

# STUDENT OUTCOMES REPORT

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## 2021: YEAR IN REVIEW

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**489**

Total Web  
Development  
Bootcamp  
graduates.

**97%**

of our Web Bootcamp  
job-seeking grads  
have obtained  
employment.

**90%**

of our Web Bootcamp  
job-seeking grads  
were hired within 180  
days of graduation.

**94%**

of hired Web Bootcamp  
job-seeking grads are  
working as developers.

**87**

Total Data  
Bootcamp  
graduates.

**90%**

of our Data Bootcamp  
job-seeking grads have  
obtained employment.

**83%**

of our Data Bootcamp  
job-seeking grads were  
hired within 180 days  
of graduation.

**94%**

of hired Data Bootcamp  
job-seeking grads are  
working as data  
professionals.

## TABLE OF CONTENTS

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**03 - 04**

OPENING REMARKS

**05**

METHODOLOGY

**06**

STUDENTS HIRED AT

**07 - 10**

WEB GRAD EMPLOYMENT  
DATA & RATES

**11**

WEB GRAD EMPLOYMENT  
ROLE & STATUS

**12 - 13**

WEB GRAD  
SALARY BREAKDOWN

**14**

WEB BOOTCAMP  
GRADUATION RATE

**15 - 17**

DATA SCIENCE BOOTCAMP  
& EMPLOYMENT RATES

**18**

DATA SCIENCE EMPLOYMENT  
ROLE & STATUS

**19 - 20**

DATA SCIENCE  
SALARY BREAKDOWN

**21**

DATA SCIENCE  
GRADUATION RATE

## OPENING REMARKS

**“Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom”**

... Viktor E. Frankl

The last two years have been challenging for Canadians. The lockdowns and service restrictions put in place by federal and provincial governments in response to the pandemic have sent shockwaves throughout the local economy. While a lot of industries were impacted by these measures, the tech sector was spared the worst of it, and has managed a recovery at a much quicker pace than most industries. The Information and Communications Technology Council (ICTC) in its yearly industry report observed that the digital economy grew from 8.5% to 10% of all employment in Feb 2020, a percentage that despite the pandemic, it expects to remain constant over the next couple of years.

There are several drivers of this demand for tech talent. The pandemic caused many companies to digitize their services and roll out remote work allowances for their employees, boosting the demand for tech workers. There was also the unintended consequence of remote work opening the local labor markets to the global arena. With location removed as a prerequisite for employment, companies are forced to compete across provinces for the very best in the field.

There is also a growing anxiety about the opportunities that remain along certain career trajectories, and more broadly, about the long-term viability of entire industries. Now more than ever our students are choosing to move into the tech space. Approximately 84% of our students (unemployed and in school not included) were previously employed in sectors other than tech.

The threat of automation however, which the Brookfield Institute for Innovation + Entrepreneurship projects could impact 42% of the workforce over the next two decades, remains one of the key drivers of this demand. The ICTC forecasts that an additional 102,000 new tech workers will be needed in Canada between Q1 of 2020 and Q4 of 2022. There is an urgent need to ramp up training and reskilling measures, and expand student recruitment to include members of underrepresented communities (women, visible minorities, and people with disabilities) who continue to face significant challenges in gaining access to the tech ecosystem.

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Lighthouse Labs continues to play an important role in addressing these shortfalls. In 2020 we announced the launch of our Data Science Bootcamp and two years later, we can present the progress and successes we've achieved. As several transformative technologies mature and gain widespread adoption, there is a heightened appetite in the industry for professionals with the requisite skills to collect, interpret, and manage large repositories of data and information. Applying the same outcomes-obsessed approach as we do with our Web Bootcamp, we have curated a curriculum that ensures that our students are equipped with the data skills they need to flourish upon graduation.

The success of our students has always been a focal part of our strategy at Lighthouse Labs. We are content not just with producing the best-trained graduates but also with ensuring that they thrive in their new careers. Bootcamps developed and administered by industry professionals are key to this strategy. Equally as important is a mentorship initiative that provides a robust support system for our students during their learning period and a career services program they can rely on in perpetuity as they navigate the various stages of their journey. These are the key components of our programs that make us a compelling option, and we are honoured to remain one of the top choices for prospective students across Canada.

In keeping with our policy of accountability, we are pleased to release our Student Outcomes Report for 2021. We have fully embraced our transition to an online, digital learning model, and successfully transformed our intensive Bootcamps and our Career Services program into an immersive and collaborative online learning experience. 2021 saw us graduate the highest number of students yet in the history of both the Web Development and Data Bootcamps at Lighthouse Labs.

Finally, this year we have decided to highlight some of our amazing alumni from a wide variety of industries, who took the courageous step of making a career change. We hope that their words will not only inspire, but also speak to some of the anxieties at making such a transformative career pivot, and demonstrate that with courage and determination, new horizons and unlimited potential are closer than we think.

