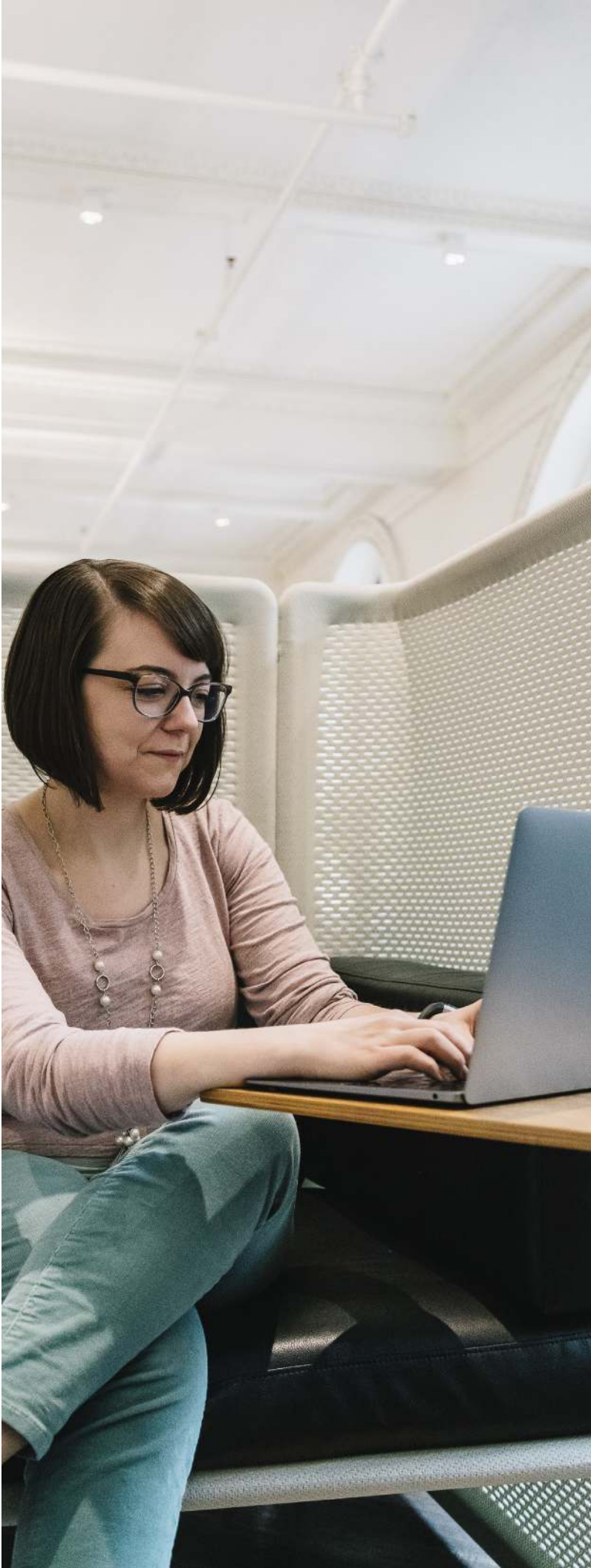




GRAND CIRCUS

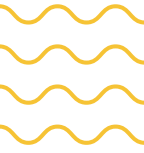
2019 Outcomes Reporting

Detroit | Grand Circus | AHBC



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Hello, 2019 was another great year for Grand Circus.

Our full time and part time coding bootcamps train more locally hired, entry-level software developers than any other program in the state. These graduates join a community of 1,700+ alumni and 350+ employers — the largest tech community of its kind in Michigan.

Since last year's Outcomes Report, Grand Circus has continued to grow and our impact is felt on countless lives across the region. Among the highlights this year, we:

Delivered Another Year of Industry-Leading Student Outcomes

Over the course of 2019, we maintained a full time graduation rate of 92.1% and 88% of students landed technical roles after graduation. Both measures of success are critical, and these metrics place us in the top tier of coding bootcamps nationally. Further, our students are finding jobs more quickly. In 2019, 71.8% of students landed jobs in the first 60 days, compared with 60.3% in 2018.

