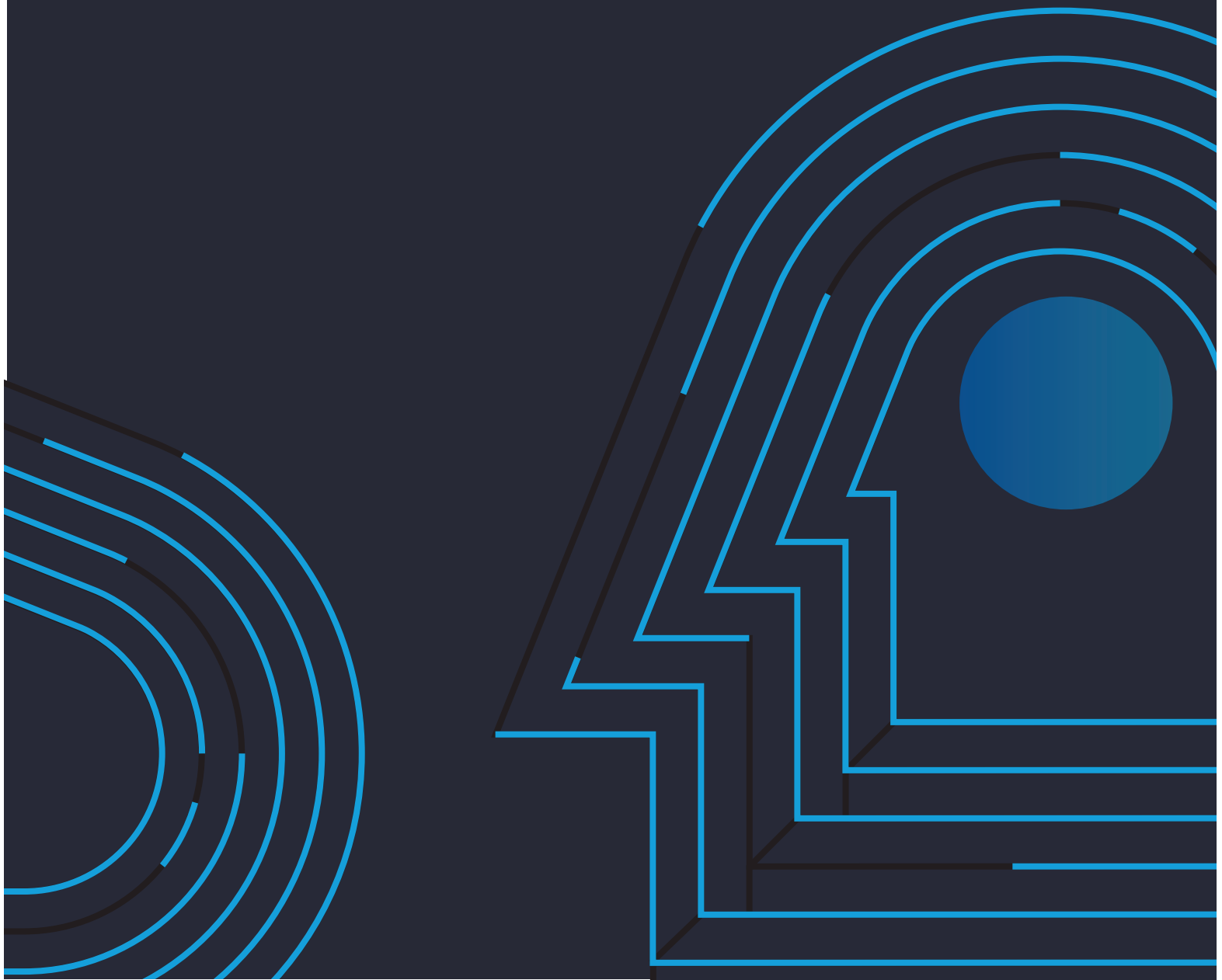


LIGHTHOUSE LABS



2016 STUDENT
OUTCOMES REPORT



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 amazing developers, and to transform the way education is being delivered. We aimed to provide our students with job ready skills that both allows them to find employment immediately after Bootcamp and continue to evolve along with the industry and the roles they grow into. We published this report with this mission in mind.

