// FLATIRON SCHOOL

2022 Jobs Report

Outcomes of our Full-Time & Part-Time Programs
January 2021 to December 2021

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Flatiron School 2022 Jobs Report

About This Year's Report

As a leader in the tech industry, Flatiron School believes that education is the best investment you can make in your future.

Our courses provide an immersive, outcomes-driven curriculum for students looking to launch a career in Software Engineering, Data Science, Cybersecurity, or Product Design. We also offer targeted education solutions for companies. At the time of publication of this report, our Alumni Community includes over 15,000 learners who have trusted us to guide their acquisition of new skills.

Back in 2014, we released our first independently examined jobs report, pioneering the concept of jobs reporting in the tech education industry and setting a standard of transparency in educational results. As we have grown, we have remained committed to these strict standards, releasing examined annual jobs reports concerning graduates of our career-focused programs.

This report covers 3,196 students across our Full-Time and Part-Time career-focused programs. 1,735 of these students were job-seeking graduates; their job search journey is covered in this report.

Making a career change takes commitment, focus, and courage, and we couldn't be prouder of each student who puts in the work to see that change through. They inspire us every day.

Changes in Flatiron School's Offerings and Reporting Methodology Since the 2021 Jobs Report

In our tenth year of tech education, Flatiron School continued to adapt to best serve our students. We introduced our Live and Flex programs, giving students who choose to learn online a clear option between full-time and part-time learning. This change and updates to our reporting methodology are highlighted below.

Live and Flex Programs

In June 2021, we launched our Live and Flex programs online. The full-time Live program is a structured fast-track schedule with live lectures, programming sessions with the rest of the cohort, and lab time with instructional staff. The part-time Flex program is, as the name suggests, flexible for students who prefer to set their own schedule. Work is done independently with recorded lectures, optional study groups, accountability deadlines, and instructor check-ins.

Changes to Reporting Methodology

For the 2022 Jobs Report, we have revised three of our reporting policies.

First, in alignment with the introduction of our Live and Flex programs, this report is now presented as the outcomes of our Full-Time and Part-Time programs. When Live and Flex were launched, we still had students actively progressing through our former Online program. Outcomes for Live, Campus, and our former Online Full-Time cohorts have been reported together as our Full-Time learning programs. Outcomes for Flex, our former Online Part-Time cohorts, and our former Online Self-Paced cohorts have been reported together as our Part-Time learning programs.

Second, we have made an addition to the list of reasons why graduates may be defined as "not job-seeking." We are proud to include veterans and members of the military in our student population. After graduation, some of them use their new technical skills to advance their military service instead of embarking on a new career. Those graduates will now be categorized as "not job-seeking" due to becoming active in military service and choosing to stop job-seeking.

Third, in our ongoing goal to both recognize and celebrate the varying ways in which our graduates advance their careers as a result of their Flatiron School education, we have updated the list of job functions for accepted offers. Job functions are used to broadly classify the type of work being done in the day-to-day of a position. In response to the evolving areas of the tech industry in which our students accept offers, we have added Solutions Engineering and Data Engineering, and we have expanded UX Design or UI Design to also include Product Design.

We believe that all of these adjustments to our reporting methodology more accurately reflect the outcomes of our students.

Independent Accountants' Report

To the Management of
Flatiron School

We have examined management's assertions that the accompanying Flatiron School 2022 Jobs Report (the Report) for the period from January 1, 2021, through December 31, 2021, is presented in accordance with the criteria set forth in the Management Statement Regarding Assertions Related to Flatiron School's Program Results and Completions beginning on Page 4. Flatiron School's management is responsible for its assertions. Our responsibility is to express an opinion on management's 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 that the accompanying Report for the period from January 1, 2021, through December 31, 2021, is presented in accordance with the criteria set forth in the Management Statement Regarding Assertions Related to Flatiron School's Program Results and Completions beginning on page 4, is fairly stated, in all material respects.

Sincerely,

Baker Tilly US, LLP

Baker Tilly US, LLP
Tewksbury, Massachusetts
February 2, 2023

Management Statement Regarding Assertions Related to Flatiron School's Program Results and Completions

We, as management of Flatiron School (the "School"), are responsible for the assertions made in preparing the Flatiron School 2022 Jobs Report (the "Report") for students who were scheduled to complete or graduated from a Full-Time or Part-Time program between January 1, 2021, and December 31, 2021. Management's assertions are included within the results of the Report and are based on the criteria as defined.

The Report is intended to provide readers with information about aggregate historical employment statistics and metrics[1] for students who were scheduled to complete or graduated from a Full-Time or Part-Time program between January 1, 2021, and December 31, 2021. We confirm, to the best of our knowledge and belief, the assertions that follow.

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[1] This Report does not replace any state-required reporting using state-specific data.

This Year's Student Population

The addressable population[2] in this Report is a total of 3,196 students with 3,259 enrollments across our Full-Time and Part-Time programs.

The Full-Time student population includes 2,011 students who were scheduled to complete or graduated from a Live, Campus, or Online Full-Time program between January 1, 2021, and December 31, 2021.

- 1,548 total students graduated from a Full-Time program in 2021[3].
- 463 total students were scheduled to graduate from a Full-Time program in 2021, but did not graduate from a Full-Time program[4].
    - 331 withdrew from Flatiron School.
    - 132 withdrew from a Full-Time program and enrolled in a Part-Time program.
        - 77 enrolled in a Part-Time program and had not yet graduated as of December 31, 2021.
        - 20 enrolled in and graduated from a Part-Time program by December 31, 2021. Results for these students are included in the Part-Time graduate population. Because these students had a scheduled graduation date from both programs within the 2021 calendar year, they have been counted in both populations, but their demographic information has only been counted once in the aggregate population.
        - 35 enrolled in a Part-Time program and then later withdrew from Flatiron School. Because these students had a scheduled graduation date from both programs within the 2021 calendar year, they have been counted in the withdrawal numbers for both populations, but their demographic information has only been counted once in the aggregate population.

The Part-Time student population includes 1,248 students who were scheduled to complete an Online Part-Time program or graduated from a Flex, Online Part-Time, or Online Self-Paced program between January 1, 2021, and December 31, 2021.

- 733 total students graduated from a Part-Time program in 2021[5].
    - 490 students graduated from a Flex or Online Part-Time structured program.
    - 243 students graduated from an Online Self-Paced unstructured program.

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[2] Per management's criteria, the addressable population is defined as all students who graduated or were scheduled to graduate from our consumer programs in calendar year 2021 and excludes individuals who participated in programs through their employer or other enterprise programs.

[3] Of 1,548 students who graduated from a Full-Time program, 810 (52%) graduated from the Campus program, 279 (18%) graduated from the new Live program, and 459 (30%) graduated from the former Online Full-Time program.

[4] Of 463 students who were scheduled to graduate from a Full-Time program in 2021, but did not graduate from a Full-Time program, 122 (26%) were scheduled to graduate from the Campus program, 76 (16%) were scheduled to graduate from the new Live program, and 265 (57%) were scheduled to graduate from the former Online Full-Time program.

[5] Of 733 students who graduated from a Part-Time program, 1 (0.1%) graduated from the new Flex program, 489 (67%) graduated from the former Online Part-Time program, and 243 (33%) graduated from the former Online Self-Paced program.

- 515 total students were scheduled to graduate from an Online Part-Time structured program in 2021, but did not graduate from a Part-Time program[6].
  - 509 withdrew from Flatiron School.
    - 2 enrolled in and withdrew from two different Part-Time courses that were scheduled to graduate within the 2021 calendar year. Because these students had two scheduled graduation dates within the year, they have been counted twice in the withdrawal number for the Part-Time program, but their demographic information has only been counted once in the aggregate population.
  - 6 withdrew from a Part-Time program and enrolled in a Full-Time program.
    - 5 enrolled in and graduated from a Full-Time program by December 31, 2021. Results for these students are included in the Full-Time graduate population. Because these students had a scheduled graduation date from both programs within the 2021 calendar year, they have been counted in both populations, but their demographic information has only been counted once in the aggregate population.
    - 1 enrolled in a Full-Time program and then later withdrew from Flatiron School. Because this student had a scheduled graduation date from both programs within the 2021 calendar year, they have been counted in the withdrawal numbers for both populations, but their demographic information has only been counted once in the aggregate population.

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[6] The first cohorts in the new Flex structured Part-Time program were not scheduled to graduate until 2022.

Gender Breakdown

Of 3,196 addressable students, the gender identity breakdown was[7]:

26%
826
Female

59%
1894
Male

1%
44
Gender Nonconforming,
Transgender,
Non-Binary, or other

14%
432
Data was not available
or chose not to disclose
their gender identity
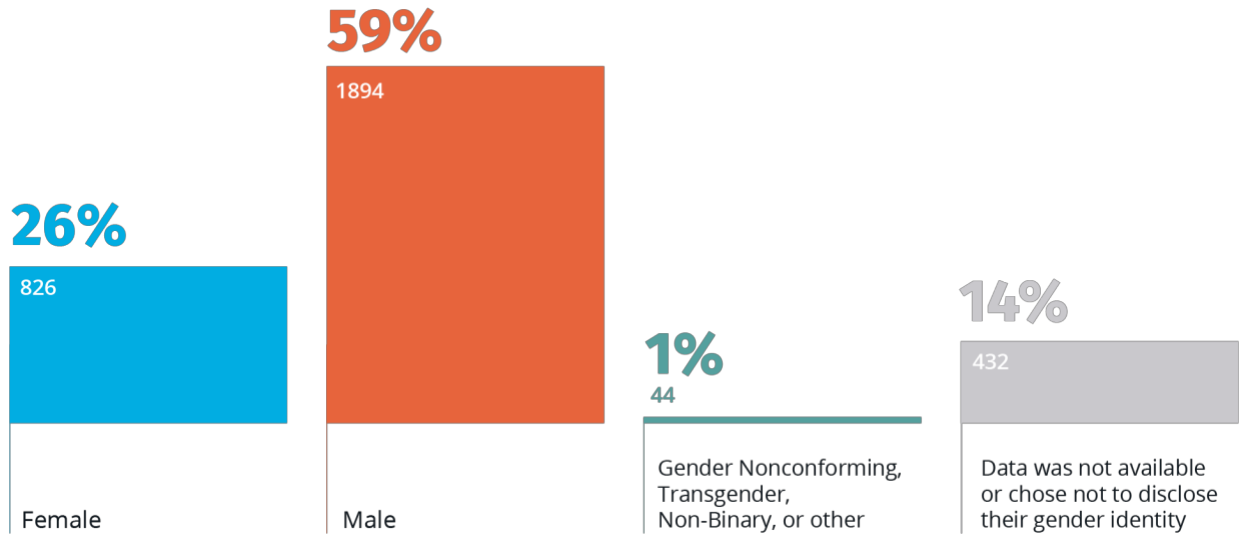
Educational Background

Of 3,196 addressable students, their highest degrees earned prior to
commencement of a Flatiron School program were:

50% 1593
12% 374
10% 315
0.2% 7
19% 615
9% 292

	No high school diploma
	High school diploma
	Some college credit without earning a degree
	Associate's, Bachelor's, or unspecified college degree or vocational training
	Master's, Doctoral, or unspecified professional degree
	Data was not available