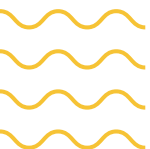
Increased Our Network of Employer Partners

In 2019, an ever growing number of employers hired our graduates. This year, our employer footprint expanded from 300 to 350+ businesses (as of writing in mid 2020). We also expanded our innovative partnerships with Quicken Loans, Accenture and the Seamless accelerator in Grand Rapids. The Seamless accelerator represents a consortium of leading employers that includes Steelcase, Spectrum, Amway and Whirlpool. This year's cohort saw 100% of graduates secure technical roles and several of the group projects were featured in local media.

Expanded Tech Career Access for More Michiganders

At Grand Circus we believe that a tech career should be accessible to all. In 2017, we announced a partnership with the City of Grand Rapids SmartZone to launch Rising TIDE, a program focused on exposing more people to a coding career. In 2019, the program trained 497 people in our Free Intro to Coding Workshops and awarded 10 partial grants to our bootcamps. When it comes to expanding access, we also believe in the role of affinity groups to support individuals in marginalized communities. These groups enable people to share their experiences, receive support and learn critical tactics for thriving in a tech career. At Grand Circus, we facilitate a growing number of Affinity groups, providing safe spaces for women, people of color, LBGTQ+, mental health and other traditionally underrepresented groups.

We are committed to the transparency and accuracy of our outcomes and in delivering an excellent product to our students and employers. With that in mind, I proudly present you with the 2019 Outcomes Report.





Full-Time Bootcamp Stats

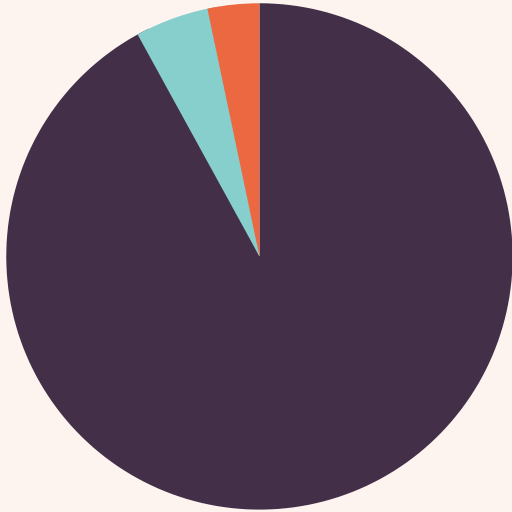
DETROIT CAMPUS



Full-Time Bootcamp Stats

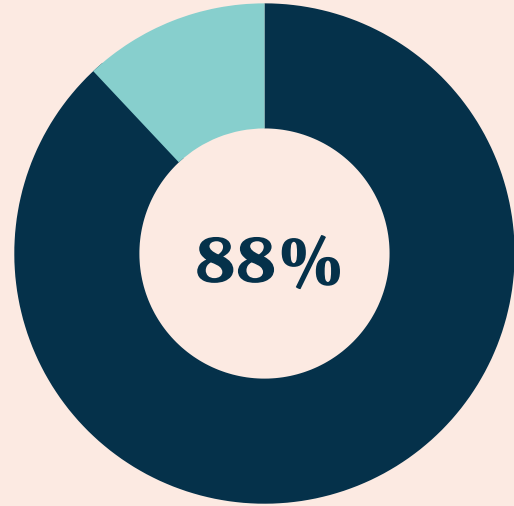
DETROIT CAMPUS

Full-Time Graduation Rate



- Full-Time Graduation Rate: 92.1%
- Removed for academic performance 4.7%
- Personal reasons/voluntarily withdrew 3.3%

Employment of Job-Seeking Students



- Employment of Job-Seeking Students: 88%
- Job-Seeking Six Months After Graduation 12%

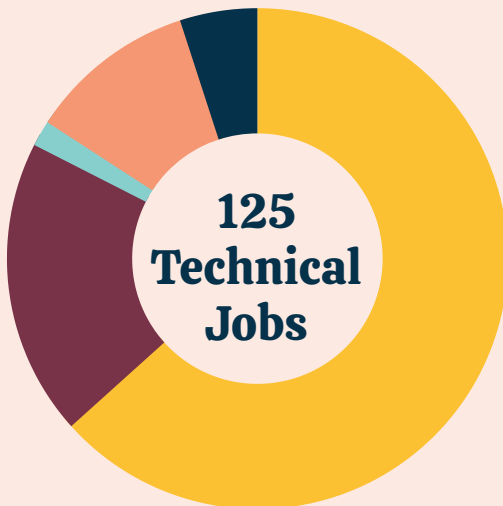
Job-Seeking Students

72.1%

Most Frequent Job Titles

- Software Developer
- Junior Developer
- QA Analyst
- Software Engineer
- Grand Circus Teaching Assistant

