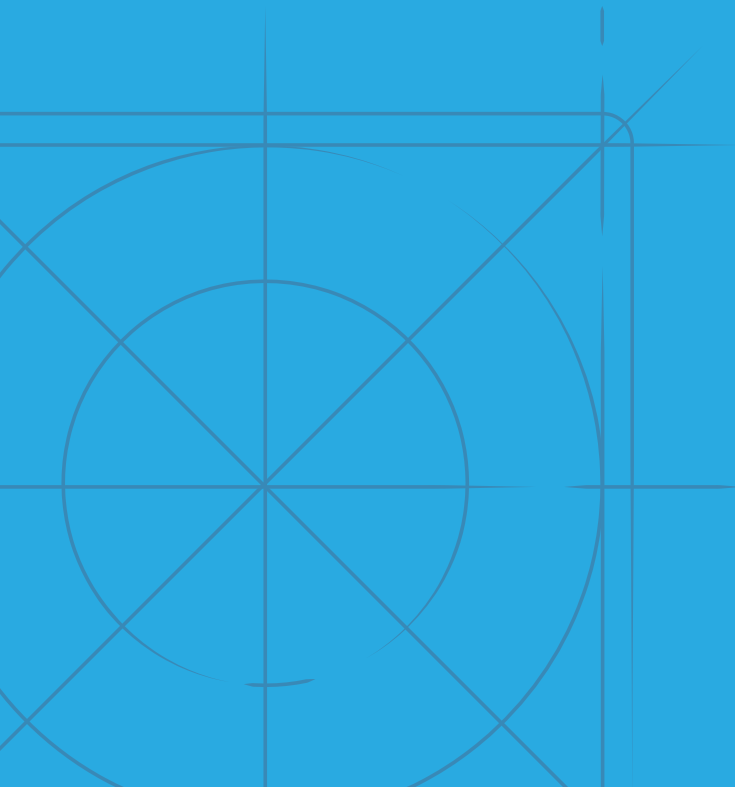# LIGHTHOUSE LABS
STUDENT OUTCOMES REPORT.

LIGHTHOUSE LABS

OPENING REMARKS.

In 2013, we started Lighthouse Labs as an experiment with a two fold mission: to find the best ways to train the next generation of developers, and to transform the way education is being delivered. Our guiding belief is that 80% of a software developer's training will be learned on the job. As a developer, the first year working should be seen as a paid high-intensity training, and as a continuation of learning. The way we designed our program isn't to teach students everything they need to know to become an expert - that takes years of practice. It's designed to teach students how to think and understand problem solving so they are able to contribute immediately in their first role.

With the support of a community of over 100 developers, we've had the privilege of helping to change the lives of 362 passionate, driven individuals who put their trust in us; a responsibility we do not take lightly. With that trust in mind, we subject ourselves to the highest transparency and accountability towards our students, and their learning journey. As with any good experiment, the results are not just indicators of success or failure, but also bring to light variables that might need to be considered moving forward. We have published the following report examining employment rates among Lighthouse Labs graduates in order to provide insight into our students' post-bootcamp choices and outcomes.

The growing coding bootcamps industry aims to provide an accelerated path to careers in technology. The industry is changing the way education is being delivered in the 21st century, providing students with outcome-driven alternatives to education, and supporting the prosperous growth of Canada's tech community. We are proud to be part of it and aim to contribute to its sustainable growth. As an industry that is primarily judged by its outcomes, and holds itself to the highest commitment towards students, we believe it's important to have these outcomes readily available to all.

We care about our students, the coding bootcamp industry and Canada's tech community tremendously. For those reasons, we've chosen to publish the following annual Student Outcomes Report.

Jeremy Shaki, Khurram Virani, Josh Borts and the Lighthouse Labs team.

OPENING NOTES:

For the period of October 2013 - December 2015, 362 students graduated from the Lighthouse Labs Web and iOS Development Bootcamp programs. They completed one of the 35 cohorts that the school ran during the indicated period across its locations.[1]

For the purpose of this report, the addressable body of graduates is 278 graduates, and was calculated as follows:

There were 362 graduates from Lighthouse Labs Bootcamp programs since October 2013. For these calculations, 84 students (enrolled from September 25, 2015 to December 25, 2015) are not included as they have not completed a job-seeking cycle[2] of 90 days from graduation at the time of this publication.

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1 Locations: Toronto and Vancouver.
2 Job-Seeking Cycle: time spent on the job search as counted from the day of graduation from the Lighthouse Labs Bootcamp program.

AN INSIGHT TO
CAREER SERVICES AT LIGHTHOUSE LABS.

At Lighthouse Labs our guiding belief is that **over 80% of training will be learned on the job,** and the first year of working as a software developer can be seen as paid high-intensity training. Our dedicated Career Services team is here to guide our students into their new roles. They work with all students to identify their career goals, and help them jump from classroom into the real world ASAP to continue honing their skills.