We have always been big believers in the importance of lifelong learning. When creating this program, we saw the first year on the job as a paid, high-intensity continuation of what students learn in Bootcamp. The way we designed our program isn't to teach students to be experts - that takes years of practice. It's designed to teach students how to look at different languages and frameworks in a way that allows them to easily pick up concepts, problem solve, debug, and contribute immediately on the job.

With that belief in mind, post-Bootcamp employment was a key aspect of the education itself. For life-long learners, jobs are where we are forced to learn, paid to learn, and pressured to learn quickly and succeed. No education program can make up for the thousands of hours it takes to become great at writing code, and no bootcamp can perfectly simulate the learnings of what it takes to be a professional developer. This has lead to career services and employment being a core part of what we do - helping students get a job isn't a nice to have, it is a necessity. This is the reason why outcomes are a lot more than just pretty numbers.

Over the past year, we've had the privilege of helping to change the lives of 388 passionate, individuals who put their trust in us; a responsibility we do not take lightly. That trust, combined with our education beliefs, mean we need to subject ourselves to the highest transparency and accountability towards our students and their learning journey.

As an industry that is primarily judged by its outcomes and as an organization that holds itself to the highest commitment towards students, we believe it's important to have these outcomes readily available to all. Schools that are doing right by their students should not fear transparency.

We care about our students, their learning journeys and Canada's tech community tremendously. For those reasons, we've chosen to publish this annual Student Outcomes Report.

[Jeremy Shaki](#), [Khurram Virani](#), [Josh Borts](#) and the [Lighthouse Labs team](#).

ASSUMPTIONS: WHO IS INCLUDED IN THESE STATS?

The following report addresses graduates of the Web Development and iOS Development Bootcamp programs at Lighthouse Labs' Toronto and Vancouver branches.

For the period of October 1st 2015 to October 31st 2016, 388 students across 38 cohorts graduated from the Lighthouse Labs Web and iOS Development Bootcamp programs in the Vancouver and Toronto branches.

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

352 Graduates

completed the [job-seeking cycle](#)¹ within 120 days from graduation.

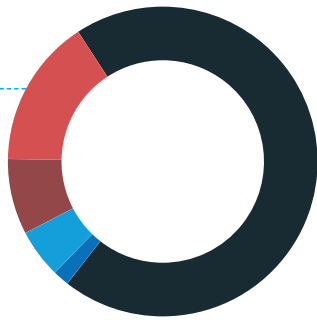
36 Graduates

are still within the job-seeking cycle 120 days from graduation.

*[Job-Seeking](#)¹
unemployed graduates
who are seeking
employment and actively
engaging with Lighthouse
Labs Career Services
team within the 120 days
following graduation.*

CAREER OBJECTIVES:

The career objectives of the addressable body of 352 graduates are as follows:



- 70% (247)** of graduates were defined as [job-seekers](#).¹
- 15% (54)** were defined as non job-seekers, or pursuing other opportunities.
- 8% (27)** were students who went back to school.
- 5% (18)** were defined as [corporate skills upgraders](#).²
- 2% (6)** were defined as entrepreneurs.

[Job-Seeking](#)²
unemployed graduates who are seeking employment and actively engaging with Lighthouse Labs Career Services team within the 120 days following graduation.

[Corporate Skills Upgraders](#)³
students that were sent by employers to take the program in order to upgrade their skills and return to the same employer.

Of the **54 graduates** who pursued other opportunities post graduation:



- 65% (35)** were delayed or did not initiate their job search due to health or personal reasons.
- 15% (8)** travelled.
- 20% (11)** were not permitted to work in Canada due to VISA requirements.

EMPLOYMENT RATE OF JOB-SEEKING GRADUATES:

The employment rate of the 247 job-seeking graduates, within 120 days post-Lighthouse Labs:



96%

(237) graduates accepted employment.

4%

(10) were still in the job-seeking process.

At the time this report was published, only 4 graduates were still in the job-seeking process and a total of 243 graduates had accepted employment during the reported period.

INITIAL EMPLOYMENT STRUCTURE:

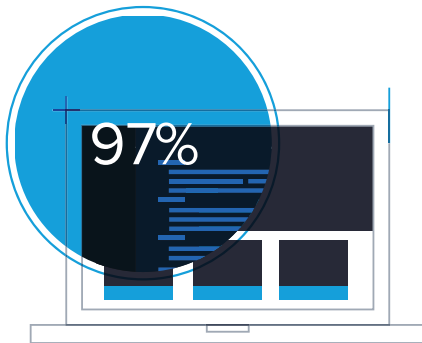
Our 247 job-seeking graduates have found initial post-bootcamp employment under the following categories:

- 31% (76)** accepted full-time positions.
- 31% (78)** accepted apprenticeship style employment, which transformed into a full-time position with the same employer.
- 23% (56)** accepted apprenticeship style employment as their initial post-graduation employment status and did not continue their employment with the same employer.
- 10% (26)** are currently completing their initial apprenticeship.
- 2% (4)** accepted part-time offers.
- 2% (3)** accepted freelancing opportunities.
- 2% (4)** are still in the job-seeking process.

In this context, apprenticeships are paid 3-4 months employment opportunities that involve mentorship and on the job training.

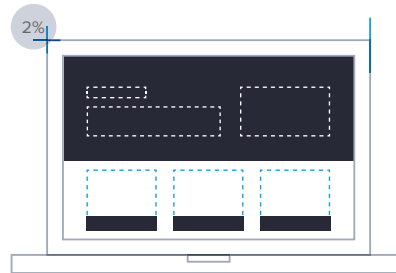
TYPE OF ROLES:

Out of the 243 employed job-seeking graduates:



97% (236) of employed job-seeking graduates accepted [technical roles](#).⁴

Less than 1% (3) accepted non-technical roles.



2% (4) accepted a [hybrid technical role](#).⁵

[Technical Roles](#)⁴
working as part of, or directly with a software development team.

[Hybrid Technical](#)⁵
A role with duties that involves technical skills and other business skills.

COMPENSATION FOR FULL TIME ROLES:

The average starting salary of the students who accepted full-time salaried roles: [\\$52,403^{CAD}](#)⁶

The salary range for first full-time salaried role:

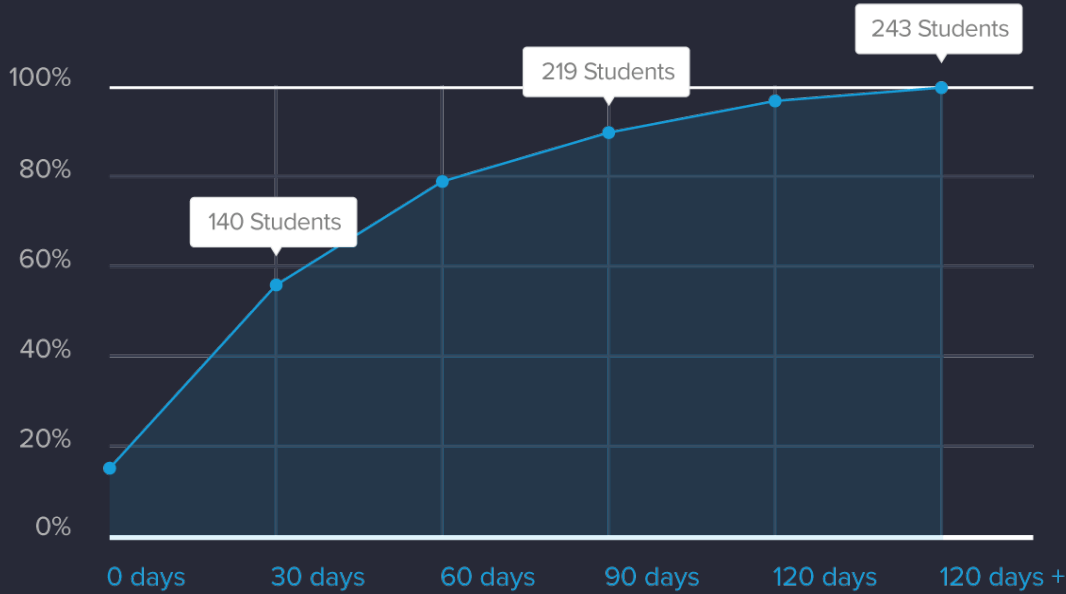
\$30,000^{CAD} - \$75,000^{CAD}

[\\$52,403⁶](#)

Based on information available from 91 employed graduates.

TIME FROM GRADUATION TO HIRED

Out of the 243 job-seeking graduates that have found employment within this reporting period:



15% (36) of students accepted employment within **0 days** of graduation.

42% (104) of students accepted employment within **30 days** of graduation.

22% (54) of students accepted employment within **60 days** of graduation.

12% (25) of students accepted employment within **90 days** of graduation.

7% (18) of students accepted employment within **120 days** of graduation.

2% (6) of students accepted employment within more than **120 days** of graduation.

** At the time of publishing this report four graduates remained in the job-seeking process beyond 120 days.*

WEB DEVELOPMENT AND iOS DEVELOPMENT BOOTCAMP STATISTICS

Career Objectives by Program:

Web Development Bootcamp

298 Web Development Bootcamp graduates.

216 (73%) were job-seeking.

iOS Development Bootcamp

54 iOS Development Bootcamp graduates.

31 (57%) were job-seeking.

EMPLOYMENT RATE OF JOB-SEEKING GRADUATES:

WEB DEVELOPMENT BOOTCAMP:

The employment rate of the 216 job-seeking graduates, within 120 days post-Lighthouse Labs:



96%

(208) graduates accepted employment.

4%

(8) were still in the job-seeking process.

At the time this report was published, only 4 graduates were still in the job-seeking process and a total of 204 Web Development Bootcamp graduates had accepted employment during the reported period.

iOS DEVELOPMENT BOOTCAMP:

The employment rate of the 31 job-seeking graduates, within 120 days post-Lighthouse Labs:



94%

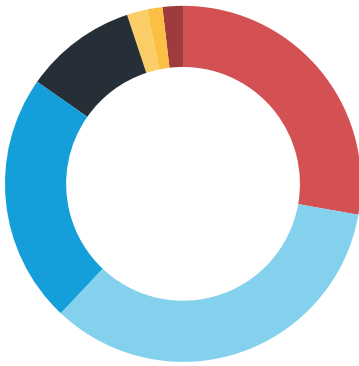
(29) graduates accepted employment.

6%

(2) were still in the job-seeking process.

INITIAL EMPLOYMENT STRUCTURE BY PROGRAM:

Our 216 Web Development Bootcamp job-seeking graduates have found initial post-bootcamp employment under the following categories:



28% (60)
accepted full-time positions.

34% (74)
accepted apprenticeship style employment, which transformed into a full-time position with the same employer.

23% (49)
accepted apprenticeship style employment as their initial post-graduation employment status and did not continue with the same employer.

10% (22)
are currently completing their initial apprenticeship.

2% (4)
accepted part-time offers.

1% (3)
accepted freelancing opportunities.

2% (4)
are still in the job-seeking process.

INITIAL EMPLOYMENT STRUCTURE BY PROGRAM:

Our 31 iOS Development Bootcamp job-seeking graduates have found initial post-bootcamp employment under the following categories:



52% (16)
accepted full-time positions.

16% (5)
accepted apprenticeship style employment, which transformed into a full-time position with the same employer.

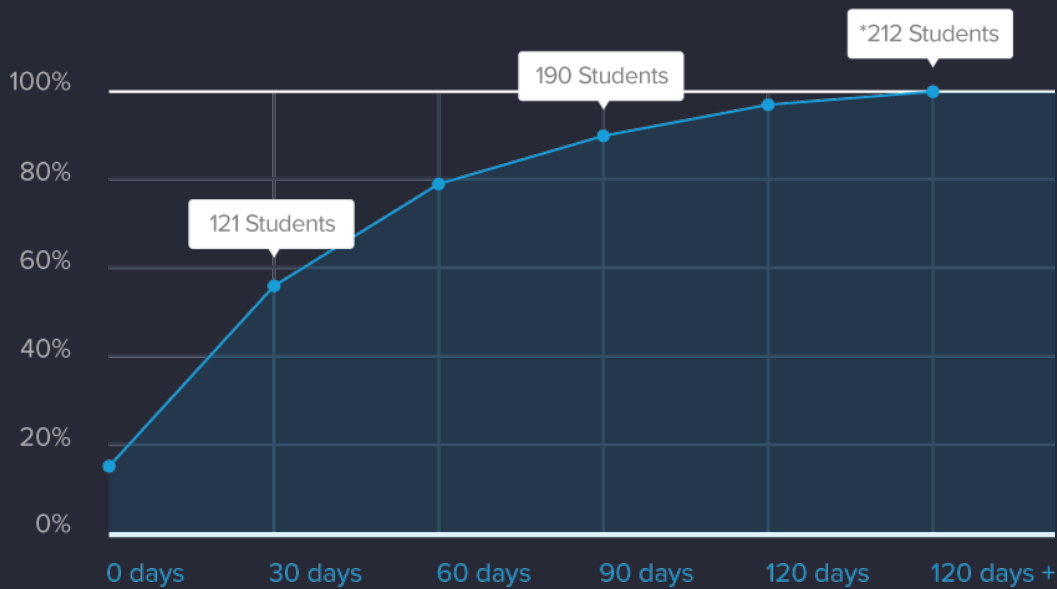
16% (5)
accepted apprenticeship style employment as their initial post-graduation employment status and did not continue with the same employer.

