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 Graduation Rate

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

### Employment of Job-Seeking Students

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

### 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

<table>
<thead>
<tr>
<th>Timeline</th>
<th>0-30 Days</th>
<th>31-60 Days</th>
<th>61-90 Days</th>
<th>91-180 Days</th>
<th>Beyond 180</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accepted Rates</td>
<td>49.6%</td>
<td>43.7%</td>
<td>71.8%</td>
<td>76.1%</td>
<td>85.2%</td>
</tr>
<tr>
<td>Beyond 180</td>
<td>88.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 by Gender

- Male: Median $50,000, Mean $53,331
- Female: Median $50,000, Mean $48,852

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

Education 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

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%

Gender

- Male: 69.5%
- Female: 29.4%
- Nonbinary: <1%
- Prefer Not to Answer: 1%
AHBC Bootcamp Stats
DETROIT CAMPUS
AHBC Bootcamp Stats
DETOUR CAMPUS

Full-Time Graduation Rate

Employment of Job-Seeking Students

Job-Seeking Students

Most Frequent Job Titles
Software Developer
Junior Developer

Employment Breakdown

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:

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%

21 Technical Jobs

43.3%
**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*

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**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%

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**Gender**

(FROM SALESFORCE/ADMISSIONS)

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

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**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:
100%

Most Frequent Job Titles:
- Web Developer
- Application Developer

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

Most Frequent Job Titles
- Web Developer
- Junior Web Developer
- Software Engineer

Employment of Job-Seeking Students
- 78.9%

Employment Breakdown
- 15 Technical Jobs

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

- 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)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>64.7%</td>
</tr>
<tr>
<td>Asian</td>
<td>8.8%</td>
</tr>
<tr>
<td>Hispanic/LatinX</td>
<td>8.8%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>5.9%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>5.9%</td>
</tr>
<tr>
<td>Prefer Not to Answer</td>
<td>5.9%</td>
</tr>
</tbody>
</table>

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

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.