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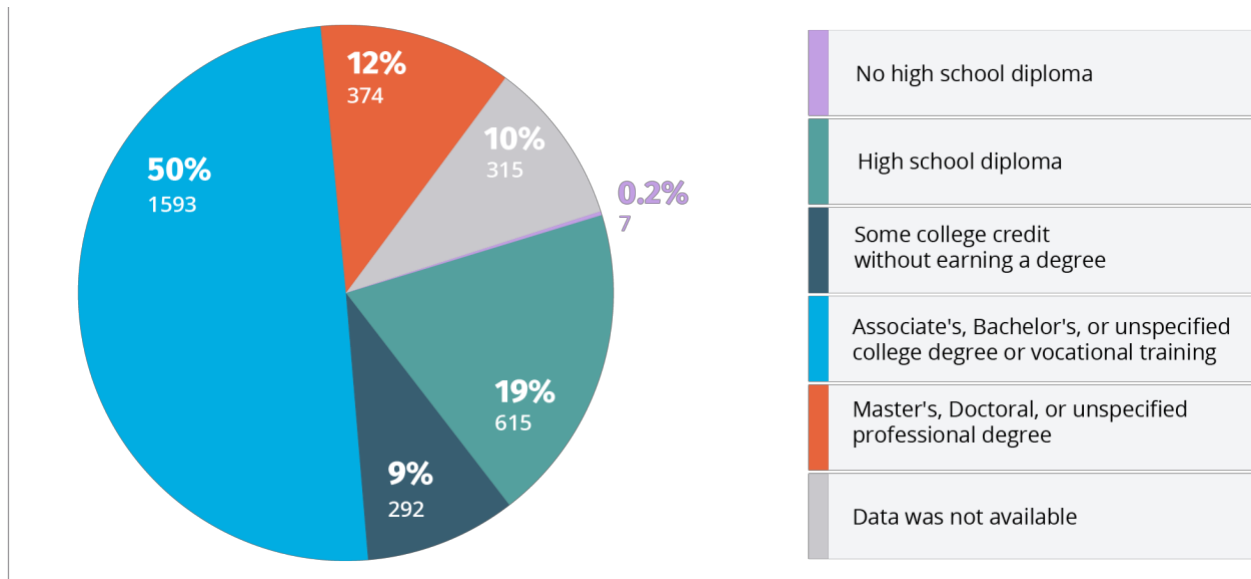
[7] Percentages throughout this Report may not total 100 due to rounding.

Graduation Results

Full-Time Program

Of 2,011 students who were scheduled to complete a Full-Time program, over 75% graduated from a Full-Time program.

Scheduled to Graduate from a Full-Time Program	2,011
Graduated from a Full-Time Program	77% (1,548)
Did Not Graduate from a Full-Time Program	23% (463)

Part-Time Program

Of 1,248 Part-Time students included in this Report, 1,005 were scheduled to complete or graduated from a Flex or Online Part-Time structured program. The remaining 243 Part-Time students graduated from an Online Self-Paced unstructured program.

Of 1,005 students who were scheduled to complete a Flex or Online Part-Time structured Part-Time program, over 45% graduated from one of those structured Part-Time programs.

Scheduled to Graduate from a Structured Part-Time Program	1,005
Graduated from a Structured Part-Time Program	49% (490)
Did Not Graduate from a Part-Time Program	51% (515)

243 students graduated from an Online Self-Paced unstructured Part-Time program.

Of 1,248 Part-Time students included in this Report, 243 were enrolled in and graduated from our Online Self-Paced Software Engineering and Data Science programs, which have no published duration to complete the course. Therefore, there is not a scheduled number of students expected to complete the program during the reporting period.

Graduates by Program

Over 65% of graduates completed a Full-Time program.

Total Graduates	2,281
Graduates from a Full-Time Program	68% (1,548)
Graduates from a Part-Time Program	32% (733)

Graduates by Discipline

Our graduates span four disciplines: Software Engineering, Data Science, Cybersecurity[8], and UX/UI Design[9].

	All Programs	Full-Time Program	Part-Time Program
Total Graduates	**2,281**	**1,548**	**733**
Software Engineering	68% (1,556)	67% (1,040)	70% (516)
Data Science	18% (419)	19% (289)	18% (130)
Cybersecurity	12% (273)	14% (219)	7% (54)
UX/UI Design	1% (33)	0% (0)	5% (33)

Full-Time Graduates by Program Location

Full-Time students graduated from 10 different locations of study[10].

Total Full-Time Graduates	**1,548**
Online	48% (738)
New York City, NY Campus	22% (340)
Washington, DC Campus	6% (90)
Chicago, IL Campus	4% (61)
Houston, TX Campus	3% (48)
Austin, TX Campus	1% (21)
Denver, CO Campus[11]	7% (101)
Colorado Springs, CO Campus[12]	4% (62)
Seattle, WA Campus	3% (47)
San Francisco, CA Campus	3% (40)

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[8] For the purposes of this Report, outcomes for graduates of Cybersecurity Engineering, Cybersecurity Analytics, and SecureSet Academy's Cybersecurity courses have been combined under the discipline title "Cybersecurity."

[9] Our UX/UI Design course was discontinued; this Report includes the final graduates from that course. Our new Product Design course launched in 2021, but there were no graduates from that course as of December 31, 2021.

[10] Flatiron School is no longer enrolling students at the following campuses included in this Report: Washington, DC; Chicago, IL; Houston, TX; Austin, TX; Seattle, WA; San Francisco, CA; and SecureSet Academy's campuses in Colorado Springs and Denver, CO.

[11] Denver, CO figures include results for Flatiron School's Denver campus and SecureSet Academy's Denver campus combined. Flatiron School acquired SecureSet Academy in 2019.

[12] Colorado Springs is a SecureSet Academy campus. Flatiron School acquired SecureSet Academy in 2019.

Graduates by Region

Of 2,281 graduates from both the Full-Time and Part-Time programs, their regional distribution was[13]:
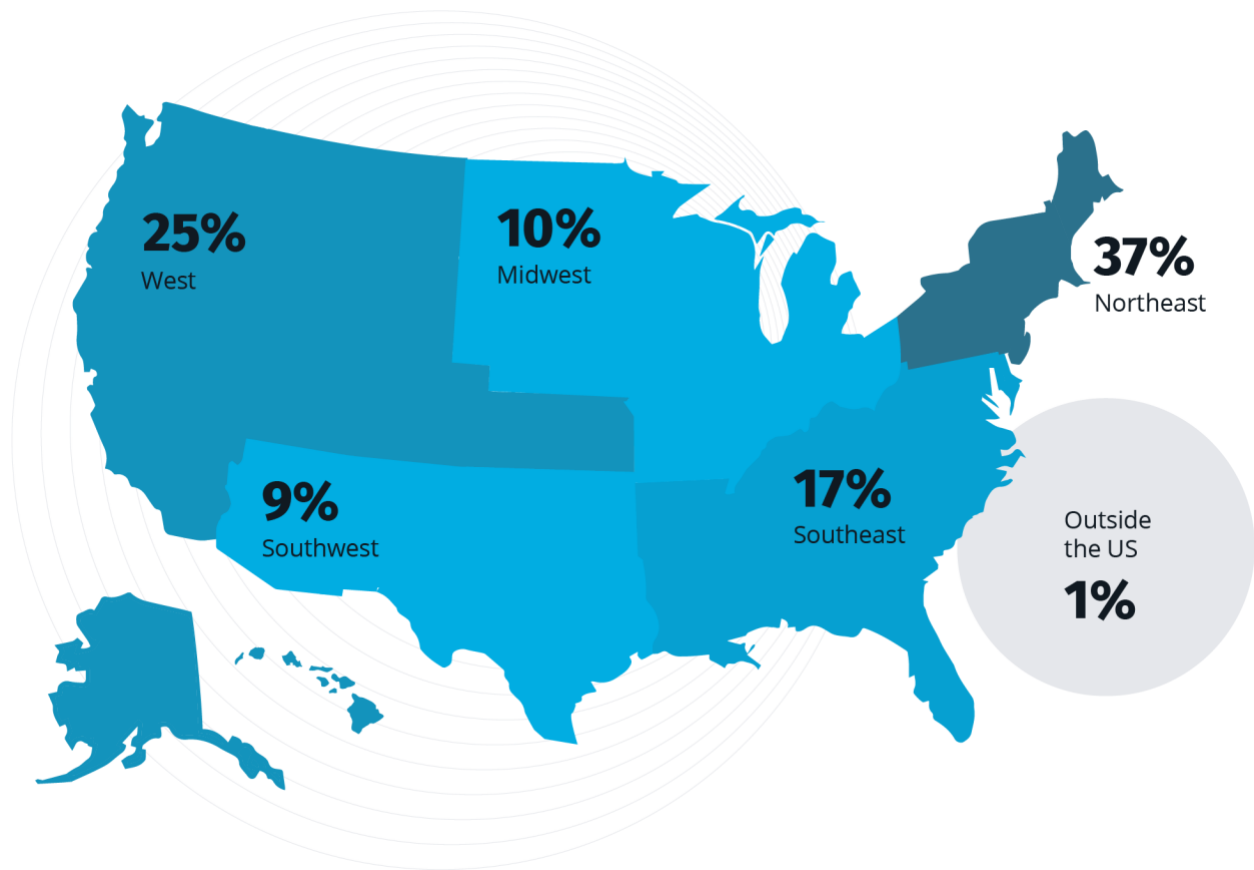
	All Programs	Full-Time Program	Part-Time Program
Total Graduates	**2,281**	**1,548**	**733**
Northeast, US	37% (851)	38% (592)	35% (259)
Southeast, US	17% (398)	16% (249)	20% (149)
Midwest, US	10% (220)	9% (139)	11% (81)
Southwest, US	9% (213)	10% (148)	9% (65)
West, US	25% (569)	27% (415)	21% (154)
Outside the US	1% (30)	0.3% (5)	3% (25)

[13] Per management's criteria, the regional distributions for the United States are as follows: Northeast includes CT, MA, ME, NH, NJ, NY, PA, RI, and VT; Southeast includes AL, AR, DE, FL, GA, KY, LA, MD, MS, NC, SC, TN, VA, WV, and Washington, DC; Midwest includes IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, and WI; Southwest includes AZ, NM, OK, and TX; West includes AK, CA, CO, HI, ID, MT, NV, OR, UT, WA, and WY. The preceding list includes all 50 states; Flatiron School does not necessarily enroll students in all of them.

Employment Results

Job Seekers

Of 2,281 graduates, over 75% completed a Job Search Cycle[14].

	Graduates	Completed a Job Search Cycle	Defined as Not Job-Seeking
Total for All Programs	**2,281**	**76% (1,736)**	**24% (545)**
Full-Time Total	**1,548**	**77% (1,197)**	**23% (351)**
Online	738	79% (583)	21% (155)
New York City, NY Campus	340	79% (270)	21% (70)
Washington, DC Campus	90	73% (66)	27% (24)
Chicago, IL Campus	61	74% (45)	26% (16)
Houston, TX Campus	48	71% (34)	29% (14)
Austin, TX Campus	21	76% (16)	24% (5)
Denver, CO Campus	101	82% (83)	18% (18)
Colorado Springs, CO Campus	62	66% (41)	34% (21)
Seattle, WA Campus	47	68% (32)	32% (15)
San Francisco, CA Campus	40	68% (27)	33% (13)
Part-Time Total	**733**	**74% (539)**	**26% (194)**

Of the 545 graduates who were defined as not job-seeking:

- 7 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus and did not report accepting a qualifying job offer.
- 28 chose to pursue further education programs, such as Bachelor's or Master's degrees.
- 17 chose to pursue non-qualifying roles and opted out of Career Services.
- 10 chose to pursue entrepreneurship.
- 82 accepted non-qualifying roles and chose to stop job-seeking.
- 43 were not job-seeking for personal reasons.
- 60 opted out from receiving Career Services support.
- 2 became active in military service and chose to stop job-seeking.
- 245 were unresponsive to outreach from our Career Services team[15].
- 50 were not eligible for Career Services support due to a failure to fulfill the requirements[16].
- 1 was not eligible for Career Services support due to a Code of Conduct violation or delinquent tuition.

