LIGHTHOUSE LABS

2018

FIVE YEAR STUDENT OUTCOMES REPORT

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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 IN THE 21ST CENTURY.

We've always aimed to create programs that provide our students with the skills that allow them to both find employment immediately after Bootcamp and set them up for successful careers where they continue to evolve along with the industry and the roles they grow into.

As a data-driven school, it should come as no surprise that capturing good quality and impactful data has always been one of our key priorities. The ability to draw meaningful conclusions about our students' outcomes became integral to what we do as a school and how we measure success.

The four different goals we look to achieve in building our programs:

1. Excellent student experience, one that motivates, supports and challenges the wide range of individuals who walk through our doors
2. Helping people learn and love code, at least almost as much as we do
3. Getting graduates job ready post-Bootcamp
4. Setting graduates up for long lasting job growth, where they can build a successful career as a developer

When considering the first two goals, student experience and love of code, we get that feedback while the students are in our space and learning with us. It's immediate, it's plentiful and it allows for a great amount of adjustment. However, the latter two goals can only be truly validated through long-term data collection. Outcomes related to graduates' career growth would have been impossible to answer without the consideration of time.

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The following report, our Five Year Student Outcomes Report presents a cumulative snapshot of five years of data collection, **over 1,500 graduates and 992 job seeking graduates**. It demonstrates not only the consistency in which students have been employed post-Bootcamp, but also the role jobs play in decision-making to join our programs in the first place. It examines their post-graduation career outcomes including: employment rates, length of time between graduation and employment as well as average graduate salary. **We are fiercely proud of the numbers: 923 graduates that represent 93% of our job seeking graduates getting jobs within 120 days of graduation. The consistency of this outcome year over year with a growing number of graduates was something that five years ago could not have been predicted - making it an important mark of validation for Lighthouse Labs and our mission.**

In the coming months, we will release a second report: The Lighthouse Labs Career Trajectory Report. It is the first of its kind for the entire Bootcamp industry and tracks how alumni who graduated from Lighthouse Labs more than three years ago are progressing in their careers, from salary growth to the roles they now occupy. The report aims to clarify the role Bootcamps are playing in the lives and careers of students and the overall tech sector's success on a macro level. It is our hope that these kinds of reports help start conversations around the potential of Bootcamp education. We care about our students, their learning journeys and Canada's tech community tremendously. For those reasons, we've chosen to publish these reports. It is our commitment that these two reports will be informing our decisions and programs going forward and we are thrilled to share them with you.

Yours,

Jeremy Shaki, CEO, Lighthouse Labs

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WHO IS INCLUDED IN THESE STATS?

The following Five Year Student Outcomes Report includes graduates of the Web Development and iOS Development Bootcamp programs at Lighthouse Labs across all locations: Vancouver, Toronto, Calgary, Montreal and Victoria, and one-time run Bootcamps in Halifax, Kelowna and Whitehorse.

FOR THE PURPOSE OF THIS REPORT, THE ADDRESSABLE BODY OF GRADUATES WAS CALCULATED AS FOLLOWS:

FROM OCTOBER 2013 TO SEPTEMBER 2018:

1,504 students

graduated from the Lighthouse Labs Web and iOS Development Bootcamp programs across all Lighthouse Labs locations.

1,346 students completed a 120 day job seeking cycle

following their graduation from Lighthouse Labs programs.

992 graduates are considered job seekers[1],

338 non-job seekers[2], and 16 delayed job seekers.

977 graduates gained employment post Bootcamp,

923 completed the job seeking cycle within 120 days from graduation.

52 graduates were employed after 120 days.

To date, **15** job seekers still remain within the job seeking cycle[3].

[1]Graduates who are seeking employment and actively engaging with Lighthouse Labs Career Services team or have become employed post-graduation.
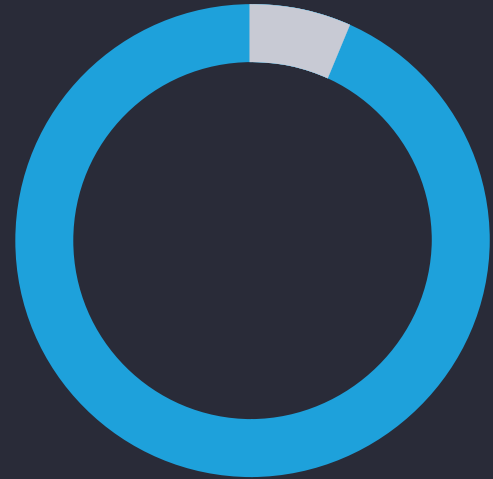
[2]Non-job seeking reasons available on page 14, Appendix.