Yours,



A stylized, handwritten signature in black ink, appearing to read 'J. Shaki'.

**Jeremy Shaki**, CEO, Lighthouse Labs

## METHODOLOGY & GLOSSARY

Here's a breakdown of the terms we use to describe our outcomes to explain the context of this report.

### Reporting period: Jan. 1, 2021—June 1, 2022

**Job-seeker:** Bootcamp graduates who actively seek employment and conscientiously engage with Lighthouse Labs Career Services or otherwise become employed post-graduation.

**Non job-seeker:** Graduates who are not seeking employment for a variety of reasons. This includes those who upgraded their skills and returned to the same employer or returned to being self-employed, who opted to continue their education, who didn't have a work visa, or who were not engaged with Career Services.

**Job-seeking cycle:** The 180-day period after graduation from Bootcamp, in which continuous job searching occurs until the grad accepts a paid internship or a full-time technical job offer.

**First salary:** Bootcamp graduates' incomes in their first full-time salaried role post-graduation, excluding internships.

**Internship:** A temporary paid employment contract for professionals beginning in their fields, with the potential to renew into a long-term position.

**Full-time employment:** A position of employment (contract, permanent or project-based) which is at least two months in term, with a minimum of 32 hours per week.

**Open enrollment:** Students that enroll in Bootcamp organically. These are the graduates that this report's demographics are taken from.

LIGHTHOUSE LABS GRADUATES (WEB AND DATA)  
HIRED AT:



## EMPLOYMENT DATA CONSIDERATIONS

For the purpose of this report, there are 428 Web Development Bootcamp job-seekers and 61 non job-seekers. In total, 399 Web Development Bootcamp graduates completed a 180-day job-seeking cycle.

Here's the breakdown for those 61 Web Development Bootcamp non job-seekers:

NON JOB-SEEKER REASONS	# OF GRADUATES	PERCENTAGE
Returned to same employer <sup>1</sup>	4	6.5%
Returned to school <sup>2</sup>	4	6.5%
Without work visa <sup>3</sup>	2	3%
Other/unresponsive <sup>4</sup>	51	84%

1. Students who took the program in order to upgrade their skills and returned to the same employer.

2. Students who were in the midst of pursuing higher education or decided to pursue further education.

3. Students who were not authorized or not available to work in Canada.

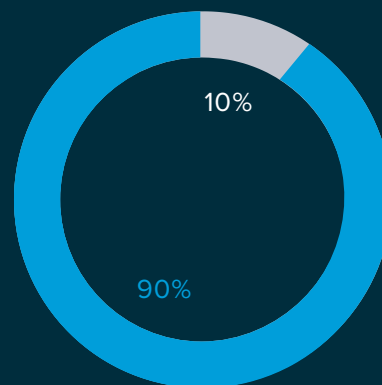
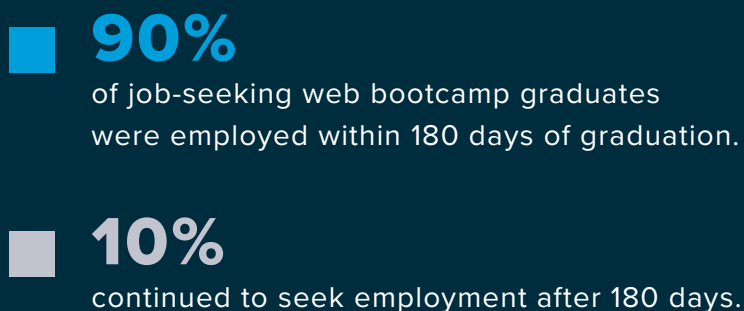
4. To be considered as other/unresponsive for the purposes of this report, a student decides not to engage with the Career Services team or is unresponsive to at least three direct emails and/or phone communications from the Career Services team over a period of no less than 30 days.

## EMPLOYMENT RATE

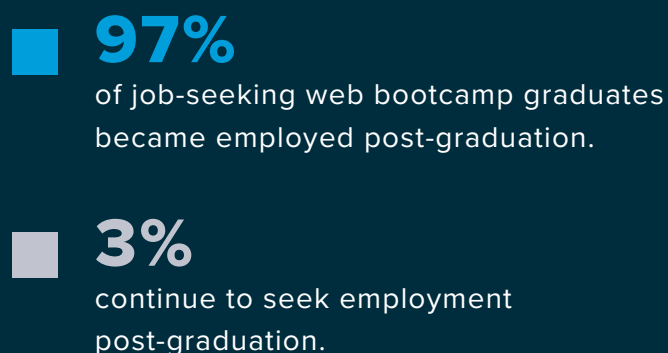
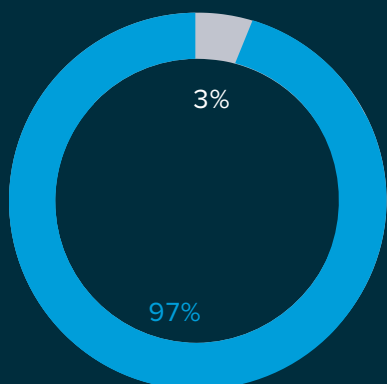
2021 was a year of growth and recovery. With the successful roll-out of multiple vaccines and the gradual lifting of government-mandated restrictions, the year ended with a notable improvement in all major market indices and economic indicators. According to Statistics Canada, Real GDP grew by 4.6% in 2021; a marked improvement over the 5.2% decline of the previous year.

