Hack Upstate's Careers in Code

A Coding Bootcamp for Women and Minorities to Combat Poverty in CNY

Student Outcomes Report - Cohort 1 (2019 - 2020)

REPORT NUMBER 2 OF 6 (30-60 DAYS)

First Day of Class: 3/11/2019
Graduation Date: 8/22/2019
Outcomes Reporting Period: 8/23/2019 - 2/18/2020 (180 days)

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About Hack Upstate

Hack Upstate's mission is to Advance Central and Upstate New York's Technology Community. In doing so, we aim to contribute to the growth of Upstate New York's technology sector, and to create a robust network of technologists and regional technology companies. You can learn more here.

About Careers in Code

Poverty throughout Central New York is rising at an accelerated rate and stifling our region's economic potential. In 2018, Syracuse, NY was named one of the top ten most impoverished cities across all of U.S[1]. To put that into perspective, roughly 1 in every 3 people in Syracuse live in poverty. In particular, there are few opportunities for women and minorities to advance in concentrated areas of extreme poverty. Equal access to educational and employment opportunities are simply not available to them.

At the same time, many Central New York employers are struggling to hire local software developers. Software developers are critical to their growth, but at this time our regional talent pool isn't large enough to support their needs. Consequently, employers that want to hire locally are often left with no choice but to outsource their work to 3rd party consultants and contractors that operate outside of Central New York.

Careers in Code is Hack Upstate's initiative to help advance Central New York's tech community by offering computer programming education to help fight poverty. It is a 24-week program to support women and minorities from distressed areas of Central New York — poverty in these neighborhoods means residents don't have equal opportunities to access education and employment opportunities. Careers in Code was created to help close this gap and increase our region's economic potential. You can learn more here.

About This Report

This report includes data regarding our 12 students who enrolled in our first cohort of Careers in Code. The program **started on March, 11 2019** and ended on **August 22, 2019.** Classes were held Monday through Thursday, 5:30pm to 8:30pm at the Technology Garden in Syracuse, NY. After graduation, our students are seeking internships and jobs to start their careers as software professionals. **Outcomes will be measured in approximately 30, 60, 90, 120, 150, and 180 day intervals and published afterwards.** See Appendix: Reporting Schedule for a detailed timeline.

The intention of this report is to accomplish the following:
- Measure success and determine if we have satisfied our goals
- Create transparency for the community
- Continue to help us make data-driven decisions

The data we've collected and aggregated from our students includes:
- Placement / Employment
- Job Search, Interviews, and Offers
- Job Creation
- Wealth Creation - Hours and Wages
- Post-program Survey Data
- Demographics (Age, Gender, Race)

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[1] Syracuse makes list no one wants to be on: Top 10 U.S. cities with highest poverty

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Student Acceptance and Graduation Rates

Type	Number of Students	% of Cohort
Acceptance Rate	12 accepted, 44 applied	27%
Candidates for Graduation (8/22/19)	11	91.67%
Withdrawals	1	8.33%
Total Graduation Rate	11	91.67%

Student Outcomes

Key Metrics (0 to 30 days)

Key Metrics	Number of students	Percentage
The percentage of students that completed the full 24 week coding bootcamp.	11 of 12	91.67%
The percentage of students that obtain jobs and internships as software developers within 180 days of graduation.	2 of 11	18.18%
The average compensation for students that receive jobs and internships as software developers within 180 days of graduation.	$26.94 (hourly)	/
The average increase in annual salary for students who complete the full 24 week coding bootcamp within 180 days of graduation.	TBD	

Graduate Success Stories

- [Dana (Davis) McMullen](#)

Placement / Employment

Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180
Number of Students Reported	11 of 11	11 of 11					
Underemployed	0	0					
Unemployed	3	3					
Employed outside of the computer programming industry	0	0					
Employed within the computer programming industry	1	1					
Freelancer	2	2					
Full-time	4	3					
Part-time	3	1					

Job Search, Interviews, and Offers

Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180
Number of Students Reported	11 of 11	11 of 11					
Total Number of Internships or Jobs Applied To	31	50					
Total Number of Interviews	11	20					
Total Number of Internship or Job Offers	4	8					

Job Creation

Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180
Number of Students Reported	11 of 11	11 of 11					
New jobs in software industry	1	2					
New internships in software industry	2	0					
New consulting arrangements in software industry	2	0					
Promotion at current jobsites	0	0					

Wealth Creation

Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180
Number of Students Reported	11 of 11	11 of 11					
Total students receiving a wage increase	2	2					
Overall hourly average wage increase	$26.94	26.94					

