2018 RESILIENT CODERS ANNUAL REPORT

To our friends and allies,

2018 was a year of rapid change for us. Written into our core values is our commitment to constant self-disruption. Any organization is either adapting to an evolving landscape, or drifting away from its relevance to that landscape. Challenges, assets, and people all change. We're left to choose whether we're among those who disrupt, or those who become worthy of disruption.

We've chosen to lead our own self-disruption. 2018 was a year of a quick succession of changes for us. Over the course of the year, we saw a few different models; not because the old models failed, but rather because they succeeded, and so we outgrew them. We sunset Resilient Lab, which was the agency through which we hired recent graduates in a freelance capacity to build websites and web applications for clients. Our grads outgrew it, transitioning from web developers to software developers. We launched what we called "The Path," which was essentially an in-house temp agency. This was part of an effort to lift our placements from internships to temp-to-perm. Our employers joined us in raising the stakes. We ended the year with a new model: The Pipeline. This is our post-bootcamp, company-specific add-on curriculum. Beyond learning object oriented programming principles through full stack application development, our students are now additionally tackling company-specific material, in order to be even more prepared for the job.

Our grads are more prepared now than they've ever been. Our roster of employer partners is growing accordingly. We already knew that the mission works; now it works harder.
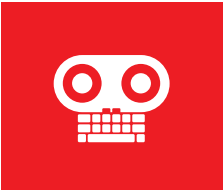
Onward.

Founder, Executive Director
Resilient Coders
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Boston, MA 02109

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ONWARD

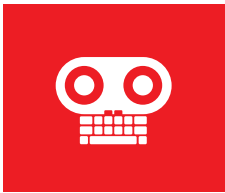*Vision and mission in a big year*

Mission

Resilient Coders trains people of color from Boston's low income communities for high growth careers as software engineers, and connects them with employment opportunities. Through our free nonprofit coding bootcamp, we teach more than the technical skills they need to be impossible to ignore; we present a path towards economic resiliency. We work with populations that have been systemically marginalized, because we see in these communities an untapped talent pool with the potential to drive the industry that powers the 21st century economy. We believe in social justice through economic empowerment, and in the opportunity for meritocracy in tech. This isn't about one-off camps or hackathons. This is about meaningful change.

Core Focus

Our purpose is to build economic resiliency in black and brown communities by providing access to software engineering opportunities through training, placement and support for young adults of color.

Values

We are Resilient.
We are Activists.
We embrace Diversity.
We build Community.
We work with Urgency.

OUR APPROACH
Train > Place > Support

Our goal is to become a top provider of local software engineering talent in the Greater Boston Area. To do this, our program stands on three pillars:
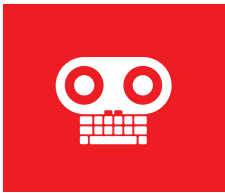
1. We build a competitive talent pool

We have developed a 14-week bootcamp program during which students learn the coding skills necessary to become full-stack software developers. Our talent is competitive. Our graduates are proficient in some of the most in-demand technologies: responsive CSS, vanilla JavaScript, jQuery, React, Node, MongoDB, and Postgres. During the program, they build at least one full-stack application, and push 20+ projects to GitHub. We invest a lot of time in object-oriented programming principles, such that our graduates can easily jump from one language or framework to another.

We aspire to go beyond placing individuals into high-earning jobs; we are grooming the new crop of tech leaders. The impact we are seeking to have is intergenerational; the engineers of today will become the managers, influencers, and leaders of tomorrow, and they in turn can open networks and provide resources for their peers.

2. We engage employers to create alternative hiring pipelines

In 2018 we started attracting larger employers and have thus experimented with a new placement model. For companies who are looking to hire multiple graduates at a time, we provide custom curricula and instruction to a select number of graduates pre-selected by the employer. This allows us to involve the employer more deeply in developing a Resilient Coders pipeline for their needs.

3. We transform tech culture through active and devoted communities

At the Boston CIC, where our bootcamp is located, we create a space that is dedicated to growth and learning as well as to equity and inclusion in tech. We have built a culture of service in which graduates give back by mentoring the students who follow them and opening networks and resources as they advance within their companies. Every Tuesday and Thursday from 3:30 pm until 6:00 pm, we open the classroom to mentors, alumni, and the public who come to coach new students, collaborate on projects, and learn from one another.

Pariss Chandler (Resilient Coders '16) has become, in the space of a few months, a leading voice for equity and inclusion in tech. She created #BlackTechTwitter, bringing together thousands of tech professionals of color from around the world. She's recently made Hacker Noon's list of 200 Black Women in Tech to follow in 2018. She's currently working as a front end developer at Genuine.

