Data

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 293 students were included in this data set: 66 from Data Analytics Flex and 227 from Data Science 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

85% of Data Analytics Flex students and 62% of Data Science Flex students who completed the job search period, accepted an in-field job within 180 days.

Of the Data Analytics students who accepted an in-field job and reported salaries:

- o 49% reported earning an annual base salary between $50,000 - $70,000

- o 30% reported earning an annual base salary between $70,000 - $90,000+

Of the Data Science students who accepted an in-field job and reported salaries:

- o 38% reported earning an annual base salary between $50,000 - $70,000

- o 64% reported earning an annual base salary between $70,000 - $90,000+

73% of our students completed the Data Analytics Flex program and 58% completed the Data Science Flex program.

Grad Spotlight

Blake started out in sales and business management. He started to rely on his natural data analysis and decision-making abilities to excel, and he wanted to further hone those skills.

He enrolled in our part-time Data Analytics program after he read about the flexibility and Tuition Refund Guarantee in his city, Philadelphia. He knew it was the right way to kickstart a new career.

Blake was immediately able to apply the skills he learned in his role, and level-up his career trajectory.

"I chose to enroll in the Data Analytics course because I have an interest in data and don't have an educational background in the field. I needed to start with a curriculum that gave me the ability to learn the fundamentals and go from there."

- Blake Bowling, Data Analytics Grad, now working as a Business Insights and Optimization Consultant at BBS

Grad Spotlight

Shela enjoyed her IT job but didn't feel challenged enough. She knew she had the potential to progress further and wanted to pursue a career in data but wasn't sure how to take the next step.

Then she found Thinkful. Now she's in a fulfilling career with endless potential.

Shela was hired as a Business & Data Analyst for HealthPartners, a large nonprofit healthcare organization based right in her hometown of Minneapolis.

"I like that we have extensive learning into topics that matter, instead of just learning a little bit of everything. My favorite aspect is the feeling of accomplishment after I solve a problem."

- Shela Usadi, part-time Data Science Grad, now working as a Business and Data Analyst for Health Partners

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Grad Spotlight

When Daniel decided he was ready for a new career, he committed whole-heartedly. He enrolled in our Data Science course, published an article with a top data science blog, and when he was ready to start applying, thoughtfully developed his list of target companies.

He launched a rigorous job search guided by his career coach. Now, he's not only landed a role in his new field but is working for one of the largest companies in the world: Johnson & Johnson.

- Daniel Jurado, part-time Data Science Grad, now working as a Supply Chain Analyst for Johnson & Johnson

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
27%

Total Completed
73%

Total Withdrawn
42%

Total Completed
58%
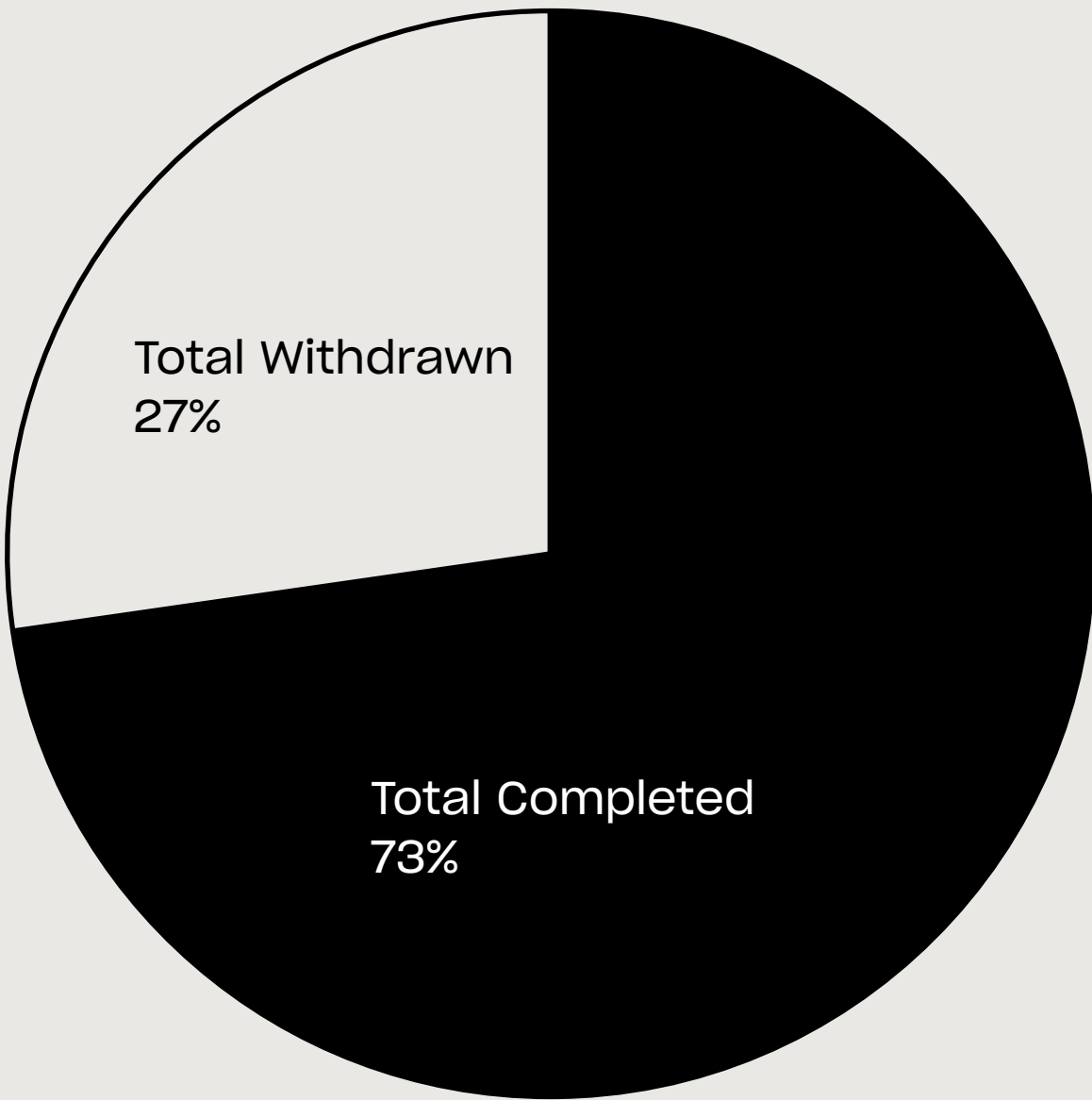
Data Analytics [Part-Time]

66 students included in this report
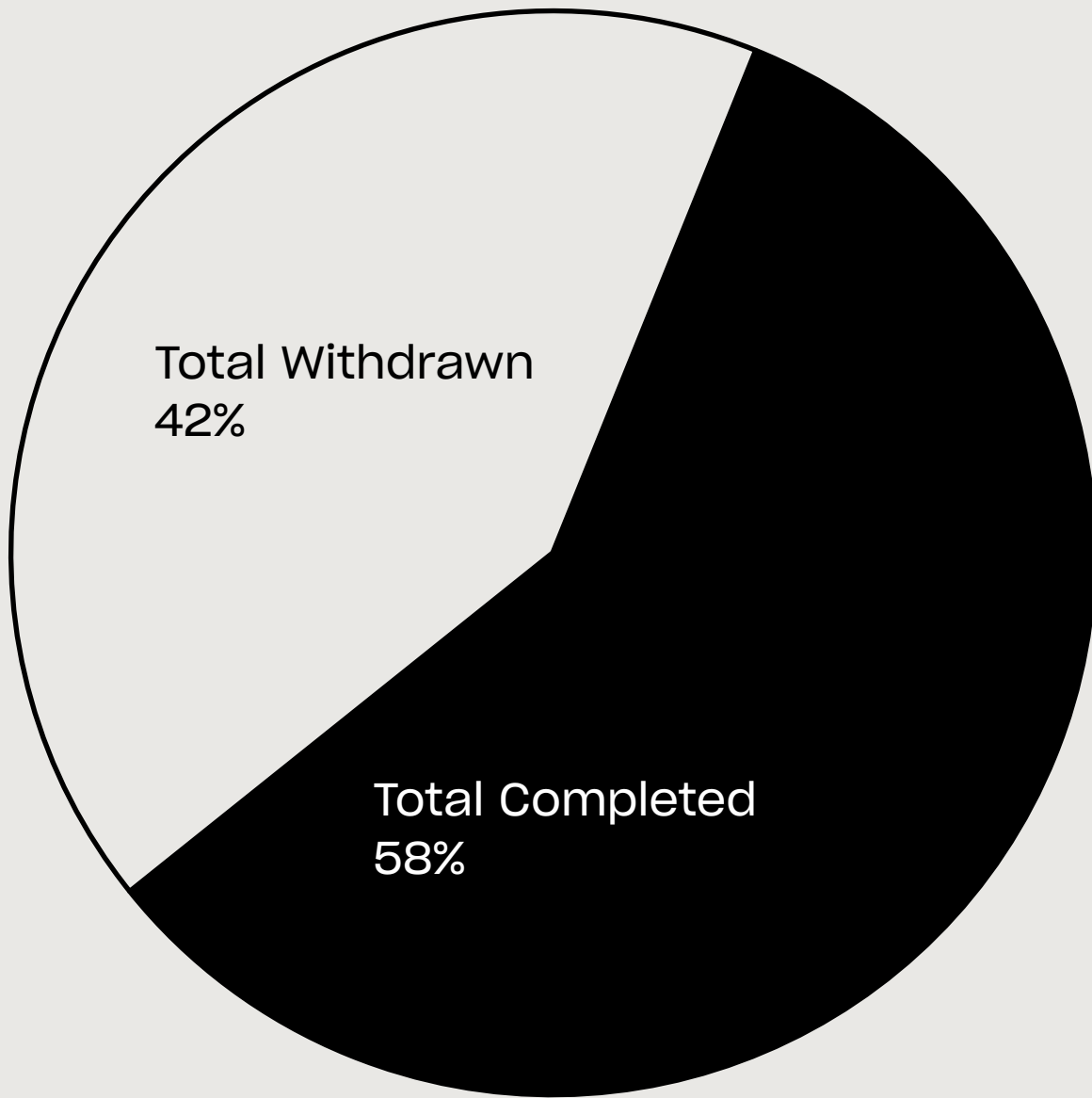
Data Science [Part-Time]

227 students included in this report

Grad
Rates

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

■ Data Analytics   □ Data Science

Total Withdrawn	18	95
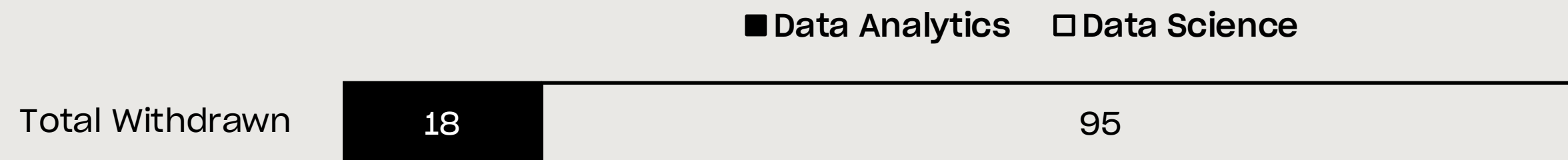
Reasons listed for withdrawal: Got a job in-field Before Meeting Graduation Requirements, Temporary Withdrawal: plans to Re-Enroll, No Longer Pursuing Field, Personal Situation, Financial Constraints, Time Constraints, Chose a Competitor, Dismissal: Code of Conduct, Failed to Meet Graduation Requirements, Learning Style Incompatibility. Student Dissatisfied with Program Experience.

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

Hired Rates

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
6%

Non-Job Seekers
11%

Completed Job Search Period
94%

Completed Job Search Period
89%
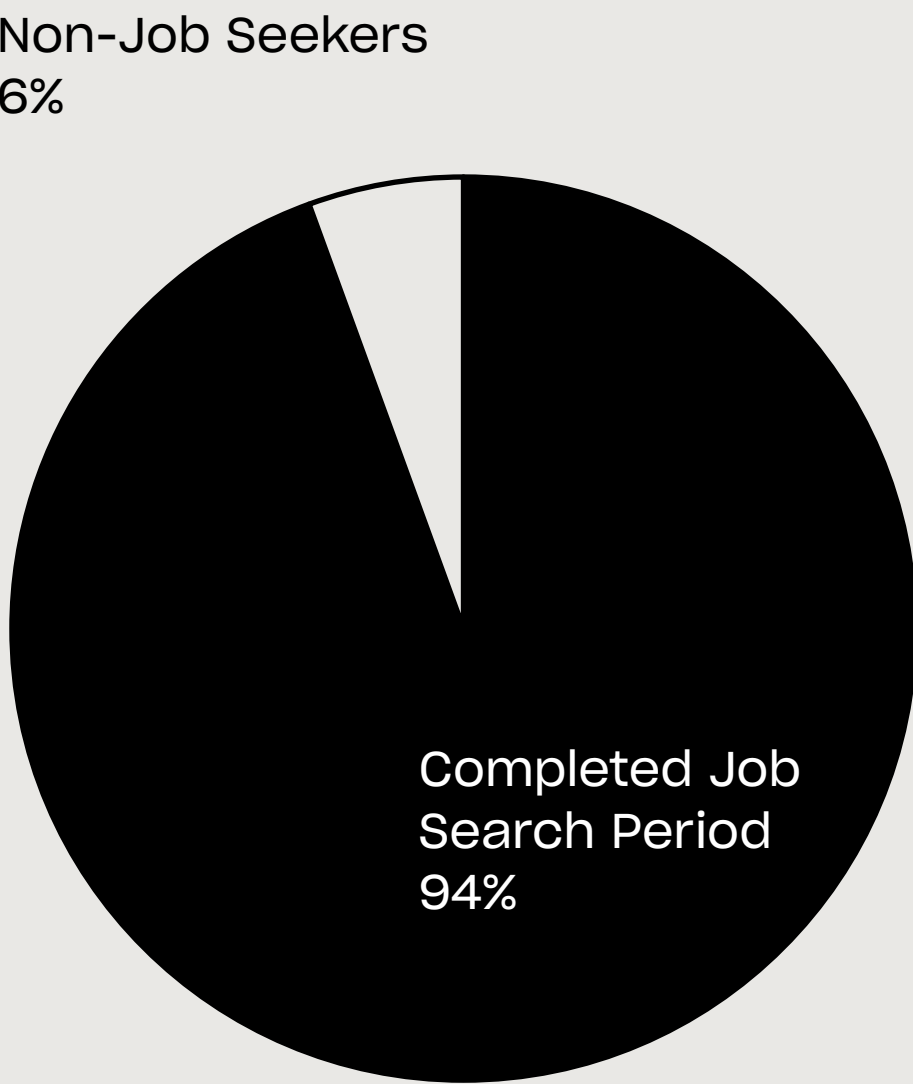
**Data Analytics
[Part-Time - 273 days]**

**Data Science
[Part-Time - 273 days]**

36 students included in this report

107 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
15%

Still Actively Searching
38%

Accepted an in-field Job
85%

Accepted an in-field Job
62%
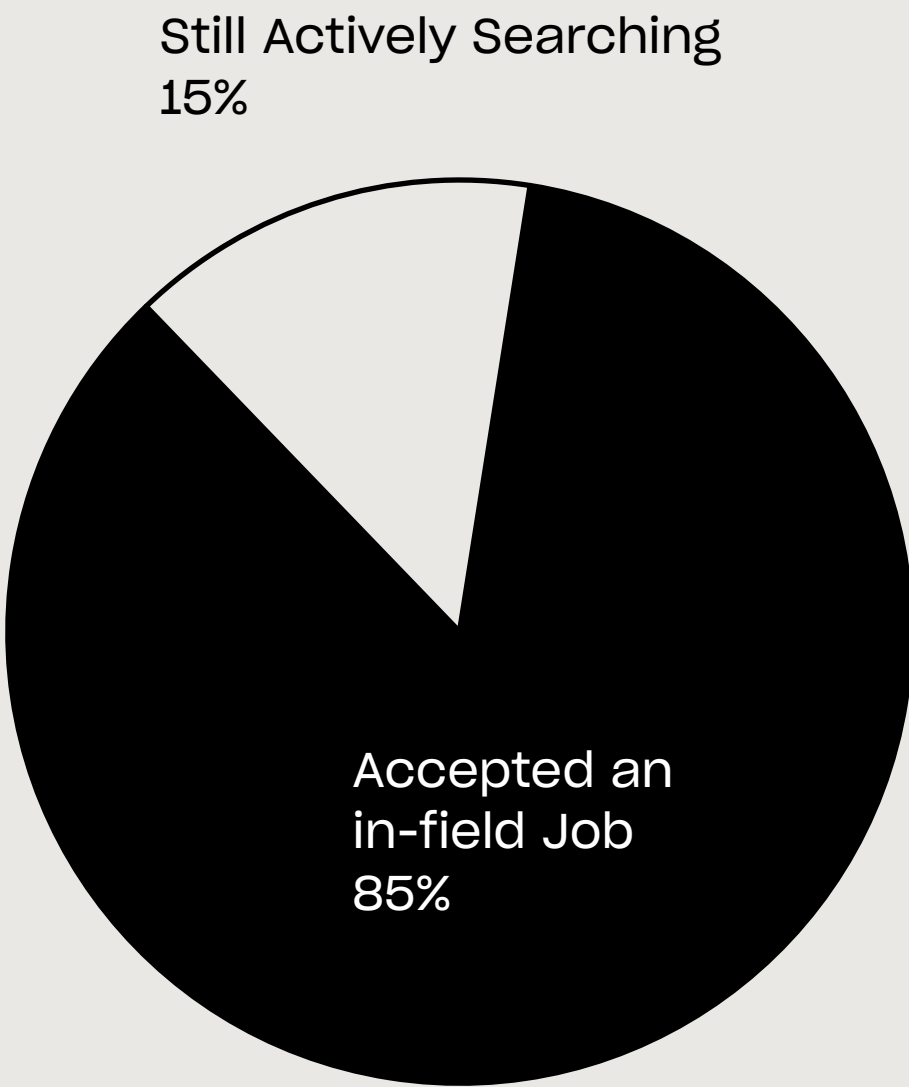
Data Analytics [Part-Time]

34 students included in this report
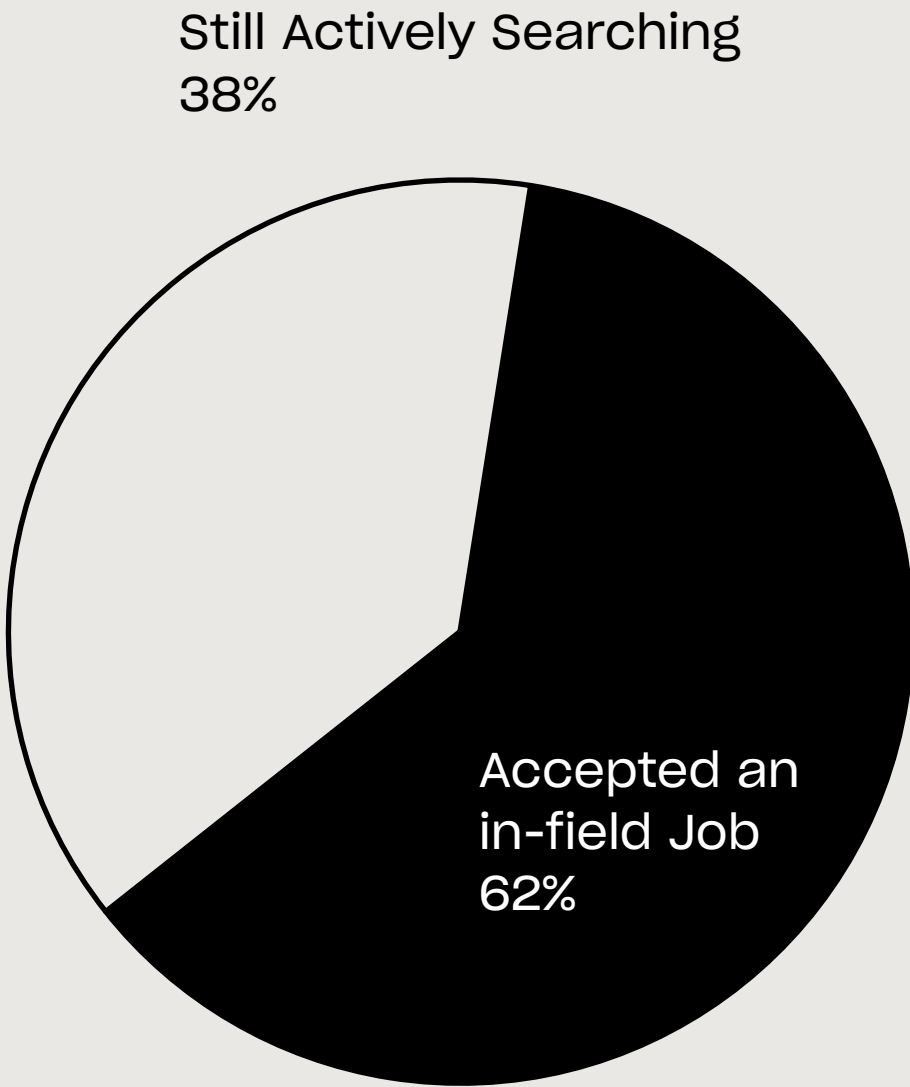
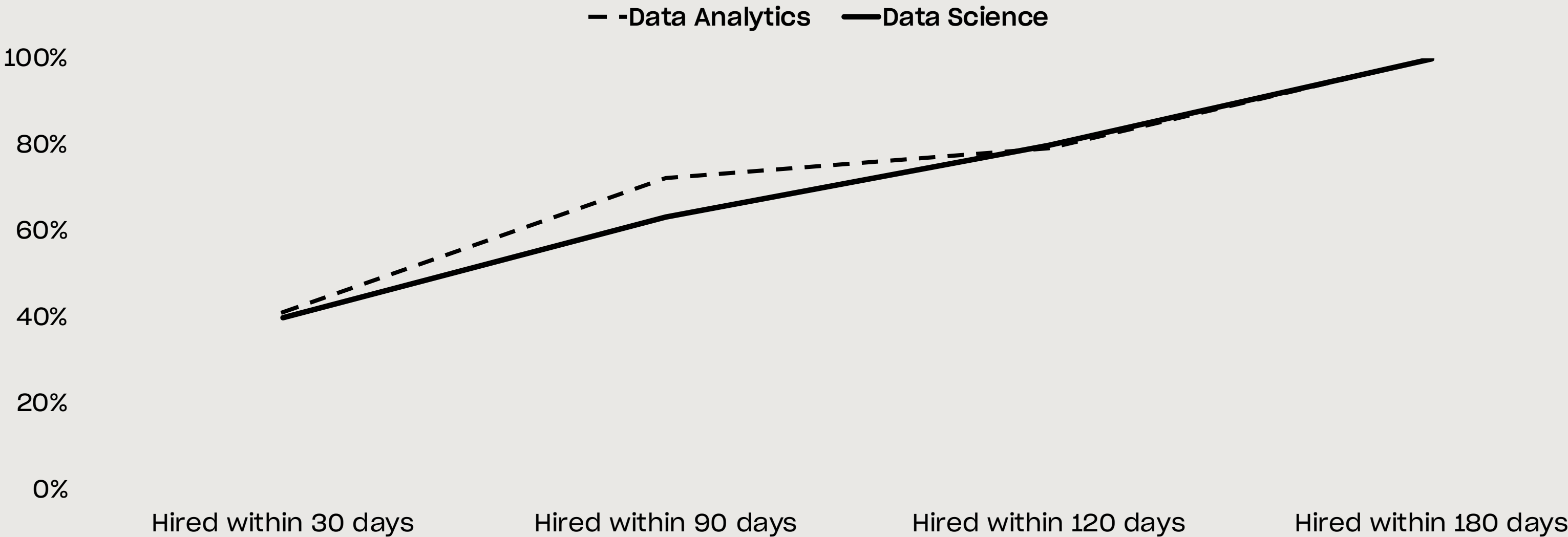**Data Science [Part-Time]**
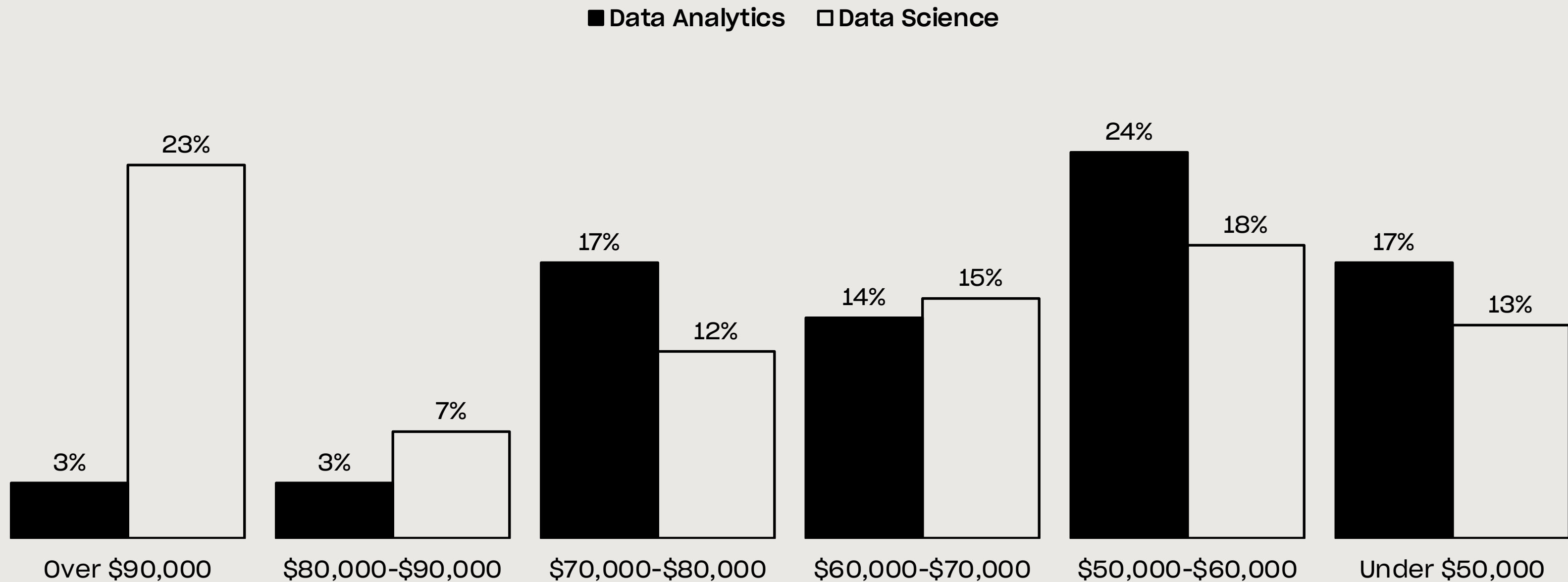
97 students included in this report