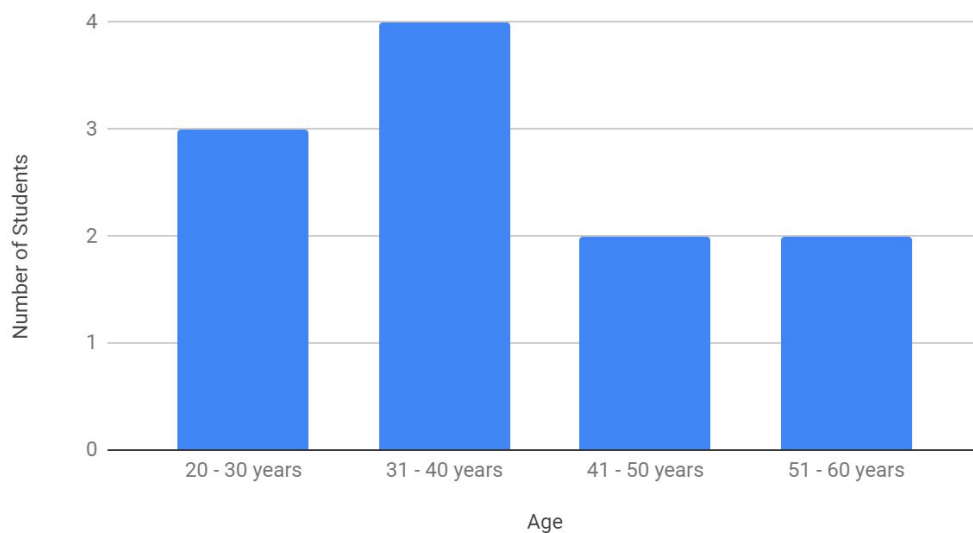# Student Post-Program Survey Data

From our [student post-program survey](#), 6 of 11 students have reported the following:
1. 100% of students are satisfied overall with the program
2. 100% of students would recommend the program to a friend
3. 100% of students believe we have met our mission statement
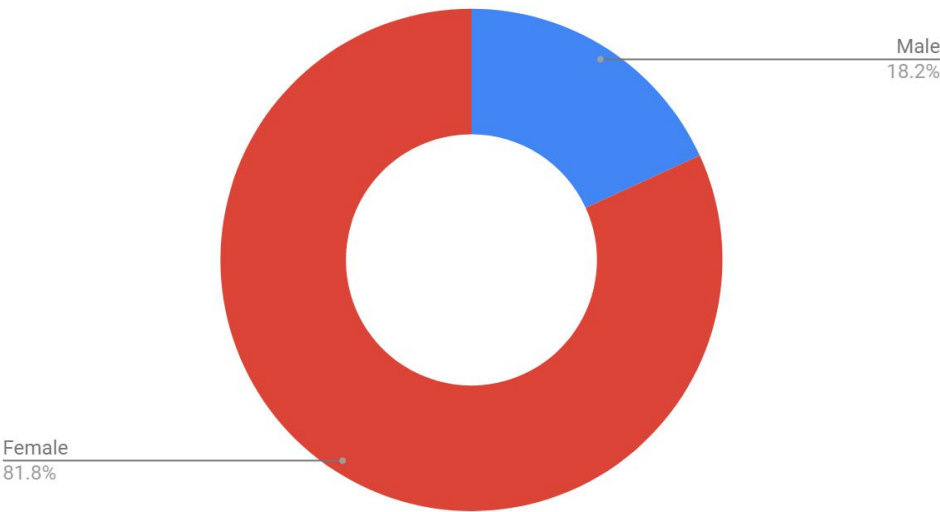
Student Demographics
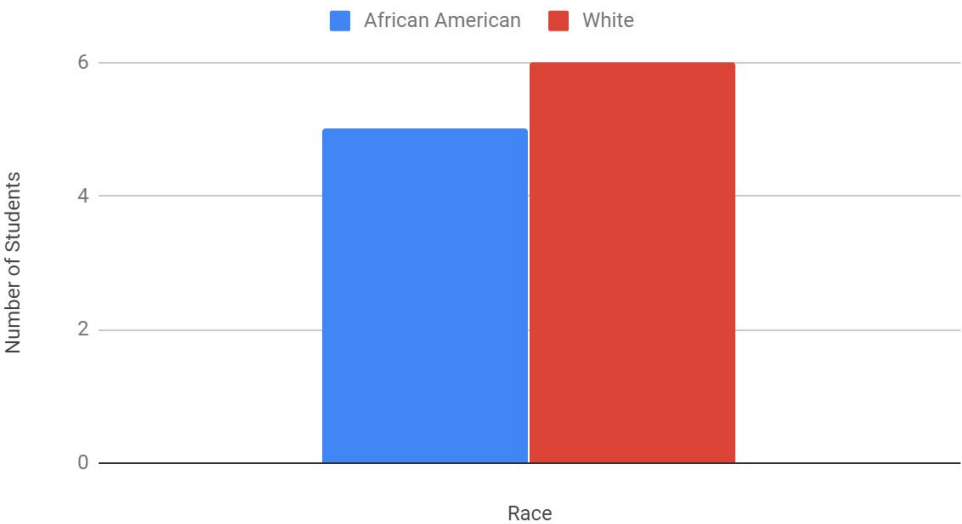
Age

Careers in Code - Age Distribution

Gender

Careers in Code - Gender Distribution

Male
18.2%

Female
81.8%

Race

Careers in Code - Race Distribution

■ African American ■ White

Appendix

Reporting Schedule

Date to Issue Survey to Students	Shorthand Date	Days after 8/22/2019
Monday, September 23, 2019	9/23/2019	32
Monday, October 21, 2019	10/21/2019	60
Monday, November 25, 2019	11/25/2019	95
Monday, December 23, 2019	12/23/2019	123
Monday, January 20, 2020	1/20/2020	151
Monday, February 17, 2020	2/17/2020	179
Projected Review and Publish Date		
Friday, September 27, 2019	9/27/2019	36
Friday, October 25, 2019	10/25/2019	65
Friday, November 29, 2019	12/2/2019	99
Friday, December 27, 2019	12/27/2019	127
Friday, January 24, 2020	1/24/2020	155
Friday, February 21, 2020	2/21/2020	183
Actual Review and Publish Date		
Thursday, October 10, 2019	10/10/2019	49
Tuesday, November 5, 2019	11/5/2019	76

Revisions

- 10/11/2019 - 0-30 day results updated to include 11th student.
- 10/23/2019 - Added "About Hack Upstate" heading.
- 10/31/2019 - Added "Graduate Success Stories" as an additional heading
- 11/4/2019 - Updated table headings, i.e. "Reporting Period" and "Number of Students Reported"

Thank You

Thank you for taking the time to read our student outcomes report. If you have feedback, questions. or are interested in learning more about Careers in Code, reach out to us at team@hackupstate.com.

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