This growth is reflected in our figures for the year. In 2021 we had a total of 489 Web Development Bootcamp graduating students, the highest number in the history of Lighthouse Labs. Of the 399 students who both graduated from the Web Development Bootcamp and completed a job-seeking cycle, 97% found employment, and 90% of them did so within 180 days of graduation.

### EMPLOYED WITHIN 180 DAYS



### TOTAL EMPLOYMENT RATE

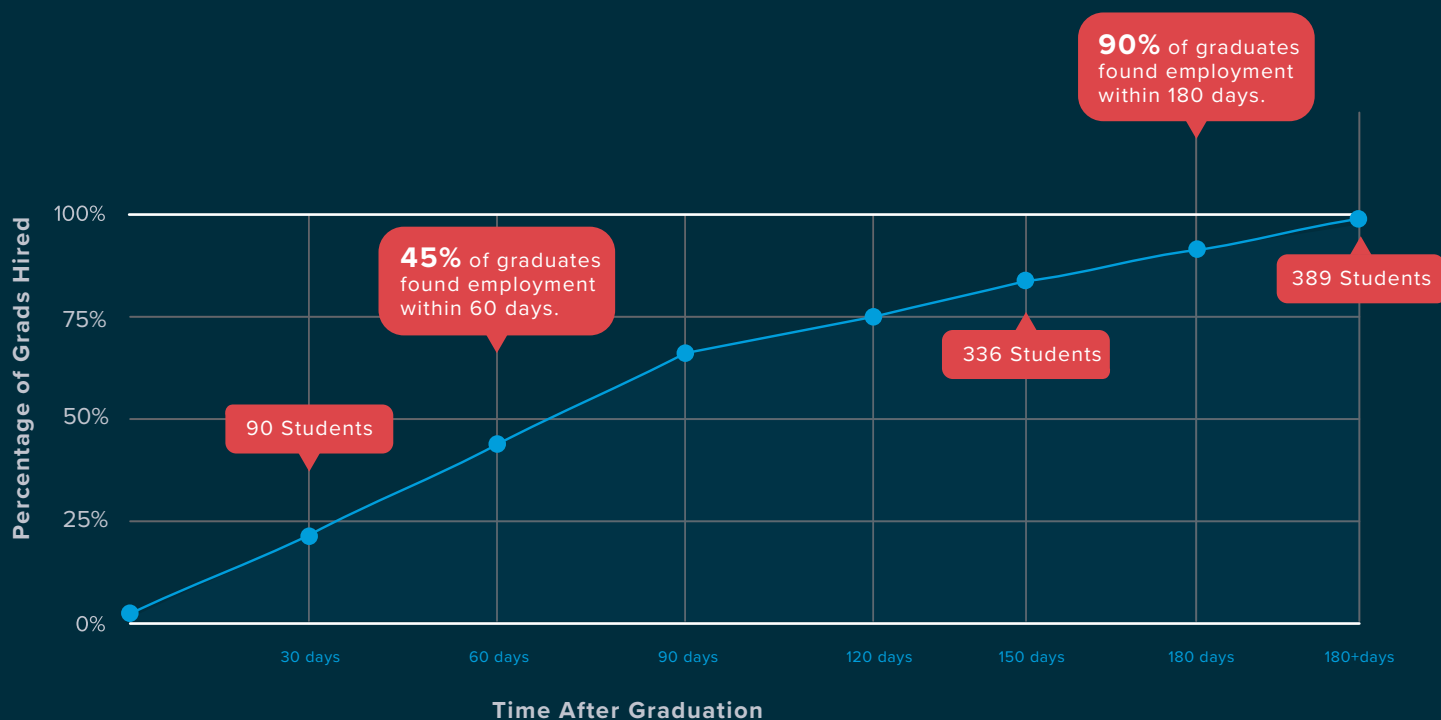




## EMPLOYMENT RATE

Students who enroll in the digital skills training programs at Lighthouse Labs do so for a myriad of reasons. Some hope to leverage the skills they acquire at our bootcamp into advancing along their current careers, a few use it as a launchpad to entrepreneurship and private enterprise, but increasingly we have observed that a large percentage of our students are looking to pivot from old careers into exciting new opportunities in the tech sector that align more closely with their interests, skills, and lifestyles. They are eager to take advantage of the low barrier to entry into the tech sector and the relatively short time it now takes to acquire a tech education.

