GRAND CIRCUS

2016 OUTCOMES REPORT

OPENING REMARKS

Founded in 2013, Grand Circus was created to prepare Michiganders for a career in software development. We work closely with local companies to understand their hiring needs, and our curriculum is tailored to specifically meet this demand.

Four years later, we provide full and part-time coding bootcamps for individuals looking to transition into a tech career. Our curriculum is designed to produce well-rounded entry-level developers who are highly productive, resourceful and job ready.

Since our 2015 Outcomes Report, Grand Circus has achieved a number of significant milestones and continued to invest in the growth of the business:

- Opened our second location in downtown Grand Rapids and launched our 50th bootcamp
- Doubled the size of our team
- Created a company engagement function to bolster employer reach and provide more soft skills curriculum and job coaching for students
- Made substantial investments in our curriculum to incorporate employer/alumni feedback, strengthen our support pathways for struggling students and increase the consistency of student feedback
- Established the Grand Circus Academy with the support of a global professional services firm; this is a new program built to provide additional training and mentorship support to students in their first job

These changes have delivered significant improvements to our student outcomes in the following ways:

1) A substantial increase in hiring partners; more than 140 companies have hired Grand Circus graduates, up from around 60 in our last report
2) A greater proportion of graduates that land long-term, full-time roles versus short-term temporary ones (72.7% up from 64%)
3) A material uptick in 2017 placement performance (numbers not included in this report). In 2017, for programs that have passed at least 90 days, 88% of students were placed within 180 days

We hold ourselves to high standards and strive for improvement every day. We care about our students, our community and the cities we operate in. We believe that the best way to hold ourselves accountable to these goals is for everyone in our community to know exactly what we're working toward. For these reasons, we've decided to publish this outcomes report.

Damien Rocchi, Founder & CEO

OUTLINE

OPENING NOTES

Between January 2016 and December 2016, 163 students were enrolled in full-time, tuition-based bootcamps at Grand Circus. Out of those 163 students, 153 successfully graduated. These students completed one of our currently offered bootcamps [Java, Front-End and .NET(C#)]. In order to be counted in this report, the bootcamp must have reached 90 days past graduation.

GRADUATION RATE

Graduation Rate in 2016:

93.8% Graduated
(153 of 163)
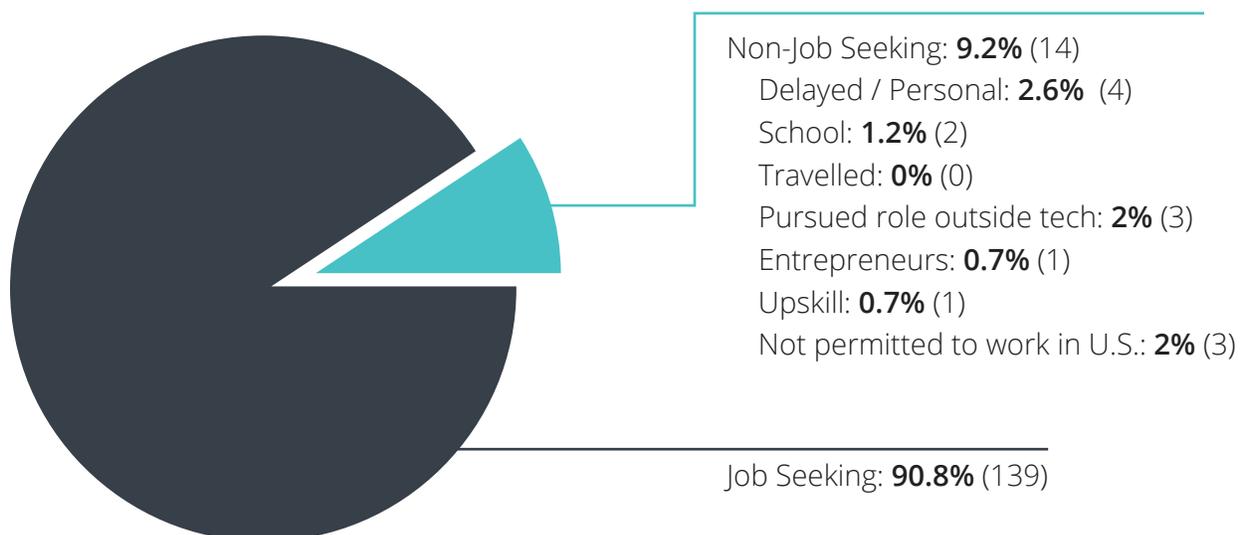
6.2% Did Not Graduate
(10 of 163)

