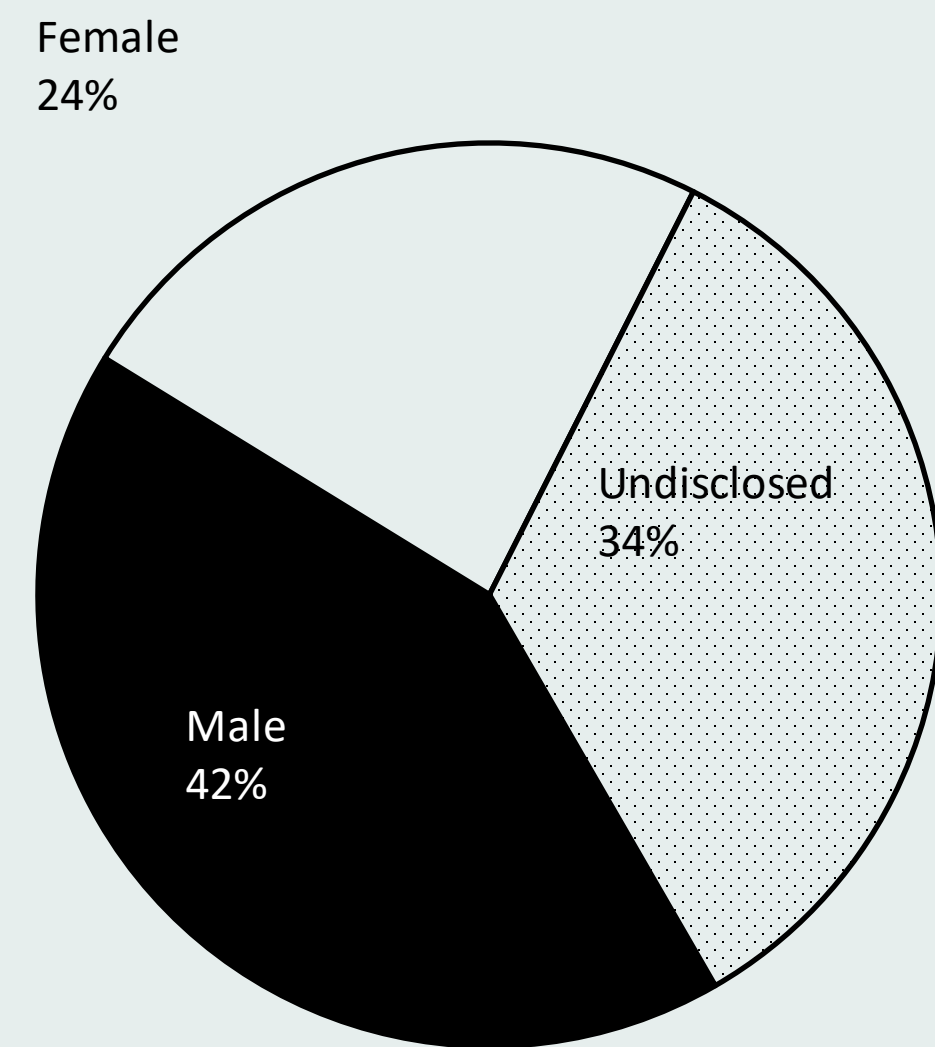
Demo-graphics

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

	20-24	25-29	30-34	35-39	40-44	45+	Undisclosed
Part-Time	3%	7%	10%	2%	2%	2%	74%
Full-Time	22%	29%	18%	2%	2%	1%	24%

