

Microverse Outcomes

Q1 2021

Our goal at Microverse is to help talented people anywhere in the world connect with life-changing career opportunities. We work hard to ensure we are able to do that for exceptional people everywhere.

We want to share what the current outcomes for Microverse alumni looked like in Q1 2021 (January - March 2021). We will continue to share information quarterly as our alumni population grows and our program changes so that we can keep everyone informed about what we are working toward together.

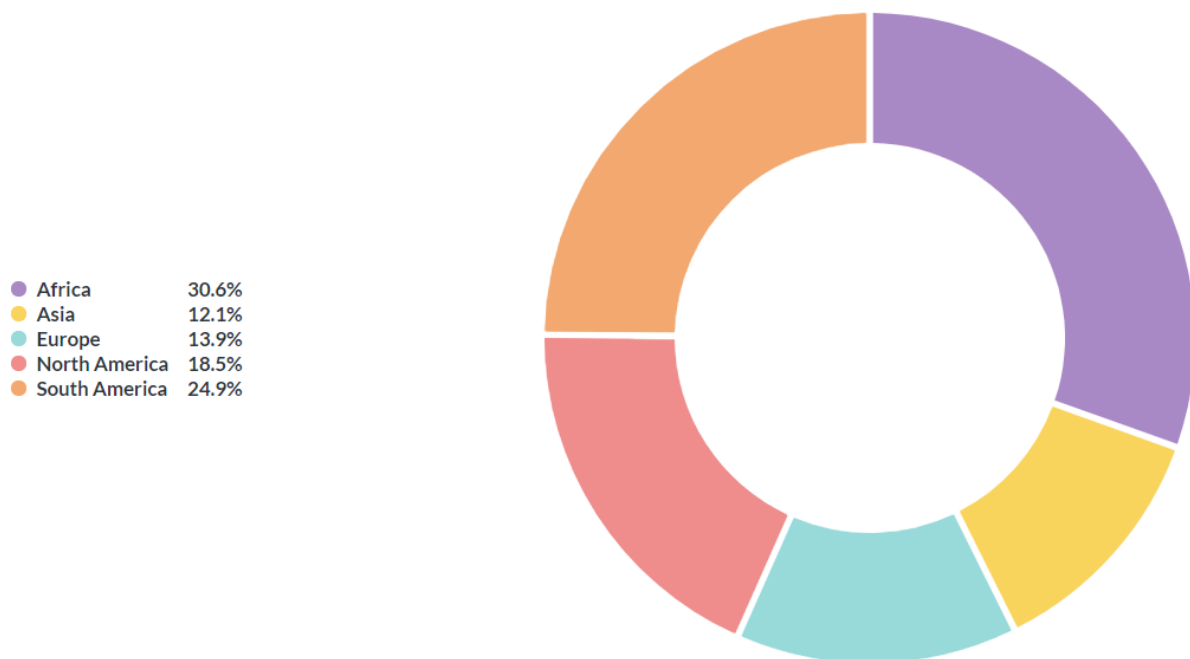
Note that all salary numbers mentioned below are in USD.

Who are we talking about in this report?

In this report, we will be looking at data around our currently active job searchers, as well as our alumni who have gotten their first job after Microverse. **As of right now, we have 278 Micronauts between alumni and job searchers**, up from 220 at the end of last quarter.

Where are our Micronauts located?

We have students from all around the world. Here is a breakdown of where our alumni and job searchers are by continent.

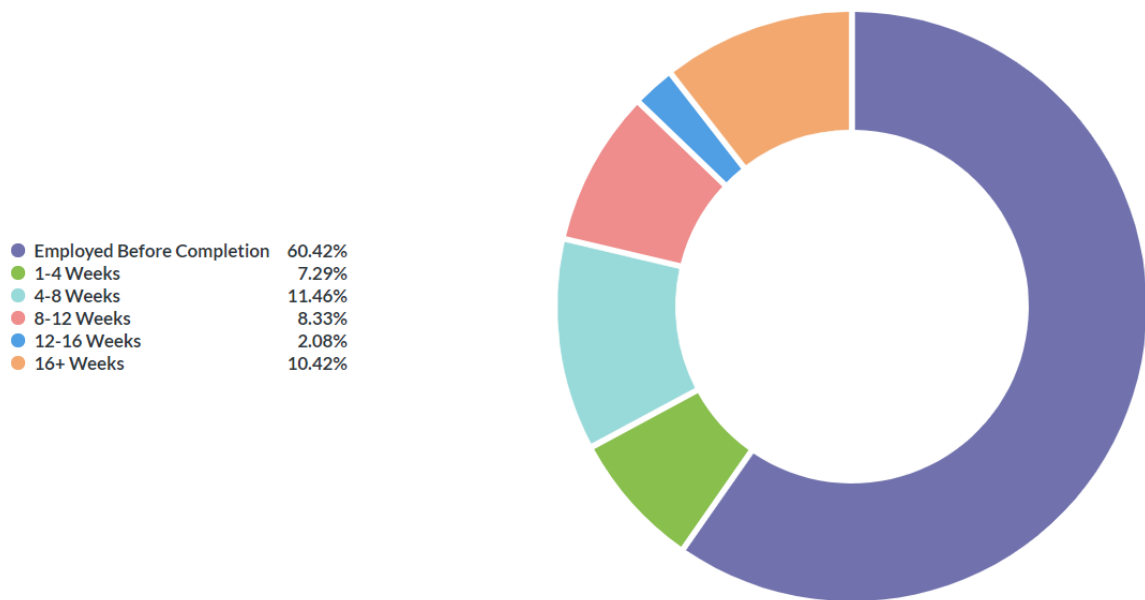


Let's look at what our job searchers are doing

Once Micronauts complete the core program, they start focusing entirely on applying to jobs and interviewing for their first role after Microverse. Here are some numbers for how their job search goes, looking specifically at all our data for Q1 2021.