Reasons for not graduating:
- Personal/family: 3.7% (6)
- Medical: 1.2% (2)
- Failure to meet requirements: 1.2% (2)

JOB-SEEKING STUDENTS

90.8% of Grand Circus graduates were job seeking

Non-Job Seeking: **9.2%** (14)
Delayed / Personal: **2.6%** (4)
School: **1.2%** (2)
Travelled: **0%** (0)
Pursued role outside tech: **2%** (3)
Entrepreneurs: **0.7%** (1)
Upskill: **0.7%** (1)
Not permitted to work in U.S.: **2%** (3)

Job Seeking: **90.8%** (139)

86% of Grand Circus job-seeking graduates were employed in a paid technical role after graduation:

Non Technical: **10%** (14)

Still seeking employment: **4.3%** (6)

Technical: **85.6%** (119)
    Full-time Developer: **72.7%** (101)
    Internship/Apprenticeship/Contract Developer: **5.7%** (8)
    Employed by Grand Circus: **3.6%** (5)
    Other Technical Employment: **3.6%** (5)*
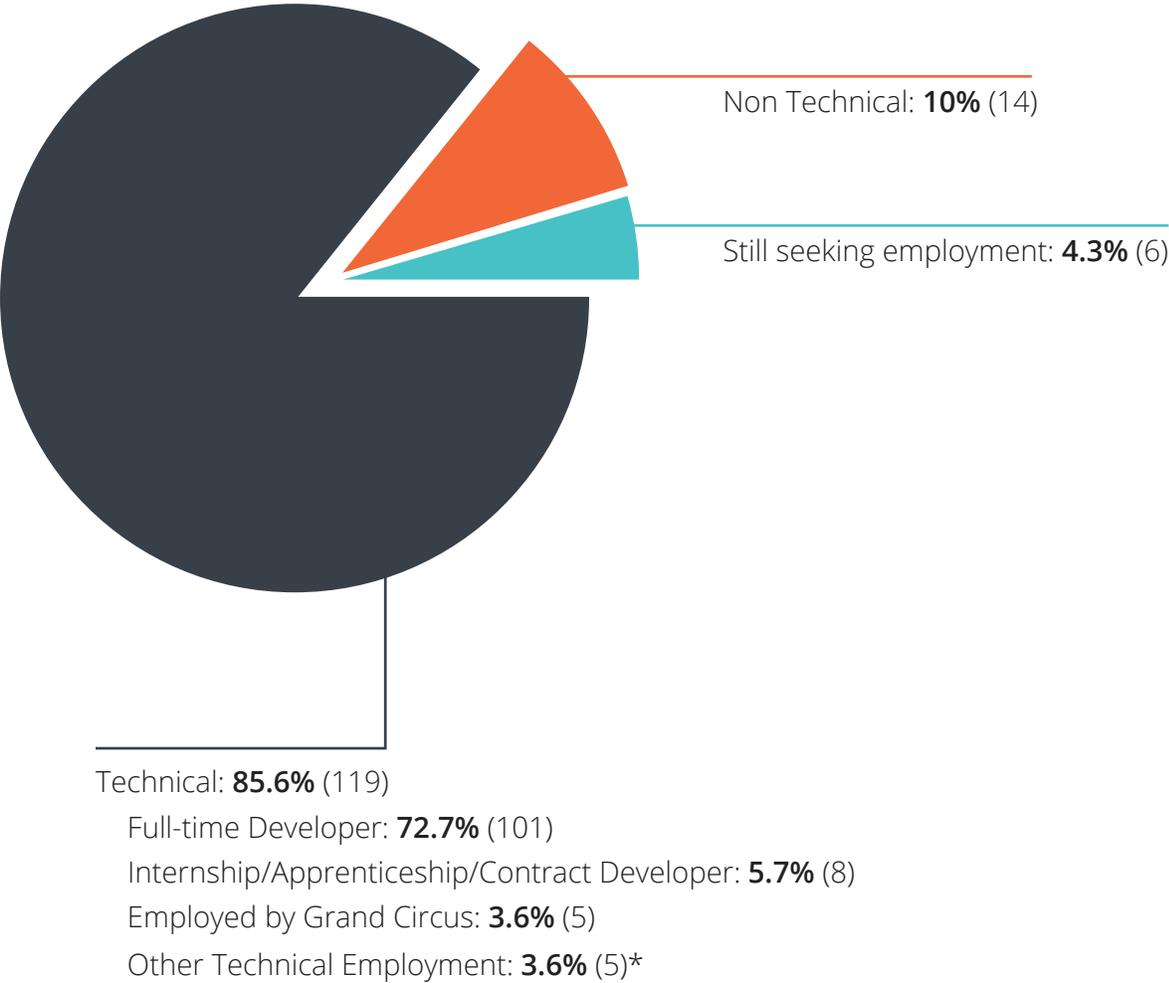
*Software testing, project management, business analyst and other technical positions.