Hired Rates

The breakdown

■ Data Analytics □ Data Science

74%

48%

9%

5%

3%

7%

Full-time Salaried Employee

Full-time apprenticeship, internship, or contract

Short-term contract, part-time, or freelance
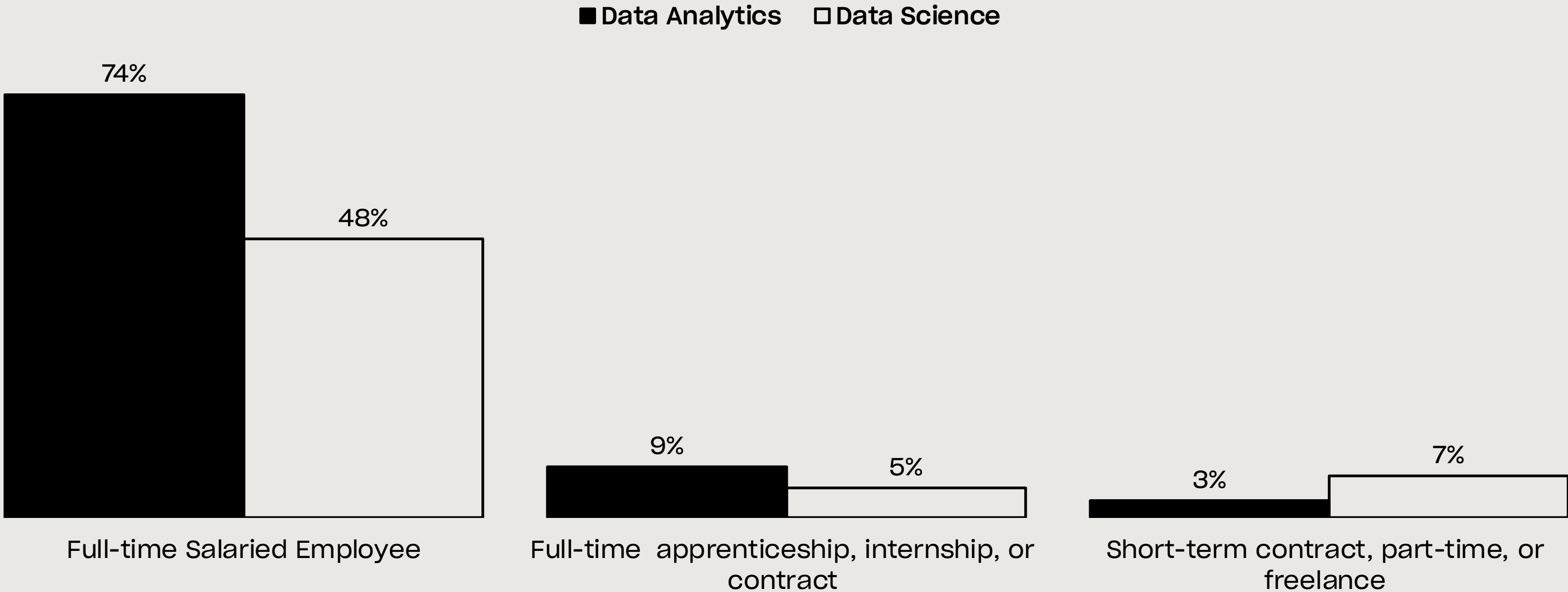
Hired Rates

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

Legend: - - Data Analytics — Data Science

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

X-axis: Hired within 30 days | Hired within 90 days | Hired within 120 days | Hired within 180 days

Hired Rates

Median base salaries for those who accepted a job:

■ Data Analytics   □ Data Science

	Over $90,000	$80,000-$90,000	$70,000-$80,000	$60,000-$70,000	$50,000-$60,000	Under $50,000
Data Analytics	3%	3%	17%	14%	24%	17%
Data Science	23%	7%	12%	15%	18%	13%

Our Take

We are very impressed with the results of our hired rates from our part-time Data Analytics program, but we realize there is a lot more we can do to help our part-time Data Science grads land jobs. However, there are many positives that we see.

72% of data Analytics students and 63% of Data Science students landed in-field jobs within 90 days of graduation which is better than we have seen in all past cohorts. 59% of Data Analytics students and 60% of Data Science students 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. 75% of Data Analytics students and 85% of Data Science students secured salaried jobs within their field earning over $50,000.

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.

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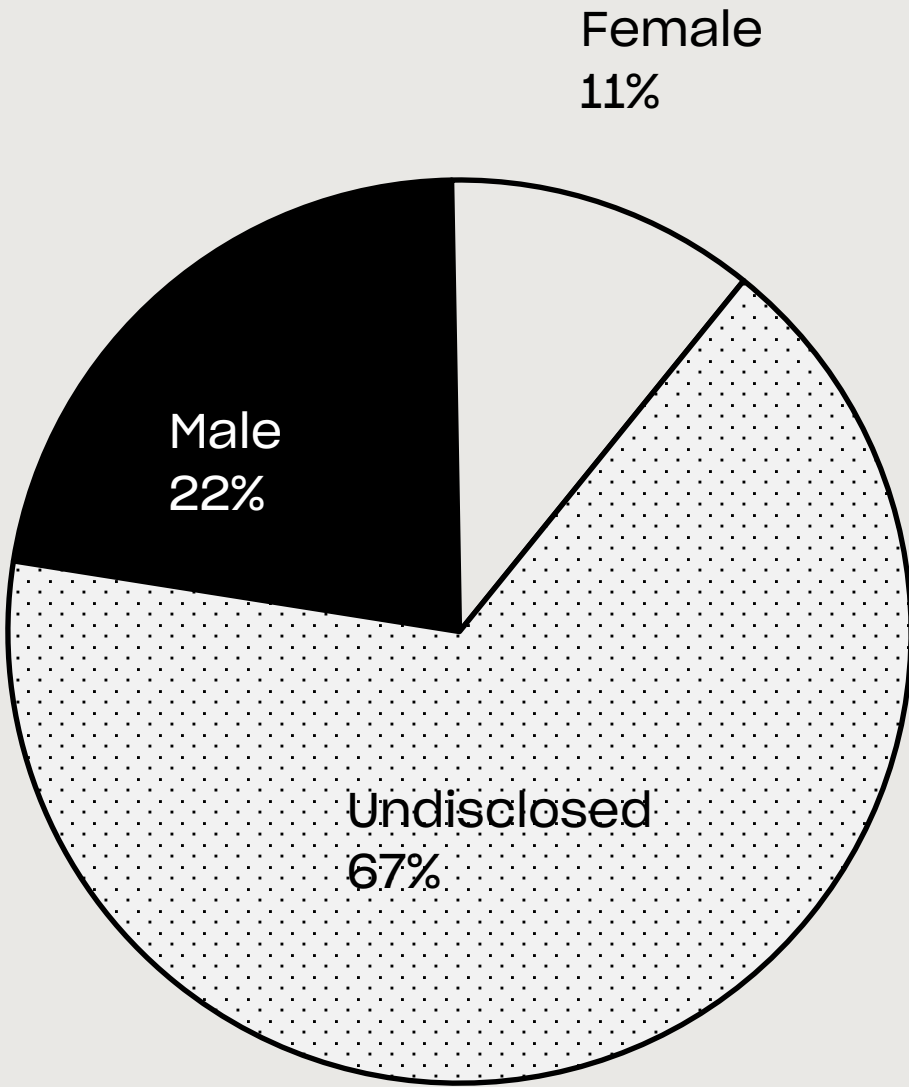
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Demo-graphics