The Career Services team at Lighthouse Labs is committed to ensuring the success of our Alumni. We do our best to ensure that our graduates have the necessary support and mentorship they need at each stage of their career journey. The result of this approach is reflected in our employment rates, with 90% of eligible job-seeking Web Bootcamp graduates finding employment within 180 days.



## EMPLOYMENT RATE

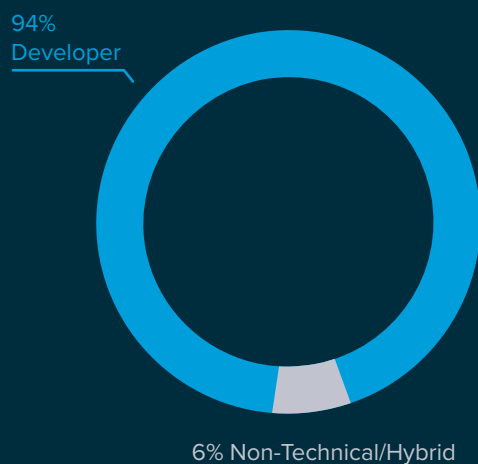
DAYS AFTER GRADUATION	NUMBER OF GRADS HIRED	PERCENTAGE OF GRADS HIRED
0	2	0.5%
<30	90	23%
<60	178	45%
<90	261	65%
<120	303	76%
<150	336	84%
<180	359	90%
180+	389	97%

## EMPLOYMENT ROLE AND STATUS

Making a big career shift takes a great deal of courage and commitment, which is why at Lighthouse Labs we dedicate the time, effort and resources to ensure that the skills acquired by our students in our programs are properly utilized in relevant jobs, careers, and industries.

The Career Services team works closely with our students upon graduation, providing the support, mentorship and direction needed to achieve optimal outcomes during their job search. This approach means that nearly every job-seeking bootcamp graduate that gains employment does so in a developer role.

### EMPLOYMENT FUNCTION



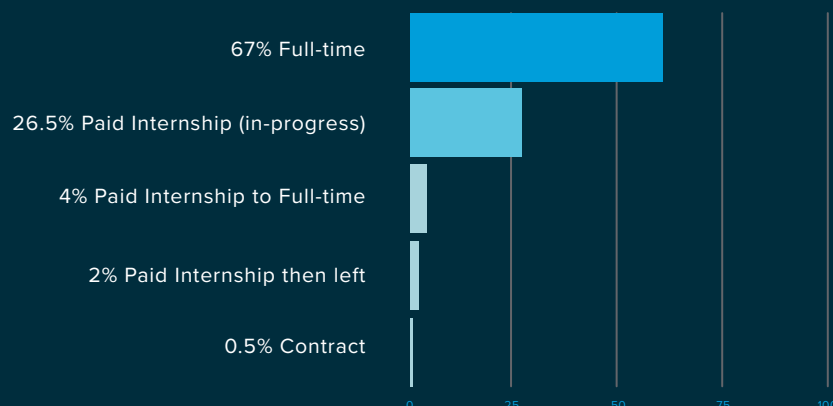
**94%** of web bootcamp job-seeking graduates who find employment do so in developer roles.

#### OUR GRADS HAVE BEEN HIRED AS:

- Back-end developers
- Front-end developers
- Full-stack developers
- Shopify developers
- QA engineers

[CHECK OUT THE CAREER PATHS WEB DEVELOPMENT CAN GUIDE YOU THROUGH](#)

### EMPLOYMENT STATUS



## SALARY BREAKDOWN

As the world accelerates towards a digital economy, demand has never been greater for the most qualified professionals, equipped with the knowledge and skills that are crucial in navigating this transition. In response to this demand, there has been a correlating increase in the salaries employers are willing to pay to get the very best of what remains still, a very small pool of talent. The Canadian Council of Innovators reported that wage expectations for skilled talent among its members was around 20% above 2021 levels.

Compounding this scarcity of talent is the fact that the flexible work allowances being adopted on a global level means that Canadian institutions are now forced to compete for talent with the wider international community. This reality is reflected in the historical salary data from our successive cohorts. Average starting salaries for our 2021 cohort rose by about 8% over the previous year. The Career Services team at Lighthouse Labs is committed to ensuring that our cohort takes advantage of this trend by working hard to place them in relevant and rewarding positions within the sector.