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[14] Per management's criteria, 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
- pausing their job search or ending engagement with career coaching, and later reporting acceptance of a qualifying full-time or part-time offer (as defined above) within the reporting period.

[15] Per management's criteria, to be considered unresponsive for the purposes of this Report is defined as a student must be unresponsive to at least three direct email communications from the Career Services team, the last of which states that, should a student not respond to that communication within 48 hours, they will be considered not job-seeking due to unresponsiveness.

[16] Per management's criteria, students must fulfill requirements to remain eligible for Career Services support per Flatiron School policy, as detailed in each student's applicable Catalog. The current version of our Catalog is linked.

Job Offer Acceptance

Of 1,736 graduates who completed a Job Search Cycle, **90% accepted a job offer**[17] within the reporting period[18].

	Graduates Who Completed a Job Search Cycle	Accepted a Job Offer within Reporting Period	Did Not Disclose Employment Data	Did Not Accept a Job Offer within Reporting Period[19]
Total for All Programs	**1,736**	**90%** **(1,554)**	**0.1%** **(1)**	**10%** **(181)**
Full-Time Total	**1,197**	**91%** **(1,086)**	**0.1%** **(1)**	**9%** **(110)**
Online	583	90% (523)	0.2% (1)	10% (59)
New York City, NY Campus	270	91% (246)	0% (0)	9% (24)
Washington, DC Campus	66	89% (59)	0% (0)	11% (7)
Chicago, IL Campus	45	93% (42)	0% (0)	7% (3)
Houston, TX Campus	34	88% (30)	0% (0)	12% (4)
Austin, TX Campus	16	94% (15)	0% (0)	6% (1)
Denver, CO Campus	83	94% (78)	0% (0)	6% (5)
Colorado Springs, CO Campus	41	90% (37)	0% (0)	10% (4)
Seattle, WA Campus	32	97% (31)	0% (0)	3% (1)
San Francisco, CA Campus	27	93% (25)	0% (0)	7% (2)
Part-Time Total	**539**	**87%** **(468)**	**0%** **(0)**	**13%** **(71)**

[17] Per management's criteria, and for the purposes of this Report, a job is defined as employment or engagement as a contractor that is:
- paid, and
- at least 20 hours of work per week, and
- anticipated to be at least three months in duration at the time of job acceptance or later extended to be a total of at least three months long in duration, and
- a position in a tech-related function

[18] Per management's criteria, and for the purposes of this Report, the reporting period is defined as the period from January 1, 2021, through the date of outcomes data submission to our third-party auditors, at which point the outcomes data is locked. Outcomes data was submitted for the 2022 Jobs Report on November 4, 2022.

[19] The employment data collected and included in this Report is provided by the student. Documentation includes, but is not limited to, surveys, offer letters, coach records, and student-provided LinkedIn profiles. In cases where LinkedIn data was used, only jobs that were listed as having a duration over three months and listed as "full-time" were included in this Report. Positions reported as "full-time" on LinkedIn were determined to meet the definition of a job for the purposes of this Report, since a "full-time" role is considered to be over 20-hours per week and paid.

Of 1,736 graduates who completed a Job Search Cycle, **over 25% accepted a job offer within 30 days**.

27% 30 Days > **43%** 60 Days > **66%** 120 Days > **77%** 180 Days > **90%** Reporting Period

	Graduates Who Completed a Job Search Cycle	Time to Job Acceptance[20]				
		Within 30 Days	Within 60 Days	Within 120 Days	Within 180 Days	Within Reporting Period
Total for All Programs	**1,736**	**27% (470)**	**43% (745)**	**66% (1,139)**	**77% (1,338)**	**90% (1,554)**
Full-Time Total	**1,197**	**28% (333)**	**43% (519)**	**67% (801)**	**78% (939)**	**91% (1,086)**
Online	583	30% (172)	45% (265)	67% (391)	80% (464)	90% (523)
New York City, NY Campus	270	16% (44)	30% (82)	59% (160)	72% (194)	91% (246)
Washington, DC Campus	66	18% (12)	39% (26)	71% (47)	80% (53)	89% (59)
Chicago, IL Campus	45	36% (16)	49% (22)	67% (30)	78% (35)	93% (42)
Houston, TX Campus	34	29% (10)	47% (16)	62% (21)	71% (24)	88% (30)
Austin, TX Campus	16	50% (8)	63% (10)	88% (14)	88% (14)	94% (15)
Denver, CO Campus	83	34% (28)	43% (36)	67% (56)	86% (71)	94% (78)
Colorado Springs, CO Campus	41	56% (23)	66% (27)	85% (35)	85% (35)	90% (37)
Seattle, WA Campus	32	31% (10)	53% (17)	81% (26)	88% (28)	97% (31)
San Francisco, CA Campus	27	37% (10)	67% (18)	78% (21)	78% (21)	93% (25)
Part-Time Total	**539**	**25% (137)**	**42% (226)**	**63% (338)**	**74% (399)**	**87% (468)**

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[20] Per management's criteria, 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 the deadline specified in the Career Services Commitment acknowledged by the student at time of enrollment (60 or 90 days after graduation from the program).

Employment Details

Of 1,554 graduates who accepted offers within the reporting period, **over 80% accepted a full-time salaried role**.
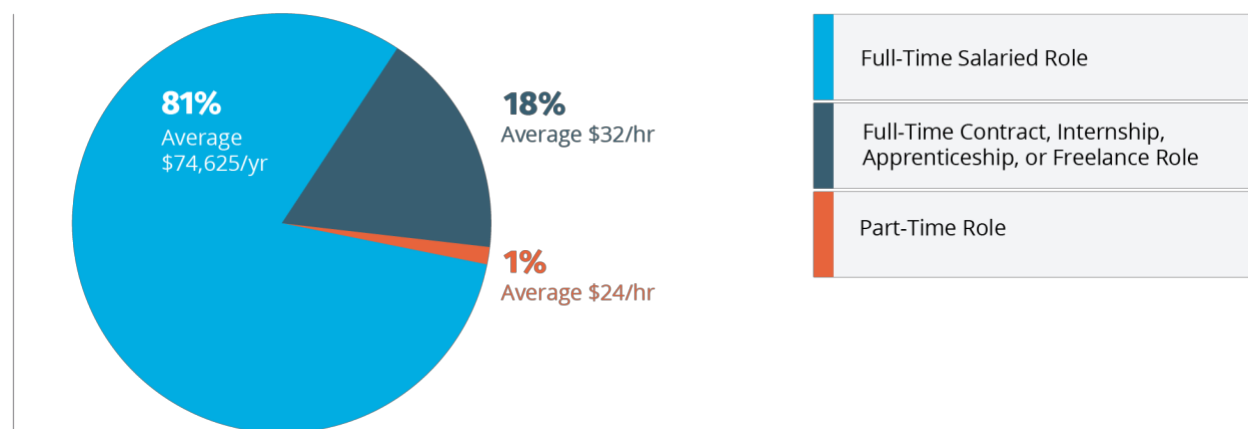
	Graduates Who Accepted Offers within Reporting Period	Accepted a Full-Time Salaried Role[21]	Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role[22]	Accepted a Part-Time Role[23]
Total for All Programs	**1,554**	**81% (1,261)**	**18% (272)**	**1% (21)**
Full-Time Total	**1,086**	**81% (881)**	**17% (188)**	**2% (17)**
Online	523	80% (419)	18% (94)	2% (10)
New York City, NY Campus	246	81% (199)	18% (44)	1% (3)
Washington, DC Campus	59	80% (47)	20% (12)	0% (0)
Chicago, IL Campus	42	88% (37)	10% (4)	2% (1)
Houston, TX Campus	30	90% (27)	10% (3)	0% (0)
Austin, TX Campus	15	93% (14)	0% (0)	7% (1)
Denver, CO Campus	78	86% (67)	13% (10)	1% (1)
Colorado Springs, CO Campus	37	78% (29)	22% (8)	0% (0)
Seattle, WA Campus	31	81% (25)	16% (5)	3% (1)
San Francisco, CA Campus	25	68% (17)	32% (8)	0% (0)
Part-Time Total	**468**	**81% (380)**	**18% (84)**	**1% (4)**

[21] Per management's criteria, a full-time salaried role is defined as paid employment consisting of at least 30 hours of work per week that does not have a set duration at which the position is understood to be completed (i.e., the anticipated employment duration is indefinite at the time of job acceptance).

[22] Per management's criteria, 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 anticipated to be at least three months in duration at the time of job acceptance or later extended to be a total of at least three months long in duration.

[23] Per management's criteria, a part-time role is defined as paid work consisting of at least 20 but less than 30 hours of work per week that is anticipated to be at least three months in duration at the time of job acceptance or later extended to be a total of at least three months long in duration.

For graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation[24], **the average starting salary was over $74,000**.

	Graduates Who Accepted Offers within Reporting Period	Compensation Data Available	Compensation Data Not Available
Total for All Programs	**1,554**	**87% (1,349)**	**13% (205)**
Full-Time Total	**1,086**	**86% (938)**	**14% (148)**
Online	523	87% (457)	13% (66)
New York City, NY Campus	246	83% (204)	17% (42)
Washington, DC Campus	59	88% (52)	12% (7)
Chicago, IL Campus	42	90% (38)	10% (4)
Houston, TX Campus	30	87% (26)	13% (4)
Austin, TX Campus	15	100% (15)	0% (0)
Denver, CO Campus	78	91% (71)	9% (7)
Colorado Springs, CO Campus	37	70% (26)	30% (11)
Seattle, WA Campus	31	87% (27)	13% (4)
San Francisco, CA Campus	25	88% (22)	12% (3)
Part-Time Total	**468**	**88% (411)**	**12% (57)**

	Average Starting Salary for a Full-Time Salaried Role[25]	Average Hourly Pay for a Full-Time Contract, Internship, Apprenticeship, or Freelance Role[26]	Average Hourly Pay for a Part-Time Role
Total for All Programs	**$74,625**	**$32**	**$24**
Full-Time Total	**$74,951**	**$33**	**$25**
Online	$73,063	$34	$21
New York City, NY Campus	$80,607	$31	$33
Washington, DC Campus	$75,847	$31	N/A
Chicago, IL Campus	$68,801	$32	N/A
Houston, TX Campus	$66,602	$22	N/A
Austin, TX Campus	$78,952	N/A	$25
Denver, CO Campus	$74,746	$32	$25
Colorado Springs, CO Campus	$75,522	$35	N/A
Seattle, WA Campus	$77,851	$38	$30
San Francisco, CA Campus	$76,915	$30	N/A
Part-Time Total	**$73,888**	**$29**	**$23**

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[24] Throughout this Report, any compensation reported in USD may include wages converted from other currencies into USD. For the purposes of calculating the total average compensation in this Report across all students who accepted jobs within the reporting period and for whom data was available, any wages reported in other currencies were converted to USD using the conversion rate on the date of job acceptance.

[25] For Full-Time Salaried roles, rates reported as other than an annual basis were converted to an annual rate based on a 2,080-hour work year.

[26] For Full-Time Contract, Internship, Apprenticeships, or Freelance roles and Part-Time roles, rates reported as other than an hourly basis were converted to an hourly rate based on a 2,000-hour work year.

For graduates who accepted roles within the reporting period and disclosed their compensation:

- The median starting salary for a full-time salaried role was $72,000.
- The median pay for a full-time contract, internship, apprenticeship, or freelance role was $30 per hour.
- The median pay for a part-time role was $25 per hour.

