

STUDENT OUTCOMES REPORT



2020: YEAR IN REVIEW

478

Total Web Development
Bootcamp graduates.

97%

of our Web Bootcamp
job-seeking grads have
obtained employment.

87%

of our Web Bootcamp
job-seeking grads were hired
within 180 days of graduation.

98%

of hired Web Bootcamp
job-seeking grads are
working as developers.

100%

of our bootcamp students
learned remotely in a
new immersive online
format.

41

Total graduates of our new,
cutting-edge Data Science
Bootcamp.

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OPENING REMARKS

The lightning-quick pace of the ongoing digital revolution means that every industry across the board is being transformed.

These transitions are bringing a ton more value and creativity to these industries. But the integration of these technologies is fundamentally useless without digitally adept professionals who can use them.

As we rush head-first into the future, we're going to need more people who can help bring technological innovation into our industries. This burning need is at odds with the age-old paradigm of tech as a gatekept, exclusive industry. Lighthouse Labs is proud to be at the forefront of those dismantling this paradigm by trying to make tech more accessible to wider swaths of people. Thanks to efforts like our accelerated digital skills training, cutting-edge methodologies, and impact initiatives, you no longer have to undergo a several-year computer science or IT degree to break into tech. This is a net win for everyone across the board.

2020 was a year that emphasized economic and industry trends that have been lurking for years. On the one hand, tech companies and digital industries became even more lucrative. On the other, industries that had already been fraught were stricken by even less stability. This year consolidated the need for digital skills training more than any other, with Canadians desiring reskilling at higher rates than ever before. Throughout the year, we worked hard on our mission of making digital skills more accessible to more people. We're proud to report that despite the economic instability and widespread job losses of 2020, our alumni have continued to find work in tech after graduation at industry-leading rates.

Despite these uncertain times, we've succeeded in giving our students more freedom in their career trajectories, and connecting them with more opportunities through our outcomes-obsessed digital skills training.

The past year was one full of changes for us as well. In 2020 we took all our programs online with our immersive, collaborative remote learning platform. This shift allowed us to prioritize the safety of our community while also widening the accessibility of our programs, with students now able to tune in from wherever they might be. This also allowed us to better prepare them for their future careers, with the majority of jobs in tech and adjacent industries shifting to a remote culture for the foreseeable future. Lighthouse also expanded our training offerings, through launching our data science bootcamp and part-time courses. These added curriculums are helping us more effectively meet our mission of preparing the world for the digitally-driven future.

But what speaks to the importance of our mission more than anything else is the data itself. As you review our 2020 Student Outcomes Report, you'll be able to reflect on the effectiveness of our personalized, accelerated, outcomes-obsessed digital skills training. With the majority of our alumni graduating from our bootcamps into successful careers in tech, it's clear that Lighthouse is a necessary bridge between professionals and the digital careers they thrive in. We're excited to continue connecting our communities to a professional world they're bringing much-needed skill, creativity, and value into.

Yours,



Jeremy Shaki, CEO, Lighthouse Labs

METHODOLOGY & GLOSSARY

Here's a break-down of the terms we use to describe our outcomes, that explains the context of this report.

Reporting period: Jan. 1, 2020—Dec. 31, 2020

Job-seeker: Bootcamp graduates who actively seek employment, and who conscientiously engage with Lighthouse Labs Career Services or otherwise become employed post-graduation. For the purpose of this report, there are 389 web development bootcamp job seekers, 57 non-job seekers, and 32 delayed job seekers. In total, 351 web development bootcamp graduates completed a 180-day job seeking cycle.

Non job-seeker: Graduates who are not seeking employment for a variety of reasons. This includes those who upgraded their skills and returned to the same employer or returned to being self-employed, who opted to continue their education, who didn't have a work visa, or who were unresponsive to Career Services. Here's the breakdown for those 57 web development bootcamp graduates:

NON JOB-SEEKER REASONS	# OF GRADUATES	PERCENTAGE
Returned to same employer ¹	8 Graduates	14%
Returned to school ²	7 Graduates	12%
Entrepreneurs/freelancers	9 Graduates	16%
Without work visa ³	4 Graduates	7%
Other/unresponsive ⁴	29 Graduates	51%

Job-seeking cycle: The 180-day period after graduation from bootcamp, in which continuous job searching occurs, the grad accepts a paid internship or a full-time technical job offer, or the grad accepts a part-time technical job offer and opts to stop their job search.

