Student Outcomes Report
Springboard Career Tracks
December 2016 - August 2021
Hi there.

**Now is a good time to be in tech, to say the least.** The tech industry is experiencing “the hottest job market since the dot-com era,” according to the Los Angeles Times, as the demand for labor outstrips the available talent pool. After a pandemic-induced dip in 2020, tech job postings are up almost 30% YoY for Q2 2021, according to research from Dice.

For example, there are more than *4.07 million* unfilled cybersecurity jobs across the world, according to the International Information System Security Certification Consortium. US labor statistics indicated *1.4 million* unfilled developer jobs at the end of 2020. Meanwhile, 81% of data science and analytics teams surveyed by Burtch Works plan to hire in Q3/Q4 of 2021. LinkedIn ranked UX design as one of the top 5 in-demand skills of 2020.

But what does all this mean for you? At Springboard, we equip our students with the skills they’ll need to find their dream jobs in a tech-centric economy. Our mentors, student advisors, and career coaches support students until they secure a job offer that aligns with their career aspirations—no matter what. During the pandemic, we worked even harder for our students to provide guidance and full job support, placing students in roles in tech even as the economy changed around us.

To that end, we believe in providing transparency around our outcomes, so that students like you can make well-informed decisions. This report is intended to provide information regarding data on job placements and student demographics for all Springboard career tracks. All data shown is representative as of the time period between December 2016 (the launch of our earliest career track) to August 2021.

We hope you choose us to accelerate your career and join the 1,000+ Springboard grads that make up this report.

The Springboard Team

*This outcomes data is self-reported by Springboard students. Springboard does not independently confirm these figures and makes no representations about the accuracy of the data our students report.*
9,275 students have enrolled in Springboard career tracks (Software Engineering, Data Science, Data Analytics, UI/UX Design, UX Design) since launch to August 2021. This includes students who are currently in-progress.

Cassie Gong: Part-time data analyst turned data scientist at WhatsApp

Talayeh Motameni: Learning implementation associate turned senior UX designer at United Airlines

Jack Mayer: Retail sales turned software engineer at Whitepages
Employment Outcomes Summary

93.2% of job-qualified individuals received a job offer within 12 months of graduation*

79.4% of job-qualified individuals received a job offer within 6 months of graduation

87.1% Percent of offers given in core tech roles (in-field jobs) for job-qualified individuals

$22,746 Average salary increase as reported by students who provided pre- and post-course salaries

*Please click on the link above or go to Slide 18 for more information about what constitutes a job-qualified individual and how job placement rates are calculated. This data is a different calculation than provided on the School Performance Fact Sheet (SPFS).
Type of employment

Of 2,053 students who reported receiving offers*, 1,584 students reported their type of employment as follows: *

Springboard as of November 2021, has only hired one student after they graduated: all other grads were hired by other companies.

* Data was not available for 469 students
Employment compensation

The talent shortage has put pressure on employers to increase salaries and offer incentives including flexible work arrangements, signing bonuses, and more. A recent report by Dice found that tech jobs saw an average salary increase of 3.6% between late 2019 and late 2020—a significant jump compared with 2017, 2018 and 2019, when annual increases were less than 1%.

*Source: Glassdoor

Of 2,053 students who reported receiving an offer, 1,371 students reported their base compensation as follows:

- **Average starting salary**: $83,229*
- **Median starting salary**: $78,000*

* Data on compensation was not self-reported by 613 students who reported receiving an offer; 69 students reported salaries in non-USD currencies and are excluded in statistics above; hourly, weekly, and monthly reported salaries were annualized. The starting salaries represent first employment after starting the program.
83% of employed students get an offer within 6 months*

Our students attract significant employer interest—even before completing their course.

