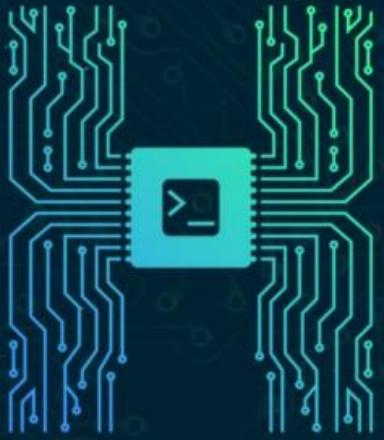


**HACK**  
UP STATE



# CAREERS IN CODE

*careersincode.org*  
*team@hackupstate.com*

Hack Upstate's mission is to  
Advance Upstate New York's  
Technology Community.

# Events.

- 14 biannual Hack Upstate hackathons
- 5 app challenges in partnership with AT&T
- AT&T's Youth Code Project
- Hack Mohawk Valley, Utica's first community hackathon
- Careers in Code, a free coding bootcamp for women & minorities

200+

Average Sign Ups

100+

Average Participants

19

Average Projects

# Problem #1. Poverty Rate.

- Poverty throughout **Central and Upstate 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.

# Problem #1. Poverty Rate.

- 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**.

# Problem #2. Talent Shortage.

- Central and Upstate NY 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.

# Problem #2. Talent Shortage.

- Employers that want to hire locally are often **left with no choice but to outsource** the work to 3rd party consultants and contractors that operate outside of Central and Upstate New York.

# Solution: Careers in Code.

- We provide **software engineering training** and help communities propel themselves forward into the information economy through our coding bootcamp.
- We provide students fighting poverty with the technical skills they need to **obtain internships and entry level software development jobs** with local and remote employers after 24 weeks of instruction.

# Why It Matters.

- There's a **shortage** of adequately trained developers.
- A coding bootcamp like Careers in Code provides vocational training at a **fraction of the cost** of a college degree.
- It's an **accelerated program** (24 weeks); it does not require years to obtain applicable software engineering skills.
- Curriculums are centered around the core elements of computer programming that are directly **tied to current market demands**.

# Why It Matters.

- Many of our nation's most successful and highest paying employers are **dropping their traditional undergraduate degree requirements** (e.g., Google, Apple, Netflix).
- According to the Bureau of Labor Statistics, employment of **software developers will grow 21% from 2018 to 2028**.
- Careers in software provide professionals with the **freedom and flexibility necessary to best support their families** on their own terms

# Our Experience.

- In 2019, we **launched Careers in Code** in partnership with Onondaga County, the Alliance for Economic Inclusion (AEI), CenterState CEO, and The Technology Garden.
- The bootcamp has helped to create rich and profound **life changing opportunities** for eleven un- and underemployed women and minorities from our first cohort of students in Central New York.
- It has also helped to **offset the current talent shortage** our region faces when it comes to hiring software developers and engineers.

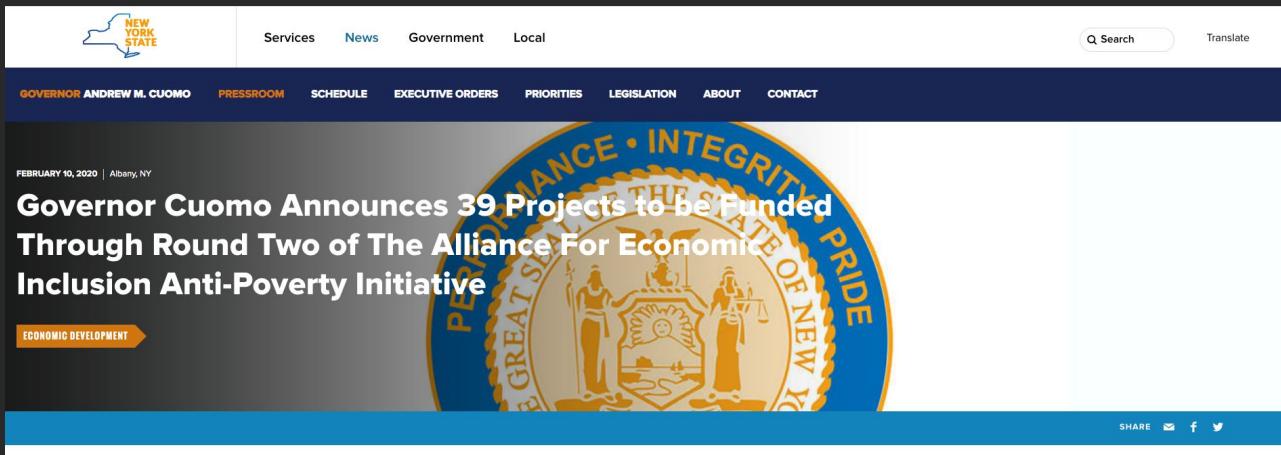


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careersincode

# Our Experience.

- As a result of our success, we were awarded three more years of funding from New York State last month to continue to operate and scale the program.
- We were just one of four projects mentioned in Governor Cuomo's recent New York State [press release](#).



# Measuring Success.

- The **percentage of students that completed** the full 24 week coding bootcamp.
- The **percentage of students that obtain jobs** and internships as software developers within 180 days of graduation.
- The **average compensation** for students that receive jobs and internships as software developers within 180 days of graduation.
- The **average increase in annual salary** for students who complete the full 24 week coding bootcamp within 180 days of graduation.

# Graduation and Placements.

	Number of Students	Percentage
The percentage of students that completed the full 24 week coding bootcamp.	11 of 12	92%
The percentage of students that have obtained jobs, internships, or consulting arrangements with local employers within 180 days of graduation.	7 of 11	63%

- 43% of recent college graduates are underemployed after investing 4 years and 10s of thousands of dollars

# Wealth Creation.

	Average Hourly Wage	Average Salary
The average compensation for students that receive jobs, internships, or consulting arrangements as software developers within 180 days of graduation.	\$21.87	\$45,490.00

	Average Starting Salary	Average Ending Salary	Overall Increase (%)
The average increase in annual salary for students who complete the full 24 week coding bootcamp within 180 days of graduation.	\$29,252.09	\$45,490.00	56%

# Graduate Success Stories.

- [Karin Thorne](#), Web Developer, [Gypsum Express](#) (Baldwinsville, NY)
- [Kelly Corey](#), Web Development Consultant, [Upstate Interactive](#) and [Hack Upstate](#) (Syracuse, NY)
- [Dakir Thompson](#), Full-stack Web Developer, [Northeast Information Discovery](#) (Canastota, NY)
- [Eva Carafa](#), Digital Content Specialist at [Terakeet](#) (Syracuse, NY)
- [Dana \(Davis\) McMullen](#), Multiple Part-time Internships and Freelance Positions (Syracuse, NY)
- [Kaitlyn Warboy](#), Junior Software Developer, [Raymour & Flanigan](#) (Liverpool, NY)
- [Elizabeth Metcalf](#), Web Development Contractor for small nonprofit, CuseCode
- [Salt City Code](#) - A podcast started by graduates Kelly Corey and Karin Thorne. They discuss their experiences as bootcamp students and interview local technologists, entrepreneurs, and employers.

Learn more about our outcomes and  
our student success stories:

[careersincode.org/outcomes](https://careersincode.org/outcomes)

# Student Testimonials.



*"Applying for Careers in Code was one of the **best decisions** I've made in my entire life!"*

**KELLY COREY**



*"I went from having zero experience in web development to **having so much knowledge** about the field and the expectations required to thrive in the industry."*

**ANA AOMBE**



*"I feel like I'm so much **further ahead in my journey** to becoming employed in the tech field."*

**DANA MCMULLEN**



*"After completing the 24 weeks, I can talk comfortably with seasoned developers because now **I am a Full Stack Developer!**"*

**KARIN THORNE**



*"Careers in Code **has been a game changer** for my career, and has opened up so many amazing opportunities"*

**KAITLYN WARBOY**



*"Applying [for Careers in Code] was **one of the best decisions** I made and I'm excited to see where it takes me in life."*

**TIMOTHY LILES**

Read the full list of student  
testimonials on our website.

[careersincode.org/testimonials](https://careersincode.org/testimonials)

# Team.

**Jesse Peplinski**

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**Jason Scharf**

Student Success Rep.

Careers in Code

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# Instructors.



Jeff Passetti  
Syracuse Univ Professor,  
Web Developer



Christy Presler  
Web Developer, Raymour  
& Flanigan



Zoe Koulouris  
Partner, Web Developer,  
Upstate Interactive



Jeremy Conn  
Web Developer, AXA US



Cashley Saintilus  
Web Developer, AXA US



Gus Cost  
Software Engineer, Density



Max Matthews  
Software Engineer, Tuzag



Jacob Beard  
Software Engineer



Joey Buczak  
Software Developer,  
Raymour & Flanigan



Ryan Gaus  
Software Engineer, Density

# Learning to code shouldn't cost a fortune.

- The average out-of-state cost for a bachelor's in Computer Science is **\$171,752**
- The average SUNY bachelor's in Computer Science is **\$56,576** (i.e., including books, room and board, and annual fees)

# MAKING IT HAPPEN

@TheTechGarden

Thank you for your time!  
Questions?