On average, students who complete the whole Microverse core program spend 75 days (~ 10.5 weeks) searching for a job before they accept an offer, and 87% of all offers accepted during Q1 were accepted within 12 weeks of job searching, which is about the same as last quarter.

Here is a chart showing the distribution of weeks spent job searching after completing the core program for all offers accepted during Q1.



We do see some Micronauts taking a longer period of time to find a job, but we are still seeing 94% of Micronauts accepting offers within 6 months of full-time job searching.

Now let's dig into our employment statistics

Once the job search is complete, what do the offers our Micronauts accept look like? When digging into this data, it's important to keep in mind that this is for a global student population with a lot of different starting places, both in terms of career backgrounds, geographical locations, and personal goals. This means that an outcome that looks great to one person may look like an unacceptable outcome to another. **We strive to work with students individually to make sure they are happy in the career steps they are taking for their unique path.**

Salary breakdown

Of course, salary is an important factor when choosing a job and a career, so the salary of our alumni is important. That said, we are also focused on the long-term career growth of all our alumni, so we support everyone in their first job, second

job, third job, and beyond. With that in mind, let's look at some data around the salaries for our alumni.

What salaries are our alumni earning?

For **all** our currently employed Micronauts working full-time roles, the current median salary is **\$17,214**. This include Micronauts in their first, second, or third roles after Microverse.

As we are a global school with a diverse student population, it can be helpful to see how this looks for different groups of people. Here is a breakdown of the median salary in USD by the continent where the student is based for all currently employed Micronauts in full-time roles:

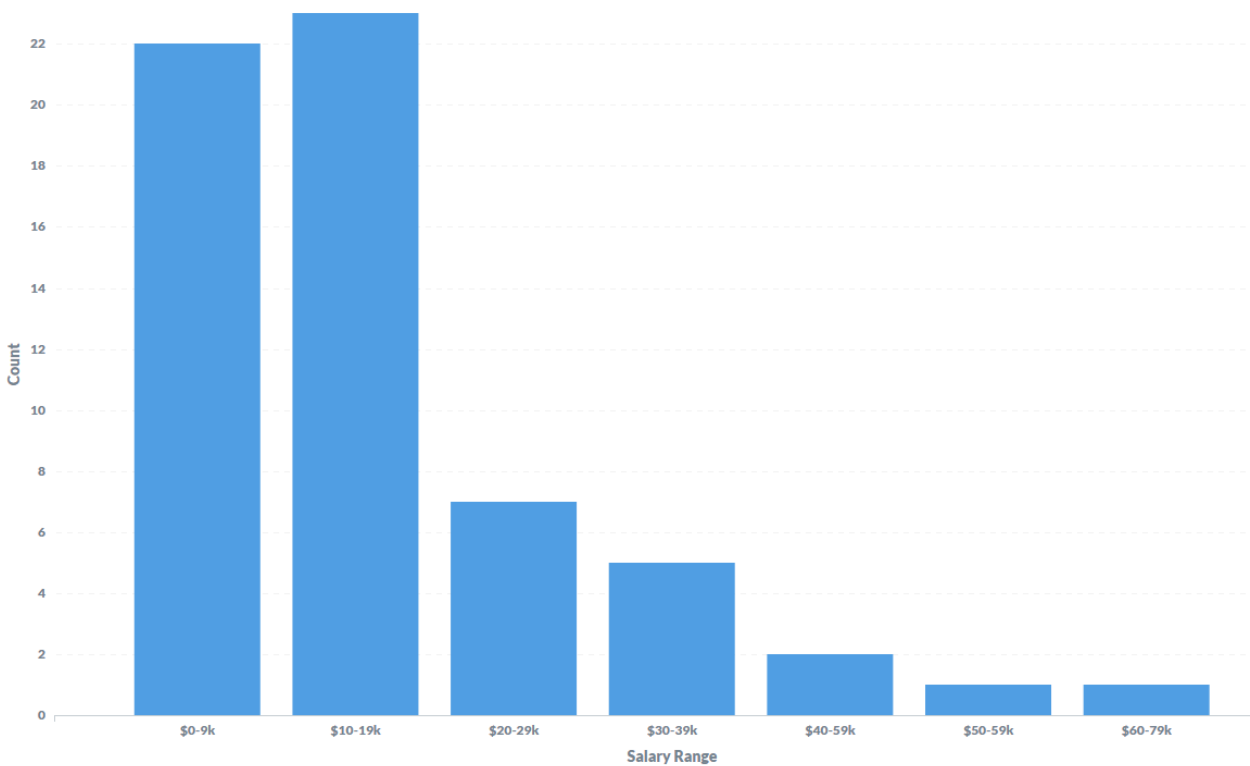
Continent ▾	Median Annual Salary ▾
Africa	15,432
Asia	11,718
Europe	21,204
North America	19,884
South America	17,076

Every time we share this report, we get questions about the salaries in North America, especially asking why they are not much higher than everywhere else. The reason is that North America encompasses many countries that are not the United States! In fact, 60% of our North American students are in Mexico, and the rest are located between the US, Guatemala, Panama, Trinidad & Tobago, and Canada, among other countries.