Of 1,554 graduates who accepted offers within the reporting period, **over 60% were in Engineering**.
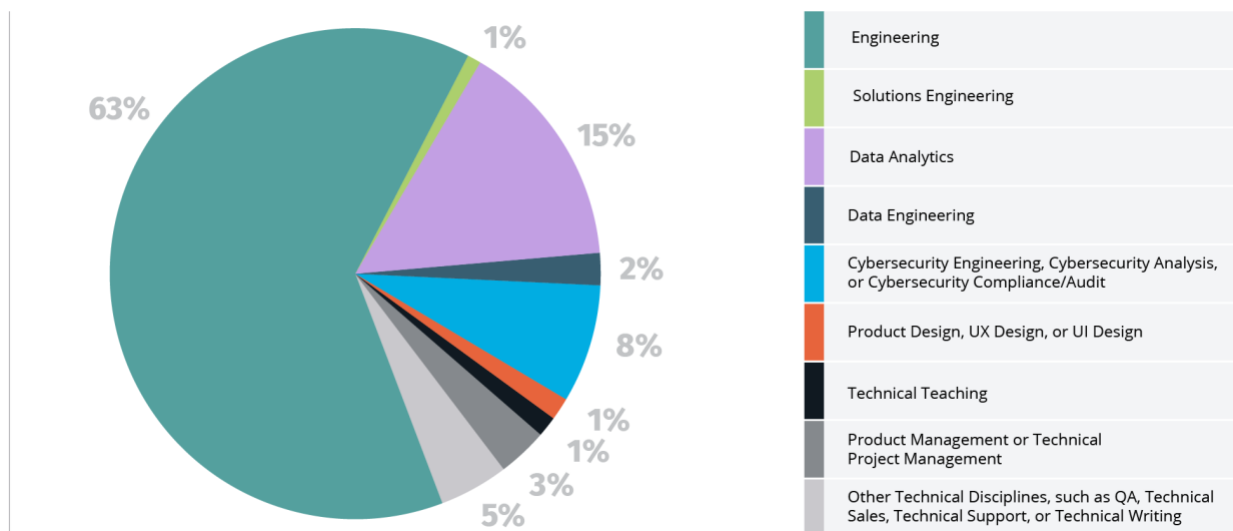
	All Programs	Full-Time Program	Part-Time Program
Total Graduates Who Accepted Offers within Reporting Period	**1,554**	**1,086**	**468**
Engineering	63% (985)	62% (677)	66% (308)
Solutions Engineering	1% (14)	1% (7)	2% (7)
Data Analytics	15% (235)	15% (168)	14% (67)
Data Engineering	2% (33)	2% (26)	2% (7)
Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit	8% (121)	9% (100)	4% (21)
Product Design, UX Design, or UI Design	1% (23)	0.2% (2)	4% (21)
Technical Teaching	1% (21)	1% (13)	2% (8)
Product Management or Technical Project Management	3% (51)	4% (38)	3% (13)
Other Technical Disciplines, such as QA, Technical Sales, Technical Support, or Technical Writing	5% (71)	5% (55)	3% (16)

Of 1,554 graduates who accepted offers within the reporting period, **over 50% accepted jobs at large companies**.

19%	27%	53%
Small Companies (≤50 Employees)	Medium Companies (51-500 Employees)	Large Companies (>500 Employees)

	Graduates Who Accepted Offers within Reporting Period	Accepted Jobs at Small Companies (≤50 Employees)	Accepted Jobs at Medium Companies (51-500 Employees)	Accepted Jobs at Large Companies (>500 Employees)
Total for All Programs	**1,554**	**19% (300)**	**27% (425)**	**53% (829)**
Full-Time Total	**1,086**	**20% (219)**	**26% (284)**	**54% (583)**
Online	523	18% (92)	26% (137)	56% (294)
New York City, NY Campus	246	24% (60)	26% (63)	50% (123)
Washington, DC Campus	59	20% (12)	36% (21)	44% (26)
Chicago, IL Campus	42	17% (7)	24% (10)	60% (25)
Houston, TX Campus	30	10% (3)	7% (2)	83% (25)
Austin, TX Campus	15	13% (2)	27% (4)	60% (9)
Denver, CO Campus	78	33% (26)	28% (22)	38% (30)
Colorado Springs, CO Campus	37	14% (5)	27% (10)	59% (22)
Seattle, WA Campus	31	26% (8)	19% (6)	55% (17)
San Francisco, CA Campus	25	16% (4)	36% (9)	48% (12)
Part-Time Total	**468**	**17% (81)**	**30% (141)**	**53% (246)**

Of 1,554 graduates who accepted offers within the reporting period, 14 (1%) accepted jobs at Flatiron School.

- 13 were in Technical Teaching.
- 1 was in Engineering.

Employment Results by Gender

Job Seekers by Gender

The breakdown by gender of graduates who completed a Job Search Cycle was:

	Graduates	Completed a Job Search Cycle	Defined as Not Job-Seeking
Female	685	79% (540)	21% (145)
Male	1,555	75% (1,162)	25% (393)
Gender Nonconforming, Transgender, Non-Binary, or other	41	83% (34)	17% (7)
Data was not available or chose not to disclose their gender identity	0	N/A	N/A

Job Offer Acceptance by Gender

The breakdown by gender of graduates who completed a Job Search Cycle and accepted a job offer within the reporting period was:

	Graduates Who Completed a Job Search Cycle	Accepted a Job Offer within Reporting Period	Did Not Disclose Employment Data	Did Not Accept a Job Offer within Reporting Period
Female	540	91% (493)	0% (0)	9% (47)
Male	1,162	89% (1,029)	0.1% (1)	11% (132)
Gender Nonconforming, Transgender, Non-Binary, or other	34	94% (32)	0% (0)	6% (2)

Employment Details by Gender

The breakdown by gender of job structure for accepted offers was:

	Graduates Who Accepted Offers within Reporting Period	Accepted a Full-Time Salaried Role	Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Accepted a Part-Time Role
Female	493	79% (390)	20% (98)	1% (5)
Male	1,029	82% (845)	16% (169)	1% (15)
Gender Nonconforming, Transgender, Non-Binary, or other	32	81% (26)	16% (5)	3% (1)

The breakdown by gender of compensation data for accepted offers was:

	Graduates Who Accepted Offers within Reporting Period	Compensation Data Available	Compensation Data Not Available
Female	493	89% (441)	11% (52)
Male	1,029	86% (883)	14% (146)
Gender Nonconforming, Transgender, Non-Binary, or other	32	78% (25)	22% (7)

	Average Starting Salary for a Full-Time Salaried Role	Average Hourly Pay for a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Average Hourly Pay for a Part-Time Role
Female	$77,596	$32	$26
Male	$73,234	$32	$23
Gender Nonconforming, Transgender, Non-Binary, or other	$74,074	$32	$30

Employment Results for Software Engineering

As outlined in the Graduation Results, of 2,281 total graduates included in this Report, 1,556 (68%) were graduates of the Software Engineering program, both Full-Time and Part-Time.

Software Engineering Job Seekers

Of 1,556 Software Engineering graduates, over 75% completed a Job Search Cycle.

	Software Engineering Graduates	Completed a Job Search Cycle	Defined as Not Job-Seeking
Total for Software Engineering	**1,556**	**77% (1,195)**	**23% (361)**
Full-Time Total	**1,040**	**78% (806)**	**23% (234)**
Online	456	78% (356)	22% (100)
New York City, NY Campus	229	81% (185)	19% (44)
Washington, DC Campus	65	74% (48)	26% (17)
Chicago, IL Campus	56	75% (42)	25% (14)
Houston, TX Campus	48	71% (34)	29% (14)
Austin, TX Campus	21	76% (16)	24% (5)
Denver, CO Campus	88	84% (74)	16% (14)
Colorado Springs, CO Campus	0	N/A	N/A
Seattle, WA Campus	42	67% (28)	33% (14)
San Francisco, CA Campus	35	66% (23)	34% (12)
Part-Time Total	**516**	**75% (389)**	**25% (127)**

Of the 361 Software Engineering graduates who were defined as not job-seeking:

- 5 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus and did not report accepting a qualifying job offer.
- 18 chose to pursue further education programs, such as Bachelor's or Master's degrees.
- 13 chose to pursue non-qualifying roles and opted out of Career Services.
- 5 chose to pursue entrepreneurship.
- 59 accepted non-qualifying roles and chose to stop job-seeking.
- 26 were not job-seeking for personal reasons.
- 39 opted out from receiving Career Services support.
- 161 were unresponsive to outreach from our Career Services team.
- 35 were not eligible for Career Services support due to a failure to fulfill the requirements.

Software Engineering Job Offer Acceptance

Of 1,195 Software Engineering graduates who completed a Job Search Cycle, **over 85% accepted a job offer** within the reporting period.

	Software Engineering Graduates Who Completed a Job Search Cycle	Accepted a Job Offer within Reporting Period	Did Not Disclose Employment Data	Did Not Accept a Job Offer within Reporting Period
Total for Software Engineering	**1,195**	**89% (1,064)**	**0% (0)**	**11% (131)**
Full-Time Total	**806**	**90% (726)**	**0% (0)**	**10% (80)**
Online	356	88% (313)	0% (0)	12% (43)
New York City, NY Campus	185	91% (168)	0% (0)	9% (17)
Washington, DC Campus	48	90% (43)	0% (0)	10% (5)
Chicago, IL Campus	42	93% (39)	0% (0)	7% (3)
Houston, TX Campus	34	88% (30)	0% (0)	12% (4)
Austin, TX Campus	16	94% (15)	0% (0)	6% (1)
Denver, CO Campus	74	95% (70)	0% (0)	5% (4)
Seattle, WA Campus	28	96% (27)	0% (0)	4% (1)
San Francisco, CA Campus	23	91% (21)	0% (0)	9% (2)
Part-Time Total	**389**	**87% (338)**	**0% (0)**	**13% (51)**

Of 1,195 Software Engineering graduates who completed a Job Search Cycle, **25% accepted a job offer within 30 days.**

25% > **41%** > **63%** > **76%** > **89%**
30 Days   60 Days   120 Days   180 Days   Reporting Period

	Software Engineering Graduates Who Completed a Job Search Cycle	Time to Job Acceptance				
		Within 30 Days	Within 60 Days	Within 120 Days	Within 180 Days	Within Reporting Period
Total for Software Engineering	**1,195**	**25% (297)**	**41% (489)**	**63% (757)**	**76% (912)**	**89% (1,064)**
Full-Time Total	**806**	**25% (201)**	**41% (328)**	**64% (516)**	**77% (621)**	**90% (726)**
Online	356	26% (92)	42% (151)	63% (226)	78% (279)	88% (313)
New York City, NY Campus	185	15% (28)	28% (52)	57% (105)	69% (128)	91% (168)
Washington, DC Campus	48	17% (8)	40% (19)	71% (34)	81% (39)	90% (43)
Chicago, IL Campus	42	31% (13)	45% (19)	64% (27)	76% (32)	93% (39)
Houston, TX Campus	34	29% (10)	47% (16)	62% (21)	71% (24)	88% (30)
Austin, TX Campus	16	50% (8)	63% (10)	88% (14)	88% (14)	94% (15)
Denver, CO Campus	74	34% (25)	42% (31)	66% (49)	85% (63)	95% (70)
Seattle, WA Campus	28	29% (8)	54% (15)	79% (22)	86% (24)	96% (27)
San Francisco, CA Campus	23	39% (9)	65% (15)	78% (18)	78% (18)	91% (21)
Part-Time Total	**389**	**25% (96)**	**41% (161)**	**62% (241)**	**75% (291)**	**87% (338)**