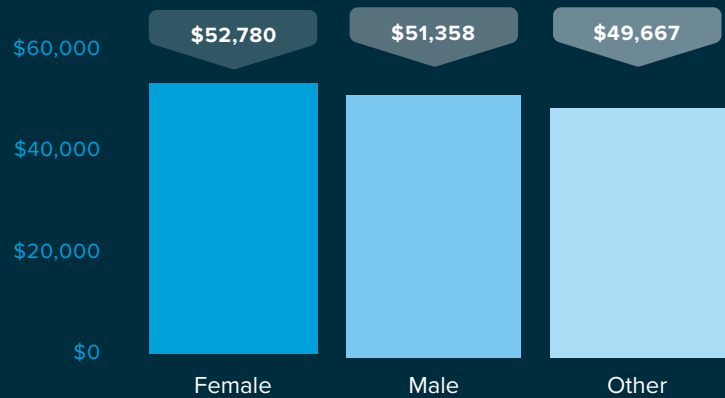
# \$54,638

Average starting salary in eligible job-seeking graduates' first role after bootcamp.

- 41% of graduates earn <\$50,000
- 29% of graduates earn \$50,000 - \$59,000
- 19% of graduates earn \$60,000 - \$69,000
- 11% of graduates earn >\$70,000

## AVERAGE FIRST SALARY GENDER DISTRIBUTION

METRIC	SALARY
Average	\$54,638*
Median	\$50,000
Max	\$120,000
90th Percentile	\$70,000



Number of Data Points: 366

\*Average first salaries by gender show a slight deviation from total average salaries due to differences in available gender and salary data points.



**Cameron Brown**  
Developer, Global Spatial Technology Solutions

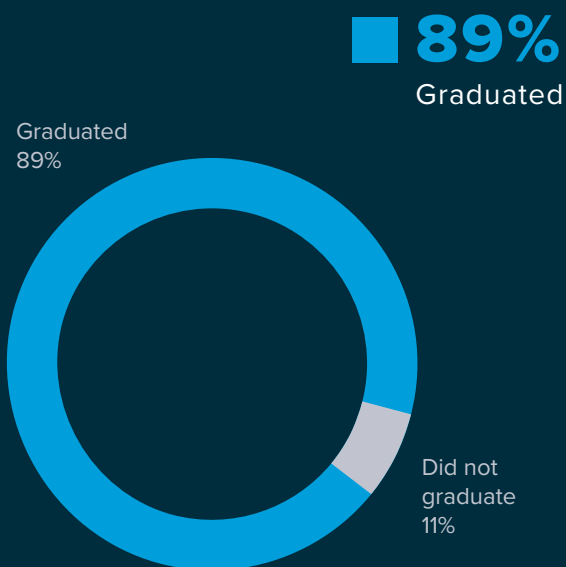
“Lighthouse Labs Bootcamp taught me the basics of web development and allowed me to create a foundation in which to build upon. The program taught me not just how to code but how to learn to code, so I can continue to pick up new languages and stay relevant way after bootcamp has ended. These skills helped me to get a job as a developer and also make it possible to continue growing in my new career.”

## GRADUATION RATE

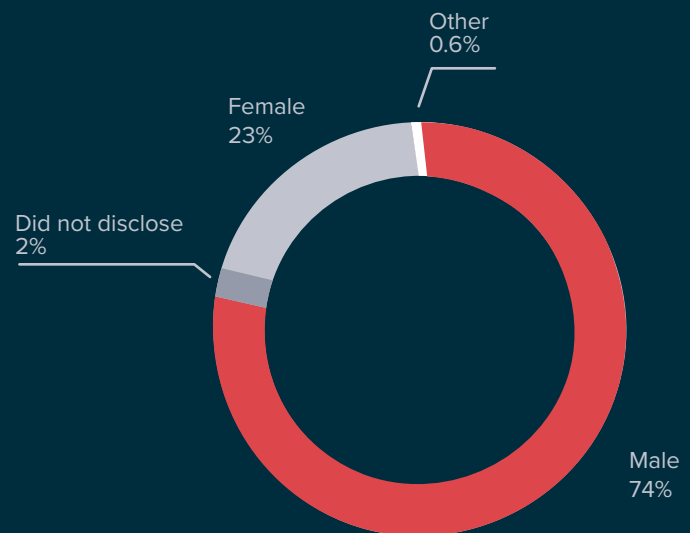
The rigorous nature of our Bootcamp requires us to adopt a thorough approach in our admissions process, screening not only for aptitude, but also for requisite levels of commitment and dedication.

This approach pays dividends in the impressive graduation rates of our cohort across various demographics. Lighthouse Labs is committed to training the very best future developers regardless of identity markers like gender and economic background.

### ENROLLED TO GRADUATED



### TOTAL ENROLLMENT - GENDER BREAKDOWN



“LHL students are highly motivated self-starters with a passion for AI. We have been successfully partnering with LHL to acquire these top talents for the past 3 years and proven high performers at conversationHEALTH.”

conversation  
HEALTH 

## DATA SCIENCE BOOTCAMP

In 2020 we announced the expansion of our curriculum to include a Data Science Bootcamp. This decision was predicated on the increased demand we observed in the market for data-savvy professionals with the skills and proficiencies needed in an ever-increasingly data-driven world.