We offer students two Career Services paths based on their goals and needs.

Accelerated Path:

The students on the Accelerated Path all share one goal: to begin working as a Jr. Developer as quickly as possible. These students are open to working at a variety of companies, and start connecting with employers prior to graduation. They remain 100% devoted to their job search. Students that are part of the Accelerated Path can expect the Career Services team to send out resumes, book interviews, and do follow ups on their behalf. They'll also provide career coaching and support, organize employer events, and do external reach out to employers.

Custom Path:

The Custom Path supports students with different goals and needs. It allows us to work with graduates on their particular job hunt requirements at their own pace, since some may have different goals than becoming a developer, and some may need more time. As part of the Custom Path, the Career Services team meets with the individual student, and works with them on a plan that is specific to their situation, timelines, goals, expectations, and circumstances. Students understand that the job-seeking cycle may be extended depending on what their goals and circumstances are. Students that are part of the Custom Path can expect the Career Services team to help them establish goals, send out resumes, book interviews, and do follow ups on their behalf. They'll also provide career coaching and support, organize employer events, and do external reach out to employers.

Out of the addressable body of 278 graduates:

125 job-seeking graduates were part of the **Accelerated Path.**

0 non job-seeking graduates were part of the **Accelerated Path.**

66 job-seeking graduates were part of the **Custom Path.**

32 non job-seeking graduates were part of the **Custom Path.**

38 job-seeking graduates enrolled in at Lighthouse Labs before the introduction of Custom and Accelerated career paths.

17 non job-seeking graduates enrolled at Lighthouse Labs before the introduction of Custom and Accelerated career paths.

CAREER OBJECTIVES:

The career objectives of the addressable body of 278 graduates were as follow:

82% (229) of graduates were defined as job-seekers.[3]

5% (12) were defined as entrepreneurs.

2% (6) were defined as corporate skills upgraders.[4]

3% (9) were students who went back to school.

8% (22) were defined as non job-seekers, or pursuing other opportunities.

Of the 22 graduates who pursued other opportunities post graduation:

31% (7) were not permitted to work in Canada due to VISA requirements.

23% (5) pursued non-developer roles post-graduation.

9% (2) travelled.

36% (8) were delayed or did not initiate their job search due to health or personal reasons.

EMPLOYMENT STATUS OF JOB-SEEKING STUDENTS:

The status of the **229 job–seeking graduates**, within 120 days post-Lighthouse Labs:

95% (218) graduates accepted employment.

5% (11) were still in the job-seeking process.

INITIAL EMPLOYMENT STRUCTURE:

Out of the **218 employed job-seeking graduates**:

33% (73) accepted full-time positions.

25% (55) accepted apprenticeship[5] style employment as their initial post-graduation employment status.

31% (67) accepted apprenticeship style employment, which transformed into a full-time position with the same employer.

10% (21) are currently completing their initial apprenticeship.

1% (2) accepted a part-time position.

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3 Job-Seeking: unemployed graduates who are seeking employment and actively and continuously engaging with Lighthouse Labs Career Services team within the 120 days following graduation.

4 Corporate Skills Upgraders: students that were sent by employers to take the course in order to upgrade their skills and return to the same employer.

5 Apprenticeship: paid position of defined duration, usually 8-16 weeks, often paid on contract basis. An apprenticeship is used to evaluate a candidate for full-time salaried position.

TYPE OF ROLES:

Out of the **218 employed job-seeking graduates**:

98% of employed job-seeking graduates accepted technical roles.[6]

2% of employed job-seeking graduates accepted non-technical roles.

COMPENSATION FOR FULL TIME ROLES:

The average starting salary of the students who accepted full-time salaried roles:

50,000 CAD

The salary range:

30,000 CAD - 85,000 CAD[7]

TIMEFRAME FOR JOB ACCEPTANCE:

Out of the **218 job-seeking graduates** that have found employment:

24% (52) of students accepted employment *0 days* of graduation.

68% (152) of students accepted employment within *30 days* of graduation.

89% (194) of students accepted employment within *60 days* of graduation.

92% (209) of students accepted employment within *90 days* of graduation.

95% (213) of students accepted employment within *120 days* of graduation.

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6 Technical role: working as part of, or directly with a software development team.