13% (4)
are currently completing their initial apprenticeship.

3% (1)
accepted freelancing opportunities.

TIME FROM GRADUATION TO HIRED

Out of the 216 Web Development Bootcamp job-seeking graduates that have found employment:



* Four students remained job-seeking at the time this report was published.

15% (35) of students accepted employment within **0 days** of graduation.

11% (24) of students accepted employment within **90 days** of graduation.

42% (86) of students accepted employment within **30 days** of graduation.

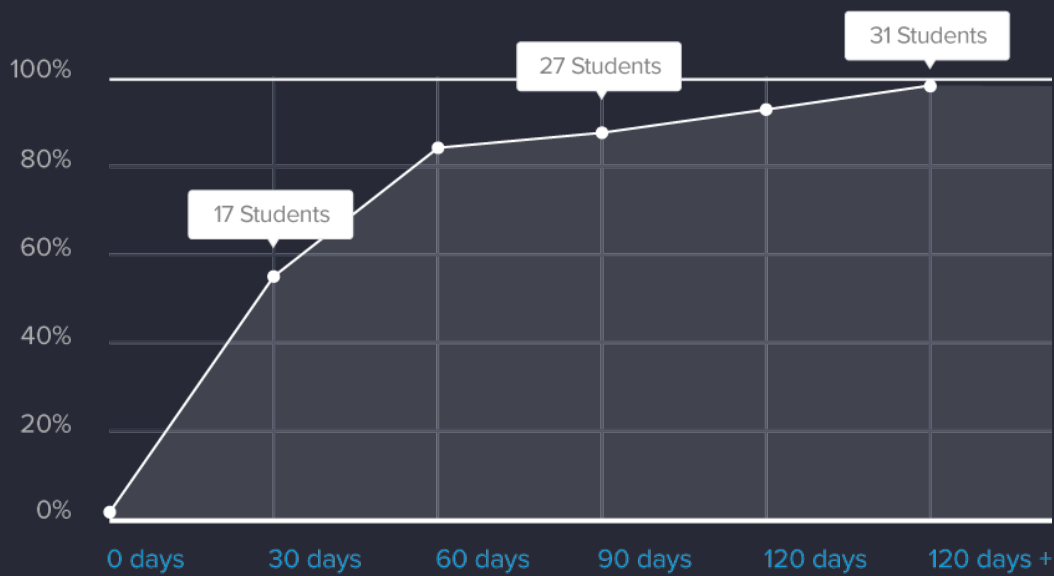
8% (18) of students accepted employment within **120 days** of graduation.

22% (45) of students accepted employment within **60 days** of graduation.

4% (4) of students accepted employment within **more than 120 days** of graduation.

TIME FROM GRADUATION TO HIRED:

Out of the 31 iOS Development Bootcamp job-seeking graduates that have found employment:



3% (1) of students accepted employment within **0 days** of graduation.

52% (16) of students accepted employment within **30 days** of graduation.

29% (9) of students accepted employment within **60 days** of graduation.

3% (1) of students accepted employment within **90 days** of graduation.

6% (2) of students accepted employment within **120 days** of graduation.

6% (2) of students accepted employment within more than **120 days** of graduation.