Two years on and we have achieved considerable success in the space, doubling our graduates in that period, a feat we achieved by carrying over the three-pronged approach implemented in our Web Development Bootcamp: a curriculum designed and administered by industry professionals, a robust mentorship support system throughout the duration of the program, and a career services program with lifetime access to all the support they need in navigating the industry.

## EMPLOYMENT DATA CONSIDERATIONS

For the purpose of this report, there are 74 Data Bootcamp job-seekers and 13 non job-seekers. In total, 69 Data Bootcamp graduates completed a 180-day job-seeking cycle.

Here's the breakdown for those 13 Data Bootcamp non job-seekers:

NON JOB-SEEKER REASONS	# OF GRADUATES	PERCENTAGE
Returned to same employer <sup>1</sup>	2	15%
Returned to school <sup>2</sup>	0	0%
Without work visa <sup>3</sup>	1	8%
Other/unresponsive <sup>4</sup>	10	77%

1. Students who took the program in order to upgrade their skills and returned to the same employer.

2. Students who were in the midst of pursuing higher education or decided to pursue further education.

3. Students who were not authorized or not available to work in Canada.

4. To be considered as other/unresponsive for the purposes of this report, a student decides not to engage with the Career Services team or is unresponsive to at least three direct emails and/or phone communications from the Career Services team over a period of no less than 30 days.

## EMPLOYMENT RATE

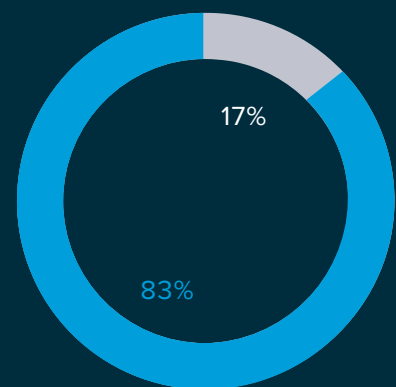
The data science field continues to expand as more companies incorporate the use of data into the execution of their business models and practices. This has created plenty of exciting opportunities for our students who rely on us to transform their aptitude for the field, as well as the skills they acquire at our Bootcamps into a rewarding and successful career. Lighthouse Labs has put together a curriculum that is deliberate about graduating the most well-trained and highly proficient data professionals.

This rigorous yet nurturing approach has resulted in positive employment outcomes for our Data Bootcamp graduates, with 90% of graduates who completed a job-seeking cycle finding employment, and 83% doing so within 180 days.

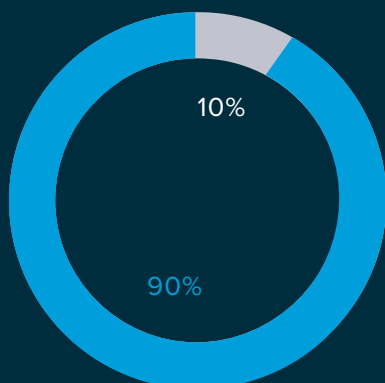
### EMPLOYED WITHIN 180 DAYS

■ **83%**  
of job-seeking Data Bootcamp graduates  
were employed within 180 days of graduation.

■ **17%**  
continued to seek employment after 180 days.



### TOTAL EMPLOYMENT RATE



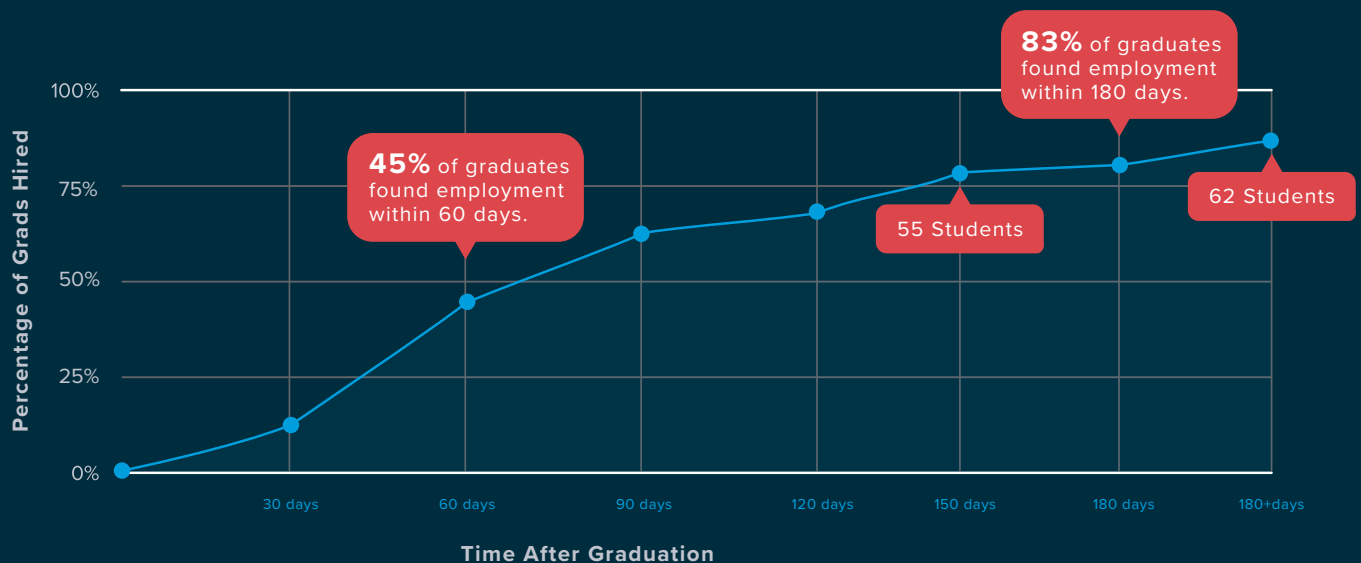
■ **90%**  
of job-seeking Data Bootcamp graduates  
became employed post-graduation.