Employment Breakdown

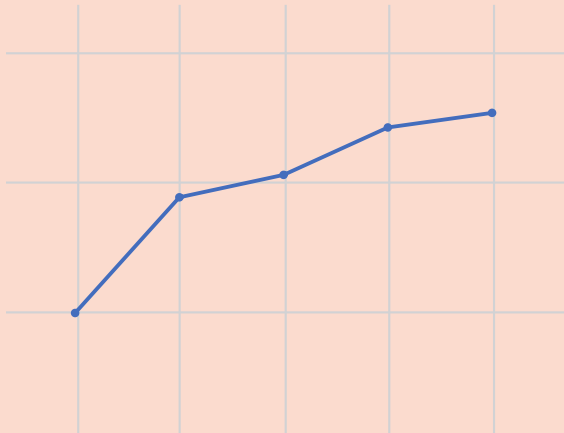


125
Technical
Jobs

- Full-Time Employee (32 Hours or greater/week):
- Full-Time Apprentice, Intern or Contract Role:
- Started a New Company/Venture after Graduation:
- Short-Term Contract, Part-Time Position or Freelance:
- Hired by Grand Circus:

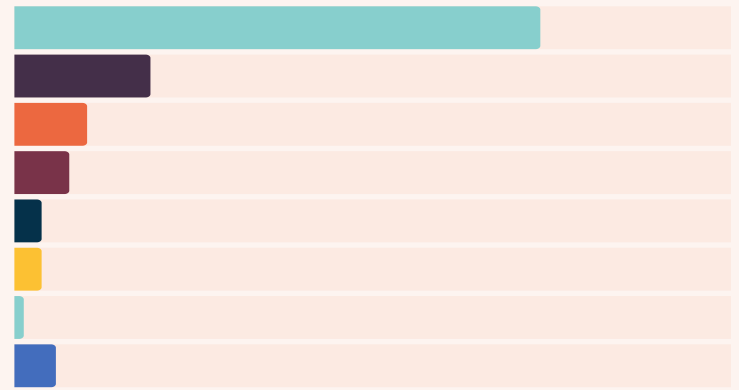
Employment Timeline

OFFERS ACCEPTED AFTER GRADUATION



0-30 Days:	49.6%
31-60 Days:	43.7%
61-90 Days:	71.8%
91-180 Days:	76.1%
Beyond 180:	85.2%

Ethnicity/Race of Grads



White/Caucasian	58.9%
Black/African American	15.2%
Asian	8.1%
Multiracial	6.1%
Hispanic/LatinX	3.0%
Middle Eastern/North African	3.0%
American Indian/Alaska Native	1.0%
Prefer Not to Answer	4.6%

Salary

88 Detroit grads reported their pay details to Grand Circus after graduation

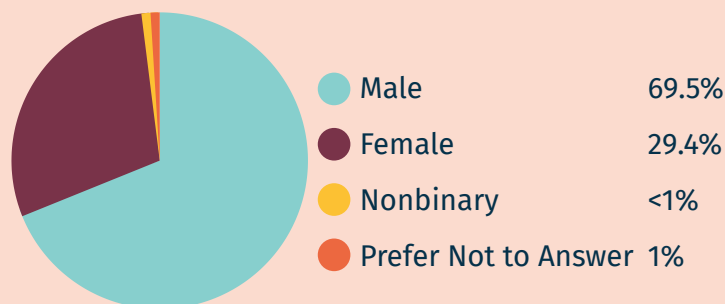
22 grads reported part-time hourly rates ranging from: \$10/hour - \$30/hour

Percentage of employed grads who reported pay details - 70.4%



Min: \$30,000 • Median: \$50,000 • Mean: \$52,403 • Max: \$90,000

Gender

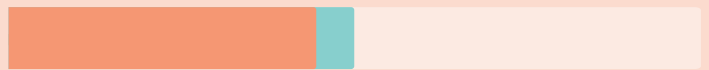


Salary by Gender

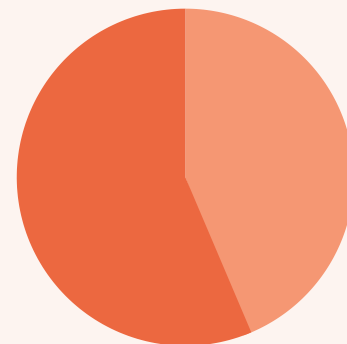
Male: Median \$50,000, Mean \$53,331



Female: Median \$50,000, Mean \$48,852



Educational Background



- 56.4% percentage of grads who graduated bootcamp with at least a 4-year degree
- 43.6% percentage of grads who graduated bootcamp without a 4-year degree



