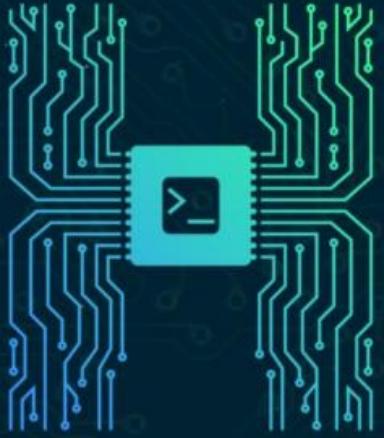




**HACK**  
UP STATE



# CAREERS IN CODE

*[careersincode.org](http://careersincode.org)  
[team@hackupstate.com](mailto:team@hackupstate.com)*

You can find the presentation at  
[bit.ly/careersincode-overview](https://bit.ly/careersincode-overview)

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

# Events.

- 15 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 that teaches computer programming to women & minorities to help combat poverty in CNY

200+

Average Sign Ups

100+

Average Participants

19

Average Projects  
 | careersincode

# 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 from disadvantaged communities 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 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.
- We help grow the **regional software engineering talent pool**.

# 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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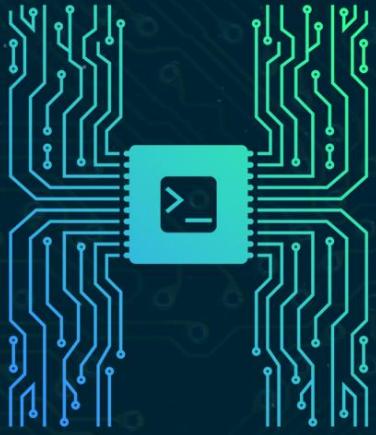
careersincode

# 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](#).
- However, due to COVID-19, our funding from New York State has **been put on hold**.
- We're **moving forward** with a virtual cohort in partnership with **Le Moyne's ERIE 21 initiative (Lock 4)** and **CenterState CEO**.



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# CAREERS IN CODE

In Partnership With:



JPMORGAN  
CHASE & CO.

# 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 [1]

[1] <https://www.forbes.com/sites/prestoncooper2/2018/06/08/underemployment-persists-throughout-college-graduates-careers/#22364b5d7490>

# 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 Developer Contractor
- [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.

# CIRR (Council on Integrity in Results Reporting).

- CIRR (Council on Integrity in Results Reporting) is the **industry standard for placement stats**.
- Careers in Code is a CIRR certified school.
- We offer **fully transparent results** and meet all of CIRR's standards and are committed to publishing **trustworthy graduate outcomes**.
- You can [learn more here](#) and view our [CIRR outcomes report here](#).

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)

# Curriculum.

- For our first cohort, we created a **custom curriculum**. To develop this curriculum, we **solicited feedback from local employers**.
- Our instructors first begin with content that introduce students to **HTML, CSS, and JavaScript**, and then guide them through project assignments. We focused on teaching the **fundamentals of programming** throughout the 24 weeks using full-stack Javascript.
- We will continue to **iterate upon and refine our curriculum** for each cohort and ensure it is **tailored** around the **unique needs** of our partners and local Central and Upstate New York companies.

# Curriculum breakdown.

- Module 1: Development Big Picture (Week 1)
- Module 2: Development Fundamentals (Weeks 2-3)
- Module 3: Visual Design & Accessibility (Weeks 4-5)
- Module 4: Programming Fundamentals (Weeks 6 - 7 - 8 - 9)
- Module 5: HTTP, Restful API's (Weeks 10 - 11 - 12)
- Module 6: Node.JS & API Creation (Weeks 13 - 14 - 15)
- Module 7: Databases & Data Modeling (Weeks 16 - 17)
- Module 8: Infrastructure & Deployment (Weeks 18)
- Module 9: Testing (Weeks 19 - 20)
- Module 10: Authentication (Weeks 21)
- Module 11: React Fundamentals (Weeks 22 - 23)
- Module 12: Capstone Work (Week 24)
- Professional Development (Networking Events, Meetups, Conferences, and Guest Speakers)
- You can view a [high level curriculum here](#) and a [detailed breakdown here](#).

# team.

## Jesse Peplinski

Partner

Hack Upstate

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## Dana McMullen

Program Manager

Hack Upstate

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## Jason Scharf

Student Success Rep.

Careers in Code

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## Doug Crescenzi

Partner

Hack Upstate

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## Laura Thorne

Career Coach

Hack Upstate

[laurajeanthorne@gmail.com](mailto:laurajeanthorne@gmail.com)



# instructors.



Max Matthews  
Modules 1, 4, 7, 8



Karin Thorne  
Module 2



Christy Prensler  
Module 3



Kaitlyn Warboy  
Module 3



Dana McMullen  
Module 3



Gus Cost  
Modules 4, 7



Ryan Gaus  
Module 5



Joey Buczak  
Module 6



Nathan Evans  
Module 9, 10, 11



Aneesa Hussain  
Module 12

# teaching assistants.



Dana McMullen



Karin Thorne



Kelly Corey



Drew Knab



Kaitlyn Warboy

# students (1/2).



Shah Mansoor



Melaquan Saffold



La'Tonia Mertica  
Sheppard Walker



Fobealia  
Barrett-Wynn



Shantina Perez



Brandy Mack



Dominique Wynn



Sara Dow



Brielle Dailey

# students (2/2).



Susan Baiter



Corey Hudson



Kyle Gilbert



Bentley Locke



Ariel Murphy



Jaheal Smith



Karen Baxter



Elina Nguyen



Carolyn Sprague

# 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).
- Federal student loan volume dropped **42%** in the fourth quarter of the 2019-2020 academic year. <sup>[1]</sup>

[1] <https://www.forbes.com/sites/markkantrowitz/2020/08/24/new-federal-student-loan-volume-plunges-42-percent-due-to-the-pandemic/#585b861a6e3f>

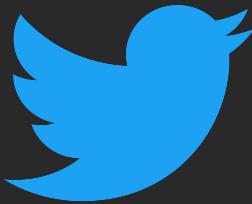
# Get involved!

- We would sincerely appreciate it if you could share the following with folks who might be interested in taking advantage of this opportunity.
- The waitlist for cohort 3 will be available come mid-2021 and our admissions process will open in the fall.
- We continually recruit for instructors & teaching assistants, partners & employers, and guest speakers.

# For more information.

- Check out our announcement blog.
- <https://medium.com/@hackupstate/announcing-careers-in-codes-second-cohort-in-partnership-with-le-moyne-college-series-21-and-1f70134b4352>

# connect.



@hackupstate

# MAKING IT HAPPEN

@TheTechGarden

Thank you for your time!  
Questions?

