



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 4 OF 6 (91 to 120 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.S¹. 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)

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

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, internships, or consulting arrangements with local employers within 180 days of graduation. | 7 of 11 | 63.64% |
| The average compensation for students that receive jobs and internships as software developers within 180 days of graduation. | Will be reported at 180 days. | Will be reported at 180 days. |
| The average increase in annual salary for students who complete the full 24 week coding bootcamp within 180 days of graduation. | Will be reported at 180 days. | Will be reported at 180 days. |

Graduate Success Stories

- [Dana \(Davis\) McMullen](#), Multiple Part-time Internships and Freelance Positions
- [Kaitlyn Warboy](#), Junior Software Developer, [Raymour & Flanigan](#)
- [Elizabeth Metcalf](#), Web Development Contractor for small nonprofit
- [Salt City Code](#), a podcast started by graduates Kelly Corey and Karin Thorne

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 | 11 of 11 | 11 of 11 | | | |
| Underemployed | 0 | 0 | 0 | 0 | | | |
| Unemployed | 3 | 2 | 4 | 4 | | | |
| Employed outside of the computer programming industry | 0 | 0 | 0 | 0 | | | |
| Employed within the computer programming industry | 1 | 1 | 2 | 2 | | | |
| Freelancer / consultant | 2 | 2 | 2 | 1 | | | |
| Full-time | 4 | 3 | 4 | 4 | | | |
| Part-time | 3 | 1 | 0 | 0 | | | |

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 | 11 of 11 | 11 of 11 | | | |
| Total Number of Internships or Jobs Applied To | 31 | 49 | 34 | 32 | | | |
| Total Number of Interviews | 11 | 20 | 10 | 9 | | | |
| Total Number of Internship or Job Offers | 4 | 8 | 9 | 5 | | | |

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 | 11 of 11 | 11 of 11 | | | |
| New jobs in software industry | 1 | 2 | 2 | 3 | | | |
| New internships in software industry | 2 | 0 | 0 | 1 | | | |
| New consulting arrangements in software industry | 2 | 0 | 0 | 0 | | | |
| Promotion at current jobsites | 0 | 0 | 0 | 0 | | | |

Wealth Creation²

| 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 | 11 of 11 | 11 of 11 | | | |
| Total students receiving a wage increase | 2 | 2 | 2 | 3 | | | |
| Overall hourly average wage increase | \$26.90 | \$31.90 | \$31.90 | \$43.90 | | | |

² Consulting / freelance arrangements are included in the "Overall hourly average wage increase". Average free-lance wage is approximately \$32/hour reported from two graduates.

Student Post-Program Survey Data

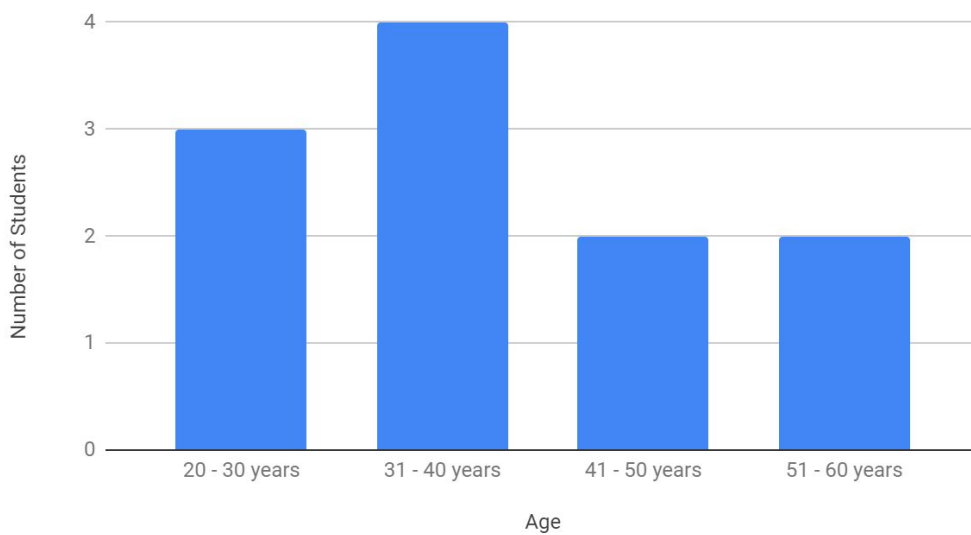
From our [student post-program survey](#), 6 of 11 students have reported the following:

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

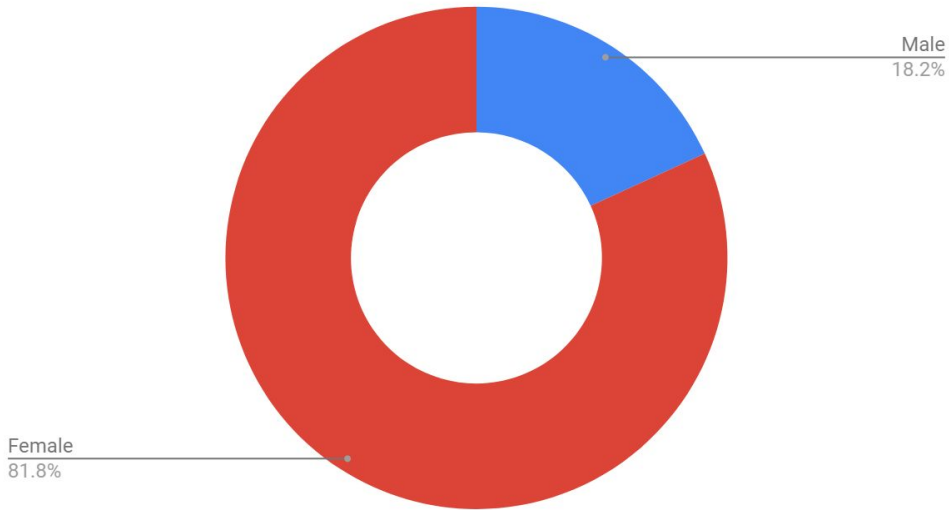
Age

Careers in Code - Age Distribution



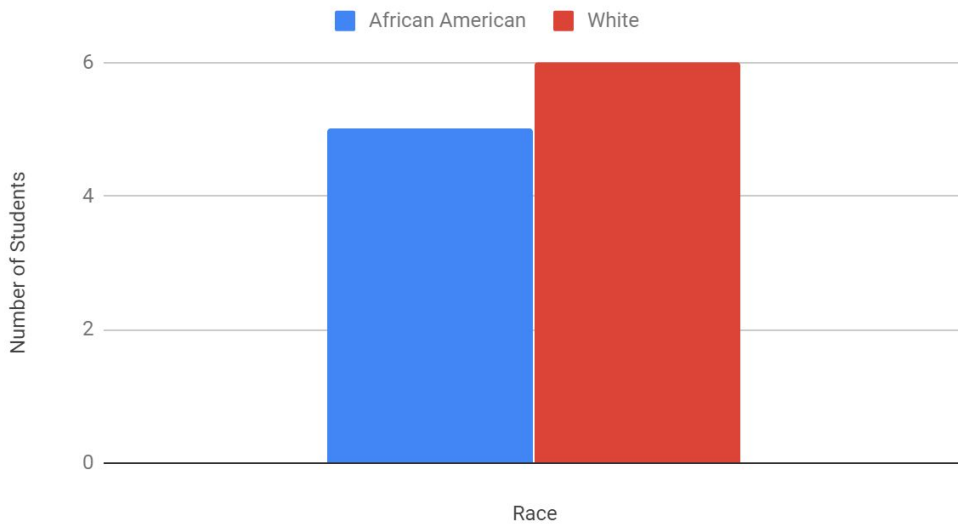
Gender

Careers in Code - Gender Distribution



Race

Careers in Code - Race Distribution



Appendix

Reporting Schedule

| Projected 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 |
| Tuesday, December 10, 2019 | 12/10/2019 | 110 |
| Monday, January 21, 2020 | 1/21/2020 | 150 |

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"
- 1/17/2020 - Updated "Key Metrics" to "The percentage of students that obtain jobs, internships, or **consulting arrangements** with **local employers** within 180 days of graduation.."

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.



A handwritten signature in cursive script that reads "Doug Crescenzi".

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