[3]These 15 graduates are from a variety of cohorts, where many chose to explore alternate avenues post-Bootcamp such as further education, personal time off, or recently began job seeking .
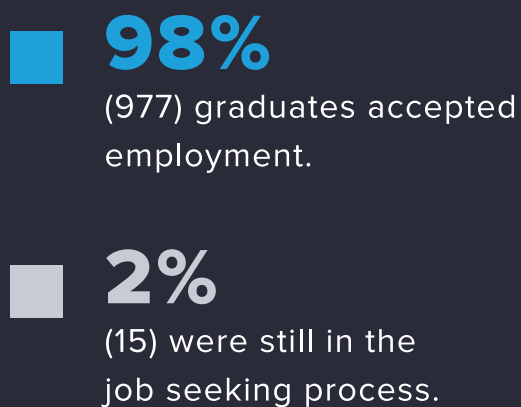
WEB DEVELOPMENT & IOS DEVELOPMENT BOOTCAMP SUMMARY

EMPLOYMENT RATE OF JOB SEEKING GRADUATES:

The employment rate of the 992 job seeking graduates,
within 120 days post-Bootcamp:

93%
(923) graduates accepted
employment.
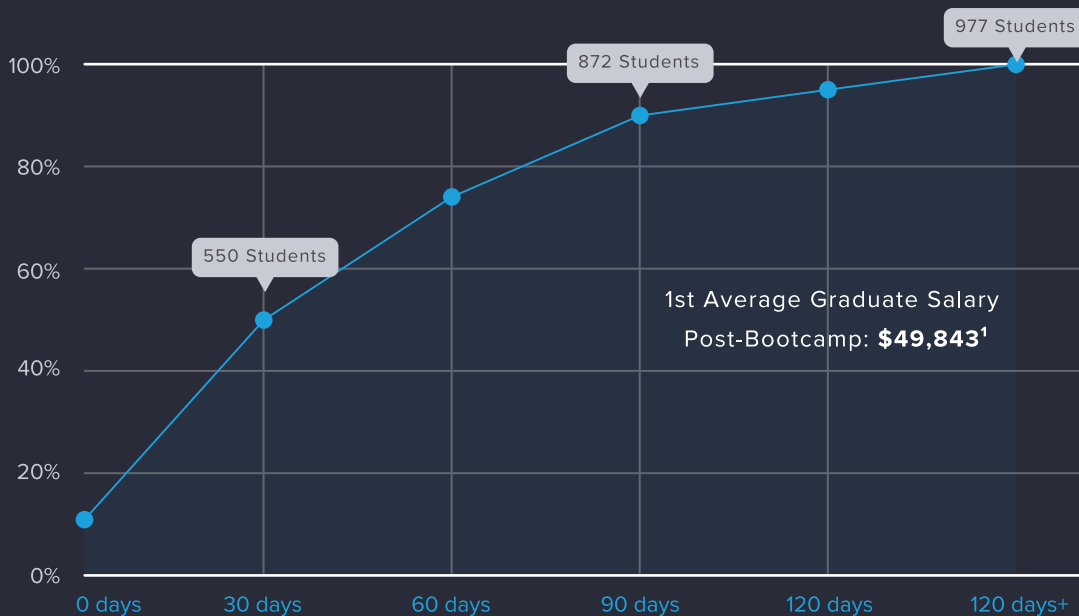
7%
were still in the job seeking
process past 120 days.

EMPLOYMENT RATE OF JOB SEEKING GRADUATES:

The employment rate of the 992 job seeking graduates,
within 120 days **or more**, post-Bootcamp:

98%
(977) graduates accepted
employment.

2%
(15) were still in the
job seeking process.

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TIME FROM GRADUATION TO HIRED:

Out of the 977 job seeking graduates that have found employment within this reporting period:

1st Average Graduate Salary
Post-Bootcamp: **$49,843**[1]

16% (155) students accepted employment within **0 days** of graduation.

40% (395) students accepted employment within **30 days** of graduation.

21% (209) students accepted employment within **60 days** of graduation.

12% (113) students accepted employment within **90 days** of graduation.

5% (51) students accepted employment within **120 days** of graduation.

6% (54) students accepted employment within **more than 120 days** of graduation.

CAREER OBJECTIVES, BY PROGRAM:

WEB DEVELOPMENT BOOTCAMP

1152 Bootcamp Graduates
76% (871) were job seeking.
23% (267) were not job seeking.
1% (14) were delayed in job seeking.

IOS DEVELOPMENT BOOTCAMP

194 Bootcamp Graduates
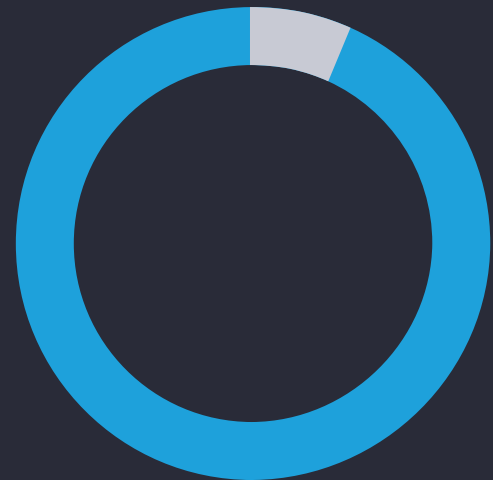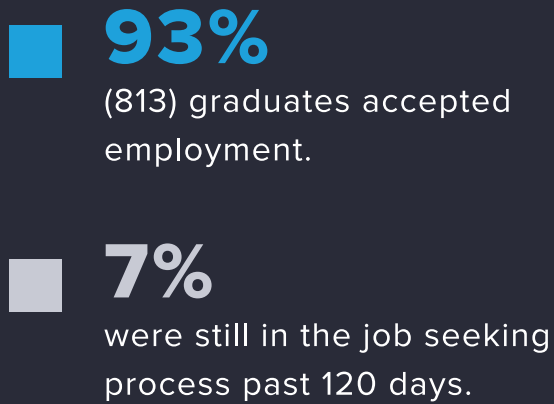62% (121) were job seeking.
37% (71) were not job seeking.
1% (2) were delayed in job seeking.

[1]Represents **483** data points.

LIGHTHOUSE LABS

EMPLOYMENT RATE OF JOB SEEKING GRADUATES, BY PROGRAM:

WEB DEVELOPMENT BOOTCAMP:

The employment rate of the 871 job seeking graduates,
within 120 days post-Bootcamp:

93%
(813) graduates accepted
employment.
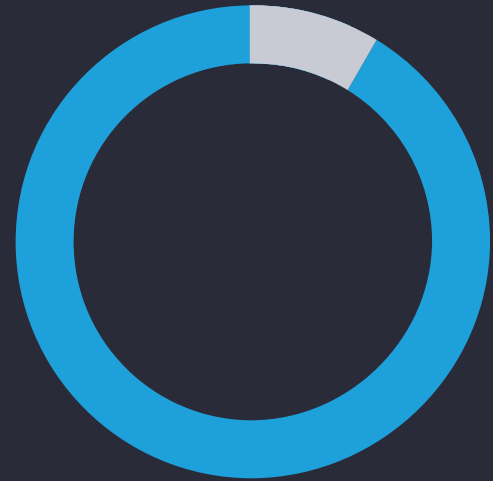
7%
were still in the job seeking
process past 120 days.

The employment rate of the 871 job seeking
Web Development graduates,
within 120 days or more post-Bootcamp:
• **99%** (858) graduates accepted employment.
• **1%** (13) were still in the job seeking process.

IOS DEVELOPMENT BOOTCAMP:

The employment rate of the 121 job seeking iOS Development graduates, **within 120 days** post-Bootcamp:

■ **91%**
(110) graduates accepted employment.

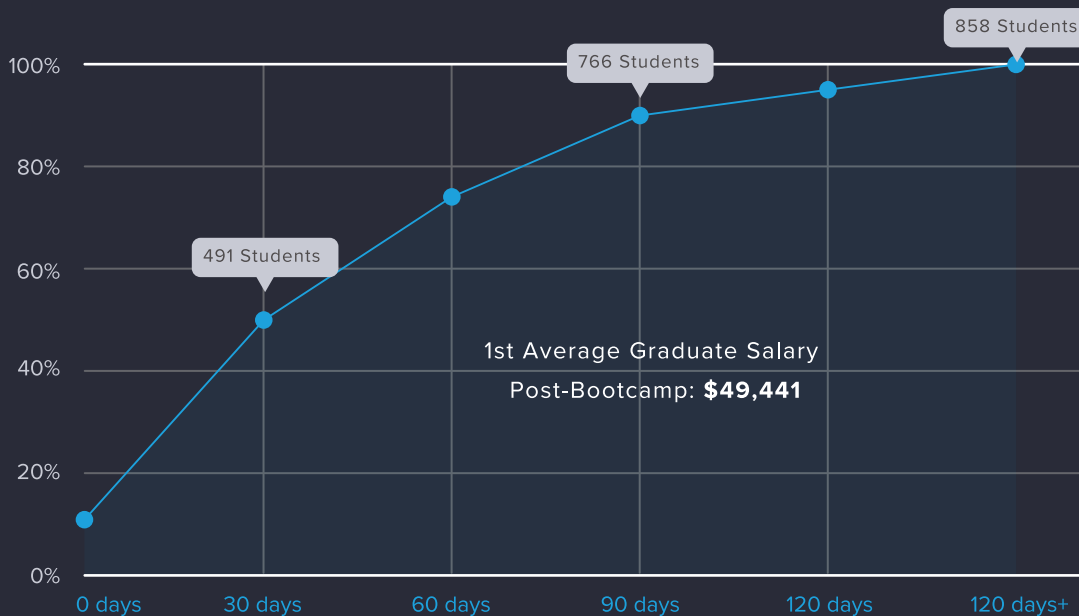■ **9%**
were still in the job seeking process past 120 days.

The employment rate of the 121 job seeking
iOS Development graduates,
within 120 days or more post-Bootcamp:
• **98%** (119) graduates accepted employment.
• **2%** (2) were still in the job seeking process.

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TIME FROM GRADUATION TO HIRED, BY PROGRAM:

WEB DEVELOPMENT BOOTCAMP:

Out of the 858 job seeking graduates that have found employment within this reporting period:

1st Average Graduate Salary
Post-Bootcamp: **$49,441**

16% (141) students accepted employment within **0 days** of graduation.

41% (350) students accepted employment within **30 days** of graduation.

21% (178) students accepted employment within **60 days** of graduation.

11% (97) students accepted employment within **90 days** of graduation.

5% (47) students accepted employment within **120 days** of graduation.

5% (45) students accepted employment within **more than 120 days** of graduation.

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IOS DEVELOPMENT BOOTCAMP:

Out of the 119 job seeking graduates that have found employment within this reporting period:

1st Average Graduate Salary Post-Bootcamp: $52,789

12% (14) students accepted employment within **0 days** of graduation.

38% (45) students accepted employment within **30 days** of graduation.

26% (31) students accepted employment within **60 days** of graduation.

13% (16) students accepted employment within **90 days** of graduation.
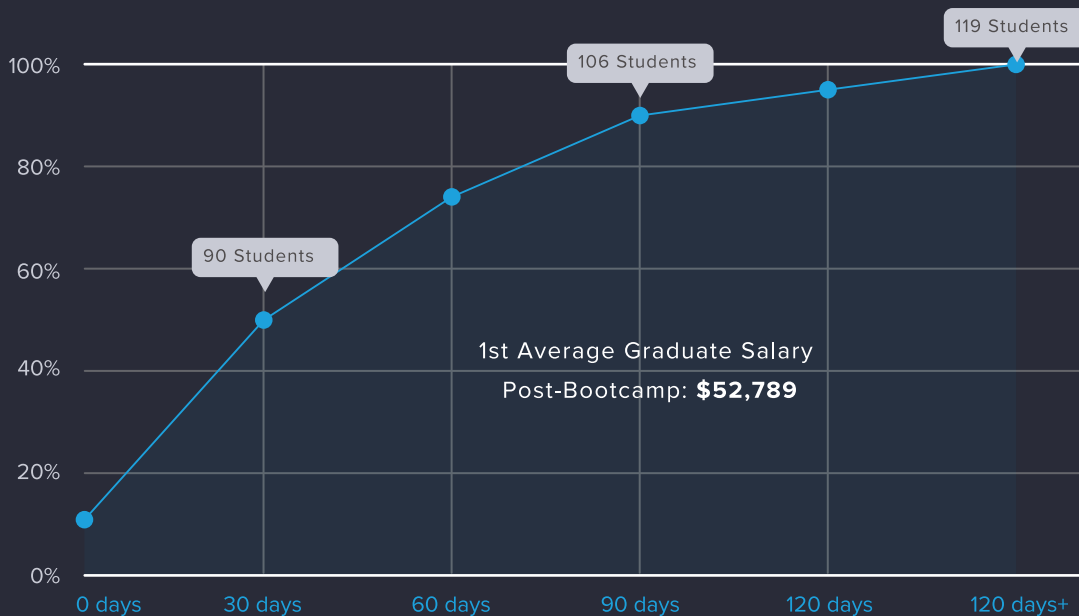
3% (4) students accepted employment within **120 days** of graduation.

7% (9) students accepted employment within **more than 120 days** of graduation.

FINAL THOUGHTS

THIS FIVE YEAR STUDENT OUTCOMES REPORT DATA VALIDATES AN IDEA WE HAVE BELIEVED IN FROM THE BEGINNING OF LIGHTHOUSE LABS, THAT THE SUCCESS OF BOOTCAMPS ARE CLOSELY TIED TO THE JOBS AND CAREER OUTCOMES THEY PROVIDE TO STUDENTS. OVER 70% OF STUDENTS (992 GRADUATES) TRUST THAT THE COMBINATION OF EDUCATION, CAREER SERVICES AND COMMUNITY AT LIGHTHOUSE WILL HELP GET THEM TO THE JOB AND CAREER OUTCOMES THEY WANT.

We are also proud to say that maintaining these career outcomes has not hindered our growth, as we've expanded to six different locations across Canada. Our two largest campuses, Vancouver and Toronto, currently run over 14 Bootcamp cohorts per year with satellite locations operating in Victoria, Calgary, Montreal and Halifax. Each of these markets come with its own unique set of challenges and market opportunities, and we encourage you to take a look at the location specific data provided in the appendix to gain a better understanding of each cities outcomes.

While so much has changed within our curriculum, approach and organization, we're proud to see that our results have remained consistent. We see supporting our graduates through not only their job search, but also throughout their employment and continued learning journey as our greatest responsibility. With this in mind, we are also publishing the first ever Career Trajectory Report, tracking how our alumni who have been in the workforce for 3+ years are currently doing in their careers and how they now view their Bootcamp education.

The success of our Bootcamp programs truly speaks to the types of amazing students who choose to join us. The most consistent feedback we receive from employers is how impressed they are with the grit, passion, aptitude and attitude of our graduates in the workplace, something we can only take credit for supporting as opposed to instilling. A dedication to putting in the work and motivation for lifelong learning allow for one to thrive in the Bootcamp environment, and we are extremely fortunate to have had the opportunity to teach many students who are the embodiment of these traits over the past five years.

We are excited for what the next five years has instore and are eager to continue to celebrating each cohort of students who walk through the doors to Lighthouse Labs seeking to continue their education and change their career.

