



2022
CAREER
TRAJECTORY
REPORT



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HERE'S THE GIST

When we started Lighthouse Labs, the average program took three years to help people become professional developers. That's way too long for adults who are looking to make big changes in their lives. We can't all take three years to change up a career when we need income, have lives and children, and a lot of other things going on that we can't just put on hold. And so our goal in putting together 12 and 30 week programs was not just to make sure that people were productive the second they started their job, it was also so that they could learn to learn and continue to grow and evolve, throughout their career until they were ready to maybe make a change again.

“When I see students experience 75% growth in their salaries three years out of the program, I know that our approach is paying off incredibly well...”

[Click to listen](#)

to the full opening remarks by
Lighthouse Labs CEO
& Co-Founder Jeremy Shaki



INTRODUCTION

Lighthouse Labs was established in 2013 to get people the skills they need to succeed in the digital landscape. We wanted to train and support people from all walks of life in their journey to becoming tech professionals, with the right skills and proficiency to be successful. Students come to Lighthouse Labs seeking our expertise to guide them in achieving that delicate balance in a career that aligns passion with a paycheck.

Our commitment to our students:

- **Industry-focused curriculum**
- **Mentorship**
- **Convenience**
- **Modern tools**
- **Career Services**
- **A fun, collaborative environment**
- **Networking**



And for the last nine years, we have succeeded spectacularly in achieving those goals. From our 2022 Student Outcome Report, we know that **Lighthouse Labs students achieve more than a 85% employment rate yearly across all graduating groups.**

We are excited to share their progress and their stories with you and we will continue to design the Lighthouse Labs experience with a student-first focus to ensure we continually deliver the best value needed for our students' success.

TL;DR

IF YOU DON'T READ ANYTHING ELSE, READ THIS.

Our Alumni are everywhere, from budding startups to large enterprises such as Shopify, Nike, and Meta to name a few. They are working from home or hybrid, some have moved provinces and even countries, and all are doing meaningful work in stable, well-compensated careers.

We reached out to over 3200 Alumni, and 757 responded. The responses and stories inspired us to create this report showing how our bootcamp was the catalyst for their truly transformational journeys with new career paths, continued skills growth, flexible work location opportunities, increased salary, and job stability.

- 92%** said Lighthouse Labs positively impacted their careers.
- 79%** stated the desire to pursue a passion in tech as one of their motivations.
- 78%** were still employed in a tech role.
- 74%** wanted to transition to a career & an industry with excellent growth opportunities.
- 96%** still use the skills they learned in Bootcamp in their current roles.
- 2021 alumni have achieved a **15%** hike in their average compensation.
- After 4+ years out from bootcamp, **52%** are earning over \$100,000 a year.
- 2015 graduates reported an average base salary increase of **238%**.
- Graduates 3 & 4 years out have seen an average base salary increase of **62%** & **77%**.
- 52%** work remote, **43%** work hybrid, **5%** work in office.

THE FULL STORY

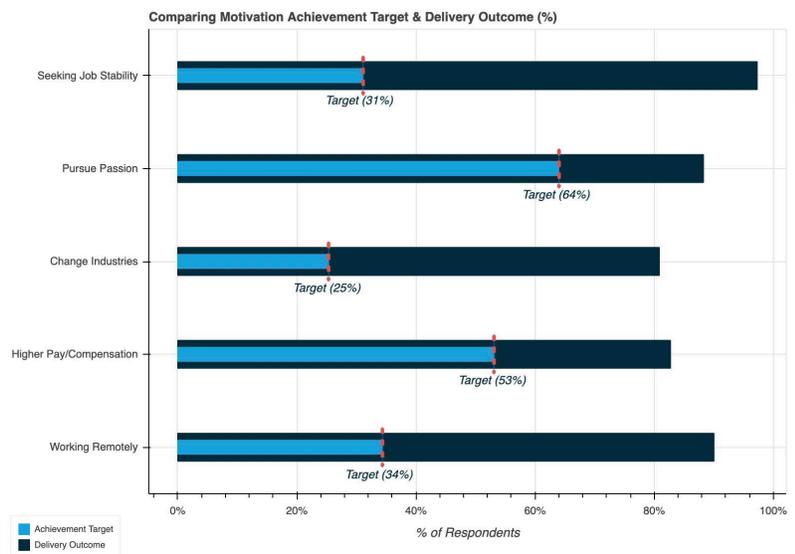
“THANKS FOR STICKING AROUND ... LET'S GO”

The Key Findings are an irrefutable endorsement of the collective strategies, curriculum, and teaching methods offered at Lighthouse Labs. Importantly, they speak to the work of our Career Services team. While helping Bootcamp graduates navigate the often daunting job markets, the team works hard to ensure that each opportunity presented speaks to their passions and ideas of an ideal career. It is an effort of which we are very proud.

"Did Lighthouse Labs have a positive impact on your career?"

92% of all alumni respondents said Lighthouse Labs positively impacted their careers.

Our students come to us for a transformative experience that will impact their long-term careers and lives. So we asked them two major questions regarding impact and motivations and here is what they said...



“What are the top motivations for attending a Lighthouse Labs Bootcamp?”