Nnenna Ndukwe (Resilient Coders '17) is an avid contributor to the tech field. When she's not teaching others at Girl Develop It or Black Girls Code, Nnenna uses her writing skills to share her knowledge and wisdom on Medium. She is currently working as a software engineer at O'Reilly Media.

One of Boston Inno's 25 under 25 and Hacker Noon's 200 Black Women in Tech to follow, Rizel Bobb-Semple (Resilient Coders '18) has become a person to watch in the local tech field. Currently working as a software engineer at Hi Marley, she also lends her talents to Skillist, an online job platform that matches candidates and companies based on skills rather than pedigree.

OUR IMPACT
Graduation and placement

73 % of Resilient Coders graduates are placed into software engineering jobs within **1.5 months** of graduating and earn **$68K** on average.

At first glance, our growth and progress seem minimal compared to 2017, as we have only slightly increased our graduation and placement rates. However, when we look closer, our achievement lies not in the number of placements, but in the quality of those placements. In 2017, 77% of our placements were apprenticeships or contracts, while in 2018 that number decreased to 63%. Furthermore, we have increased the average annual salary of our placements from about $48,000 to more than $68,000. 2018 was also the year that 8 of our students accepted six-figure salary offers. In other words, our graduates secure more competitive jobs.

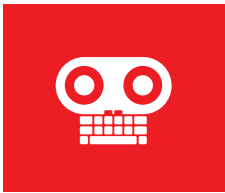|	2018	2017
Total coders	57	49
Graduates	37 (65%)	31 (63%)
Placements	27 (73% of grads)	22 (71% of grads)
- Apprenticeship - Full time permanent	- 17 (63% of placed) - 10 (37% of placed)	- 17 (77% of placed) - 10 (23% of placed)
Average starting salary	$68,060	$48,208
Time to placement	1.5 months	3.6 months
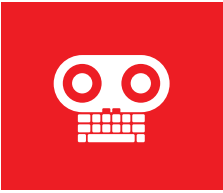
INCOME STATEMENT

An overview of our revenue

2018

Contributed income	$ 919,595
Earned income and sales	$ 137,512
In-kind donations	$ 188,301
Total Revenue & Gains	$ 1,245,408

2017

Contributed income	$ 802,366
Earned income and sales	$ 73,484
In-kind donations	$ 58,334
Total Revenue & Gains	$ 934,184

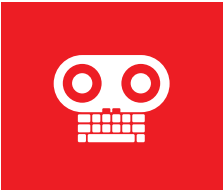# WHO'S HIRED A RESILIENT CODER?

Some of our new employers from 2018

wayfair®

Fidelity INVESTMENTS®

Digitas

Houghton Mifflin Harcourt

accenture

WISTIA

R Studio®

MAVRCK

hi marley

cogito

nanigans

CITY *of* BOSTON

formlabs

experian™

WELLINGTON MANAGEMENT®

SB Simply Business

PARTNERS HEALTHCARE

VESON NAUTICAL

Privy

WeSpire

RAPID7
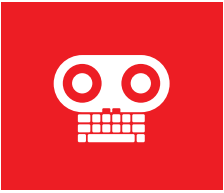
WHO'S HIRED A RESILIENT CODER?
(continued)

Curriculum Associates

Unitarian Universalist Association

GridUnity

GRAVYTY

TELEHEALTH SERVICES

COVERED SECURITY

INTRUSTA

O'REILLY®

Carney Hospital
A STEWARD FAMILY HOSPITAL
Steward

6 RIVER SYSTEMS

BISON

HORIZON 2020
What we're learning from our numbers

There is power in the rite of employment. And so our partnerships with our employers are central to our vision for this year and the next. We can certainly continue to engage in a transactional capacity -- we send them coders, they code, employers employ -- but we believe the world has had enough of purely transactional engagements. What would it look like for us to double down on our relationships with our partners?

First, there's the obvious boost to the relevance of the curriculum to the needs of the job. Simply put, the better we understand our employers' talent needs, the better we can meet and surpass them. Interestingly, some of our closest relationships have started with rejection. We've been told that a candidate just needs more time on the keyboard, which is of course true of anyone who's been coding for four months. But once we can unpack this further and get into specific technical deficits, we can begin to address them. If what prevents you from hiring a candidate is here lack of hands-on experience with relational databases, let's give her more hands-on experience with relational databases.

Thus the launch of our Pipelines. This is an arrangement with an employer to extend the duration of the students' learning, with company-specific material, in order to smash expectations.

Second, we have shifted the way in which we regard our graduate. A transactional engagement would end at the point of hire. We invite our employers to join us in a shared and mutually supportive vision for the continued professional success of this individual. This can look, in practice, like many different things. But the details around how this shared vision manifests matter less than the "why" that precipitates them.