Software Engineering Employment Details

Of 1,064 Software Engineering graduates who accepted offers within the reporting period, **over 80% accepted a full-time salaried role**.
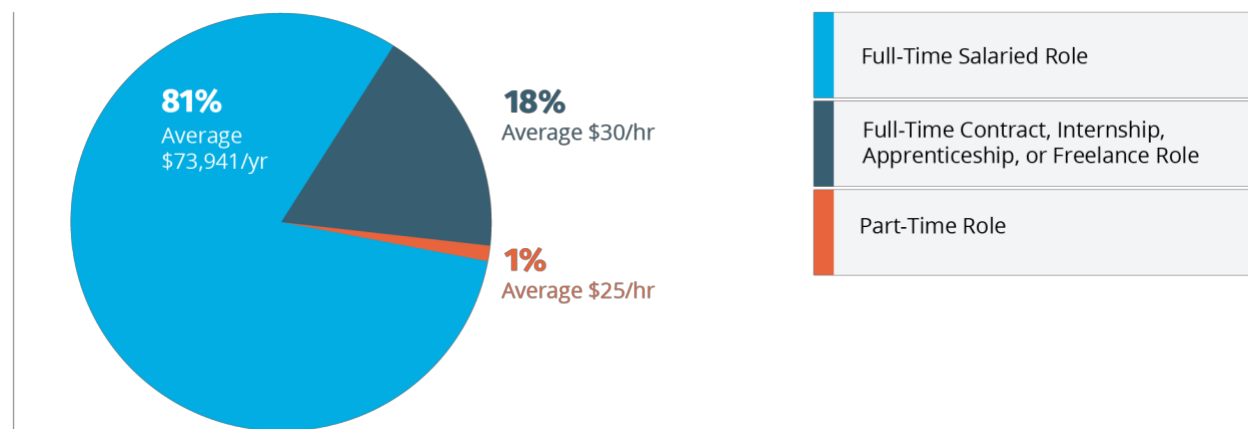
| Full-Time Salaried Role |
| Full-Time Contract, Internship, Apprenticeship, or Freelance Role |
| Part-Time Role |

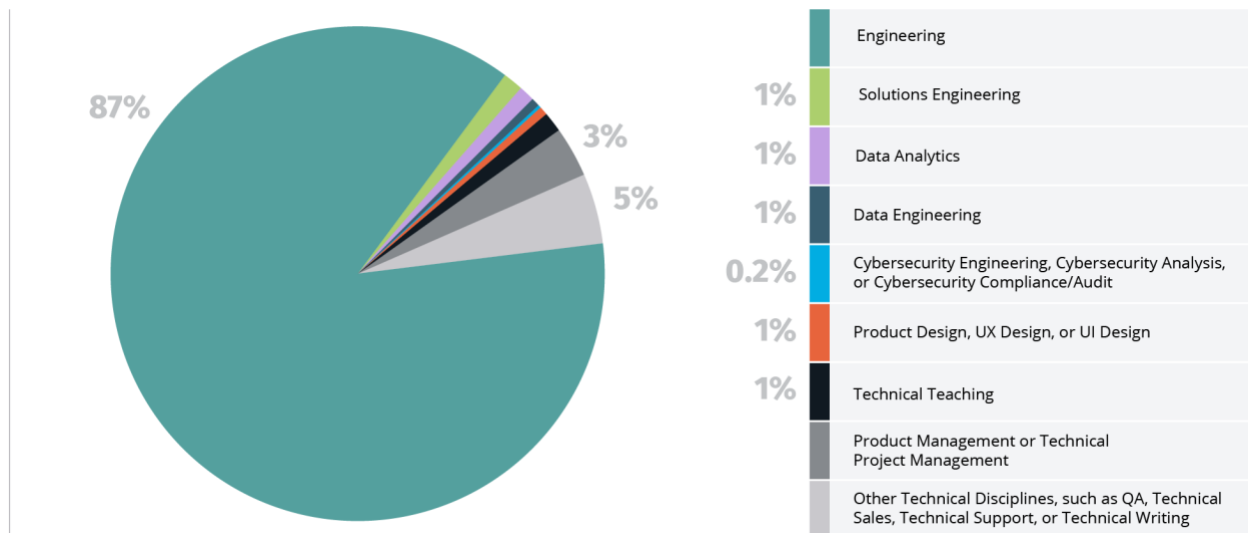|	Software Engineering Graduates Who Accepted Offers within Reporting Period	Accepted a Full-Time Salaried Role	Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Accepted a Part-Time Role
Total for Software Engineering	**1,064**	**81% (862)**	**18% (189)**	**1% (13)**
Full-Time Total	**726**	**82% (592)**	**17% (123)**	**2% (11)**
Online	313	79% (246)	19% (61)	2% (6)
New York City, NY Campus	168	82% (137)	17% (29)	1% (2)
Washington, DC Campus	43	81% (35)	19% (8)	0% (0)
Chicago, IL Campus	39	90% (35)	10% (4)	0% (0)
Houston, TX Campus	30	90% (27)	10% (3)	0% (0)
Austin, TX Campus	15	93% (14)	0% (0)	7% (1)
Denver, CO Campus	70	89% (62)	10% (7)	1% (1)
Seattle, WA Campus	27	81% (22)	15% (4)	4% (1)
San Francisco, CA Campus	21	67% (14)	33% (7)	0% (0)
Part-Time Total	**338**	**80% (270)**	**20% (66)**	**1% (2)**

For Software Engineering graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation, **the average starting salary was over $73,000**.

	Software Engineering Graduates Who Accepted Offers within Reporting Period	Compensation Data Available	Compensation Data Not Available
Total for Software Engineering	**1,064**	**88% (933)**	**12% (131)**
Full-Time Total	**726**	**87% (634)**	**13% (92)**
Online	313	88% (274)	12% (39)
New York City, NY Campus	168	82% (138)	18% (30)
Washington, DC Campus	43	88% (38)	12% (5)
Chicago, IL Campus	39	92% (36)	8% (3)
Houston, TX Campus	30	87% (26)	13% (4)
Austin, TX Campus	15	100% (15)	0% (0)
Denver, CO Campus	70	91% (64)	9% (6)
Seattle, WA Campus	27	89% (24)	11% (3)
San Francisco, CA Campus	21	90% (19)	10% (2)
Part-Time Total	**338**	**88% (299)**	**12% (39)**

	Average Starting Salary for a Full-Time Salaried Role	Average Hourly Pay for a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Average Hourly Pay for a Part-Time Role
Total for Software Engineering	**$73,941**	**$30**	**$25**
Full-Time Total	**$74,968**	**$30**	**$26**
Online	$72,510	$29	$21
New York City, NY Campus	$82,595	$31	$35
Washington, DC Campus	$73,862	$32	N/A
Chicago, IL Campus	$68,991	$32	N/A
Houston, TX Campus	$66,602	$22	N/A
Austin, TX Campus	$78,952	N/A	$25
Denver, CO Campus	$75,563	$32	$25
Seattle, WA Campus	$75,697	$38	$30
San Francisco, CA Campus	$76,588	$30	N/A
Part-Time Total	**$71,765**	**$28**	**$23**

Of 1,064 Software Engineering graduates who accepted offers within the reporting period, **over 85% were in Engineering**.

	All Software Engineering Programs	Full-Time Program	Part-Time Program
Total Software Engineering Graduates Who Accepted Offers within Reporting Period	**1,064**	**726**	**338**
Engineering	87% (927)	87% (631)	88% (296)
Solutions Engineering	1% (14)	1% (7)	2% (7)
Data Analytics	1% (11)	1% (9)	1% (2)
Data Engineering	1% (6)	1% (4)	1% (2)
Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit	0.2% (2)	0.1% (1)	0.3% (1)
Product Design, UX Design, or UI Design	1% (6)	0.3% (2)	1% (4)
Technical Teaching	1% (14)	1% (8)	2% (6)
Product Management or Technical Project Management	3% (35)	4% (26)	3% (9)
Other Technical Disciplines, such as QA, Technical Sales, Technical Support, or Technical Writing	5% (49)	5% (38)	3% (11)

Of 1,064 Software Engineering graduates who accepted offers within the reporting period, **over 50% accepted jobs at large companies**.

22%	27%	52%
Small Companies (≤50 Employees)	Medium Companies (51-500 Employees)	Large Companies (>500 Employees)
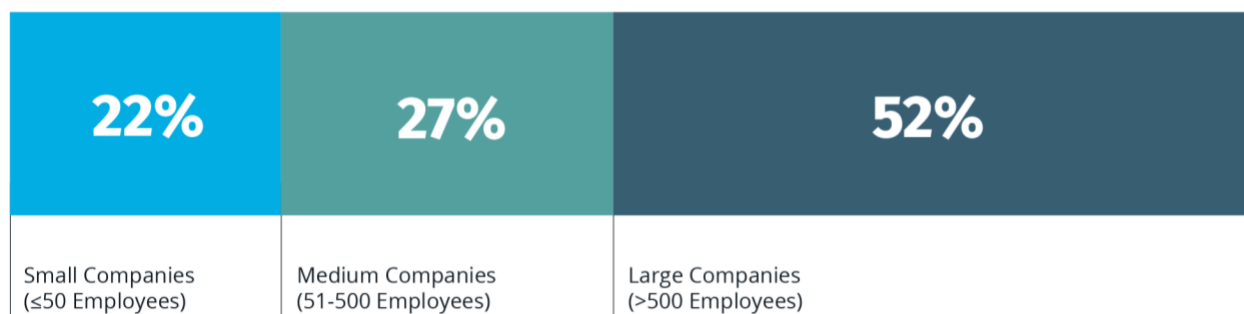
	Software Engineering Graduates Who Accepted Offers within Reporting Period	Accepted Jobs at Small Companies (≤50 Employees)	Accepted Jobs at Medium Companies (51-500 Employees)	Accepted Jobs at Large Companies (>500 Employees)
Total for Software Engineering	**1,064**	**22% (230)**	**27% (283)**	**52% (551)**
Full-Time Total	**726**	**24% (171)**	**26% (186)**	**51% (369)**
Online	313	24% (74)	24% (75)	52% (164)
New York City, NY Campus	168	26% (43)	29% (48)	46% (77)
Washington, DC Campus	43	23% (10)	35% (15)	42% (18)
Chicago, IL Campus	39	15% (6)	26% (10)	59% (23)
Houston, TX Campus	30	10% (3)	7% (2)	83% (25)
Austin, TX Campus	15	13% (2)	27% (4)	60% (9)
Denver, CO Campus	70	34% (24)	29% (20)	37% (26)
Seattle, WA Campus	27	22% (6)	19% (5)	59% (16)
San Francisco, CA Campus	21	14% (3)	33% (7)	52% (11)
Part-Time Total	**338**	**17% (59)**	**29% (97)**	**54% (182)**

Of 1,064 Software Engineering graduates who accepted offers within the reporting period, 9 (1%) accepted jobs at Flatiron School.

- 8 were in Technical Teaching.
- 1 was in Engineering.

Employment Results for Data Science

As outlined in the Graduation Results, of 2,281 total graduates included in this Report, 419 (18%) were graduates of the Data Science program, both Full-Time and Part-Time.

Data Science Job Seekers

Of 419 Data Science graduates, over 75% completed a Job Search Cycle[27].

	Data Science Graduates	Completed a Job Search Cycle	Defined as Not Job-Seeking
Total for Data Science	**419**	**79% (330)**	**21% (89)**
Full-Time Total*	**289**	**81% (235)**	**19% (54)**
Online	188	83% (156)	17% (32)
New York City, NY Campus	72	78% (56)	22% (16)
Washington, DC Campus	14	86% (12)	14% (2)
Houston, TX Campus	0	N/A	N/A
Austin, TX Campus	0	N/A	N/A
Denver, CO Campus	0	N/A	N/A
Colorado Springs, CO Campus	0	N/A	N/A
Part-Time Total	**130**	**73% (95)**	**27% (35)**

Of the 89 Data Science graduates who were defined as not job-seeking:

- 2 were not authorized to work or were not available for employment in countries where Flatiron School has a physical campus and did not report accepting a qualifying job offer.
- 5 chose to pursue further education programs, such as Bachelor's or Master's degrees.
- 2 chose to pursue non-qualifying roles and opted out of Career Services.
- 4 chose to pursue entrepreneurship.
- 11 accepted non-qualifying roles and chose to stop job-seeking.
- 12 were not job-seeking for personal reasons.
- 15 opted out from receiving Career Services support.
- 27 were unresponsive to outreach from our Career Services team.
- 11 were not eligible for Career Services support due to a failure to fulfill the requirements.

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[27] Due to population segment size, the job outcomes data for Data Science Chicago, IL; Seattle, WA; and San Francisco, CA Campus graduates have been included within the aggregate data set; however, individual location breakdowns will not be provided to protect each student's privacy. Tables which omit individual location breakdowns for Chicago, IL; Seattle, WA; and San Francisco, CA Campuses are marked with an asterisk (*).

Data Science Job Offer Acceptance

Of 330 Data Science graduates who completed a Job Search Cycle, **over 95% accepted a job offer** within the reporting period.

	Data Science Graduates Who Completed a Job Search Cycle	Accepted a Job Offer within Reporting Period	Did Not Disclose Employment Data	Did Not Accept a Job Offer within Reporting Period
Total for Data Science	**330**	**96% (317)**	**0.3% (1)**	**4% (12)**
Full-Time Total*	**235**	**98% (230)**	**0.4% (1)**	**2% (4)**
Online	156	98% (153)	1% (1)	1% (2)
New York City, NY Campus	56	96% (54)	0% (0)	4% (2)
Washington, DC Campus	12	100% (12)	0% (0)	0% (0)
Part-Time Total	**95**	**92% (87)**	**0% (0)**	**8% (8)**

Of 330 Data Science graduates who completed a Job Search Cycle, **over 30% accepted a job offer within 30 days.**

34%	52%	77%	85%	96%
30 Days	60 Days	120 Days	180 Days	Reporting Period

	Data Science Graduates Who Completed a Job Search Cycle	Time to Job Acceptance				
		Within 30 Days	Within 60 Days	Within 120 Days	Within 180 Days	Within Reporting Period
Total for Data Science	**330**	**34% (113)**	**52% (172)**	**77% (255)**	**85% (281)**	**96% (317)**
Full-Time Total*	**235**	**34% (81)**	**52% (123)**	**78% (184)**	**87% (204)**	**98% (230)**
Online	156	38% (60)	57% (89)	81% (126)	88% (137)	98% (153)
New York City, NY Campus	56	21% (12)	38% (21)	68% (38)	82% (46)	96% (54)
Washington, DC Campus	12	25% (3)	42% (5)	83% (10)	92% (11)	100% (12)
Part-Time Total	**95**	**34% (32)**	**52% (49)**	**75% (71)**	**81% (77)**	**92% (87)**

Data Science Employment Details

Of 317 Data Science graduates who accepted offers within the reporting period, **85% accepted a full-time salaried role**.
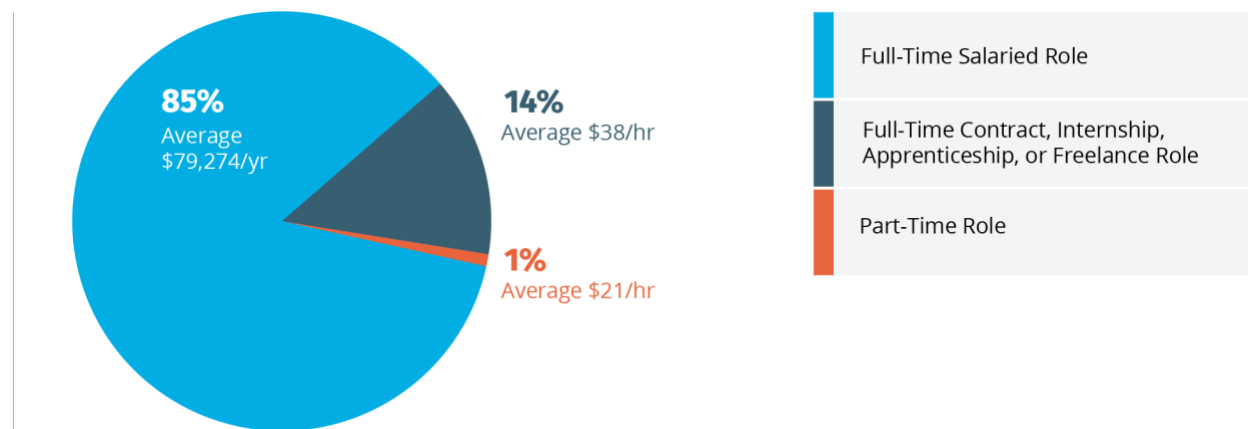
	Data Science Graduates Who Accepted Offers within Reporting Period	Accepted a Full-Time Salaried Role	Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Accepted a Part-Time Role
Total for Data Science	**317**	**85% (270)**	**14% (44)**	**1% (3)**
Full-Time Total*	**230**	**84% (194)**	**15% (34)**	**1% (2)**
Online	153	84% (128)	16% (24)	1% (1)
New York City, NY Campus	54	89% (48)	11% (6)	0% (0)
Washington, DC Campus	12	83% (10)	17% (2)	0% (0)
Part-Time Total	**87**	**87% (76)**	**12% (10)**	**1% (1)**

For Data Science graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation, **the average starting salary was over $79,000**.

	Data Science Graduates Who Accepted Offers within Reporting Period	Compensation Data Available	Compensation Data Not Available
Total for Data Science	**317**	**88% (280)**	**12% (37)**
Full-Time Total*	**230**	**88% (203)**	**12% (27)**
Online	153	90% (137)	10% (16)
New York City, NY Campus	54	89% (48)	11% (6)
Washington, DC Campus	12	83% (10)	17% (2)
Part-Time Total	**87**	**89% (77)**	**11% (10)**

	Average Starting Salary for a Full-Time Salaried Role	Average Hourly Pay for a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Average Hourly Pay for a Part-Time Role
Total for Data Science	**$79,274**	**$38**	**$21**
Full-Time Total*	**$77,683**	**$42**	**$30**
Online	$77,350	$47	$30
New York City, NY Campus	$77,965	$30	N/A
Washington, DC Campus	$78,500	$25	N/A
Part-Time Total	**$83,420**	**$28**	**$11**

Of 317 Data Science graduates who accepted offers within the reporting period, **70% were in Data Analytics**.

Color	Legend
■	Engineering
■	Solutions Engineering
■	Data Analytics
■	Data Engineering
■	Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit
■	Product Design, UX Design, or UI Design
■	Technical Teaching
■	Product Management or Technical Project Management
■	Other Technical Disciplines, such as QA, Technical Sales, Technical Support, or Technical Writing

	All Data Science Programs	Full-Time Program	Part-Time Program
Total Data Science Graduates Who Accepted Offers within Reporting Period	**317**	**230**	**87**
Engineering	15% (46)	15% (35)	13% (11)
Solutions Engineering	0% (0)	0% (0)	0% (0)
Data Analytics	70% (223)	69% (158)	75% (65)
Data Engineering	9% (27)	10% (22)	6% (5)
Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit	0% (0)	0% (0)	0% (0)
Product Design, UX Design, or UI Design	0% (0)	0% (0)	0% (0)
Technical Teaching	1% (3)	0.4% (1)	2% (2)
Product Management or Technical Project Management	3% (10)	3% (8)	2% (2)
Other Technical Disciplines, such as QA, Technical Sales, Technical Support, or Technical Writing	3% (8)	3% (6)	2% (2)

Of 317 Data Science graduates who accepted offers within the reporting period, **over 55% accepted jobs at large companies**.

14%	29%	57%
Small Companies (≤50 Employees)	Medium Companies (51-500 Employees)	Large Companies (>500 Employees)
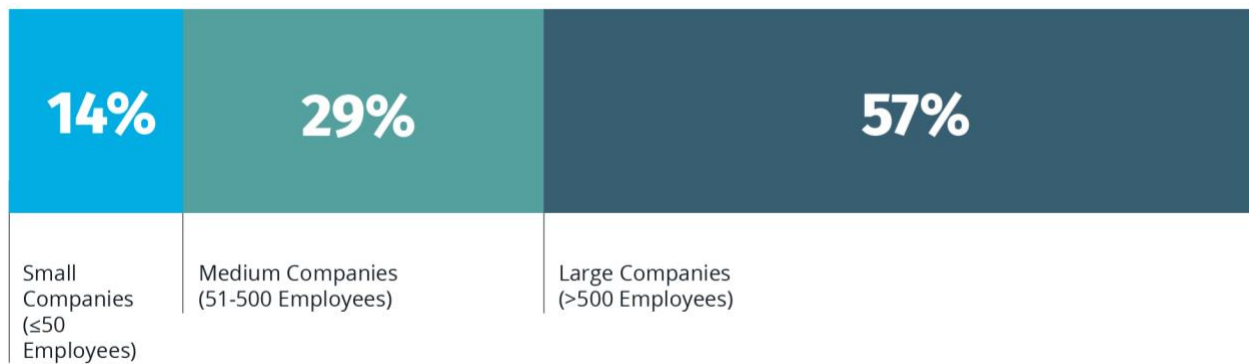
	Data Science Graduates Who Accepted Offers within Reporting Period	Accepted Jobs at Small Companies (≤50 Employees)	Accepted Jobs at Medium Companies (51-500 Employees)	Accepted Jobs at Large Companies (>500 Employees)
Total for Data Science	**317**	**14% (43)**	**29% (92)**	**57% (182)**
Full-Time Total*	**230**	**14% (32)**	**27% (61)**	**60% (137)**
Online	153	9% (14)	29% (44)	62% (95)
New York City, NY Campus	54	24% (13)	17% (9)	59% (32)
Washington, DC Campus	12	8% (1)	42% (5)	50% (6)
Part-Time Total	**87**	**13% (11)**	**36% (31)**	**52% (45)**

Of 317 Data Science graduates who accepted offers within the reporting period, 2 (1%) accepted jobs at Flatiron School. All of them were in Technical Teaching.

Employment Results for Cybersecurity

As outlined in the Graduation Results, of 2,281 total graduates included in this Report, 273 (12%) were graduates of the Cybersecurity program, both Full-Time and Part-Time.

Cybersecurity Job Seekers

Of 273 Cybersecurity graduates, over 65% completed a Job Search Cycle[28].

