

Flatiron School 2018 New York City Immersive Outcomes Report

For students who were scheduled to complete an in-person Flatiron School immersive software engineering program (including Full Stack Web Development immersive, iOS Development immersive, and Web/iOS Fellowship programs) at our New York City campus between January 1, 2017 and December 31, 2017.

Our mission is to enable the pursuit of a better life through education. For over six years, Flatiron School has helped students achieve that goal by preparing them for careers in software development. Over 1,500 students have trusted us with their futures – a responsibility we do not take lightly.

In 2014, we released our first independently-verified jobs report, pioneering the concept of outcomes reporting and setting a standard of transparency in educational outcomes. As we have grown – and pushed to expand accessibility to our programs through our fellowships and immersive programs – we have remained as committed as ever to these strict standards, releasing fully verified outcomes reports concerning graduates of our career-focused programs.

Higher education should help people find their life’s passion and expand their horizons – while also providing a path to a sustainable career that enables them to build a life. Students should have access to clear, robust, and trusted educational outcomes data necessary to make well-informed decisions about their educational investments. We’re proud to continue to serve our students and the industry at large by putting outcomes first.

You can also download our [past outcomes reports](#).

Examined by MFA- Moody, Famiglietti & Andronico, LLP.



To the Management
Flatiron School
11 Broadway, Suite 260
New York, NY 10004

INDEPENDENT ACCOUNTANT'S REPORT

We have examined management's assertions that the accompanying Flatiron School 2018 New York City Immersive Outcomes Report (Report) for the period January 1, 2017 through December 31, 2017 is presented in accordance with the criteria set forth in the Management Statement Regarding Assertions Related to Flatiron School's Immersive Software Engineering Outcomes and Program Completions. Flatiron School's management is responsible for the assertions. Our responsibility is to express an opinion on the assertions based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the examination to obtain reasonable assurance about whether management's assertions are fairly stated, in all material respects. An examination involves performing procedures to obtain evidence about management's assertions. The nature, timing, and extent of the procedures selected depends on our judgment, including an assessment of the risks of material misstatements of management's assertions, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide reasonable basis for our opinion.

In our opinion, management's assertions referred to above are fairly stated, in all material respects, based on the criteria set forth in the Management Statement Regarding Assertions Related to Flatiron School's Immersive Software Engineering Outcomes and Program Completions.

Moody, Famiglietti & Andronico, LLP

Moody, Famiglietti & Andronico, LLP
Tewksbury, Massachusetts
February 6, 2019

Management statement regarding assertions related to Flatiron School's immersive software engineering outcomes and program completions

We, as management of Flatiron School (the "School"), are responsible for the assertions made in preparing the Flatiron School New York City 2018 Immersive Outcomes Report (the "Report") for students who were scheduled to complete an in-person Flatiron School immersive software engineering program (including Full Stack Web Development immersive, iOS Development immersive, and Web/iOS Fellowship programs) between January 1, 2017 and December 31, 2017.

The Report is intended to provide readers with information about historical employment statistics and metrics for students who were scheduled to complete an in-person Flatiron School immersive software engineering program between January 1, 2017 and December 31, 2017. We confirm, to the best of our knowledge and belief, the following assertions:

Addressable Population

1. The addressable population of 274 students is the number of students who were scheduled to complete an in-person Flatiron School immersive software engineering program between January 1, 2017 and December 31, 2017.
 2. Women represent 28% (78) of students in this Report. Men represent 72% (196) of students in this Report.
 3. Of 274 addressable students, highest degree prior to commencement of the Flatiron School program was as follows:
 - a. 13% (36) had completed a Master's or Doctorate degree
 - b. 72% (198) had completed a Bachelor's degree
 - c. 13% (36) had completed an Associate's degree, technical or vocational training, or some college credit without earning a degree
 - d. 1% (3) had completed a high school diploma, and no college credit
 - e. Data was not available for 1 student (<1%) in the addressable population.
 4. Of 274 addressable students included in this Report, 260 (95%) graduated from an in-person Flatiron School immersive software engineering program. Of the 260 students who graduated:
 - a. 91% (236) were graduates of the Full Stack Web Development immersive program.
 - b. 7% (17) were graduates of the iOS Development immersive program
 - c. <3% (7) were graduates of a Web/iOS Fellowship program for low income New Yorkers, and attended Flatiron School on a full scholarship
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Of 274 addressable students included in this Report, 14 (5%) did not graduate from an in-person Flatiron School immersive software engineering program.

- a. Of the students who did not graduate from an in-person Flatiron School immersive software engineering program, 9 transferred to the Online Software Engineering Bootcamp, 1 accepted a job before graduating the course and has not yet graduated as of the compiling of this Report, and 4 withdrew from Flatiron School.
5. Of the 274 students in the population, average tuition paid, excluding students who received full scholarships, was \$14,097.
- a. 3% (8) of students in the addressable population paid \$0 in tuition and attended Flatiron School on full scholarships. All of those scholarships were through the NYC Tech Talent Pipeline Fellowship Programs, sponsored by the City of New York.