What salaries are we seeing in Q1 2021?

The median starting salary for the first full-time job a student accepted after Microverse was \$14,148 for all offers accepted during Q1 2021.

Here is the distribution of salaries for the full-time roles Micronauts accepted as their first job after Microverse during Q1 2021. Keep in mind that with a global population, the salary goals for our students vary widely, so we see a wide range of outcomes.



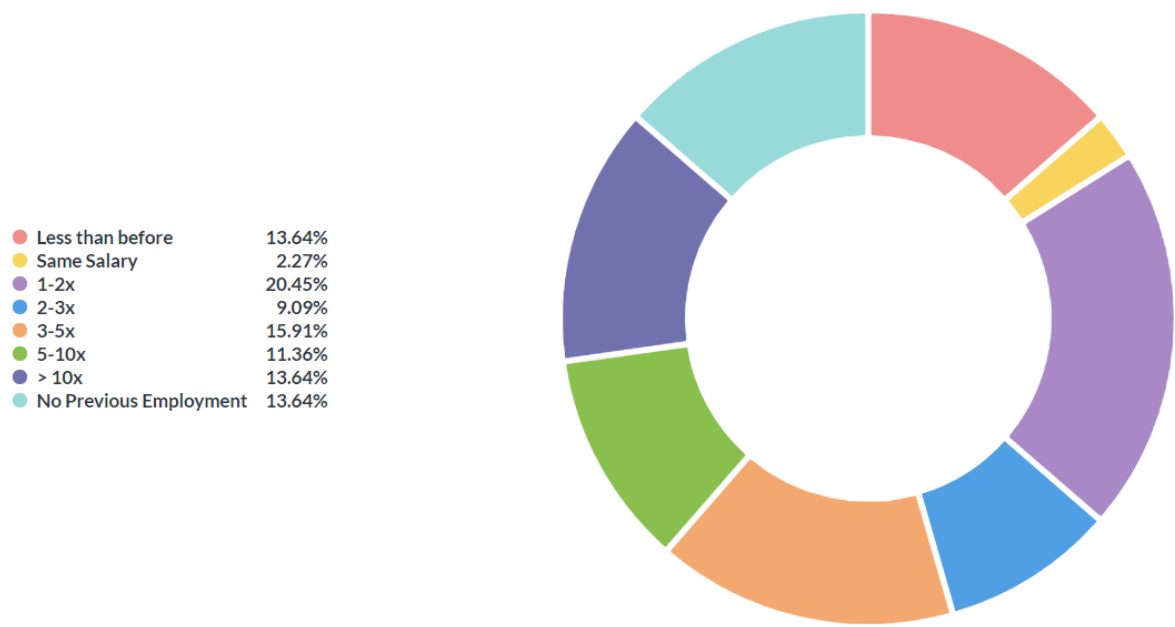
While we see the offers clustering in the \$0-20,000 per year range, we do still have many Micronauts starting out at higher salaries.

How are Micronauts improving their earning potential after Microverse?

During Q1 2021, the median salary increase from the previous role before Microverse to the first role after Microverse is 153%. This means, on average, students are more than doubling their previous salary. More than half of the

Micronauts who accepted offers during Q1 at least doubled their previous salary or were making no income before Microverse, and about a third of them increased the salary by 4-10x what they were making previously.

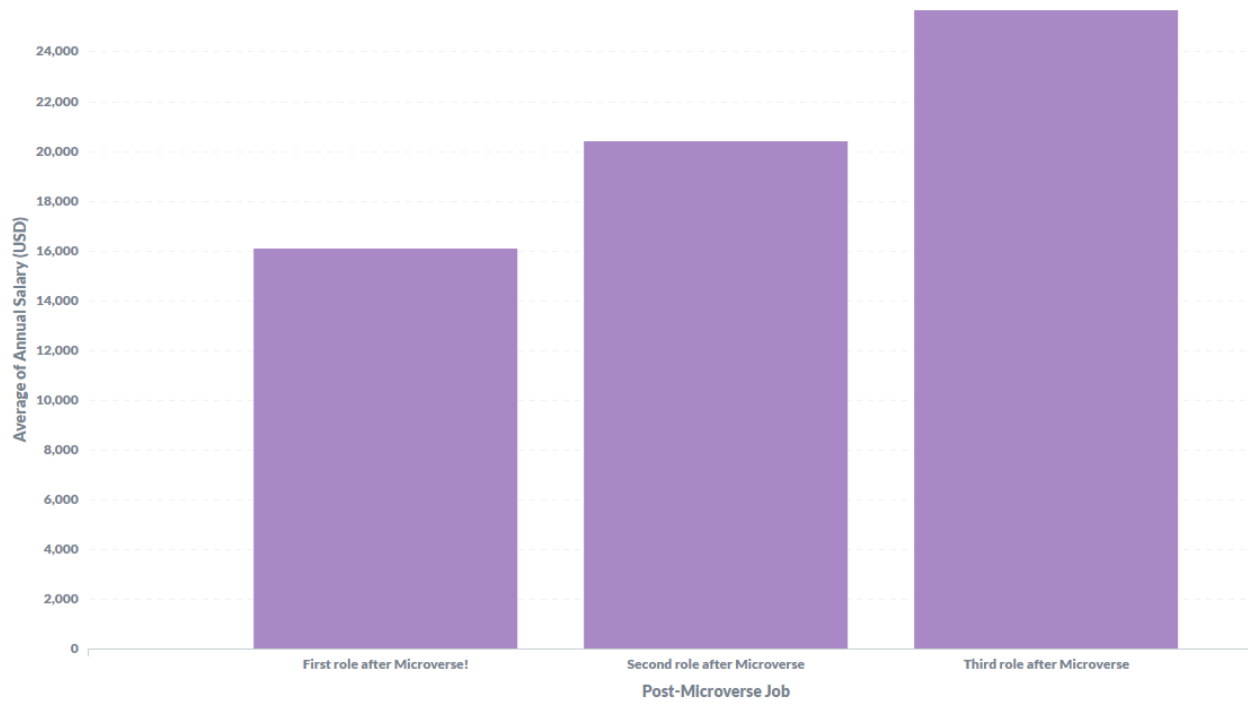
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When we have Micronauts who end the program with a role making less than they did previously, we work with them directly to ensure that they are making the right choices for their long term careers and will be set up to upgrade to a better position as soon as possible.