- Salary growth
- To move into a career path where I can work remotely
- To pursue existing passion for technology/data
- To move into a career path with growth opportunities
- To move into a career path with job stability

SALARY GROWTH & CAREER PROGRESSION

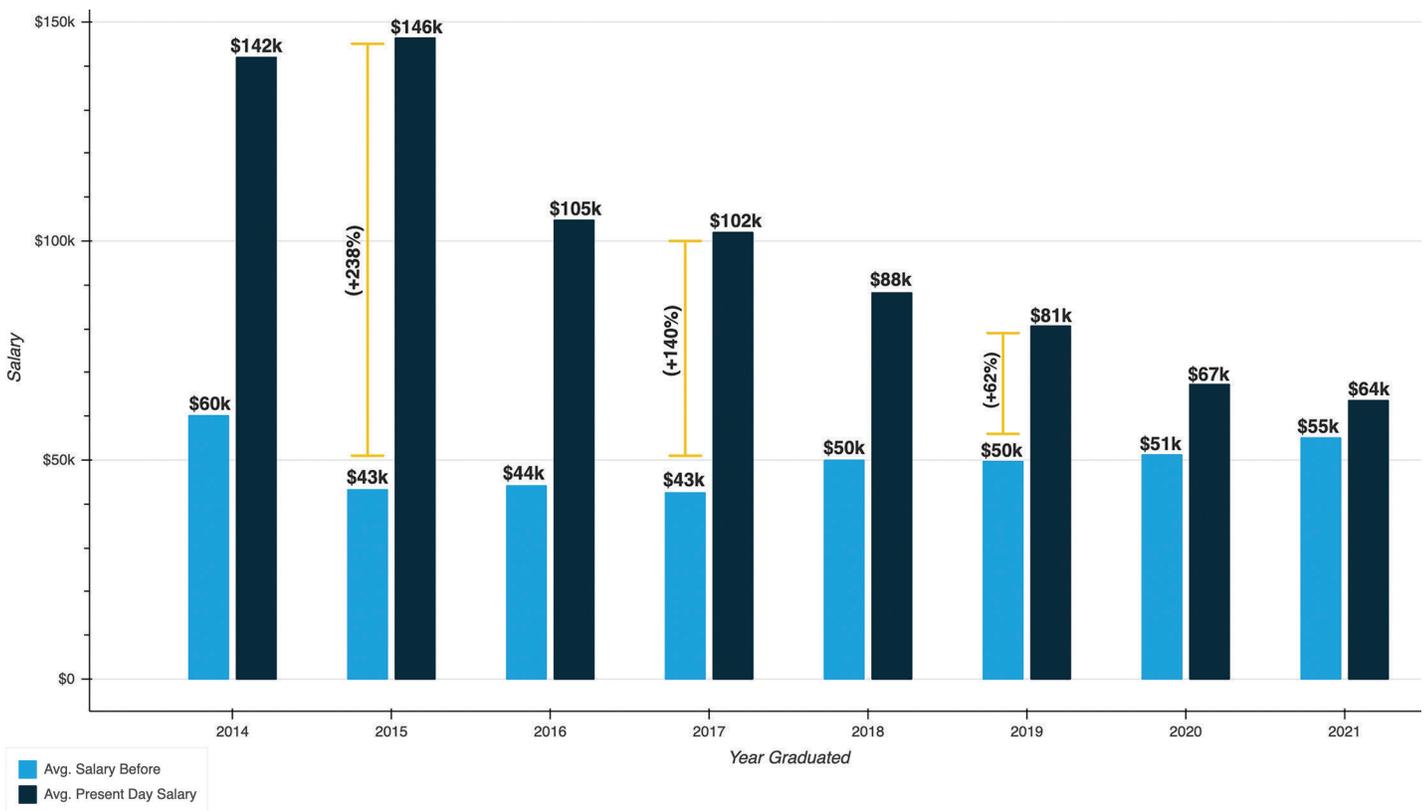
Our goal has always been to provide a transformative experience within a timeframe that allows you to reshape your life faster.

Lighthouse Labs remains the **quickest and most effective route to transition into the tech industry**. In as little as 12-30 weeks, our graduates receive the training and the skills to have them ready for a tech career, and the results, as shown in our reports over the years, are undeniable. Alumni who graduated 3 and 4 years ago have seen an average base salary increase of 62% and 77% respectively. Remarkably, alumni who graduated in 2015 reported an **average base salary increase of 238%**.

[Check out the yearly breakdown of salary comparisons in the Appendix.](#)



Average Salary Before Bootcamp & Average Present Day Salary



Greatest achievement or success since graduation:

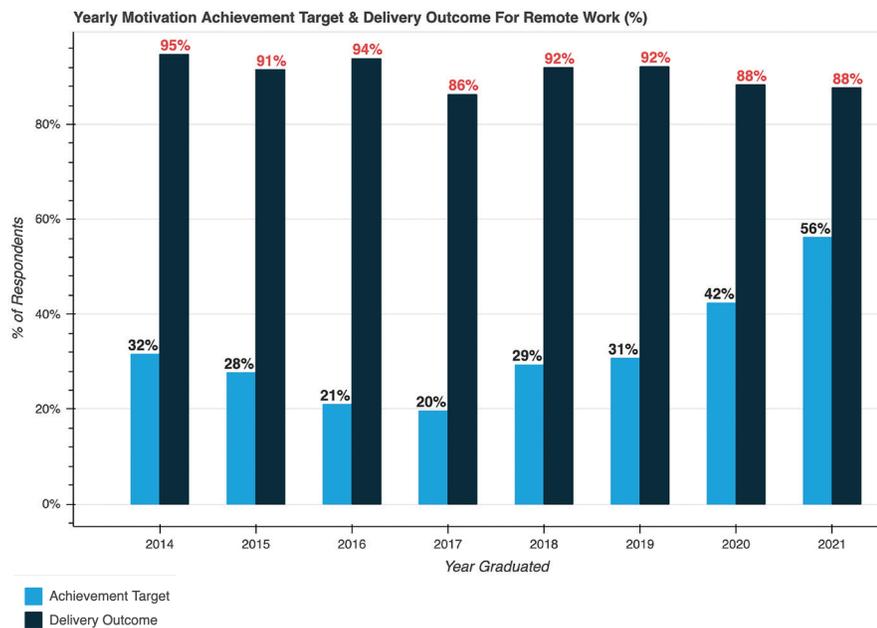
“Too many to even begin to name them all: becoming a Tech Lead, an Editor of the company's Tech Blog, and the Lead of the Women in Tech Employee Resource Group. Growing my technical knowledge and rising to become an influential leader in my company. Working in a career path where there's always opportunity for personal growth and intellectual challenges and where you can move up in the company based on hard work, collaboration, and leadership.”

- 2017 grad, who was previously unemployed and now acting lead developer.

MOVING TO A CAREER WHERE ONE CAN WORK REMOTELY

While remote work had been a growing trend in the tech industry, it was fuelled into hyper-adoption by the circumstances of the past two years. Workers have adjusted to the convenience during that time, and many are unwilling to give it up. The virtual office has created a new channel of opportunities for our graduates, giving them access to jobs across provinces, regardless of location. As the economy recovers from the effects of the pandemic, remote work remains a priority for the students who come to Lighthouse Labs. Our Career Services team works with each student to navigate this pool of new opportunities, ensuring they get the job and the career that aligns with their dreams, aspirations, personal circumstances, and commitments.

52% of all alumni surveyed now work remotely full time, while an impressive 95% are either permanently remote or hybrid (less than 3 days a week in office).



Greatest achievement or success since graduation:

“Transitioning into an industry which I care about and enables me to have a better life. I was able to travel while working and see new places, and I don't think I would have done it if I didn't go to tech.”

- 2019 Grad who used to be a bartender and is now working as a software engineer.

What These Numbers Say

Achievement target = how many grads said this was a reason for taking our program.

Delivery outcome = how many grads in total are actually realizing the motivation.

E.g., about 30% of 2019 alumni wanted remote career opportunities and we over-delivered with over 92% of that year's graduates are in remote and hybrid roles.

PURSUING AN EXISTING PASSION FOR TECH

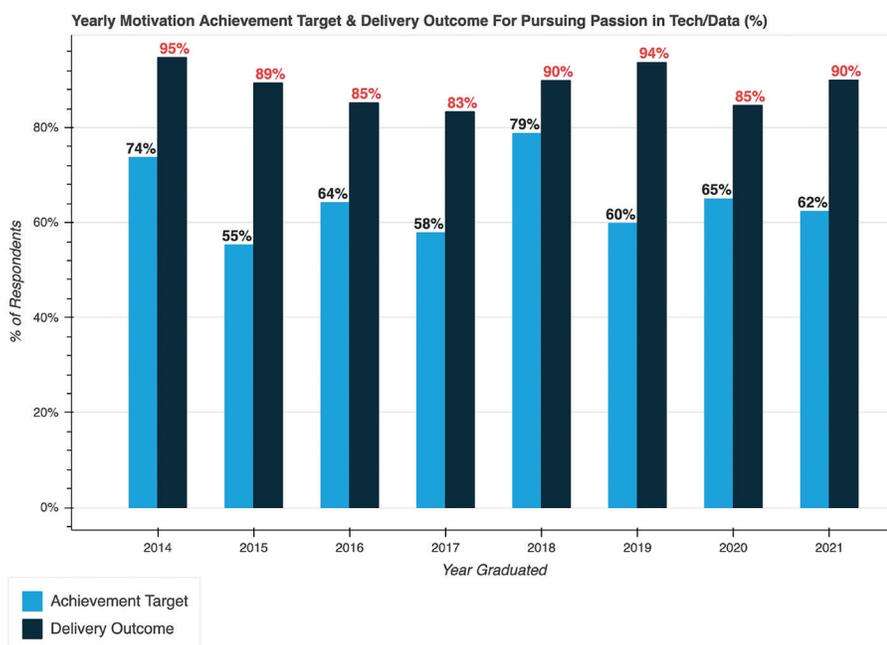
It isn't uncommon to feel stuck at a job that feels uninspiring or a career that suddenly appears stagnant, with little room for growth. Pursuing your dreams often seems incompatible with a lucrative career path and plentiful opportunities. Making that pivot feels daunting and risky, particularly once we are already a few years into the job market. What distinguishes Lighthouse Labs students is their ability to face these unknowns and go for it anyway. 79% of our surveyed alumni stated the desire to pursue a passion in tech as one of their motivations.

With our expert instructors, supportive student success coordinators, knowledgeable mentors, and dedicated career services team to guide students in their journey, it is a joy to see them move on and thrive in long-term and fulfilling careers in the tech industry.

Greatest achievement or success since graduation:

“I have learnt so much through my journey in this career in such a short period of time. My biggest takeaway has been the feeling of fulfillment from contributing to a platform that has a positive impact on its audience.”