	Cybersecurity Graduates	Completed a Job Search Cycle	Defined as Not Job-Seeking
Total for Cybersecurity	**273**	**69% (187)**	**32% (86)**
Full-Time Total**	**219**	**71% (156)**	**29% (63)**
Online	94	76% (71)	24% (23)
New York City, NY Campus	39	74% (29)	26% (10)
Chicago, IL Campus	0	N/A	N/A
Houston, TX Campus	0	N/A	N/A
Austin, TX Campus	0	N/A	N/A
Denver, CO Campus	13	69% (9)	31% (4)
Colorado Springs, CO Campus	62	66% (41)	34% (21)
Seattle, WA Campus	0	N/A	N/A
San Francisco, CA Campus	0	N/A	N/A
Part-Time Total	**54**	**57% (31)**	**43% (23)**

Of the 86 Cybersecurity graduates who were defined as not job-seeking:

- 5 chose to pursue further education programs, such as Bachelor's or Master's degrees.
- 1 chose to pursue non-qualifying roles and opted out of Career Services.
- 1 chose to pursue entrepreneurship.
- 9 accepted non-qualifying roles and chose to stop job-seeking.
- 5 were not job-seeking for personal reasons.
- 5 opted out from receiving Career Services support.
- 2 became active in military service and chose to stop job-seeking.
- 55 were unresponsive to outreach from our Career Services team.
- 3 were not eligible for Career Services support due to a failure to fulfill the requirements.

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[28] Due to population segment size, the job outcomes data for Cybersecurity Washington, DC Campus graduates have been included within the aggregate data set; however, individual location breakdowns will not be provided to protect each student's privacy. Tables which omit individual location breakdowns for Washington, DC Campus are marked with two asterisks (**).

Cybersecurity Job Offer Acceptance

Of 187 Cybersecurity graduates who completed a Job Search Cycle, **over 80% accepted a job offer** within the reporting period.

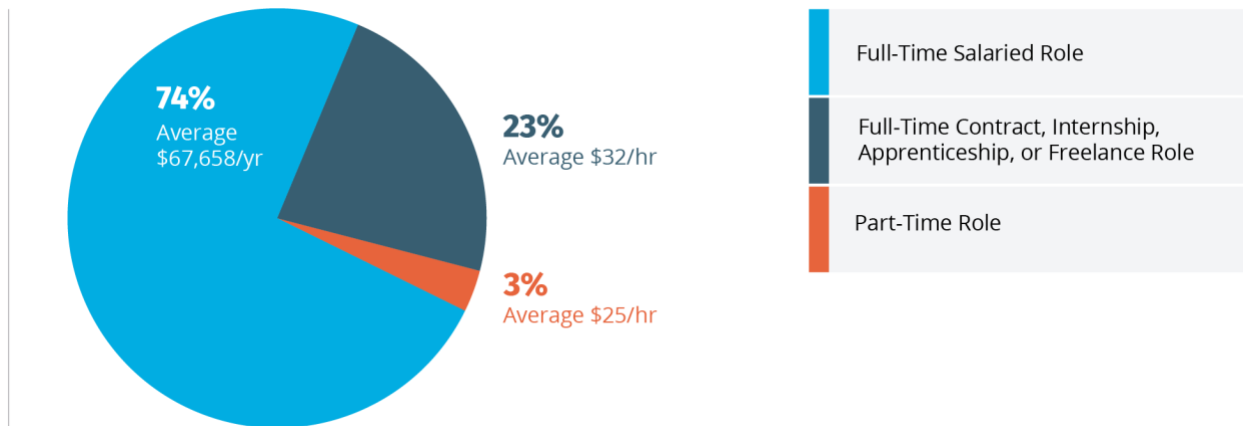|	Cybersecurity Graduates Who Completed a Job Search Cycle	Accepted a Job Offer within Reporting Period	Did Not Disclose Employment Data	Did Not Accept a Job Offer within Reporting Period
Total for Cybersecurity	**187**	**82% (154)**	**0% (0)**	**18% (33)**
Full-Time Total**	**156**	**83% (130)**	**0% (0)**	**17% (26)**
Online	71	80% (57)	0% (0)	20% (14)
New York City, NY Campus	29	83% (24)	0% (0)	17% (5)
Denver, CO Campus	9	89% (8)	0% (0)	11% (1)
Colorado Springs, CO Campus	41	90% (37)	0% (0)	10% (4)
Part-Time Total	**31**	**77% (24)**	**0% (0)**	**23% (7)**

Of 187 Cybersecurity graduates who completed a Job Search Cycle, **over 30% accepted a job offer within 30 days.**

31% 30 Days > **43%** 60 Days > **63%** 120 Days > **71%** 180 Days > **82%** Reporting Period

	Cybersecurity Graduates Who Completed a Job Search Cycle	Time to Job Acceptance				
		Within 30 Days	Within 60 Days	Within 120 Days	Within 180 Days	Within Reporting Period
Total for Cybersecurity	**187**	**31% (58)**	**43% (80)**	**63% (118)**	**71% (133)**	**82% (154)**
Full-Time Total**	**156**	**33% (51)**	**44% (68)**	**65% (101)**	**73% (114)**	**83% (130)**
Online	71	28% (20)	35% (25)	55% (39)	68% (48)	80% (57)
New York City, NY Campus	29	14% (4)	31% (9)	59% (17)	69% (20)	83% (24)
Denver, CO Campus	9	33% (3)	56% (5)	78% (7)	89% (8)	89% (8)
Colorado Springs, CO Campus	41	56% (23)	66% (27)	85% (35)	85% (35)	90% (37)
Part-Time Total	**31**	**23% (7)**	**39% (12)**	**55% (17)**	**61% (19)**	**77% (24)**

Cybersecurity Employment Details

Of 154 Cybersecurity graduates who accepted offers within the reporting period, **over 70% accepted a full-time salaried role**.

74%
Average $67,658/yr

23%
Average $32/hr

3%
Average $25/hr

	Full-Time Salaried Role
	Full-Time Contract, Internship, Apprenticeship, or Freelance Role
	Part-Time Role

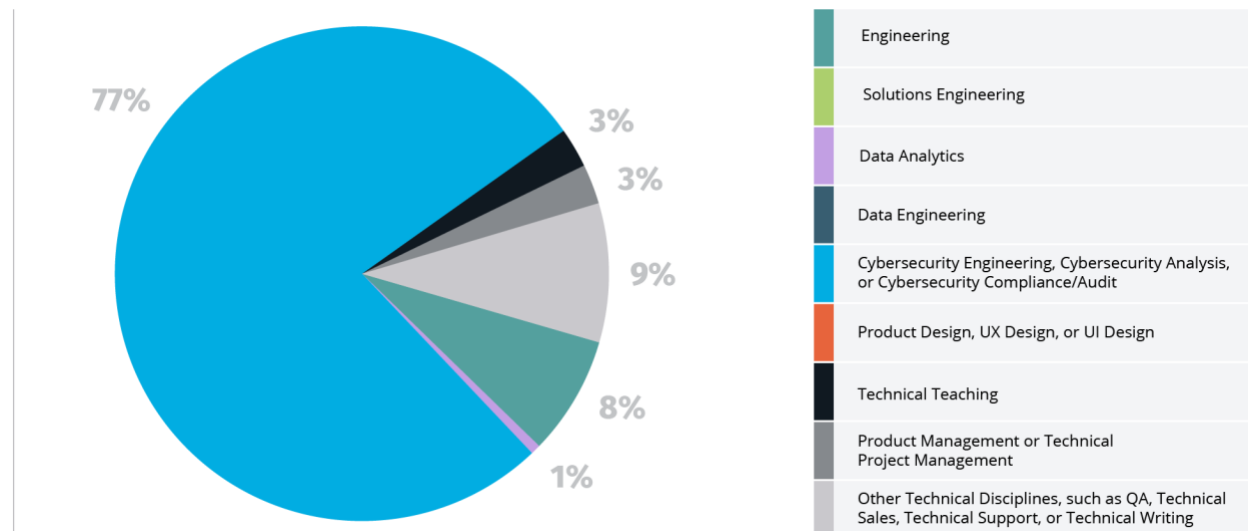|	Cybersecurity Graduates Who Accepted Offers within Reporting Period	Accepted a Full-Time Salaried Role	Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Accepted a Part-Time Role
Total for Cybersecurity	**154**	**74%** **(114)**	**23%** **(35)**	**3%** **(5)**
Full-Time Total**	**130**	**73%** **(95)**	**24%** **(31)**	**3%** **(4)**
Online	57	79% (45)	16% (9)	5% (3)
New York City, NY Campus	24	58% (14)	38% (9)	4% (1)
Denver, CO Campus	8	63% (5)	38% (3)	0% (0)
Colorado Springs, CO Campus	37	78% (29)	22% (8)	0% (0)
Part-Time Total	**24**	**79%** **(19)**	**17%** **(4)**	**4%** **(1)**

For Cybersecurity graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation, **the average starting salary was over $67,000**.

	Cybersecurity Graduates Who Accepted Offers within Reporting Period	Compensation Data Available	Compensation Data Not Available
Total for Cybersecurity	**154**	**78% (120)**	**22% (34)**
Full-Time Total**	**130**	**78% (101)**	**22% (29)**
Online	57	81% (46)	19% (11)
New York City, NY Campus	24	75% (18)	25% (6)
Denver, CO Campus	8	88% (7)	13% (1)
Colorado Springs, CO Campus	37	70% (26)	30% (11)
Part-Time Total	**24**	**79% (19)**	**21% (5)**

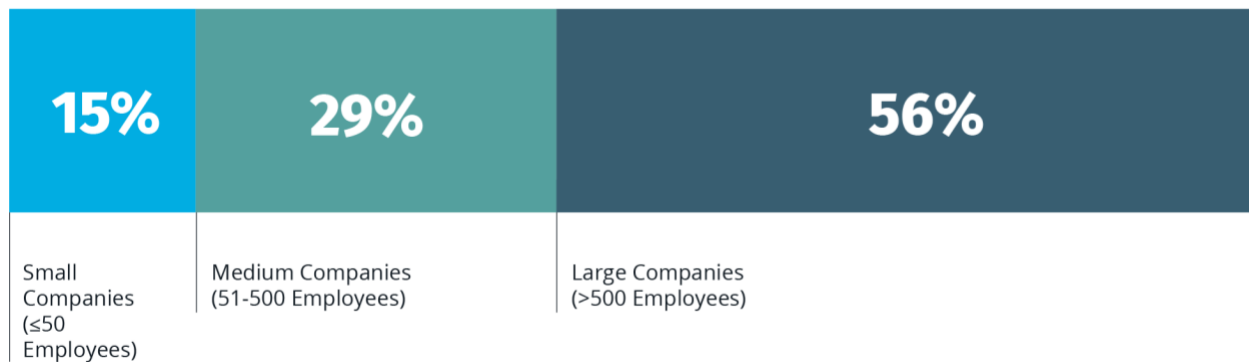|	Average Starting Salary for a Full-Time Salaried Role	Average Hourly Pay for a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Average Hourly Pay for a Part-Time Role
Total for Cybersecurity	**$67,658**	**$32**	**$25**
Full-Time Total**	**$68,212**	**$32**	**$21**
Online	$62,564	$30	$17
New York City, NY Campus	$70,036	$31	$30
Denver, CO Campus	$65,600	$34	N/A
Colorado Springs, CO Campus	$75,522	$35	N/A
Part-Time Total	**$64,847**	**$32**	**$35**

Of 154 Cybersecurity graduates who accepted offers within the reporting period, **over 75% were in Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit**.

	Engineering
	Solutions Engineering
	Data Analytics
	Data Engineering
	Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit
	Product Design, UX Design, or UI Design
	Technical Teaching
	Product Management or Technical Project Management
	Other Technical Disciplines, such as QA, Technical Sales, Technical Support, or Technical Writing

	All Cybersecurity Programs	Full-Time Program	Part-Time Program
Total Cybersecurity Graduates Who Accepted Offers within Reporting Period	**154**	**130**	**24**
Engineering	8% (12)	8% (11)	4% (1)
Solutions Engineering	0% (0)	0% (0)	0% (0)
Data Analytics	1% (1)	1% (1)	0% (0)
Data Engineering	0% (0)	0% (0)	0% (0)
Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit	77% (119)	76% (99)	83% (20)
Product Design, UX Design, or UI Design	0% (0)	0% (0)	0% (0)
Technical Teaching	3% (4)	3% (4)	0% (0)
Product Management or Technical Project Management	3% (4)	3% (4)	0% (0)
Other Technical Disciplines, such as QA, Technical Sales, Technical Support, or Technical Writing	9% (14)	8% (11)	13% (3)

Of 154 Cybersecurity graduates who accepted offers within the reporting period, **over 55% accepted jobs at large companies**.