How are salaries changing as Micronauts grow in their careers?

After Micronauts accept their first role, they continue to grow in their careers. We see median salaries continue to rise steadily as Micronauts accept their second and third jobs after Microverse. For offers accepted in Q1, the median salary for a second role after Microverse is 25% higher than the first role, and the third role is another 25% higher than the second role, showing on average a healthy career progression.

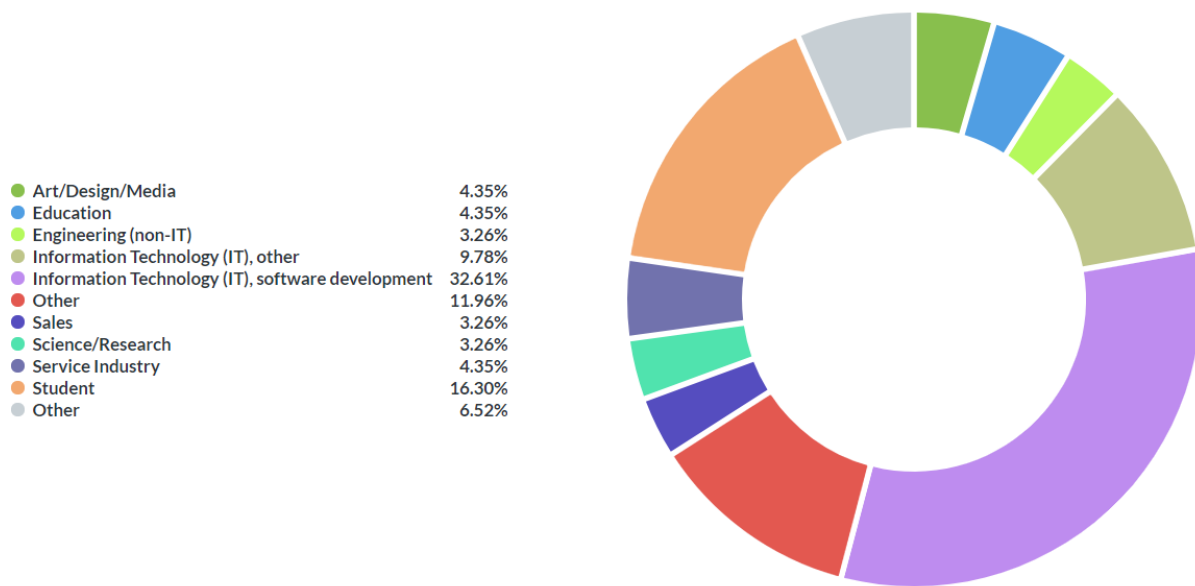


Micronaut demographics for Q1 2021 offers

Now that we've talked about the salaries of accepted offers, let's talk about the Micronauts who accepted them. **The following statistics are for all Micronauts who accepted a job offer during Q1 2021.**

What field were these Micronauts in before they joined Microverse?

This is based on self-reported information students share when they start the program.



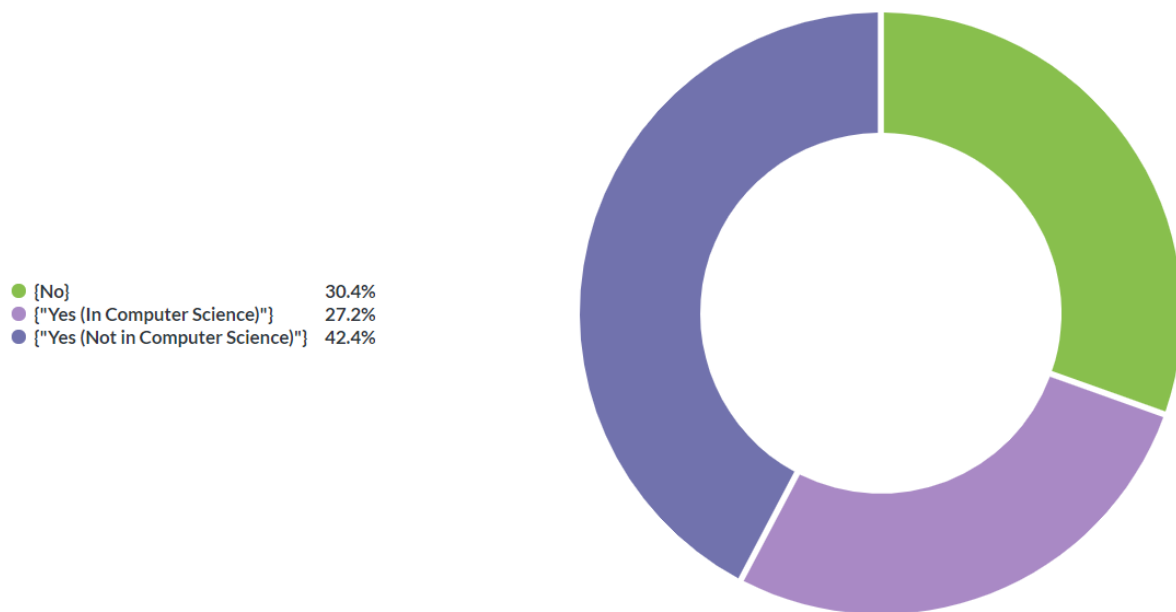
How much coding experience did they have before Microverse (outside of formal education)?

This is based on self-reported information students share when they start the program.

- 31% - None
- 16.5% - Built hobby projects that had users/customers
- 16.5% - Employed in a company (any size) as a developer
- 14% - Self-employed/freelanced as a developer
- 8% - Completed an internship
- 7% - Taught programming to others
- 4% - Volunteered in open source projects with users
- 2% - Other
- 1% - Implemented development solutions in non-development jobs

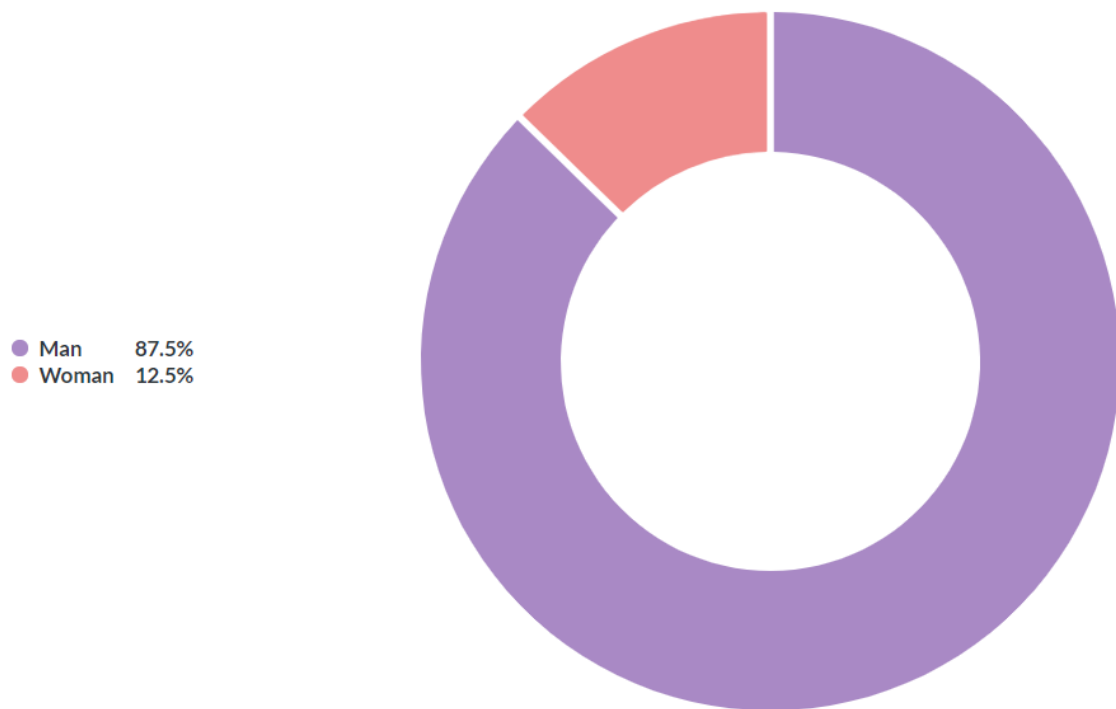
Did these Micronauts attend a university and receive a Bachelor's Degree?

This is based on self-reported information students share when they start the program. The total number is slightly lower because some Micronauts didn't have this information filled out.



What is the gender distribution of these employed Micronauts?

You have asked us to share more gender-related metrics in our Outcomes reports, so here we are! As does the rest of the tech industry, our school currently skews very male. This means that the sample size for female alumni is low, so we are not able to divide the outcomes data by gender too deeply with statistical significance. But we will continue to share data with you about this and break it down further as we grow.



Note that this chart only shows Man and Woman because those are the gender identities of our Q1 graduates. We also have non-binary folks and other gender identities represented in our wider Micronaut population.