1. Students who took the program in order to upgrade their skills and returned to the same employer.

2. Students who were in the midst of pursuing higher education or decided to pursue further education.

3. Students who were not authorized or not available to work in Canada.

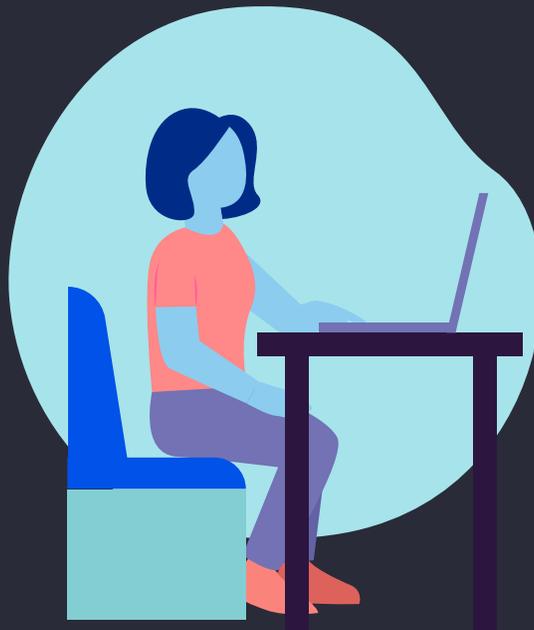
4. To be considered unresponsive for the purposes of this report, a student must be unresponsive to at least three direct email and/or phone communications from the Career Services team over a period of no less than 30 days.

First salary: Bootcamp graduates' incomes in their first full-time salaried role post-graduation, excluding internships.

Internship: A temporary paid employment contract for professionals beginning in their fields, with potential to renew into a long-term position.

Full-time employment: A position of employment for 30 hours a week or more.

Open enrollment: Students that enroll in bootcamp organically, excluding those who enroll through specific partnership initiatives. These are the graduates that this report's demographics are taken from.



EMPLOYMENT RATE

Throughout 2020, the COVID-19 pandemic had a massive, unprecedented impact on the economy. At its first peak in April approximately 5.5 million Canadians either lost their jobs or were working less, according to Statistics Canada. The year also saw the largest GDP decline since 1961 — 5.4% — according to the government’s statistics agency.

Despite this unfortunate reality, Lighthouse Labs graduates nonetheless continued to find employment at industry-leading rates. 97% of job-seeking Web Development Bootcamp graduates found employment, and 87% of those grads found it within 180 days of graduation.

EMPLOYED WITHIN 180 DAYS

■ **87%**
of job-seeking web bootcamp graduates were employed within 180 days of graduation.

■ **13%**
continued to seek employment after 180 days.



TOTAL EMPLOYMENT RATE



■ **97%**
of job-seeking web bootcamp graduates became employed post-graduation.

■ **3%**
continue to seek employment post-graduation.

WEB DEVELOPMENT GRADUATES HIRED AT:

OAK + FORT

 roserocket**CarltonOne**
E N G A G E M E N T digital **LAB**
UBC + BC Children's Hospital HiredHippo

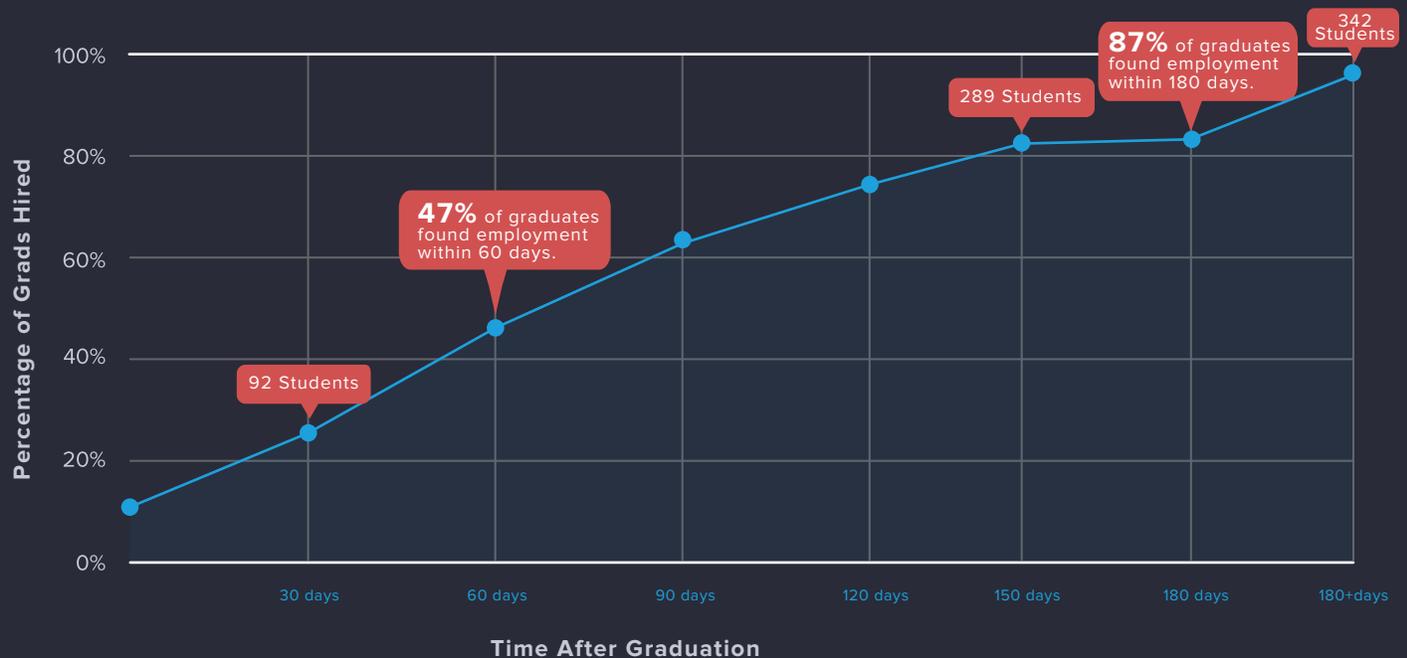
FAIRLY

 autotelicSustainable
Life  App™

EMPLOYMENT RATE

Most students who enroll in our digital skills training programs don't want education just for the sake of it, no matter how nice that can be. Lighthouse Labs students generally want to upgrade their skills so that they can improve their career prospects. They want to develop their skills quickly and effectively, so that they can graduate into a new, fulfilling professional life.

We're here to help students achieve those goals, with our accelerated programs that don't compromise on effectiveness. Paired with our immersive, personalized Career Services, graduates are connected with their future careers in constructive and fruitful ways. Our employment rates demonstrate this, with 47% of eligible job-seeking web bootcamp graduates finding employment within 60 days, and 87% finding employment within 180 days.



EMPLOYMENT RATE

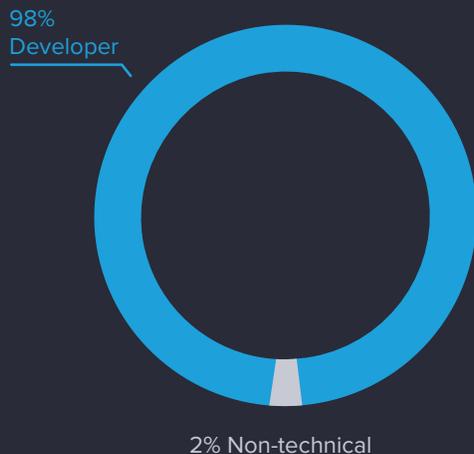
DAYS AFTER GRADUATION	NUMBER OF GRADS HIRED	PERCENTAGE OF GRADS HIRED
0	9	3%
<30	92	26%
<60	166	47%
<90	218	62%
<120	260	74%
<150	289	82%
<180	304	87%
180+	342	97%

EMPLOYMENT ROLE AND STATUS

Students come to Lighthouse Labs with a specific intention in mind. They want to be educated in our outcomes-obsessed digital skills training so that they can go forth and professionally benefit from how lucrative tech-oriented roles can be.