Over the course of these next two years, we are developing plans to extend the duration of our training. But we cannot do that without our employers. You don't build a bridge until you know the land on the other side is solid, and we won't build much of a talent pipeline without meaningful partnership with our employers. To the dreamers, that next-generation workforce, who spend time thinking about the civic impact they make at their place of work: Let's build coalition, and enact change.

The sun is setting on the time for talk. The future belongs to the doers.
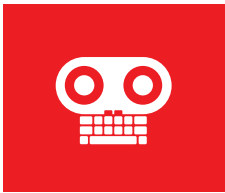
OUR PEOPLE
Who made it happen in 2018

Board of Directors

Pamela Aldsworth
Silicon Valley Bank

Dunia Goncalves
Everquote and Resilient Coders alumna

David Mendels
Brightcove

Nicole Stata
Boston Seed

Katie Stebbins
VP Economic Development
University of Massachusetts

CA Webb
Kendall Square Association

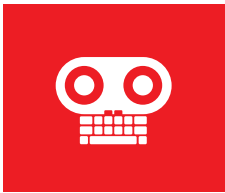Frederick Townes
NestReady

Staff

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Leon Noel
Managing Director of Engineering
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Rouguiatou Diallo
Chief of Staff
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Stephanie Castaños
Relationships Manager
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Muigai Unaka
Technical Lead
muigai@resilientcoders.org

SUPPORTERS THROUGH 2018
Individuals, corporations, and foundations

Resilient Alliance $50,000+
JP Morgan Chase Foundation
Microsoft Philanthropies
Fish Family Foundation
Devonshire Foundation
The Boston Foundation
The Amelia Peabody Foundation
The Workday Foundation
BNY Mellon - Peter E. Strauss Trust
John Hancock

Supporters $25,000+
Shannon Community Safety Initiative (City of Boston)
Cabot Family Charitable Trust
State Street Foundation
The Philanthropy Connection
United Way
Carbonite
Lewis Family Foundation

Additional Support
National Grid Foundation
The Philanthropy Connection
Wellington Management
SheGives
Bank of America
Hubspot
Rapid 7
Howard Development and consulting
Veson Nautical
Filament Group Inc.
Maxwell Health
Clypd
Liberty Mutual
Pritzker Traubert Foundation
Ratshesky Foundation
Rocket Software

Santander Bank
Wayfair
Wellington Management
The Ad Club / Rosoff Scholarship
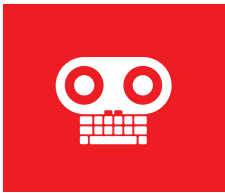
Individual gifts at $1,000+
Adriane Musgrave and Brian Rogan
Belden and Pamela Daniels
Craig Dickson
Dan Martell
David Mendels and Leila Yassa
English Family Gift Fund
Eric Busse
Katie Stebbins
Leo O'Donnell
Martha Boyd

Individual gifts at $500+
Eric Klotch
Jeff Busgang
Juliana Castedo and Brendan Shwartz
Mike Champion
Robert Windsor

Individual gifts
Aimee and Eric Sprung
Alyssa Hackett
Aman Kidwai
Andy Laub
Angel Saiz Valesco
Ann Solberg
Anne Ruggles
Anonymous (6)
Barbara Schwartz
Bhuvana Husain
Chad Clark

Charlotte Hyland
Choya Amenkhienan
Chris Laursen
Christina Wallin
Christine Bath
Christopher Swenor
Christy Barbee and Tom Spencer
Cristina Silva
Daniel Kibler-Stearns
Daniel Varon
David Norcott
David Tengdin
Erin Meade
Erin O'Bannon
Ethan Puzarne
Gabriel Martin
Heather McCartin
Hernan Botello Sanchez
Hilary Detmold
James Orsillo
James Panels
Jason Goodwin
Jed Northridge
Jeremy Jed Hammel
Jess Leffler
John Obelenus
Justin Wade
Karina Dorantes
Kate Cassling and Xan Fishman
Katharine Corriveau
Kimberly Hillis
Leah and Jeff Byrnes
Leandro Creatini
Mario Delmar
Mark Apgar
Michael Denomy
Michael Hall
Mike Swartz
Nicole Potocki
Nikki Spencer
Noah Rosenbaum
Rachel and Joshua Summers
Rakim Craig
Rosemary Day and Stephen Churchill
Samaneh Nafchi

Sandra Krysch
Savant Moore
Shaula Clark
Sunitha Chinthalapudi
Susan and Ted Benford
Susan Roe
Susan Rychlik
Susana Senties
Thomas Dyer
Thomas Williamson
Thouis Jones
TJ Mahony
Trish Fontanilla
Yulia Zileeva
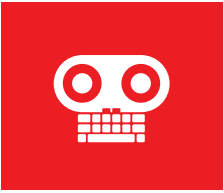
THANK YOU

Please reach out with any questions.