- 2020 Grad working as a software engineer.



What These Numbers Say

Achievement target = how many grads said this was a reason for taking our program.

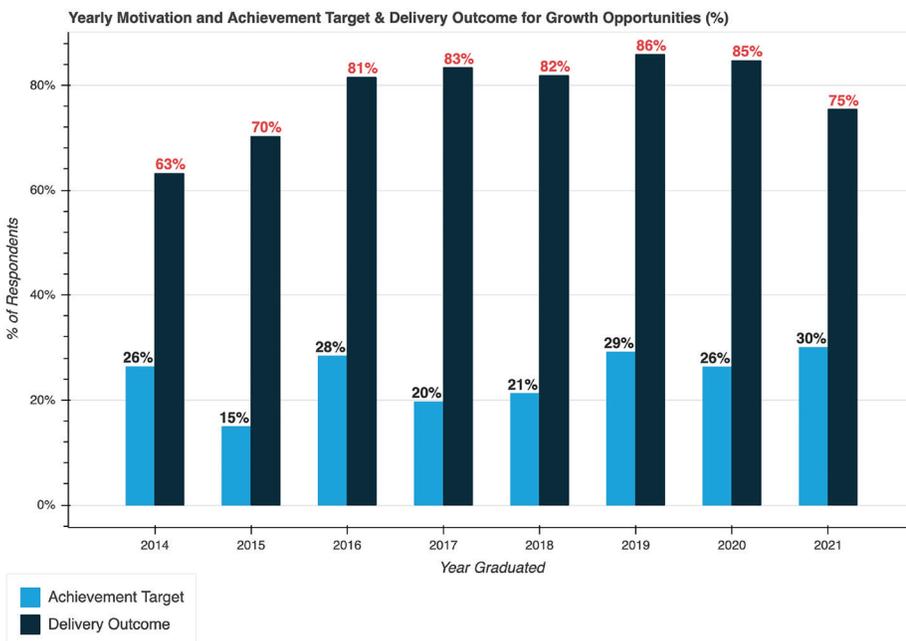
Delivery outcome = how many grads in total are actually realizing the motivation.

E.g., 55% of 2015 alumni joined our Bootcamps to pursue their passion for tech and 89% of that year's respondents confirmed we over-delivered on that outcome.

MOVING TO A CAREER WITH GROWTH OPPORTUNITIES

Within the continuous surge of tech roles outpacing the availability of skilled professionals across all sectors, the race to attract and retain top talent remains heated. Lighthouse Labs trains people to fill this ever-increasing demand while developing the next wave of intermediate and senior tech leaders. 96% of graduates confirmed they still use the skills they learned in Bootcamp in their current roles: the evergreen and comprehensive soft skills we impart to our students pay dividends in supporting their career growth. Nothing illustrates this better than our alumni's salary data pre- and post-Bootcamp.

74% of all alumni who responded to the survey said they wanted to transition to a career and an industry with excellent growth opportunities. Our students come to us to improve their long-term career prospects. While that may sometimes mean switching industries, many of our alumni leverage their technical training and soft skills, which are an inseparable part of our Bootcamp curriculum, to open up new opportunities for growth and advancement at their current places of employment. This is a resounding endorsement of the life-changing benefits of attending a Lighthouse Labs program.



Greatest achievement or success since graduation:

“Moving up to a head developer in both companies I've worked for within 6 months of joining”

- 2020 Grad who used to be an assistant manager in a grocery store and is now a lead developer.

What These Numbers Say

Achievement target = how many grads said this was a reason for taking our program.

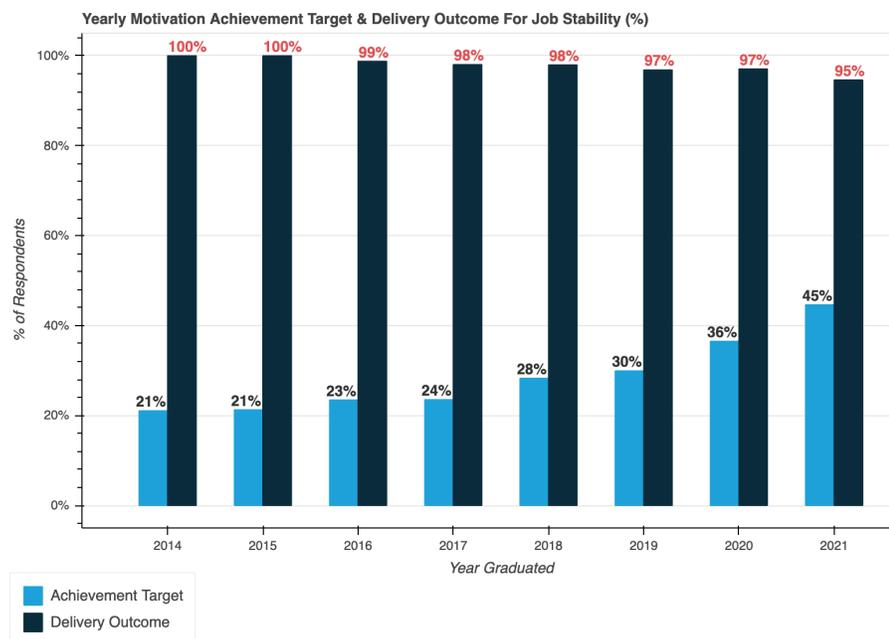
Delivery outcome = how many grads in total are actually realizing the motivation.