AHBC Bootcamp Stats

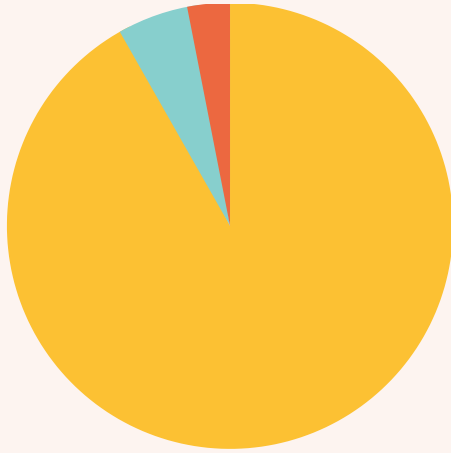
DETROIT CAMPUS



AHBC Bootcamp Stats

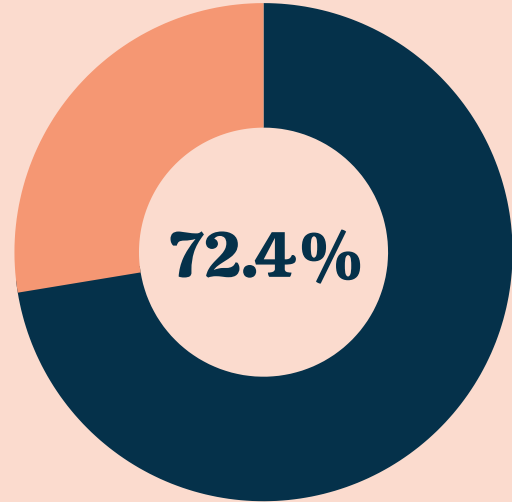
DETROIT CAMPUS

Full-Time Graduation Rate



- Full-Time Graduation Rate
- Personal reasons/voluntarily withdrew
- Removed for academic performance

Employment of Job-Seeking Students



- Employment of Job-Seeking Students: 72.4%
- Job-Seeking Six Months After Graduation 12%

Job-Seeking Students

43.3%

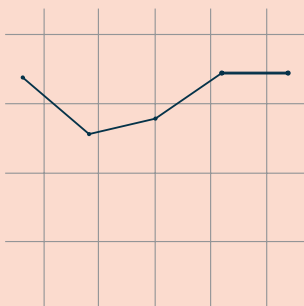
Most Frequent Job Titles

Software Developer

Junior Developer

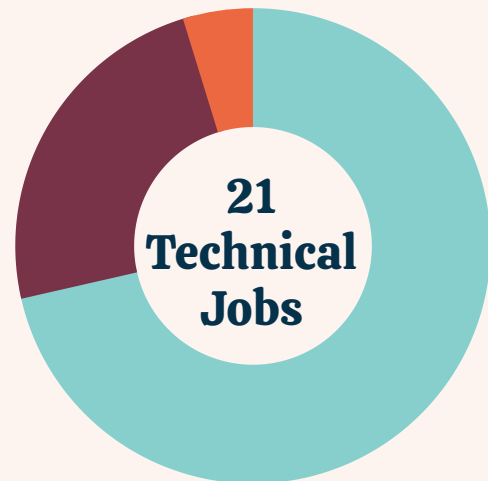
Employment Timeline

OFFERS ACCEPTED AFTER GRADUATION



- 0-30 Days:**
71.4% of all offers within 30 days
5 of 29 JS grads: 51.7% employed
- 31-60 Days:**
58.6% employed
- 61-90 Days:**
62.1% employed
- 91-180 Days:**
72.4% employed
- Beyond 180:** no change

Employment Breakdown



- Full-Time Employee (32 Hours or greater/week):
- Full-Time Apprentice Intern or Contract Role:
- Short-Term Contract, Part-Time Position or Freelance:
- Started a New Company/ Venture after Graduation:
- Hired by Grand Circus:

Salary

18 grads reported their pay details to Grand Circus after graduation

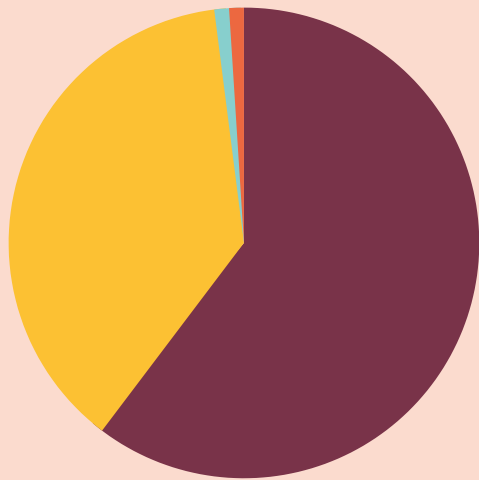
80.9% percentage of job-seeking grads who reported salaries



Min: \$36,000 • Median: \$60,000 • Mean: \$60,842 • Max: \$105,000

Gender

(FROM SALESFORCE/ADMISSIONS)



● Male	59.7%
● Female	37.3%
● Nonbinary	<1%
● Prefer Not to Answer	<1%

Salary by Gender

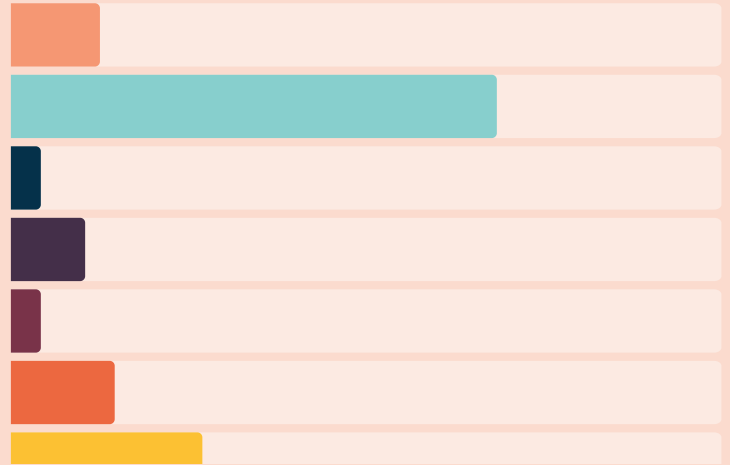
Male: Median \$65,000, Mean \$63,712



Female: Median \$49,200, Mean \$56,742

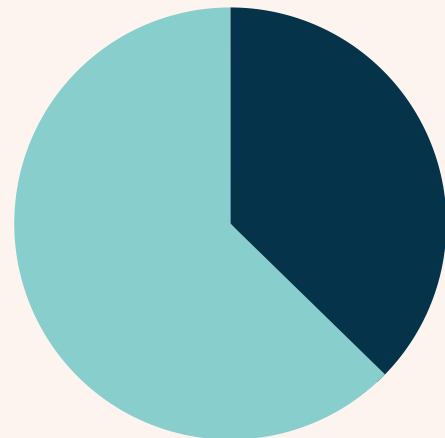


Ethnicity/Race of Grads (FROM SALESFORCE/ADMISSIONS)



Asian	9.0%
White	49.3%
Prefer not to Answer	3.0%
Multiracial	7.5%
Middle Eastern/North African	3.0%
Hispanic/LatinX - 7/67	10.5%
Black/African American	19.4%

Educational Background



- 37.3% percentage of grads who graduated bootcamp without a 4-year degree
- 62.7% percentage of grads who graduated bootcamp with at least a 4-year degree