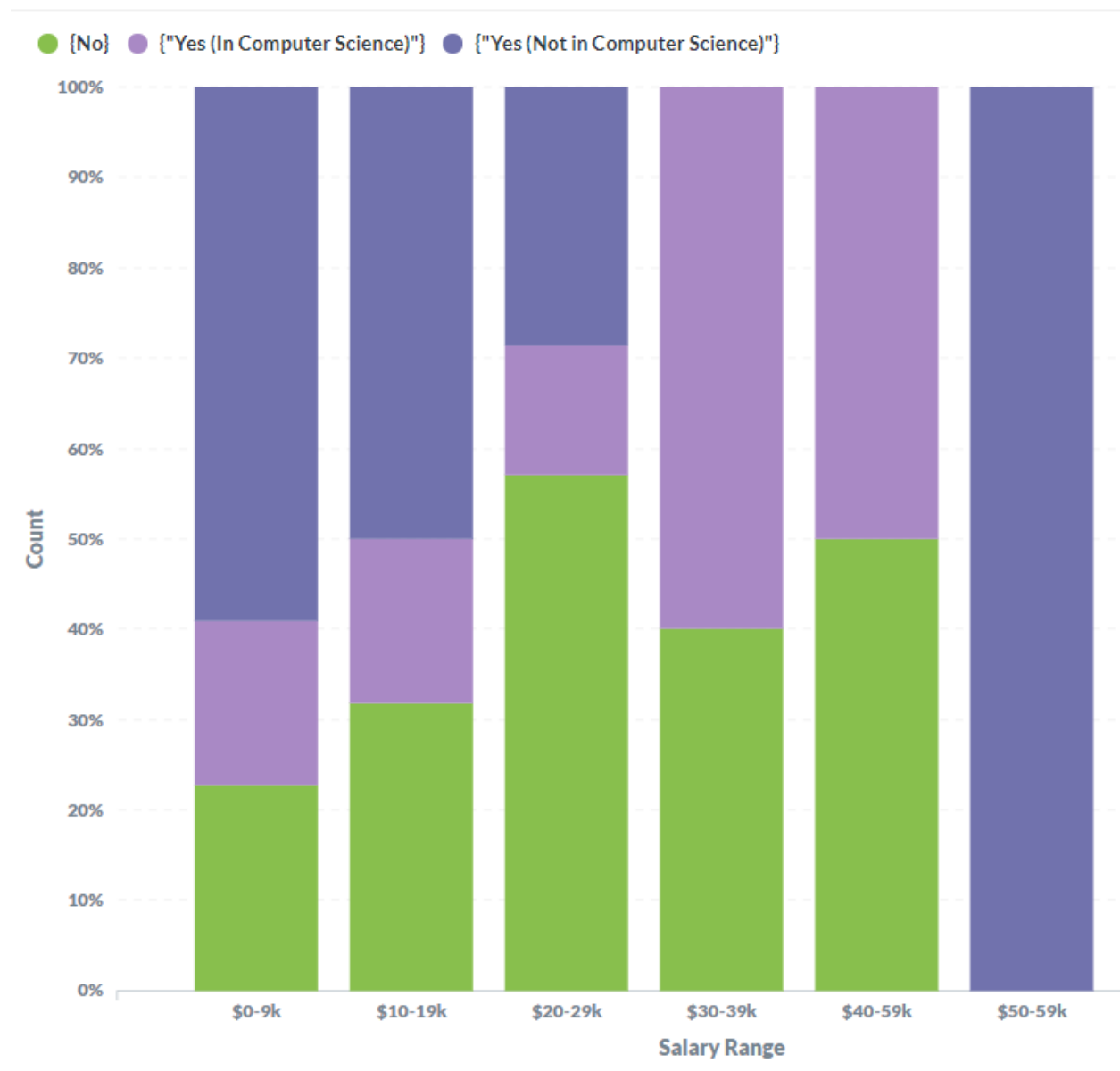
We are actively working on improving gender diversity in the school as we work to improve gender diversity in tech in general. Some of the ways we currently do this include: working to highlight women and gender diverse graduates as often as possible in our alumni highlights, focused marketing toward people who aren't men to support bringing them in to the student body, an internal student group for students who are women to connect during their time at Microverse. We will continue to work on bringing in more gender diverse applicants and cultivating a nurturing space for them in the Micronaut community.

How do salaries range based on Micronaut demographics?

All the demographic factors we shared above can play a role in the salary a Micronaut can expect after Microverse. Here are some of the correlations we can see between salary and other factors.

Previous Education Experience

We do see that Micronauts with a previous computer science degree (light purple) do tend to cluster in the middle to higher ranges, while Micronauts with no previous education or a Bachelor's degree not in Computer Science are more evenly distributed across the other salary ranges. It's clear that, as with all demographics, previous education alone is not a strong indicator of salary outcomes.



Location

As we are a global school, we have folks from all over the world. Here is the breakdown of these same offers, but grouped by the region where the Micronaut lives. Personal location often affects what a "good" salary is to each individual, as well as sometimes influences salaries when remote companies use "cost of living" adjustments to determine salary.



Gender

As mentioned above, after the last outcomes report Micronauts requested more insight into how gender affects outcomes. We still do not have statistically significant data to report more deeply on this, with only 12% of the offers in Q1 being accepted by women or gender diverse people.

As we grow our data, we will continue to share more information with you about outcome trends we are able to see and how they might relate to your journey.