Demo-graphics

Gender Identification

Female
24%

Undisclosed
34%

Male
42%

Full-Time

82 students included in this report

Female
5%

Male
19%

Undisclosed
76%
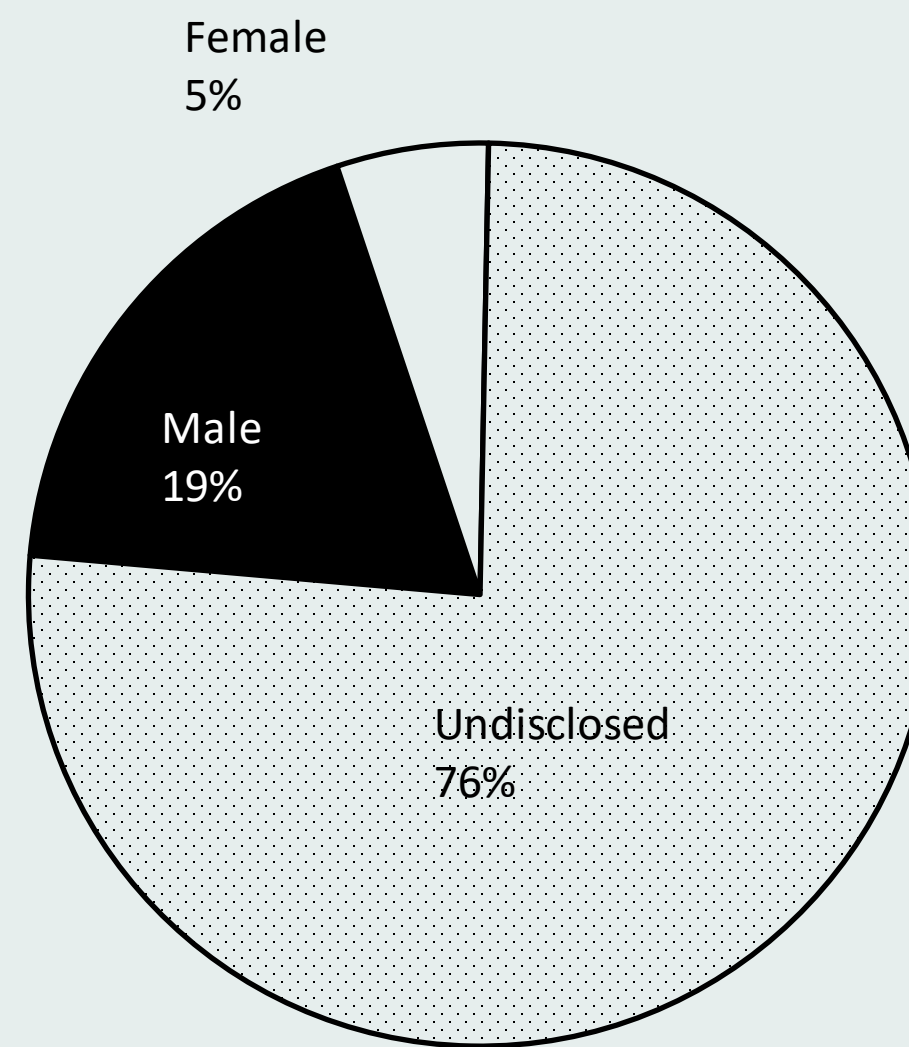
Part-Time

92 students included in this report

Demo-graphics

Education

■ Part-Time □ Full-Time

	Masters or Professional Degree	Bachelor's Degree	Some College	High School	Undisclosed