15%	29%	56%
Small Companies (≤50 Employees)	Medium Companies (51-500 Employees)	Large Companies (>500 Employees)

	Cybersecurity Graduates Who Accepted Offers within Reporting Period	Accepted Jobs at Small Companies (≤50 Employees)	Accepted Jobs at Medium Companies (51-500 Employees)	Accepted Jobs at Large Companies (>500 Employees)
Total for Cybersecurity	**154**	**15% (23)**	**29% (45)**	**56% (86)**
Full-Time Total**	**130**	**12% (16)**	**28% (37)**	**59% (77)**
Online	57	7% (4)	32% (18)	61% (35)
New York City, NY Campus	24	17% (4)	25% (6)	58% (14)
Denver, CO Campus	8	25% (2)	25% (2)	50% (4)
Colorado Springs, CO Campus	37	14% (5)	27% (10)	59% (22)
Part-Time Total	**24**	**29% (7)**	**33% (8)**	**38% (9)**

Of 154 Cybersecurity graduates who accepted offers within the reporting period, 3 (2%) accepted jobs at Flatiron School. All of them were in Technical Teaching.

Employment Results for UX/UI Design

As outlined in the Graduation Results, of 2,281 total graduates included in this Report, 33 (1%) were graduates of the UX/UI Design program, both Full-Time and Part-Time.

UX/UI Design Job Seekers

Of 33 UX/UI Design graduates, over 70% completed a Job Search Cycle.

	UX/UI Design Graduates	Completed a Job Search Cycle	Defined as Not Job-Seeking
Total for UX/UI Design	33	73% (24)	27% (9)
Full-Time Total	0	N/A	N/A
Part-Time Total	33	73% (24)	27% (9)

Of the 9 UX/UI Design graduates who were defined as not job-seeking:

- 1 chose to pursue non-qualifying roles and opted out of Career Services.
- 3 accepted non-qualifying roles and chose to stop job-seeking.
- 1 opted out from receiving Career Services support.
- 2 were unresponsive to outreach from our Career Services team.
- 1 was not eligible for Career Services support due to a failure to fulfill the requirements.
- 1 was not eligible for Career Services support due to a Code of Conduct violation or delinquent tuition.

UX/UI Design Job Offer Acceptance

Of 24 UX/UI Design graduates who completed a Job Search Cycle, **over 75% accepted a job offer** within the reporting period.

|	UX/UI Design Graduates Who Completed a Job Search Cycle	Accepted a Job Offer within Reporting Period	Did Not Disclose Employment Data	Did Not Accept a Job Offer within Reporting Period
Total for UX/UI Design	24	79% (19)	0% (0)	21% (5)
Full-Time Total	N/A	N/A	N/A	N/A
Part-Time Total	24	79% (19)	0% (0)	21% (5)

Of 24 UX/UI Design graduates who completed a Job Search Cycle, **over 15% accepted a job offer within 60 days.**

8% 30 Days **17%** 60 Days **38%** 120 Days **50%** 180 Days **79%** Reporting Period

	UX/UI Design Graduates Who Completed a Job Search Cycle	Time to Job Acceptance				
		Within 30 Days	Within 60 Days	Within 120 Days	Within 180 Days	Within Reporting Period
Total for UX/UI Design	24	8% (2)	17% (4)	38% (9)	50% (12)	79% (19)
Full-Time Total	N/A	N/A	N/A	N/A	N/A	N/A
Part-Time Total	24	8% (2)	17% (4)	38% (9)	50% (12)	79% (19)

UX/UI Design Employment Details

Of 19 UX/UI Design graduates who accepted offers within the reporting period, **over 75% accepted a full-time salaried role**.
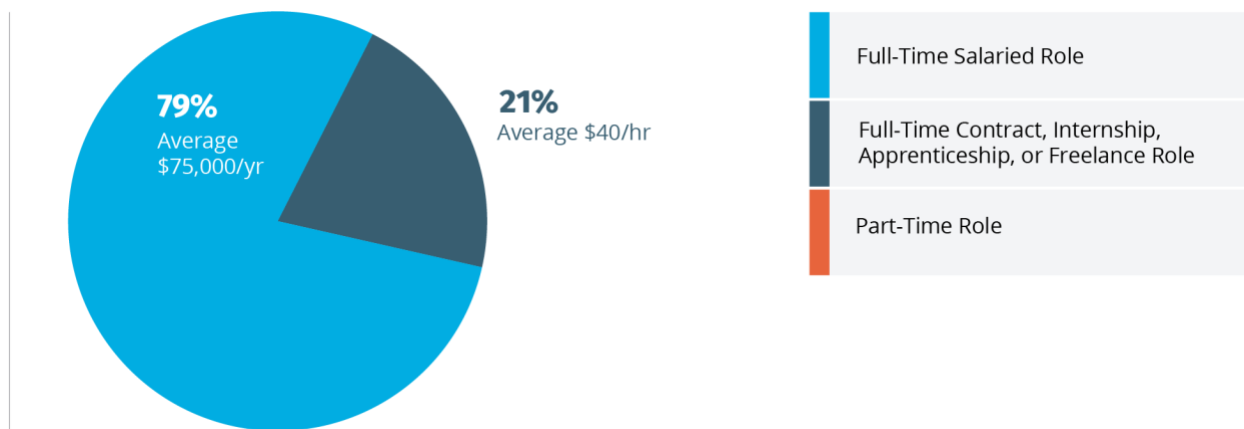
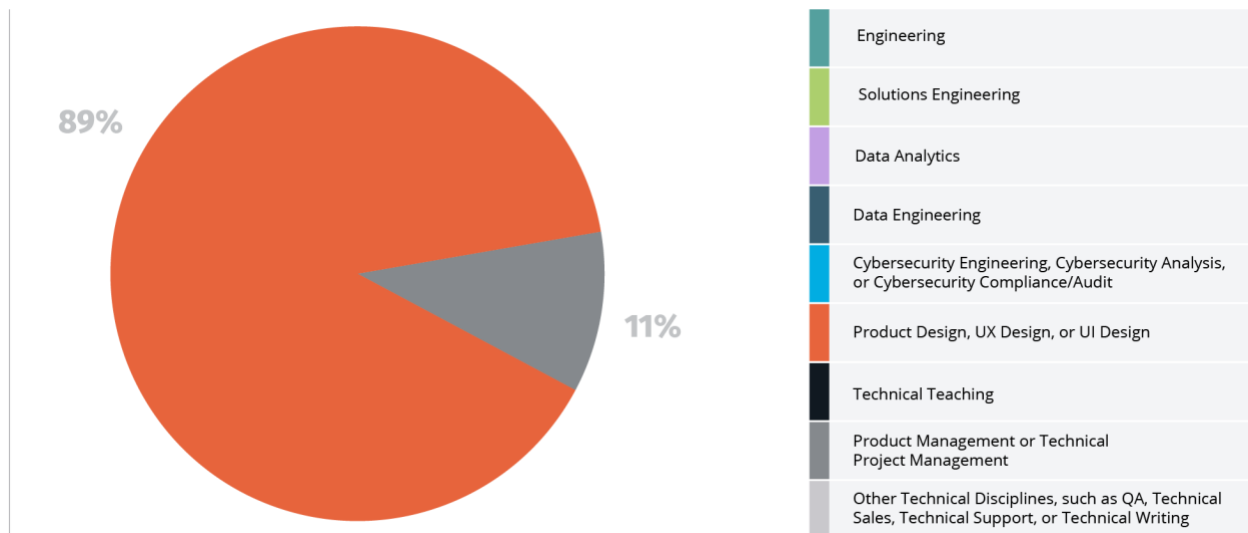|	UX/UI Design Graduates Who Accepted Offers within Reporting Period	Accepted a Full-Time Salaried Role	Accepted a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Accepted a Part-Time Role
Total for UX/UI Design	19	79% (15)	21% (4)	0% (0)
Full-Time Total	N/A	N/A	N/A	N/A
Part-Time Total	19	79% (15)	21% (4)	0% (0)

For UX/UI Design graduates who accepted full-time salaried roles within the reporting period and disclosed their compensation, **the average starting salary was $75,000**.

	UX/UI Design Graduates Who Accepted Offers within Reporting Period	Compensation Data Available	Compensation Data Not Available
Total for UX/UI Design	19	84% (16)	16% (3)
Full-Time Total	N/A	N/A	N/A
Part-Time Total	19	84% (16)	16% (3)

	Average Starting Salary for a Full-Time Salaried Role	Average Hourly Pay for a Full-Time Contract, Internship, Apprenticeship, or Freelance Role	Average Hourly Pay for a Part-Time Role
Total for UX/UI Design	$75,000	$40	N/A
Full-Time Total	N/A	N/A	N/A
Part-Time Total	$75,000	$40	N/A

// FLATIRON SCHOOL

Of 19 UX/UI Design graduates who accepted offers within the reporting period, **over 85% were in Product Design, UX Design, or UI Design**.

	Engineering
	Solutions Engineering
	Data Analytics
	Data Engineering
	Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit
	Product Design, UX Design, or UI Design
	Technical Teaching
	Product Management or Technical Project Management
	Other Technical Disciplines, such as QA, Technical Sales, Technical Support, or Technical Writing

	All UX/UI Design Programs	Full-Time Program	Part-Time Program
Total UX/UI Design Graduates Who Accepted Offers within Reporting Period	**19**	**N/A**	**19**
Engineering	0% (0)	N/A	0% (0)
Solutions Engineering	0% (0)	N/A	0% (0)
Data Analytics	0% (0)	N/A	0% (0)
Data Engineering	0% (0)	N/A	0% (0)
Cybersecurity Engineering, Cybersecurity Analysis, or Cybersecurity Compliance/Audit	0% (0)	N/A	0% (0)
Product Design, UX Design, or UI Design	89% (17)	N/A	89% (17)
Technical Teaching	0% (0)	N/A	0% (0)
Product Management or Technical Project Management	11% (2)	N/A	11% (2)
Other Technical Disciplines, such as QA, Technical Sales, Technical Support, or Technical Writing	0% (0)	N/A	0% (0)

Of 19 UX/UI Design graduates who accepted offers within the reporting period, **over 50% accepted jobs at large companies**.

21%	26%	53%
Small Companies (≤50 Employees)	Medium Companies (51-500 Employees)	Large Companies (>500 Employees)

	UX/UI Design Graduates Who Accepted Offers within Reporting Period	Accepted Jobs at Small Companies (≤50 Employees)	Accepted Jobs at Medium Companies (51-500 Employees)	Accepted Jobs at Large Companies (>500 Employees)
Total for UX/UI Design	19	21% (4)	26% (5)	53% (10)
Full-Time Total	N/A	N/A	N/A	N/A
Part-Time Total	19	21% (4)	26% (5)	53% (10)

Of 19 UX/UI Design graduates who accepted offers within the reporting period, 0 (0%) accepted jobs at Flatiron School.

Flatiron School

By

_____Kate Cassino_____

Kate Cassino, CEO

_____February 2, 2023_____

Date

_____Mollie Khine_____

Mollie Khine, Senior Director of Coaching

_____February 2, 2023_____

Date