Demographics

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:
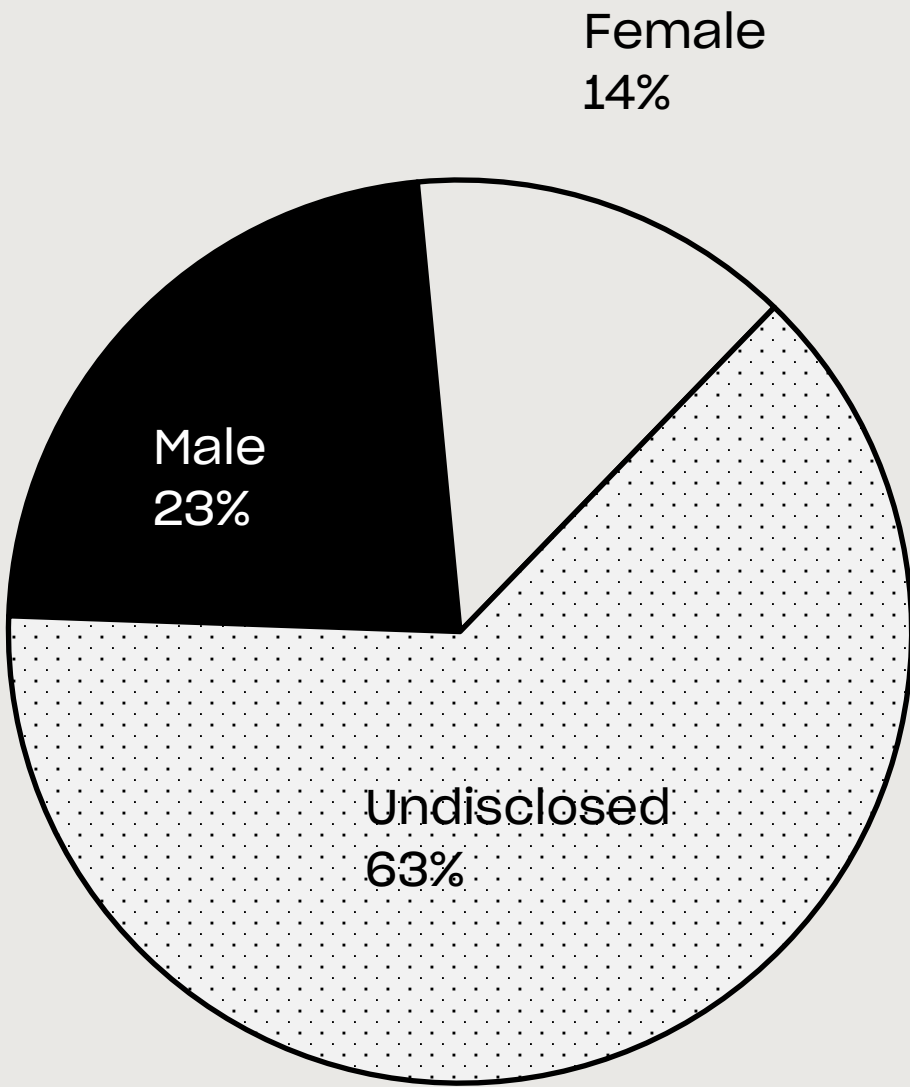
■ Data Analytics   □ Data Science

	20-24	25-29	30-34	35-39	40-44	45+	Undisclosed
Data Analytics	3%	19%			3%	6%	72%
Data Science	1%	13%	17%	2%		2%	63%
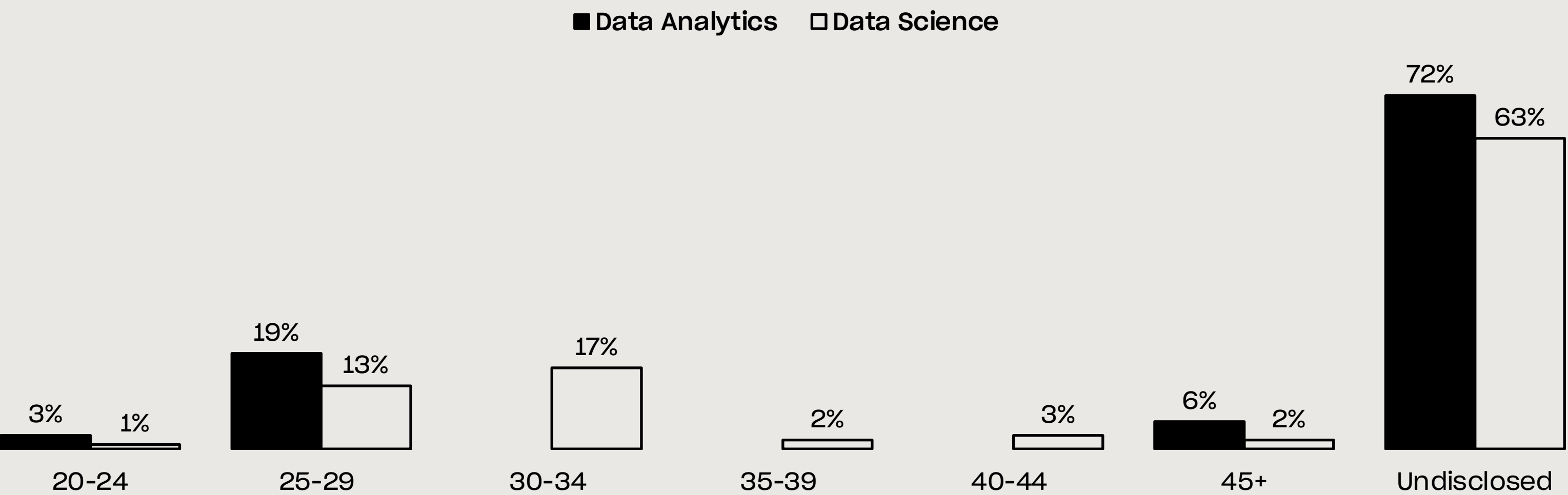
Demographics

Gender Identification

Female
11%

Male
22%

Undisclosed
67%

Data Analytics [Part-Time]

36 students included in
this report

Female
14%

Male
23%

Undisclosed
63%

Data Science [Part-Time]