E.g., 20% of 2017 alumni joined our Bootcamps to transition into a career with more opportunities and 83% of that year's respondents stated they are thriving professionally, confirming the longevity of their Bootcamp experience.

MOVING TO A CAREER WITH JOB STABILITY

Our jobs and careers are crucial to our quality of life. Our car and mortgage payments, the education we can afford for our children, and the long-term investments we have to make towards retirement are just some of the things tied to our careers. Considering this, the anxiety many experience is understandable when faced with tenuous employment or if they feel like their jobs offer limited growth opportunities. At least 232 of our alumni stated they wanted to move into a career with long-term job stability. At Lighthouse Labs, we not only help our students acquire the technical skills necessary for success in long-term careers; we also teach them the soft skills - self-belief, the ability to problem-solve, the prowess for continuous learning, as well as helping them cultivate a growth mindset - that will help them succeed well beyond their present roles. In addition, our Career Services team, a lifetime perk of attending Lighthouse Labs, is always there to assist them when they need further help in navigating the tech landscape regardless of the stage of their careers.

Across successive years and cohorts, we determined that about 78% of responding alumni were still employed in a tech role.



Greatest achievement or success since graduation:

“Just getting into the Toronto tech ecosystem and being able to buy a house”

- 2018 grad working as a full stack developer now. Earning over \$100,000 a year.

What These Numbers Say

Achievement target = how many grads said this was a reason for taking our program.

Delivery outcome = how many grads in total are actually realizing the motivation.

E.g., about 36% of 2020 alumni were seeking more job stability post-Bootcamp and we over-delivered with 97% of that year’s graduates reporting stable and growing careers.

FINAL THOUGHTS

As we celebrate our successes, we look to the future and innovative ways of training the next generation of tech professionals and ensuring the ongoing tech transformation continues to be a source of opportunity for all.

We are proud of our partnerships with governments and institutions on programs such as Youth in Tech, Black Youth Reskilling, and the Indigenous Tech Talent Development programs, which help ensure that the tech training necessary for participation in the workforce remains accessible to underserved communities in our society.

While we already provide upskilling programs through corporate training and to our alumni with our lifetime career services, we aim to expand these to all new tech professionals, giving them the skills and training they need to move upwards into that gap in the market for mid-level tech professionals.

In conclusion, we must appreciate the people who contribute to the success of our students: our admissions team, our instructors, our education delivery experts, our mentors and the career services team. All of these dedicated people work hard to achieve the mandate given to us by our students. And, of course, we appreciate you, the students who trust us with your dreams and professional aspirations.

This report - which sets an industry standard alongside our annual Student Outcomes Report and the upcoming Impact Report - fulfills our promise of transparency and accountability. We aim to continue to honour that commitment.

"LHL bootcamp allowed me to transition into the tech industry with a higher salary and better prospects. I am now leading a team of data scientists/devs on client projects"

Grad who transitioned from being a research assistant earning \$35k to a lead Data Scientist.

"All employers I had in the last 5 years were interested in my experience at Lighthouse, my income has increased, I got to meet/work for programmers and System Admins who taught me even more"

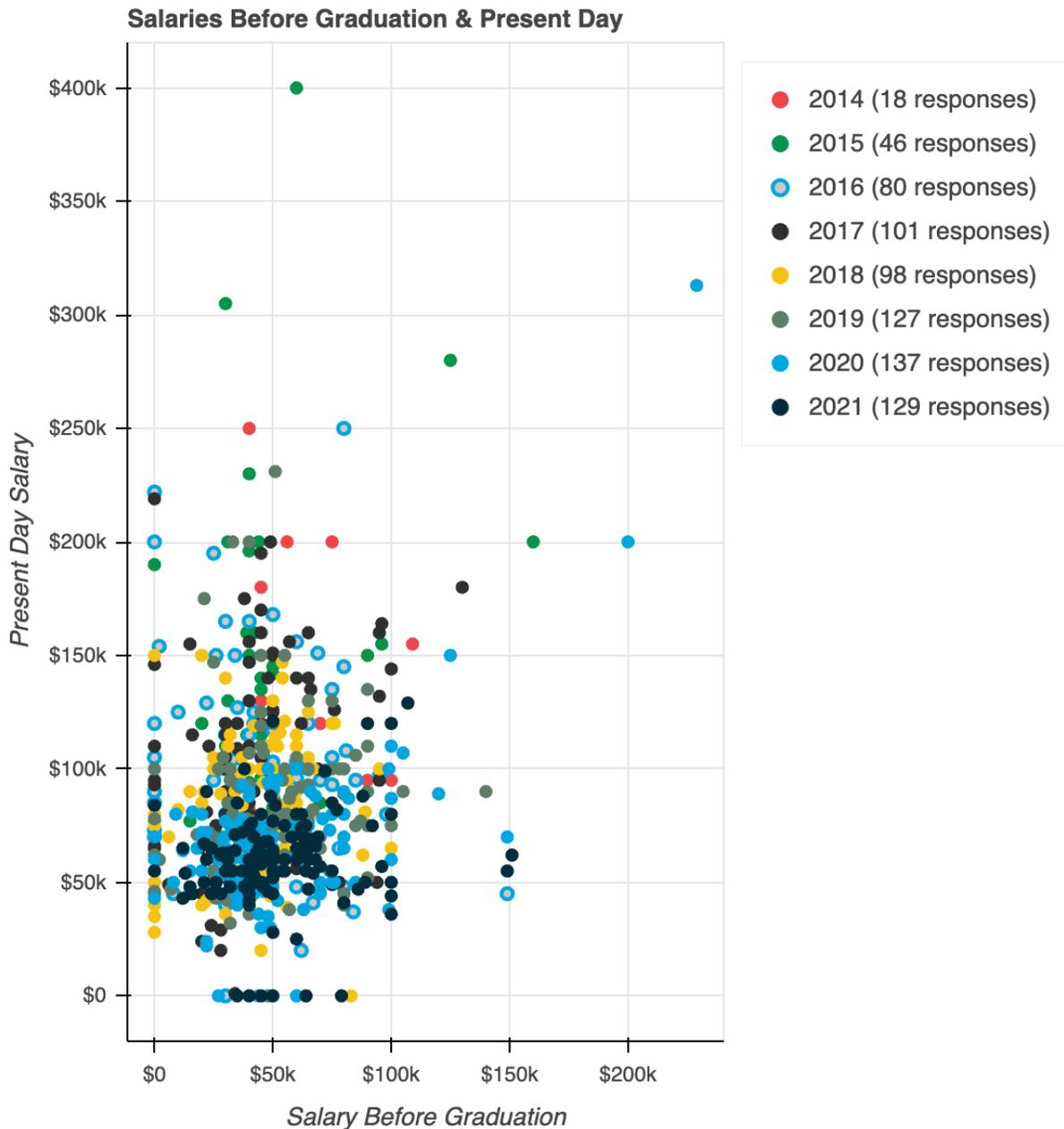
2016 Grad who transitioned from Admin Assistant to a Front End Developer.

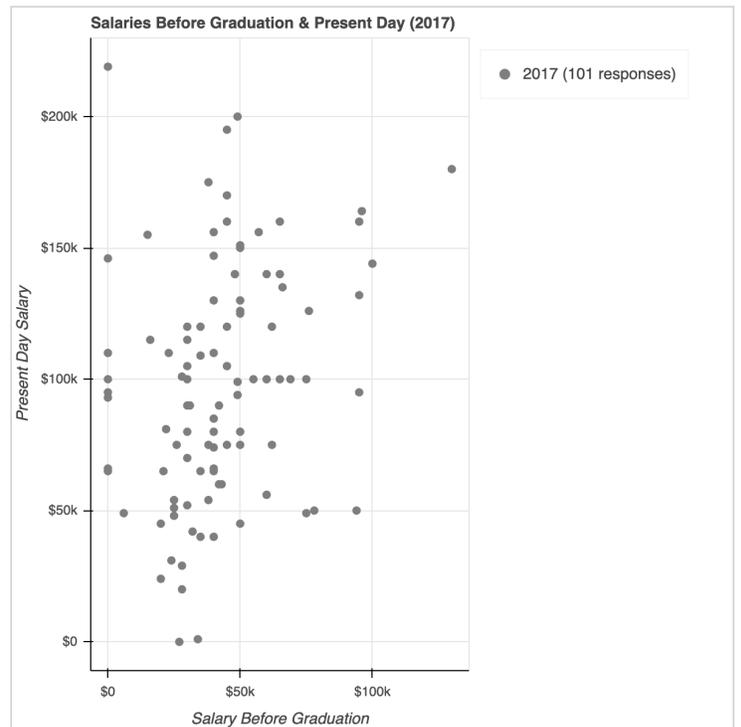
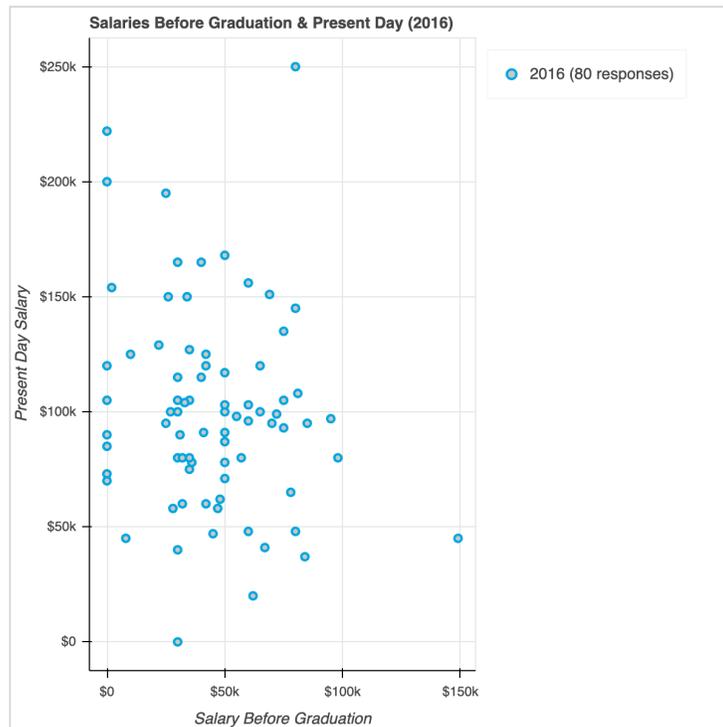
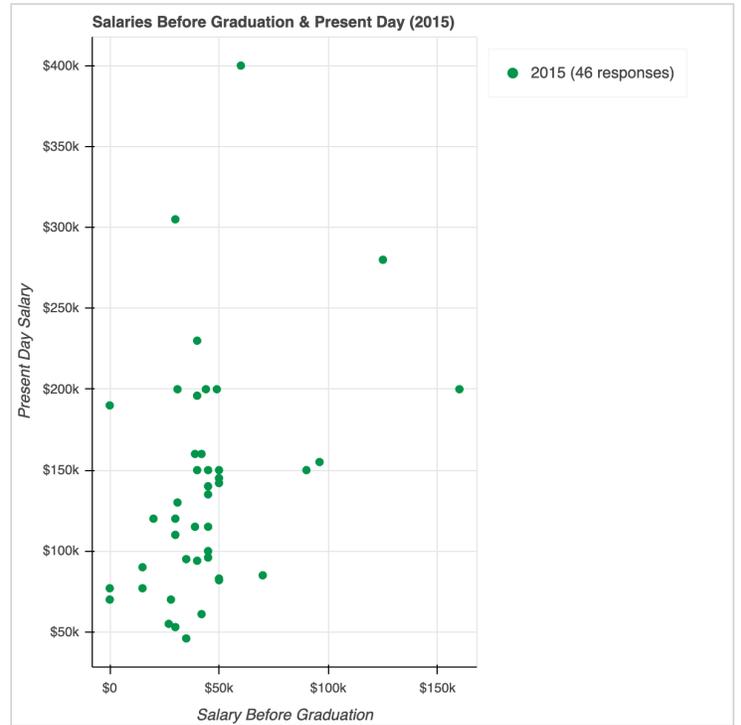
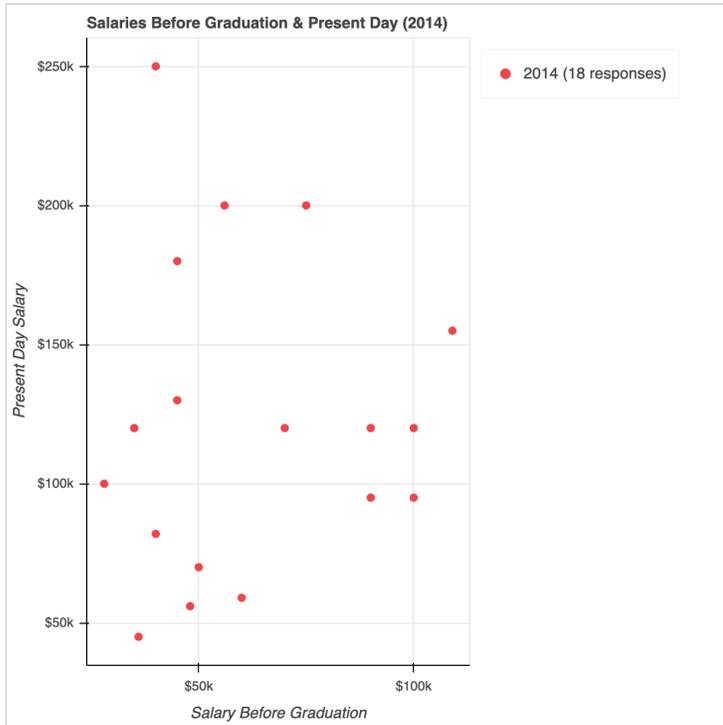
"LHL set me up with the skills I needed to start my new role as a developer intern. They also connected me to my first employer and provided interview and résumé skills to help me land the role. It has enabled me to move into a career I love with great growth opportunities."

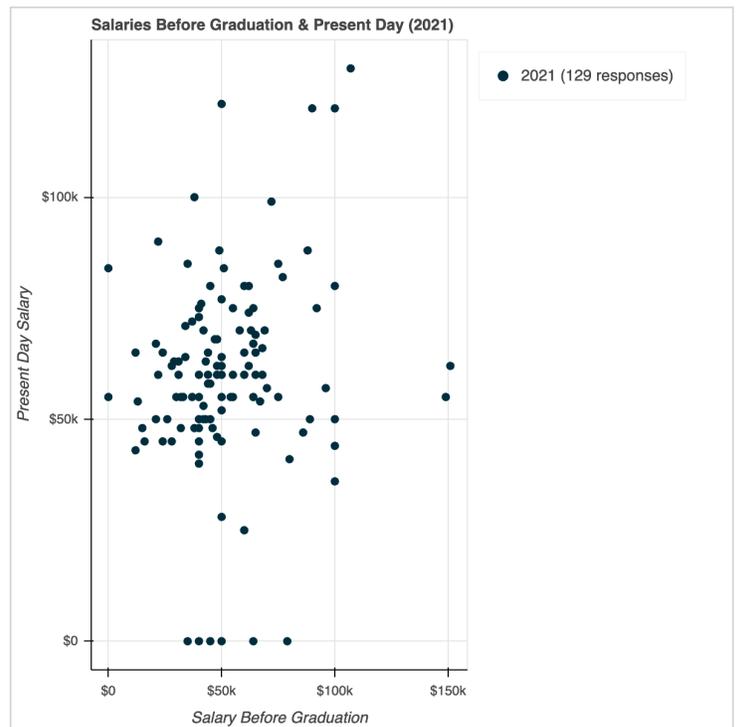
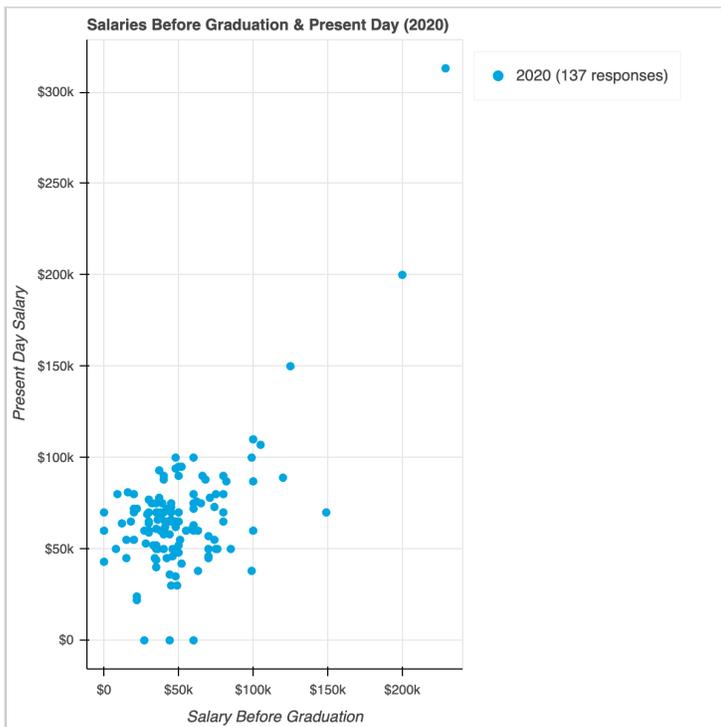
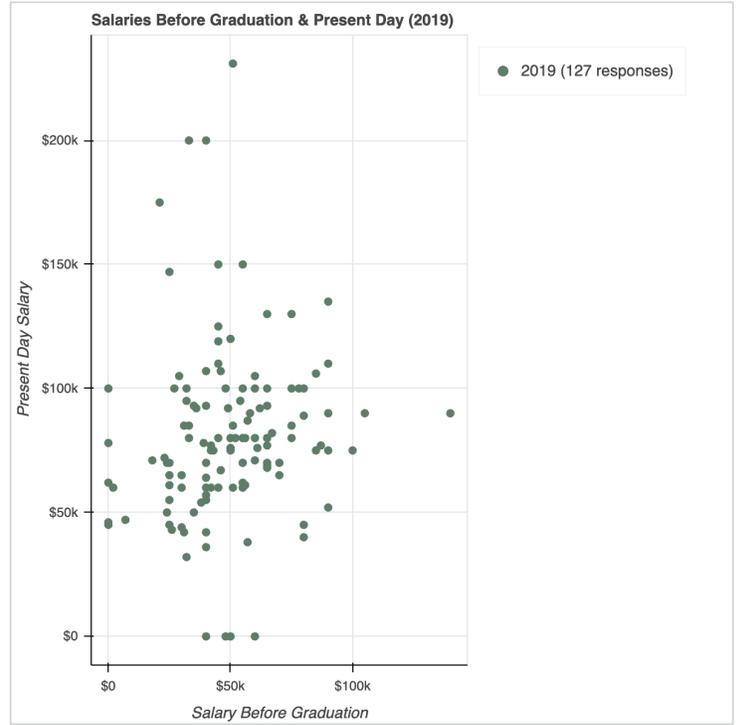
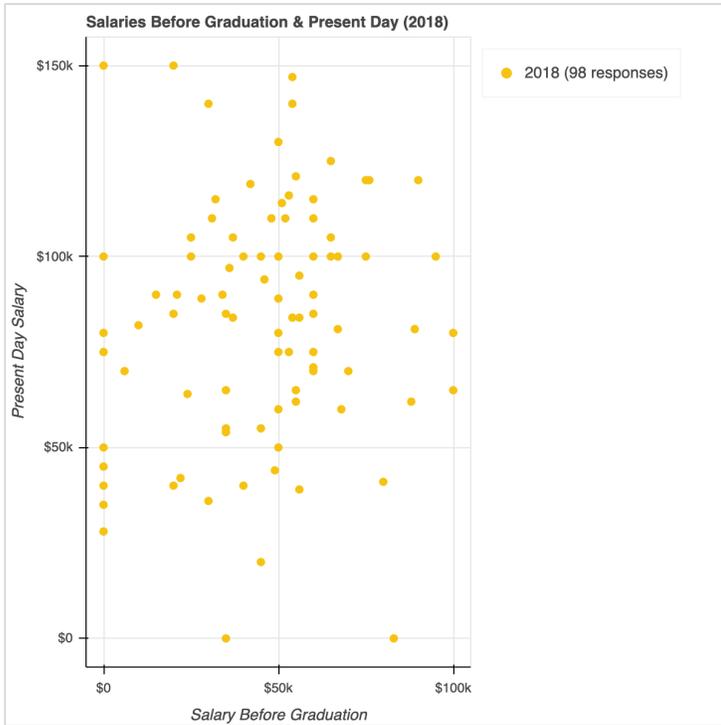
2019 Web Development Grad who is now working in UK as Web Developer

APPENDIX

In case you needed to see more data, we have the breakdown of the before and after graduation base salaries of respondents for the years 2014 - 2021. Please note that for 2021, we only received data up until June of that year.







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