APPENDIX

Overall non-job seekers (Web Development & iOS Development Bootcamp)

NON-JOB SEEKING REASON	# OF GRADUATES	PERCENTAGE
CORPORATE SKILLS UPGRADER	63 Graduates	19%
ENTREPRENEUR/FREELANCE	70 Graduates	21%
RETURNED TO SCHOOL	66 Graduates	20%
UNRESPONSIVE	93 Graduates	28%
NO CANADIAN WORK VISA	42 Graduates	12%
OTHER	4 Graduates	1%

VANCOUVER OVERVIEW

WEB DEVELOPMENT BOOTCAMP
Employment Rate of Job Seeking Graduates

98% (503)
Employed

2% (2)
Unemployed Job Seekers

Cumulative Employment Rate By Days In Job Cycle

DAYS IN JOB CYCLE	# OF GRADUATES	PERCENTAGE
0	98 Graduates	19%
<30	312 Graduates	61%
<60	406 Graduates	79%
<90	459 Graduates	89%
<120	478 Graduates	93%
120+	503 Graduates	98%

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Average Graduate Salary

$48,647
1st Salary Post-Bootcamp

iOS DEVELOPMENT BOOTCAMP

Employment Rate of Job-Seeking Graduates

98% (63)
Employed

2% (1)
Unemployed Job Seekers

Cumulative Employment Rate by Days in Job Cycle

DAYS IN JOB CYCLE	# OF GRADUATES	PERCENTAGE
0	7 Graduates	11%
<30	27 Graduates	42%
<60	46 Graduates	72%
<90	57 Graduates	89%
<120	59 Graduates	92%
120+	63 Graduates	98%

Average Graduate Salary

$52,156
1st Salary Post-Bootcamp

TORONTO OVERVIEW

WEB DEVELOPMENT BOOTCAMP
Employment Rate of Job-Seeking Graduates

99% (250)
Employed

1% (1)
Unemployed Job Seekers

Cumulative Employment Rate By Days In Job Cycle

DAYS IN JOB CYCLE	# OF GRADUATES	PERCENTAGE
0	35 Graduates	14%
<30	129 Graduates	51%
<60	186 Graduates	74%
<90	220 Graduates	88%
<120	240 Graduates	96%
120+	250 Graduates	100%

Average Graduate Salary

$52,126
1st Salary Post-Bootcamp

iOS DEVELOPMENT BOOTCAMP

Employment Rate of Job-Seeking Graduates

98% (56)
Employed

2% (1)
Unemployed Job Seekers

Cumulative Employment Rate by Days in Job Cycle

DAYS IN JOB CYCLE	# OF GRADUATES	PERCENTAGE
0	7 Graduates	12%
<30	32 Graduates	56%
<60	44 Graduates	77%
<90	49 Graduates	86%
<120	51 Graduates	89%
120+	56 Graduates	98%

Average Graduate Salary

$53,625
1st Salary Post-Bootcamp

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MONTREAL OVERVIEW

WEB DEVELOPMENT BOOTCAMP
Employment Rate of Job-Seeking Graduates

100% (31)
Employed

0% (0)
Unemployed Job Seekers

Cumulative Employment Rate By Days In Job Cycle

DAYS IN JOB CYCLE	# OF GRADUATES	PERCENTAGE
0	3 Graduates	10%
<30	19 Graduates	61%
<60	27 Graduates	87%
<90	28 Graduates	90%
<120	30 Graduates	97%
120+	31 Graduates	100%

Average Graduate Salary

$47,900
1st Salary Post-Bootcamp

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CALGARY OVERVIEW

WEB DEVELOPMENT BOOTCAMP
Employment Rate of Job-Seeking Graduates

100% (23)
Employed

0% (0)
Unemployed Job Seekers

Cumulative Employment Rate By Days In Job Cycle

DAYS IN JOB CYCLE	# OF GRADUATES	PERCENTAGE
0	2 Graduates	9%
<30	11 Graduates	48%
<60	17 Graduates	74%
<90	21 Graduates	91%
<120	22 Graduates	96%
120+	23 Graduates	100%

Average Graduate Salary

$45,833
1st Salary Post-Bootcamp

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VICTORIA OVERVIEW

WEB DEVELOPMENT BOOTCAMP
Employment Rate of Job-Seeking Graduates

93% (43)
Employed

7% (3)
Unemployed Job Seekers

Cumulative Employment Rate By Days In Job Cycle

DAYS IN JOB CYCLE	# OF GRADUATES	PERCENTAGE
0	2 Graduates	4%
<30	19 Graduates	41%
<60	29 Graduates	63%
<90	36 Graduates	78%
<120	38 Graduates	83%
120+	43 Graduates	93%

Average Graduate Salary

$46,000
1st Salary Post-Bootcamp