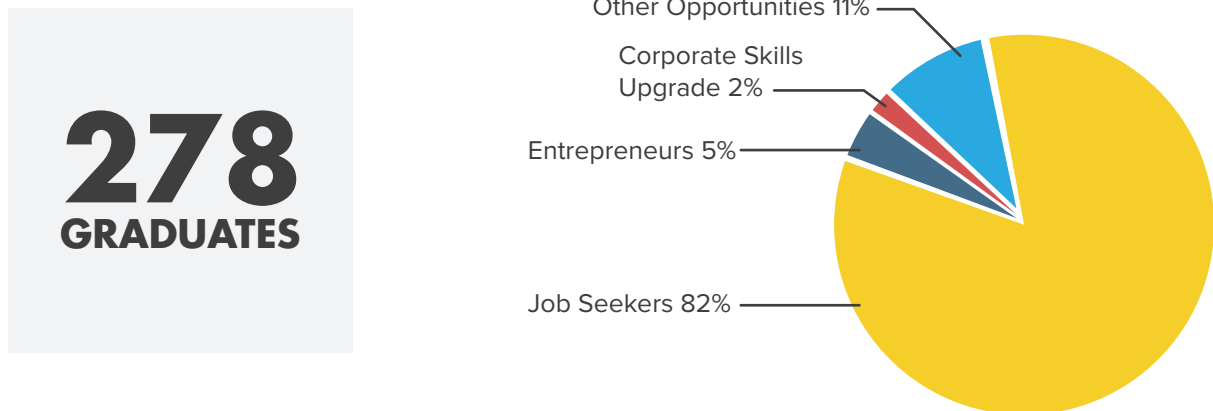**7 85,000:** based on information available from 91 employed graduates.

EMPLOYMENT STATUS OF LIGHTHOUSE LABS GRADUATES:

Out of the **218 job-seeking graduates** that have found employment:

Program and Employment Timeframe	0 Days of Graduation	30 Days of Graduation	60 Days of Graduation	90 Days of Graduation	120 Days of Graduation	More than 120 Days of Graduation
Accelerated	31%	76%	94%	100%	100%	100%
Custom	8%	33%	49%	65%	73%	84%

CAREER OBJECTIVES:

The career objectives of the addressable body of **278 graduates** are as follows:

278
GRADUATES

Other Opportunities 11%
Corporate Skills Upgrade 2%
Entrepreneurs 5%
Job Seekers 82%

EMPLOYMENT STATUS OF JOB-SEEKING STUDENTS:

The status of the **229 job-seeking graduates**, within 120 days post Lighthouse Labs:

95% (218) graduates accepted employment.

**5% (11)** were still in the job-seeking process.

INITIAL EMPLOYMENT STRUCTURE:

Out of the **218 employed job-seeking graduates**:

- **33% (73)** accepted **full-time** employment.
- **25% (55)** accepted **apprenticeship** style employment.
- **31% (67)** accepted **apprenticeship** style employment, which transformed into a **full-time** position with the same employer.
- **10% (22) currently completing** their apprenticeship.
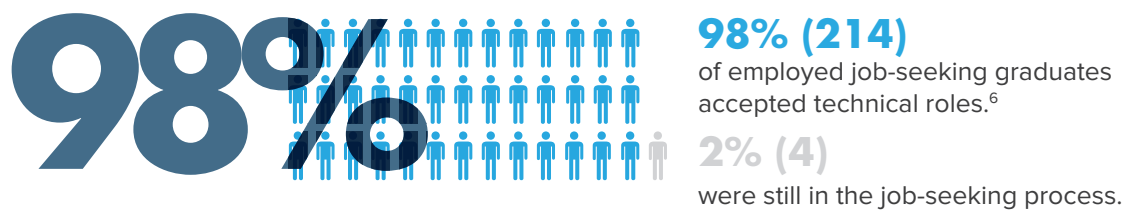- **1% (2)** accepted a **part-time** position.

EMPLOYMENT STATUS:

The status of the **229 job-seeking graduates** is as follows:

95%

95% (218)
graduates accepted employment.

5% (11)
were still in the job-seeking process.

TYPE OF ROLES:

Out of the **218 employed job-seeking graduates**:

98%

98% (214)
of employed job-seeking graduates accepted technical roles.[6]
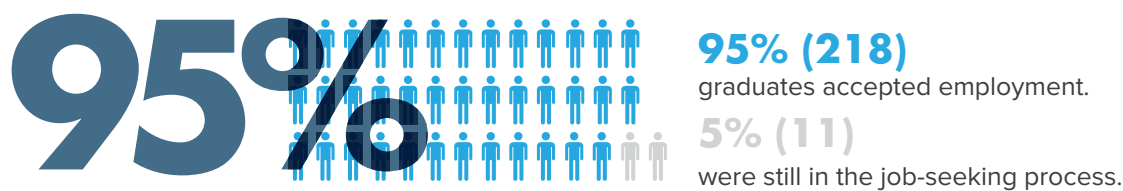
2% (4)
were still in the job-seeking process.

TIMEFRAME FOR ACCEPTING EMPLOYMENT:

Out of the **218 job-seeking graduates** that have accepted employment:

23%	66%	85%	91%	93%	95%
0 DAYS	30 DAYS	60 DAYS	90 DAYS	120 DAYS	>120 DAYS