Other employment statistics

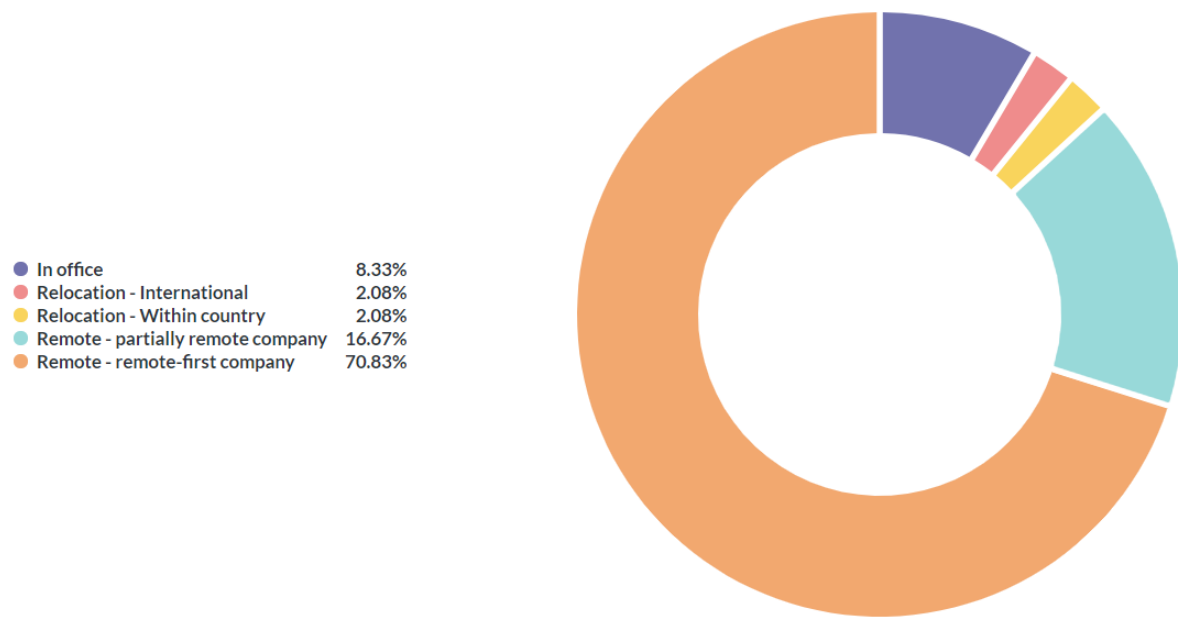
Are Microverse alumni working remotely, locally, or relocating?



This quarter, 88% of accepted offers were remote.

While many Micronauts are looking for remote work, we do know that some folks are interested in relocation, and also that especially for students without previous development experience, local jobs are an important stepping stone to a remote career. So we do see a mix of offers accepted between remote roles, roles that required relocation, and local jobs. However, we continue to see that the majority of accepted offers are remote, either with remote-first or partially remote companies, with a small percentage of local or relocations offers accepted.

The complete location distribution of job offers that have been accepted by Micronauts in Q1 is:



Where are the companies Micronauts are working for located?

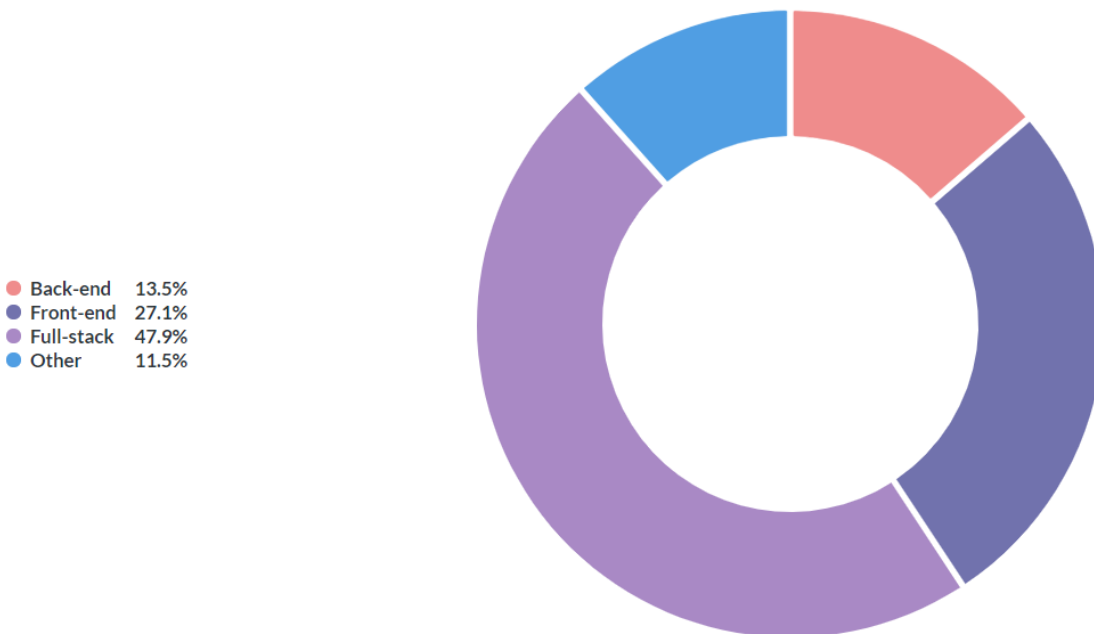
Not only is our student population global, but we also have a global population of companies hiring Micronauts. Here is a breakdown of the reported location of all companies where Micronauts accepted offers in Q1 2021.

- 33% - North America
- 21% - Europe
- 17.5% - South America
- 17.5% - Asia
- 10.5% - Africa

What type of development work are Micronauts doing?

Similarly to our historical trend, almost half of the accepted offers in Q1 are for full-stack positions, but we also see other types of roles represented.

Here is the full breakdown of the development position for offers accepted during Q1:



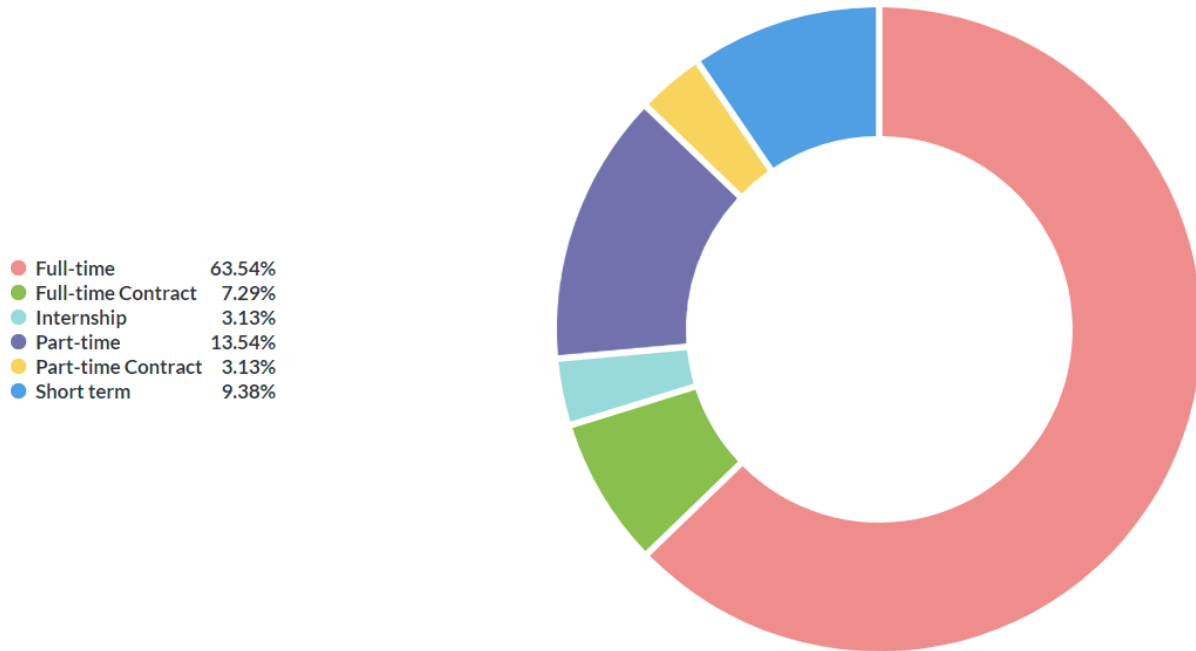
What are the types of positions Micronauts are getting?

The following is the breakdown of the type and duration of the position for all offers that have been accepted by Micronauts during Q1. Note that all of the salary numbers presented in the report up to now that described "full-time offers" included both "full-time" and "full-time contract" roles.

The following describes what types of positions Micronauts are getting:

- **Full-time** - A full-time role with no defined end date, expected to be at least 30 hours per week for at least six months
- **Full-time contract** - A full-time contract with a defined end date lasting greater than three months
- **Short term** - Any contract that lasts less than 90 days
- **Part-time** - A part-time role (fewer than 30 hours per week) with no defined end date

- **Internship** - An internship-level contract (as determined by the employer)



What technologies are Micronauts working with?

We ask all Micronauts what technologies they are using in their job when they submit their offer. Here is the breakdown of the response for all offers submitted during Q1 2021. Note that many folks are using multiple technologies in their roles, so one Micronaut likely spans multiple of these categories.

Most Micronauts are working with these technologies (in descending order of prevalence):

- JavaScript
- React
- HTML/CSS
- Rails/Ruby

Less than 10% of the jobs include work with the following technologies:

- TypeScript

- NodeJS
- React Native
- GraphQL
- Express.js
- Vue.js
- Python / Django
- PHP
- Other

The technologies Micronauts listed in the "Other" category include: Unity, C#, Next.js, and No-code tools such as Integromat and bubble.io.

How do Micronauts feel about the roles they accept?



When Micronauts were asked how satisfied they are with their job offer, the median response was 7/10 for all offers accepted in Q1.

When students report low satisfaction with their offer, we work to ensure that a coach is talking to them to understand what they aren't happy about and craft a path toward moving into a role they are more excited about. This often means continuing to work with a career coach as a part-time job searcher until they can find another role they like more. We want to continue to invest in you, your career, and your happiness, so if you aren't satisfied with your offer, we aren't either.

How do Micronauts who have accepted their first role feel about Microverse?



When asked "Now that you've accepted your first job offer after Microverse, how likely are you to recommend Microverse to someone else?" **the average response was 8.75/10, or "quite likely."**

We are very glad to see that the majority of Micronauts who finish the program are satisfied with their experience. We do follow up with Micronauts who were dissatisfied with their Microverse to understand why, so we can include that in our processes to plan improvement for the program.

How do we support Micronauts in their roles over time?

Once Micronauts are employed, we reach out at least once every three months to check in and see how they're doing and provide some useful advice that might be relevant at that time in their role. We reach out directly to anyone who tells us they aren't satisfied in their current role, so we can help them either improve their current position or start looking for a new one.

We have a part-time job searching program specifically for employed job searchers, so we can help folks who are currently employed but ready to take the next steps in their career. We also support folks who lose their jobs or take time off in between jobs and come back to job search with us full-time.

[You can read more about part-time job searching by clicking here.](#)

Have any questions?

If you have questions about this report or you have specific metrics you'd like to see in a future report, you can reach out to us at career.services@microverse.org. We are always glad to hear from you!