Employment Outcomes

6. Of 260 students who graduated from an in-person Flatiron School immersive software engineering program,
- a. 215 students (83%) had completed a Job-Search Cycle¹
 - b. 45 students (17%) were defined as not job-seeking
 - i. Of the 45 students who were defined as not job-seeking, 2 were not job-seeking for personal reasons such as illness, moving abroad, or other relocation, 4 chose to pursue further higher education programs, such as Bachelor's or Master's degrees, 13 were unresponsive to outreach from our Career Services team², 6 chose to pursue non-engineering roles, 4 were not eligible for career services support under our terms of service³, 5 returned to their previous employer or field, 3 became entrepreneurs, 5 opted out from receiving career services support, 1 had accepted a job offer before starting the program, and 2 paused the job search for more than 90 days following graduation.
7. Of 215 students who completed a Job-Search Cycle, employment data was available for 213 (99%).
- Of the 213 students for whom employment data was available, 97% (207) accepted a job offer⁴. 3% (6) had not accepted a job as of the compiling of this Report.
8. Of 213 students for whom employment data was available, time to employment was as follows:⁵
- a. 31% (66) had accepted a job within 30 days
 - b. 55% (117) had accepted a job within 60 days
 - c. 79% (169) had accepted a job within 120 days

¹ A Job-Search Cycle is defined as either:

- at least 180 days of continuous job-seeking, or
- acceptance of a qualifying job offer within a 180 day period, or
- acceptance of a non-qualifying job offer within a 180 day period and choosing to stop the job search.

² To be considered unresponsive for the purposes of this Report, a student must be unresponsive to at least three direct e-mail communications from the Career Services team over at least 30 days, the last of which states that, should a student not respond to that communication, they will be considered not job-seeking due to unresponsiveness.

³ [Read the full terms.](#)

⁴ For the purposes of this Report, a job is defined as employment or engagement as a contractor that is:

- paid,
- at least 20 hours of work per week; and
- anticipated to be at least three months in duration at the time of job acceptance.

⁵ A Job-Search Cycle is considered to have begun at the later of:

- job acceptance prior to having declared a Job-Search start date, or
- direct communication with the Career Services team indicating a Job-Search start date within 90 days of graduation from the program.

- d. 91% (194) had accepted a job within 180 days
- e. 97% (207) had accepted a job within 365 days

9. Of 207 students who accepted offers, job structure was as follows:

- a. 74% (154) accepted a full-time salaried role⁶
- b. 25% (51) accepted a full-time contract, internship, apprenticeship, or freelance role⁷
- c. 1% (2) accepted part-time work equating to more than 20 but less than 30 hours per week, and chose to stop job-seeking⁸

10. Of 207 students who accepted offers, compensation data was available for 202 (98%) students. Compensation data was not available for 5 (2%) students.

Of 202 students for whom compensation data was available, compensation was as follows:

- a. Average starting salary for a full-time salaried role was \$73,806
- b. Average pay for a contract, internship, apprenticeship, part-time or freelance role was \$30 per hour⁹

11. Of 207 students who accepted offers:

- a. 83% (172) were in Software Engineering
- b. 7% (14) were in Technical Teaching
- c. 6% (13) were in Technical Product or Project Management
- d. 3% (7) were in other technical disciplines, such as QA, Data Analytics, or Technical Sales
- e. Data was not available for 1 (<1%).

12. Of 207 students who accepted job offers, company size data was as follows:

- a. 45% (93) accepted jobs at small companies, with 50 or fewer employees.
- b. 34% (70) accepted jobs at medium companies, with 51 - 500 employees.
- c. 21% (43) accepted jobs at large companies, with 501 or more employees.
- d. Data was not available for 1 (<1%).

13. Of 207 students who accepted offers, 6% (12) accepted jobs at Flatiron School.

Of the 12 students who accepted jobs at Flatiron School, 11 (92%) were in Technical Teaching and 1 (8%) was in Software Engineering.

⁶ A full-time salaried role is defined as paid employment consisting of at least 30 hours of work per week, that is paid on an annual basis and does not have a set duration at which the position is understood to have been completed (i.e., the anticipated employment duration is indefinite at the time of job acceptance).

⁷ A full-time contract, internship, apprenticeship, or freelance role is defined as paid work consisting of at least 30 hours of work per week, that is paid on an hourly, weekly, or monthly basis and is anticipated to be at least three months in duration at the time of job acceptance.

⁸ A part-time role is defined as paid work consisting of at least 20 but less than 30 hours of work per week, and anticipated to be at least three months in duration at the time of job acceptance.

⁹ Rates stated on other than an hourly basis were converted to an hourly rate based on a 2,000 hour work year.