Part-Time	8%	20%	7%	3%	63%
Full-Time	6%	51%	16%	6%	21%
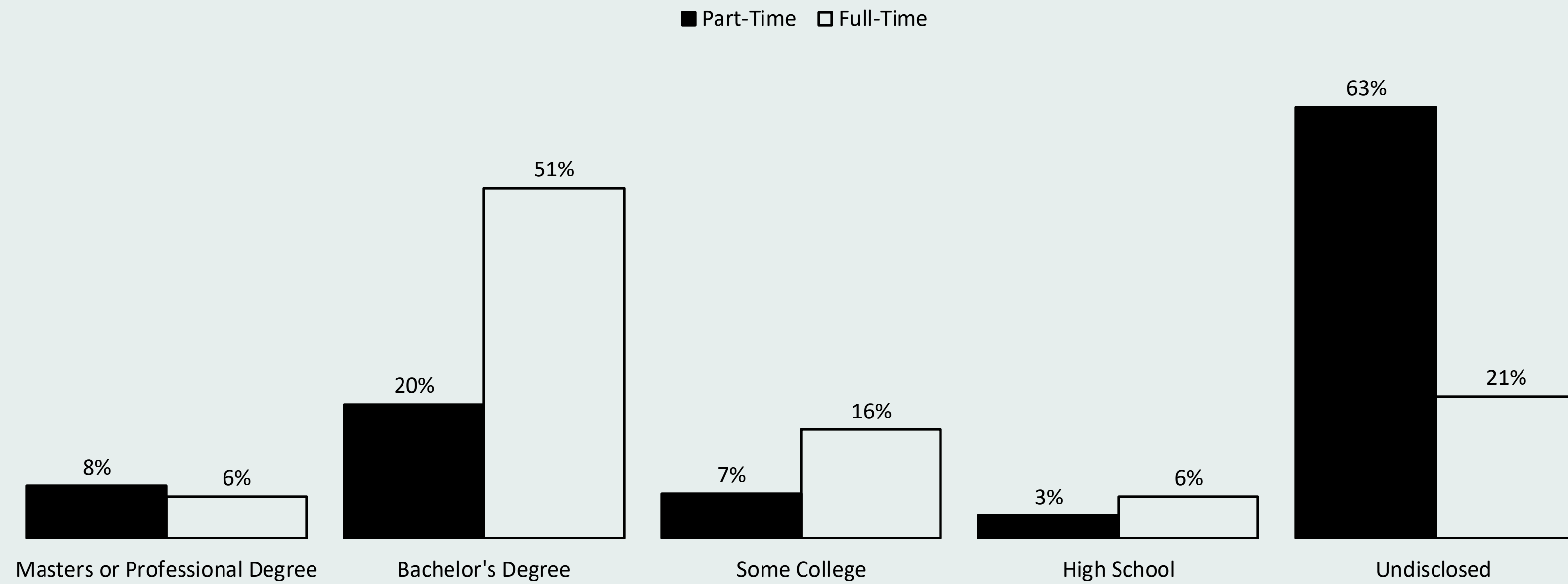
Demo-graphics

Work Experience

Legend: - - Part-Time — Full-Time

Y-axis: 0%, 10%, 20%, 30%, 40%, 50%, 60%

X-axis: 0 years, 1-3 years, 3-5 years, 5+ years, Undisclosed
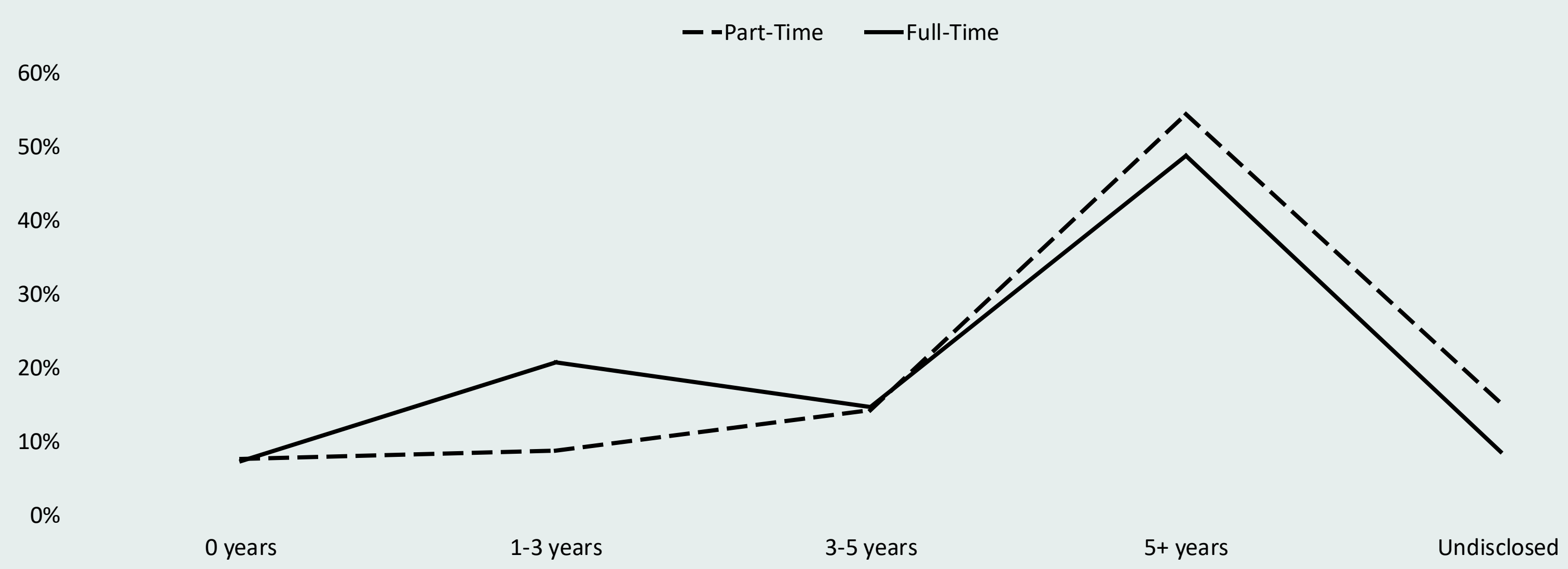
Demo-graphics

Employed While Enrolled
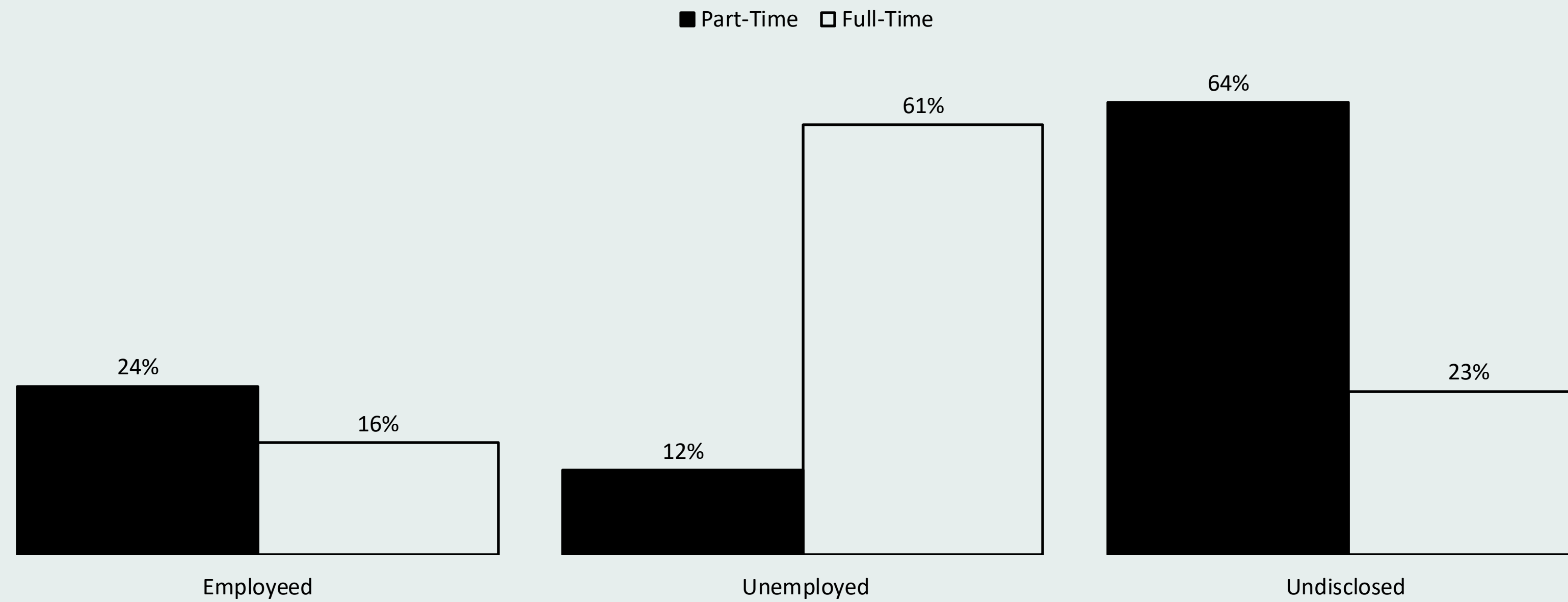
■ Part-Time □ Full-Time

	Employeed	Unemployed	Undisclosed
Part-Time	24%	12%	64%
Full-Time	16%	61%	23%

Demo-graphics

Location

Part-Time ■ Full-Time □

	Midwest Region	Northeast Region	South Region	West Region	International
Part-Time	14%	14%	37%	32%	3%
Full-Time	17%	12%	26%	45%	0%
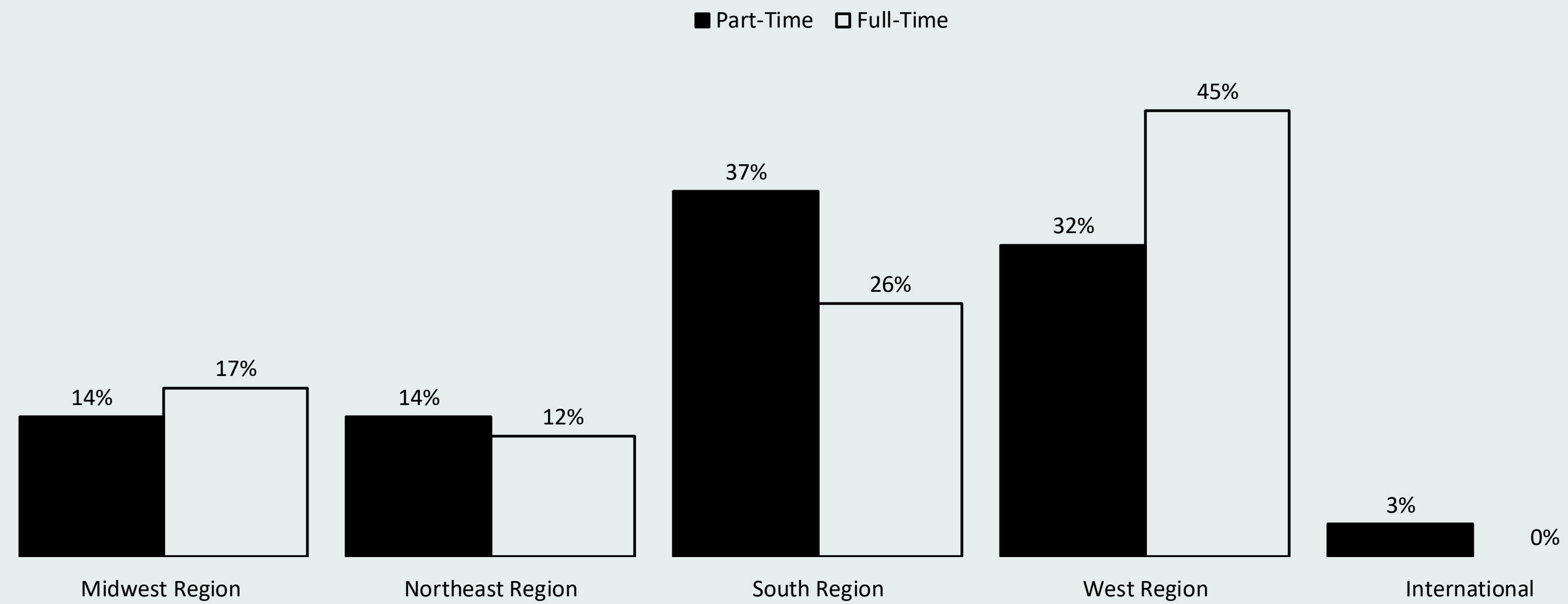
Thank You

[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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	2021

Letter from Auditor
—
AGL CPA Group, Inc.

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 January 1, 2020 through June 31, 2020. 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 2020.