109 students included in
this report

Demo-graphics

Education

■ **Data Analytics** □ **Data Science**

	Data Analytics	Data Science
Masters or Professional Degree	19%	18%
Bachelor's Degree	78%	25%
Some College	3%	1%
High School	0%	1%
Undisclosed	0%	55%
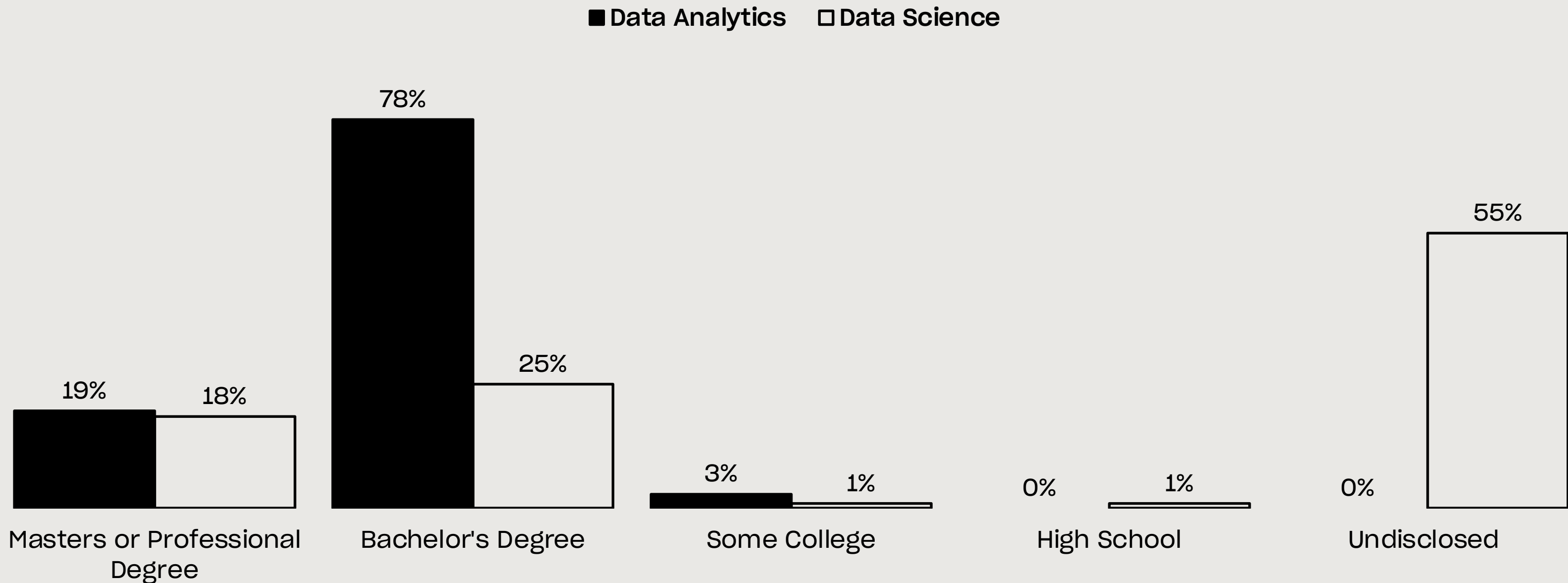
Demo-graphics

Work Experience

Legend: --- Data Analytics   —— Data Science

Y-axis: 0.00%, 10.00%, 20.00%, 30.00%, 40.00%, 50.00%

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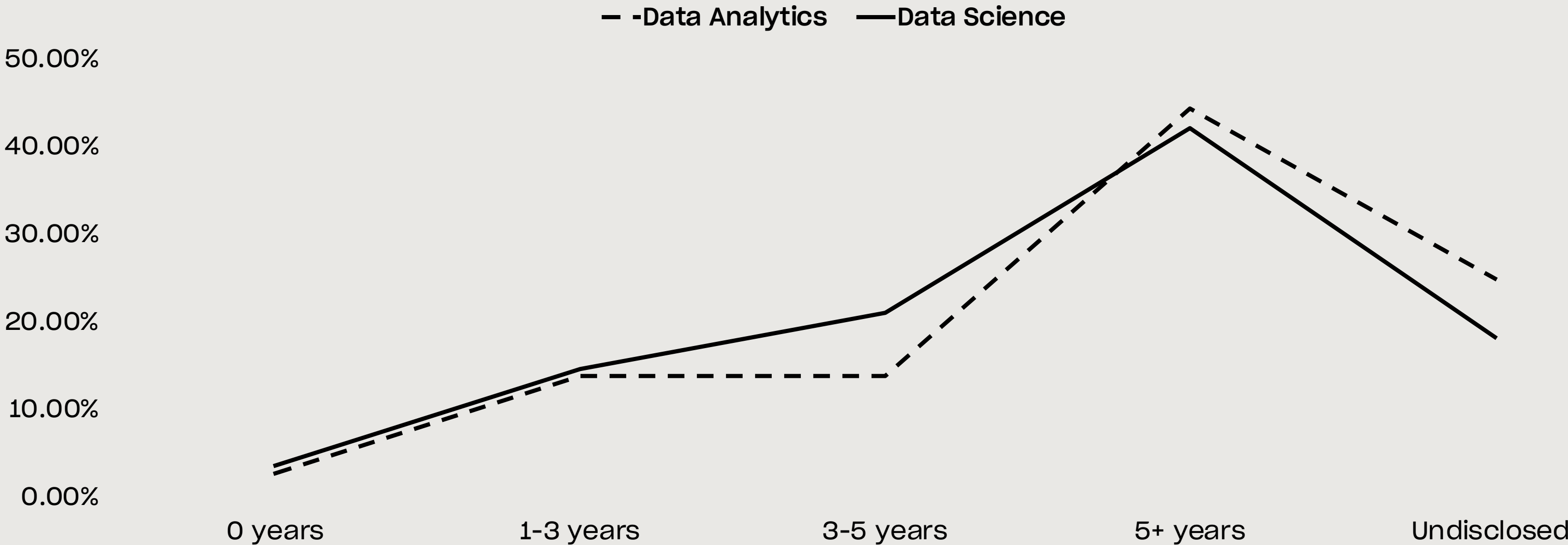
Demo-graphics

Employed While Enrolled

■ Data Analytics   □ Data Science

	Employeed	Unemployed	Undisclosed
Data Analytics	31%	6%	64%
Data Science	29%	9%	61%

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Demographics

Location

■ Data Analytics   □ Data Science

	Midwest Region	Northeast Region	South Region	West Region	International
Data Analytics	11%	22%	28%	33%	3%
Data Science	10%	10%	29%	47%	4%

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Thank You

Complete Report

Reporting Standards

Thank you for reviewing our latest Data Analytics and Data Science 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.

Our Grads
Hired By:

Letter From Auditor
—
AGL CPA Group, Inc.

Data Analytics - Full Letter

Data Science - 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