PLACEMENT TIMELINE
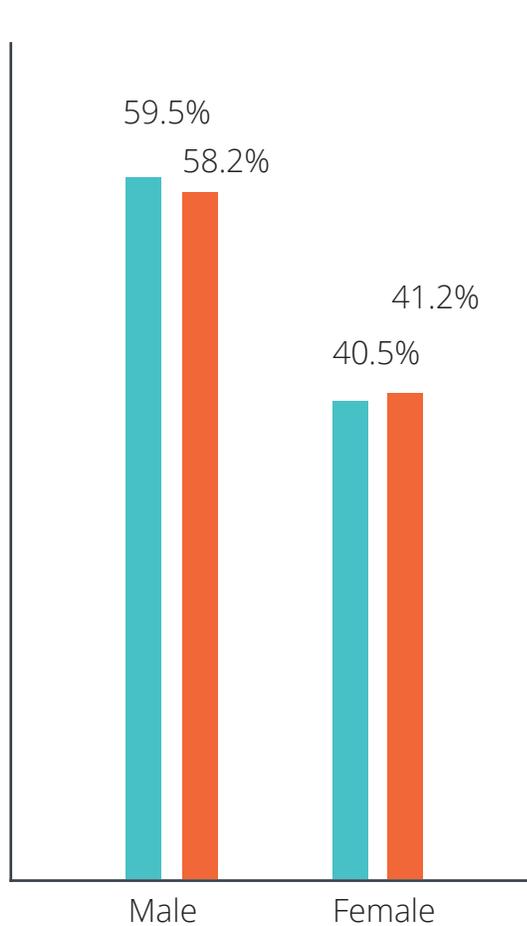
Placement timeframes for the 139 job-seeking students:

DAYS AFTER GRADUATION	<30	30-60	60-90	90-180	180+
	42.5% (59)	**59.7%** (83)	**69.8%** (97)	**79.9%** (111)	**84.9%** (118)
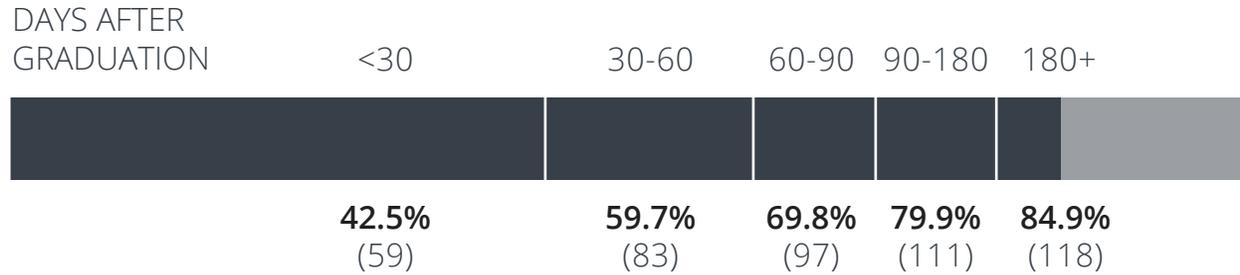
SALARY

Students that accepted full-time, salaried roles:

(58 students reported their salaries to Grand Circus)

MIN. $27,000	MEDIAN $50,000	MEAN $50,150	MAX. $80,000
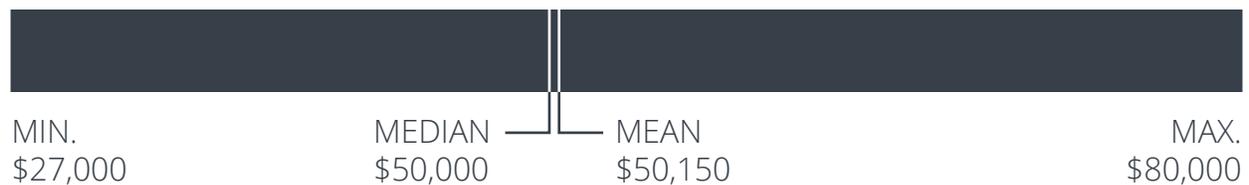
DEMOGRAPHICS

Student Gender Breakdown

Male: Enrolled 59.5%, Graduated* 58.2%
Female: Enrolled 40.5%, Graduated* 41.2%

Enrolled ▮ Graduated* ▮

Student Race Breakdown

White: Enrolled 67.7%, Graduated* 64.7%
Non-white: Enrolled 32.3%, Graduated* 30.0%
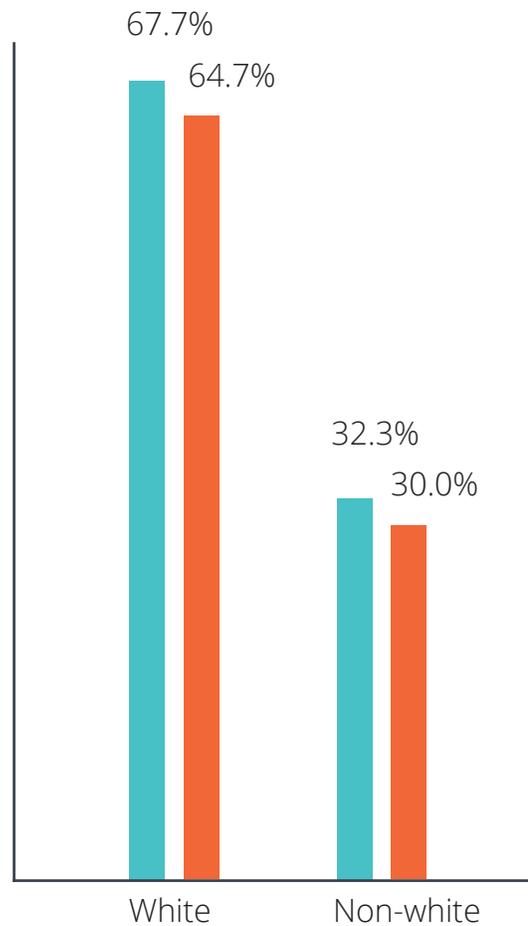
Enrolled ▮ Graduated* ▮

	Male	Female	Non-white	White
Average salary	$49,575	$50,724	$51,976	$49,113
Median salary	$50,000	$52,000	$52,500	$50,000

*2 students chose not to report their information so percentages will not add up to 100%

Successfully Graduated

All students that complete the requirements of the program and receive a certificate of completion. Completion implies that the following milestones were met: successfully completed pre-work, passed bootcamp assessments, passed technical endorsement interview, met expectations for final project including participation in the bootcamp's demo day.

Job Seeking

Students actively pursuing employment and complying with Grand Circus career assistance requirements. Requirements include: participating in at least two career 1-on-1 sessions with the Company Engagement manager, attending the week two Job Strategy Workshop, creating and completing the Job Trello Board, maintaining an active LinkedIn profile and agreeing to complete the 30, 60, 90 and 120 day post graduation surveys.

Enrolled students

All students that remain enrolled at least three days after the bootcamp start date. Exclusions: Enrolled student numbers do not include those who have died, been incarcerated or called into active military duty during the bootcamp.

Currently offered programs

Full-time tuition-based programs that are currently offered by Grand Circus on an ongoing basis. These include our full-time .NET(C#), Java and Front-End Bootcamps that took place in 2016.

Employment / Job types

• **Full-time Developer:** A paid developer position that is 32 hours or more per week for 6 months or longer
• **Internship/Apprenticeship/Contract Developer:** A paid developer position of 32 hours or less per week with a fixed duration of 3 to 6 months
• **Employed by Grand Circus:** A paid position with Grand Circus
• **Other Technical Employment:** All other paid technical employment outcomes
• **Non-technical:** All other employment outcomes
• **Still seeking employment:** Students that are still actively looking for employment

Technical / Non technical

• **Technical:** Paid positions obtained as a result of skills acquired in the bootcamp and described in the job title or job description. These include: Full-time developer, internships, apprenticeships, contract developer, Grand Circus employee and other technical employment.
• **Non-technical:** All other employment outcomes

Non-Job Seeking

Students who declare they have no interest in employment because they a) took the program solely for self-enrichment, b) have a medical or family emergency arise post-graduation, c) are continuing education at another institution or d) do not have a visa to work in the country. In addition to this, students that do not follow the Grand Circus job assistance program as listed above under "job seeking." are also tracked within this category.