Full-Time Bootcamp Stats

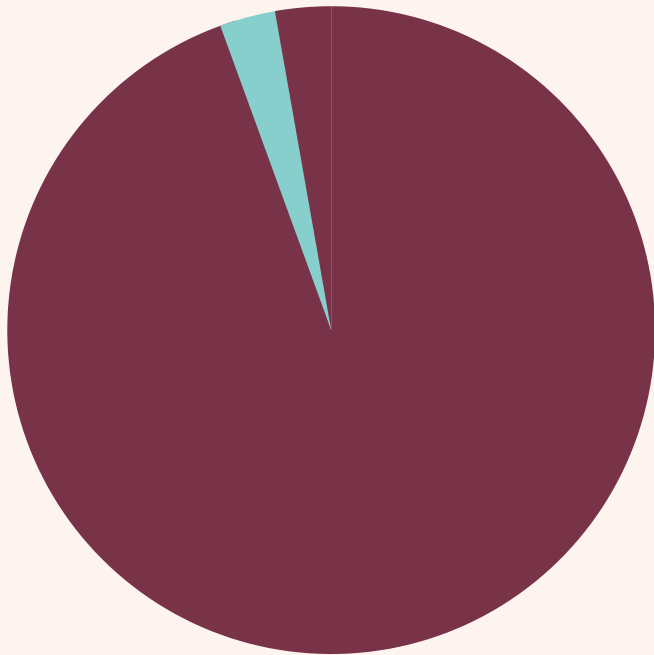
GRAND RAPIDS CAMPUS



Full-Time Bootcamp Stats

GRAND RAPIDS CAMPUS

Graduation Rate



- Graduation Rate: 88.9%
- Personal reasons/voluntarily withdrew 11.1%

Job-Seeking Students

100%

Employment of Job-Seeking Students

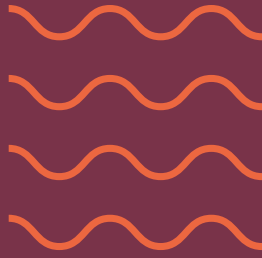


- Full-Time Employee (32 Hours or greater/week): 100%

Most Frequent Job Titles

Web Developer

Application Developer



After Hours Bootcamp Stats

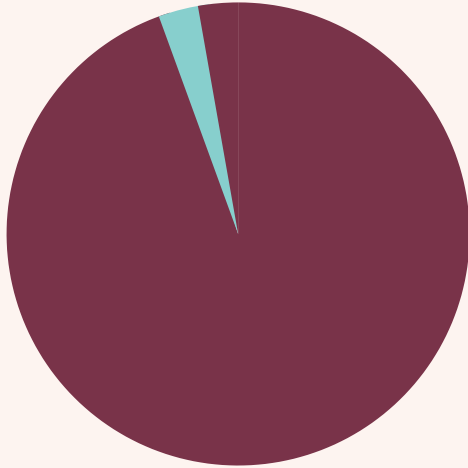
GRAND RAPIDS CAMPUS



After Hours Bootcamp Stats

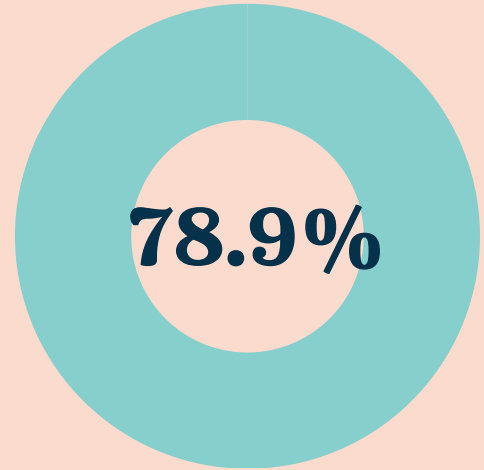
GRAND RAPIDS CAMPUS

Graduation Rate



- Graduation Rate: 96.2%
- Personal reasons/voluntarily withdrew 3.8%

Employment of Job-Seeking Students



Most Frequent Job Titles

Web Developer Junior Web Developer
Software Engineer

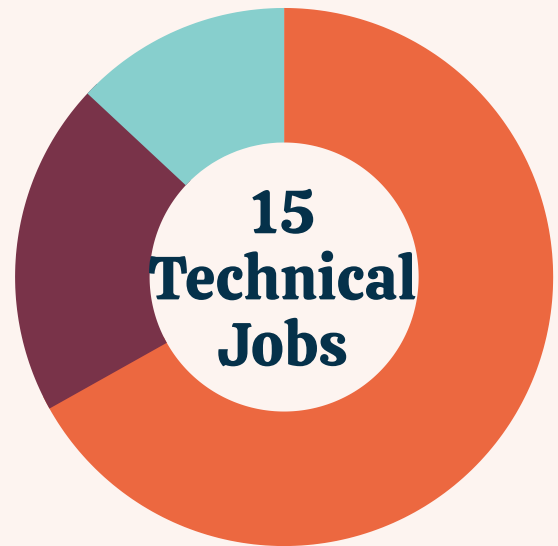
Job-Seeking Students

76%

Employment Timeline

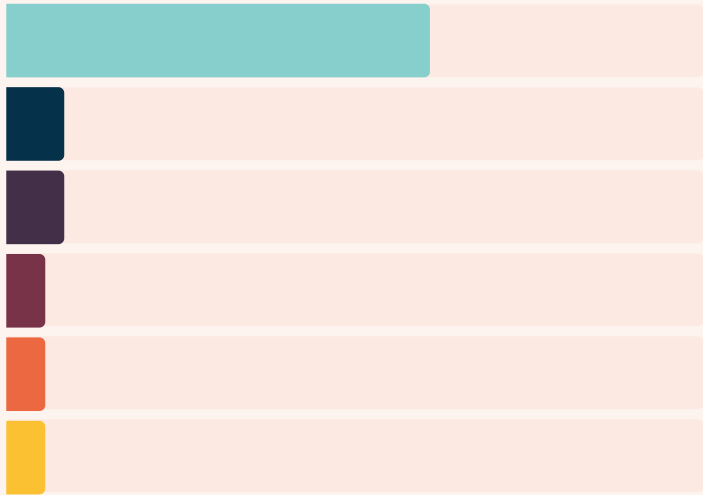
0-30 Days:	12.5% employed
31-60 Days:	75% employed
61-90 Days:	87.5% employed
91-180 Days:	100% employed
Beyond 180:	No change

Employment Breakdown



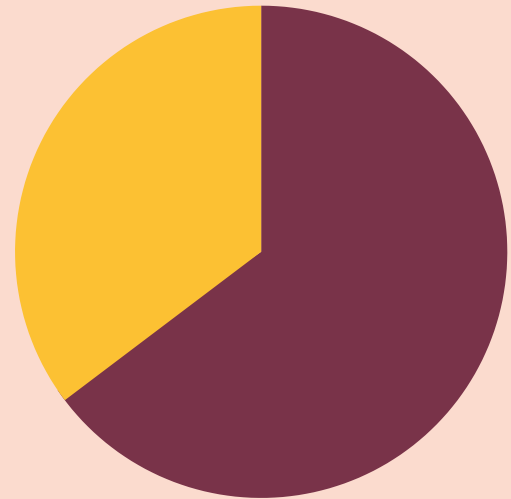
- Full-Time Employee (32 Hours or greater/week): 66.6%
- Full-Time Apprentice, Intern or Contract Role: 20%
- Promotion: 13%

2019 AHBC Class Graduate Makeup -- Demographics (FROM SALESFORCE/ADMISSIONS)



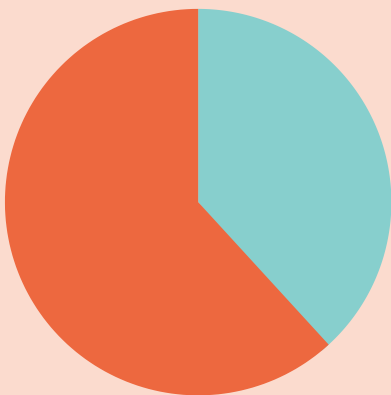
White	64.7%
Asian	8.8%
Hispanic/LatinX	8.8%
Black/African American	5.9%
Multiracial	5.9%
Prefer Not to Answer	5.9%

Gender (FROM SALESFORCE/ADMISSIONS)



Male	64.7%
Female	35.3%
Nonbinary	0%
Prefer Not to Answer	0%

Educational Background



- 38.2% percentage of grads who graduated bootcamp without a 4-year degree
- 61.8% percentage of grads who graduated bootcamp with at least a 4-year degree

Salary

4 grads reported their pay details to Grand Circus after graduation

18.2% percentage of job-seeking grads who reported salaries



Min:	\$50,000
Median:	\$55,000
Mean:	\$55,720
Max:	\$62,880

Appendix

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 unit 1, passed bootcamp assessments, passed technical endorsement interview, and 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: attending soft skills workshops, participating in at least two career 1-on-1 sessions with Grand Circus staff, creating and updating a Grand Circus Job Search Spreadsheet, maintaining an active LinkedIn profile and agreeing to complete the 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 daytime programs that are currently offered by Grand Circus on an ongoing basis. These include our full-time C# .NET, Java and Front-End Bootcamps that took place in 2018. We also offer after-hours bootcamps in Grand Rapids and Detroit in Front-End and C# .NET.

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
- **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 career assistance program as listed above under "job seeking" are also tracked within this category.



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