When they leave Lighthouse Labs, they want to use the skills they learned throughout bootcamp. We pull out all the stops in connecting these graduates with tech-oriented positions. The results are that nearly every job-seeking bootcamp graduate that becomes employed, is employed in a developer role.

EMPLOYMENT FUNCTION



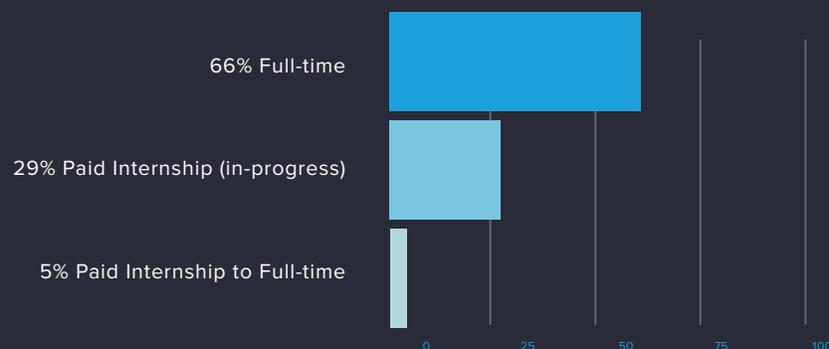
98% of web bootcamp job-seeking graduates who find employment do so in developer roles.

OUR GRADS HAVE BEEN HIRED AS:

- Back-end developers
- Front-end developers
- Full-stack developers
- Shopify developers
- QA engineers

[CHECK OUT THE CAREER PATHS WEB DEVELOPMENT CAN GUIDE YOU THROUGH](#)

EMPLOYMENT STATUS



SALARY BREAKDOWN

Throughout 2020, the economic impacts of the pandemic meant that employment earnings fell by almost 9% throughout the entire Canadian economy, according to Statistics Canada. Lighthouse Labs students underwent our industry-leading digital skills training in order to escape this economy downslide, into the relative stability and security of the tech industry. After bootcamp, they obtained roles that provided them with stable salaries with room for development and growth.

\$50,564

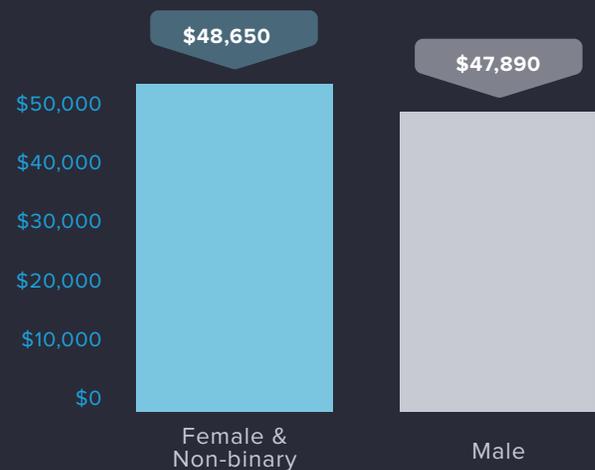
Average starting salary in eligible job-seeking graduates' first role after bootcamp.

- 41.33% of graduates earn <\$50,000
- 41.84% of graduates earn \$50,000 - \$59,999
- 11.22% of graduates earn \$60,000 - \$69,999
- 4.08% of graduates earn >\$70,000

AVERAGE FIRST SALARY GENDER DISTRIBUTION

METRIC	SALARY
Average	\$50,564
Median	\$50,000
Max	\$120,000
90th Percentile	\$60,000

Number of Data Points: 196*



"Learning at Lighthouse was invigorating! But I was certainly challenged at points. My journey was accompanied by the kindest and brightest mentors I know. They guided me during times where I felt stuck on a certain problem, and gave me constant feedback throughout the journey."