■ **10%**  
continue to seek employment  
post-graduation.



## EMPLOYMENT RATE

When we launched the Data Science Bootcamp, we committed to the goal of producing some of the best-trained data professionals in the industry. Despite the challenges of the past two years, we are proud of the progress we've made. In 2021, 45% of eligible job-seeking data bootcamp graduates found employment within 60 days, and 83% did so within 180 days.



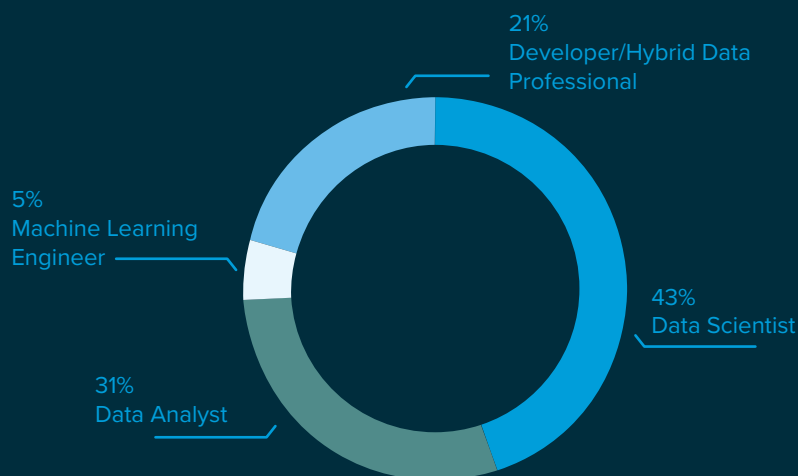
DAYS AFTER GRADUATION	NUMBER OF GRADS HIRED	PERCENTAGE OF GRADS HIRED
0	-	-
<30	9	13%
<60	31	45%
<90	42	61%
<120	46	67%
<150	55	80%
<180	57	83%
180+	62	90%

## EMPLOYMENT ROLE AND STATUS

There is a myth within the industry that the structure and duration of a Data Science Bootcamp is ill-suited to executing a successful pivot into the data scientist sub-sector of the field. It is often assumed that a data scientist must transition into that role from the position of an analyst.

However, our employment data does not bear out this myth. In fact, the figures almost conclusively point to the contrary. Approximately 44% of eligible job-seeking Data Bootcamp graduates found positions as Data Scientists while about 31% of the qualifying set found positions as Data Analysts.

### EMPLOYMENT FUNCTION



■ **79%**

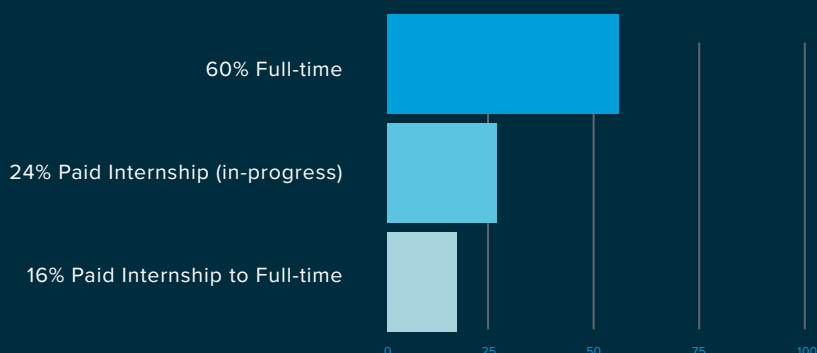
of Data Science Bootcamp job-seeking graduates who find employment do so in analyst/scientist roles, including Machine Learning Specialists.

### OUR GRADS HAVE BEEN HIRED AS:

- Data Scientists
- Data Analysts
- Machine Learning Engineers
- Hybrid Data Professionals
- Developers

[CHECK OUT THE CAREER PATHS DATA SCIENCE CAN GUIDE YOU THROUGH](#)

### EMPLOYMENT STATUS



## SALARY BREAKDOWN

As more industries embrace the digital revolution, data analysts and scientists are increasingly finding employment beyond the traditional tech institutions, landing roles in the retail, accounting, healthcare, marketing and tourism industries, to mention a few.

This burgeoning appetite for data-driven services and applications, and those with the skills necessary to collect, interpret and manage this ecosystem means that employers are willing to pay competitive wages to retain the very best. Average starting salaries for our 2021 cohort rose by approximately 9% over the previous year with a top salary of \$110,000 per annum. This upwards trend is expected to hold and even perhaps accelerate as society marches onwards towards a digital economy.

# \$57,486

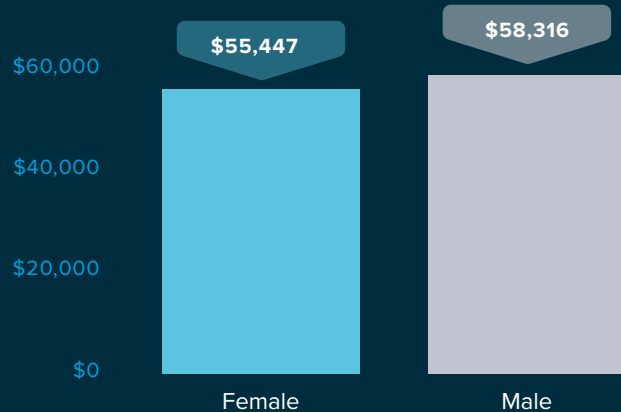
Average starting salary in eligible job-seeking graduates' first role after bootcamp..

- 47% of graduates earn <\$50,000
- 14% of graduates earn \$50,000 - \$59,000
- 23% of graduates earn \$60,000 - \$69,000
- 16% of graduates earn >\$70,000

## AVERAGE FIRST SALARY GENDER DISTRIBUTION

METRIC	SALARY
Average	\$57,486
Median	\$51,919
Max	\$110,000
90th Percentile	\$75,000

Number of Data Points: 62



**William Li**  
Data Developer, Plusgrade

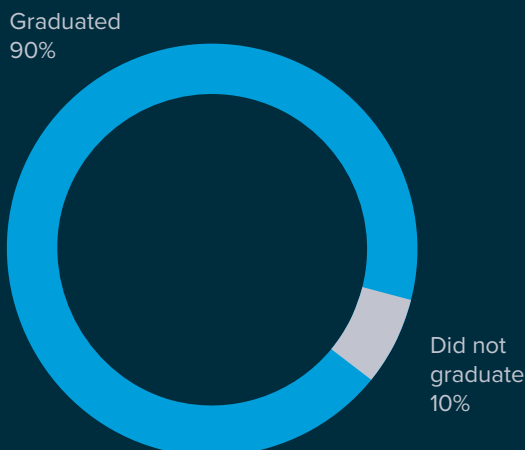
“I was a recent Math and Stats graduate with lots of number theory but a lack of relevant business experience. I knew I wanted to work with numbers in some way. Lighthouse Labs provided me with even more theory, along with real experience; through their guidance they helped me build eye-catching business relevant Machine Learning models to make me stand out. I use the confidence I gained and the skills I learned at LHL everyday as a Data Developer helping airlines make better data driven decisions.”

## GRADUATION RATE

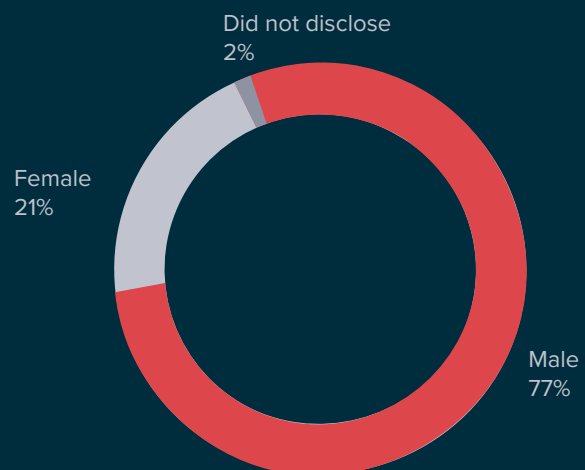
Data Science is still a relatively niche and growing field. Its nature as a slightly more technical undertaking means we have to be thorough in our selection process, applying the same rigorous screening criteria as we do our Web Development Bootcamp to ensure that the selected cohort are students with a natural aptitude for the field, as well as the level of determination they will need to see them through our accelerated digital skills training Bootcamp.

In 2021, Lighthouse Labs graduated approximately 90% of our enrolled students. 21% of our graduated students identified as female while 77% were male. With our inclusive policy at Lighthouse Labs, we are consistently looking for ways to achieve more balanced representation across all demographics.

### ENROLLED TO GRADUATED



### TOTAL ENROLLMENT GENDER BREAKDOWN



# A NEW CAREER IN TECH STARTS HERE

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Data Science



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