Flatiron School

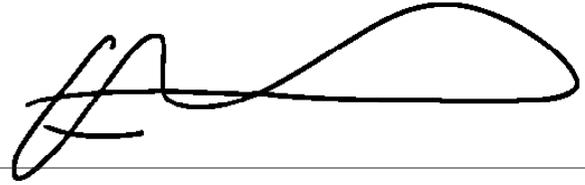
By



Adam Enbar, CEO

2/6/2019

Date



Avi Flombaum, Dean

2/6/2019

Date

EMPLOYMENT OUTCOMES (NYC Campus) - HIGHLIGHTS

(see text of Report for details)

97%

Employment Rate

Of 260 students who graduated from an in-person Flatiron School immersive software engineering program, 215 students (83%) completed a Job-Search Cycle and employment data was available for 213 of those students. **207 of those 213** job-seeking students (97%), for whom job data was available, accepted a job offer

Of the 207 students who accepted job offers, compensation data was available for 202 students and 154 of those students accepted a full-time salaried role with an average starting salary of \$73,806.

\$ 73,806

Average Salary

TIME TO ACCEPTED JOB

Of 213 job-seeking students for whom data was available, time to offer acceptance was as follows:

31%
in 30 days

55%
in 60 days

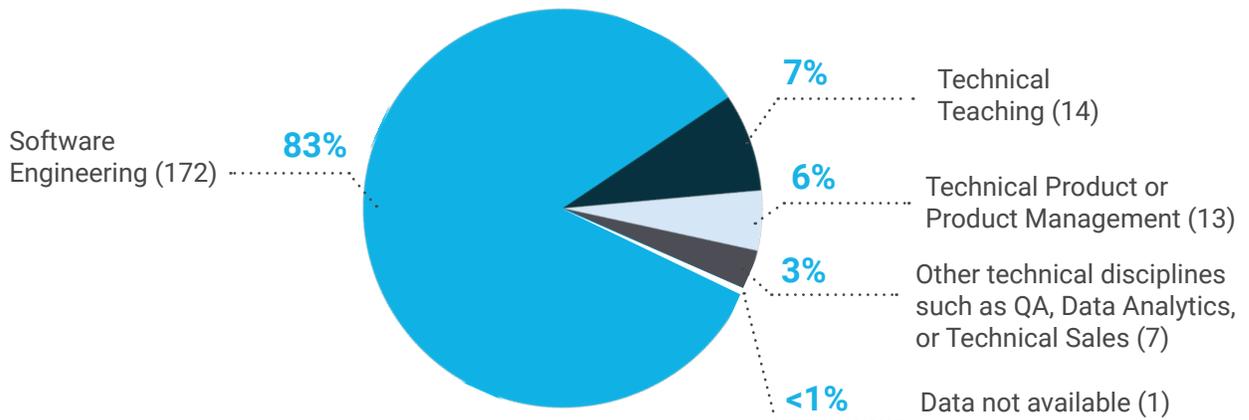
79%
in 120 days

91%
in 180 days

97%
in 365 days

JOB FUNCTION

Of 207 job-seeking students who accepted job offers, for whom job data was available, job functions were as follows:

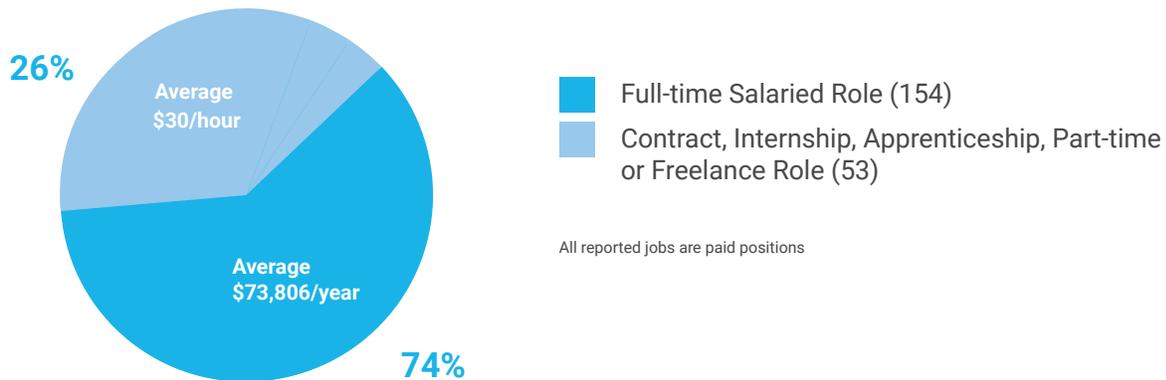


EMPLOYMENT OUTCOMES (NYC Campus) - HIGHLIGHTS

(see text of Report for details)

JOB STRUCTURE AND COMPENSATION RANGES

Of 207 job-seeking students who accepted job offers, job structure and compensation was as follows:



DIVERSITY AND ACCESSIBILITY

GENDER BREAKDOWN

MALE **FEMALE**

72% 28%



= Male

= Female

ACCESSIBILITY

Of **274** students who graduated from the course excluding those who received a full scholarship:

The average tuition bill was:

\$14,097

COMPANY SIZE

Of 207 job-seeking students who accepted offers, company size was as follows:



for <1% of students data was not available

EMPLOYMENT OUTCOMES (NYC Campus) - HIGHLIGHTS

(see text of Report for details)

EDUCATIONAL BACKGROUND

Of 274 students who were scheduled to complete an in-person Flatiron School immersive software engineering program between January 1, 2017 and December 31, 2017, the highest degrees completed prior to commencement of the Flatiron School program were as follows:

