



# Hack Upstate's Careers in Code

**A Coding Bootcamp for Women and Minorities to Combat Poverty in CNY**

**Student Outcomes Report - Cohort 2 (2021 - 2022)**

**0 to 180 Day Report**

**First Day of Class: 3/15/2021**

**Graduation Date: 8/26/2021**

**Outcomes Reporting Period: 8/26/2021 - 2/22/2022 (180 days)**

**Jesse Peplinski**

[jesse@hackupstate.com](mailto:jesse@hackupstate.com)

315.409.3514

**Doug Crescenzi**

[doug@hackupstate.com](mailto:doug@hackupstate.com)

315.436.8655

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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.S<sup>1</sup>. 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 18 students<sup>2</sup> who enrolled in our first cohort of Careers in Code. The program **started on March 15, 2021** and ended on **August 26, 2021**. Classes were held Monday through Thursday, 5:30pm to 8:30pm virtually via Zoom. 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)

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

<sup>2</sup> Note that one student has transitioned outside of the area, although their data is still reflected in this report  
Hack Upstate's Careers in Code - Student Outcomes Report - Cohort 2 (2021 - 2022)

# Student Acceptance and Graduation Rates

Type	Number of Students	% of Cohort
Total Applications	49	/
Acceptance Rate	18	37%
Candidates for Graduation	11	61.11%
Academic Audits	4	22.22%
Withdrawals	3	16.67%
<b>Total Graduation Rate</b>	<b>11</b>	<b>61.11%</b>

## Student Outcomes

### Graduate Success Stories

- [La'Tonia Mertica Sheppard Walker](#)
- [Melaquan Saffold](#)
- [Sara Dow](#)
- [Kyle Gilbert](#)

### Key Metrics (0 to 180 days)

#### Program Completion and Job Creation

Metric	Number of students	Percentage
The percentage of students that completed the full 24 week coding bootcamp.	11 of 18	61.11%
The percentage of students that obtain jobs, internships, or consulting arrangements with local employers within 180 days of graduation.	5 of 11	45.45%

#### Compensation

Metric	Average Hourly Wage	Average Salary	Number of graduates included in calculation
The average compensation for students that receive jobs, internships, or consulting arrangements as software developers within 180 days of graduation	\$21.60	\$44,928.00	5 of 11

Metric	Average Starting Salary	Average Ending Salary	Overall Increase (%)	Number of graduates included in calculation

The average increase in annual salary for students who complete the full 24 week coding bootcamp within 180 days of graduation.	\$30,457.40	\$44,928.00	47.511%	5 of 11
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## Placement / Employment

Placement / Employment Status								
Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180	180+
Number of Students Reported	10 of 11	8 of 11	6 of 11	3 of 11	5 of 11	4 of 11		7 of 11
Unemployed	2	2	2	1	1	0	8	0
Employed outside of the computer programming industry	4	4	2	1	2	1	16	2
Employed within the computer programming industry	0	1	0	1	1	2	7	2
Freelancer or consultant	2	0	0	0	0	0	3	1
Full-time	0	0	0	0	0	1	1	0
Part-time	1	1	2	0	1	0	6	1
Higher-education	0	0	0	0	0	0	1	1

## Job Search, Interviews, and Offers

Job Search, Interviews, and Offers Status								
Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180	180+
Number of Students Reported	10 of 11	8 of 11	6 of 11	3 of 11	5 of 11	4 of 11		7 of 11
Total Number of Internships or Jobs Applied To	71	75	17	8	1	83	255	14
Total Number of Interviews	5	7	4	0	2	9	27	4
Total Number of Internship or Job Offers	1	1	0	0	2	2	6	3

## Job Creation

Job Creation Status								
Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180	180+
Number of Students Reported	10 of 11	8 of 11	6 of 11	3 of 11	5 of 11	4 of 11		7 of 11
New job in software industry	1	0	0	0	0	0	0	0
New internship in software industry	0	1	0	0	1	0	0	0
New consulting arrangement in software industry	0	0	0	0	0	0	0	0
Promotion at current jobsite	0	0	0	0	0	1	0	0

## Retention Rate

Retention Rate								
Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180	180+
Number of Students Reported	10 of 11	8 of 11	6 of 11	3 of 11	5 of 11	4 of 11		7 of 11

Total number of individuals employed for more than 30 days at current employer (note: may be outside of software industry)	3	2	3	1	2	3	14	3
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## Additional Certificates and Credentials

Additional Certificates and Credentials								
Reporting Period (Number of Days)	0-30	31-60	61-90	91-120	121-150	151-180	0-180	180+
Number of Students Reported	10 of 11	8 of 11	6 of 11	3 of 11	5 of 11	4 of 11		7 of 11
Total number of individuals pursuing additional training or certificates	5	4	3	2	4	2	20	3
Total number of certificates obtained	0							

## Student Post-Program Survey Data

From our [student post-program survey](#), 4 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

\*Pending 7 additional student submissions

## Student Demographics

You can view our [student demographic data here](#).

## Appendix

### Revisions

- TBD

## 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](mailto:team@hackupstate.com).





Doug Crescenzi  
**Founder, Partner**  
[doug@hackupstate.com](mailto:doug@hackupstate.com)



Jesse Peplinski  
**Partner**  
[jesse@hackupstate.com](mailto:jesse@hackupstate.com)