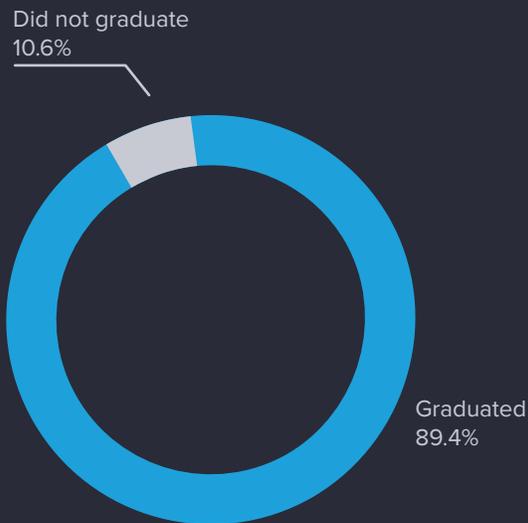
Flora Uwadiogwu
Developer, Wavo.me

GRADUATION RATE

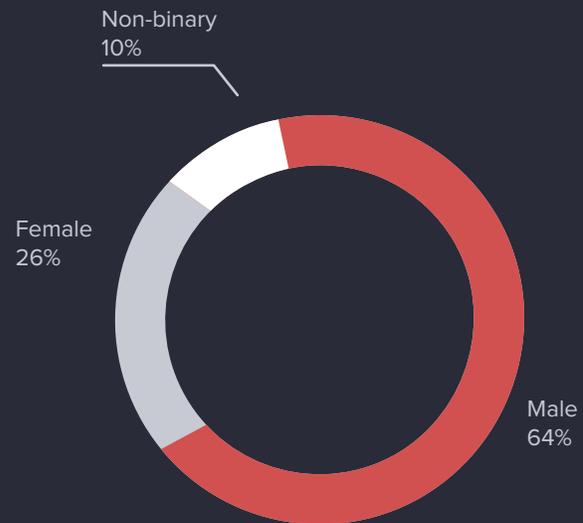
Enrolling in bootcamp is a big commitment. Students come in dedicated to changing their professional lives, widening their potential career paths by undergoing an intensive, accelerated digital skills training program. Our high standards mean that our students are bright, curious, and committed. On occasion, life happens and priorities shift. But generally, we're proud to say that the majority of our students keep their eyes on the prize and see bootcamp through from start to finish.

Dedication and curiosity are what we look for most in students, and it shows in potential students regardless of identity markers like gender. We're proud to train students of all genders, and to serve a large population of gender-diverse future developers

ENROLLED TO GRADUATED



TOTAL ENROLLMENT - GENDER BREAKDOWN



"LHL is our trusted source of talented developers. They have proven to be independent thinkers that know how to problem-solve with the most up-to-date practical knowledge and frameworks to start contributing from day 1."

FAIRLY

DATA SCIENCE BOOTCAMP INSIGHTS

We've expanded our curriculum to include digital skills outside of the scope of web development. In 2020 we launched our industry-leading Data Science Bootcamp. Throughout the year, we had two total data science cohorts.

The full report on our Data Science Bootcamp graduates will be released in mid-2021.

\$52,600

Average starting salary in eligible job-seeking graduates' first role after bootcamp.

71%

of July 2020 cohort job-seeking graduates were employed within 120 days of graduation.

41

Total Data Science Bootcamp graduates through two 2020 cohorts.

OUR GRADS HAVE BEEN HIRED AS:

- Data scientists
- Marketing science analysts
- Data analysts
- Machine learning interns
- Cloud administrators
- Data engineers

[CHECK OUT WHAT PATHS A CAREER IN DATA SCIENCE COULD GUIDE YOU THROUGH](#)

"Most of what I learned was very applicable to getting a job. My experience was overall very positive, and the instructors were amazing as well. Despite the rigorous schedule, it was actually quite fun. I felt like everything was within reach."



Jack Lobe
Data analyst, Jump Analytics

DATA SCIENCE GRADUATES HIRED AT:



A NEW CAREER IN TECH STARTS HERE

Web Development



Data Science



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