When students received their job offers

- Pre-graduation: 44%
- Within 6 months: 83%
- Within 12 months*: 95%

* 5% (94) students reported offers received beyond 12-months post-graduation. 6 students did not report an offer date and were excluded from this data set.
Graduation Rates

“The mentorship is what separated Springboard from its competitors. The idea of a real data scientist monitoring your progress week by week made the course more effective. My mentor helped me focus on the right things from the start and I knew from the beginning what I wanted to get out of this course.” - Sunil Ayyapan, senior technical program manager (AI) at LinkedIn

Of the students included in this graph, the breakdown is as follows for those that are active, completed or cancelled.
Job Guarantee Eligibility

Students can voluntarily (9.3%) waive their Job Guarantee if they:

- Aren’t interested in changing careers
- Want to forgo career support to accelerate completion of the course
- Want career support at their own pace or on their own terms (without logging minimum Job Guarantee activities or not searching in a Job Guarantee metro area)

Springboard rarely revokes a Job Guarantee but it is primarily because:

- Students are not consistently putting a good faith effort into their job search as defined by our Job Guarantee policy (e.g. applying to at least 4 jobs per week). Springboard believes the job search should be a human-centered process where career coaches work 1:1 with students in their pursuit of a shared goal: a job.

Of the 9,275 students included in this report, the breakdown of Job Guarantee eligibility is as follows:

- Yes, eligible: students eligible for Job Guarantee
- Waived: students who voluntarily waive their Job Guarantee
- Not eligible: students who were not eligible for Job Guarantee (e.g. at enrollment, they didn’t qualify)
- Revoked: Students who have Job Guarantee revoked
- Refunded: Students who got their tuition back after failing to get a job: this number is low because the placement rate of job-qualified graduates is high
Student stories

The tech industry has a severe talent shortage, as well as a lack of diversity. Our students are out to change that. Many transition from entirely unrelated fields and find their dream role which enables them to leverage their prior domain knowledge and soft skills along with their new technical skills.

Geraldo Gomes, a former field specialist in the oil and gas industry turned software engineer, says nothing can faze him in his new job after the high-stakes nature of his prior work. Meanwhile, Talayeh Motameni, a rising star at United Airlines, had her work featured in Forbes and USA Today just months into her very first design job. Still, other students come to Springboard to build upon their preexisting knowledge and move up. Mengqin (Cassie) Gong landed a data science role at Whatsapp through the Facebook Return to Work program after pausing her career as a data analyst in order to raise her children. Finally, Bart Teeuwen, a former business analyst, decided to learn data analytics because he noticed employers started to require these skills. He has since landed a role in talent intelligence at Meta.
Talayeh Motameni
Senior UX designer at United Airlines
Past: Learning implementation associate

After landing her first UX design job at United Airlines during a global pandemic, Talayeh Motameni had the opportunity to work on high-visibility projects—including one that was widely featured in prominent media outlets including Forbes, USA Today and Good Morning America.

Together with a team of designers, Talayeh created “Your Shot to Fly,” a sweepstakes program designed to encourage people to get a vaccine by giving away a chance to win free flights to anyone who uploads a photo of their vaccine card. The program gives entrants a chance to win a roundtrip flight for two to anywhere in the world United flies.

When she joined the airline, she was faced with a unique conundrum: how to help air travelers make sense of ever-changing travel regulations in response to COVID-19, such as border closures and mask requirements. While some countries require a negative COVID-19 test or proof of recovery in order to gain entry, others accept vaccination cards.

"Springboard gave me a really good foundation of the design process. When I joined United Airlines, I received many compliments about having a very strong foundation in UX design."
Before Springboard, Bart spent several years working as a business analyst in sales and marketing across a variety of industries—he even ran his own marketing consultancy, Theo and Associates Consulting, in the Bay Area. Over the years, he found that more and more employers required business analysts to have data literacy skills, so he decided to enroll in Springboard’s Data Analytics Career Track in order to remain competitive in the job market and transition to a new industry.

“In the Bay Area, there's a high demand for data analysts, and I saw a shift happening where analysts were increasingly required to have data analytics skills,” said Bart. “I didn't want to stay behind, so I decided to pursue it in my free time and see if I can implement it in my next role. I think it's important as we move towards the future that analysts know how to work with data.”

Now, he’s a global business analyst for Global Talent Intelligence (GTI) at Meta (formerly known as Facebook).
After being out of full-time work for nearly three years, Cassie Gong landed a role as a data scientist on the product team at Facebook after her career coach at Springboard encouraged her to apply to the company’s Return to Work program.

Facebook’s Return to Work Program is a 16-week immersive training and mentorship program designed for people who have been away from work for two years or longer and are looking to re-enter the workforce full-time.

At the end of the program, the top performers will be considered for a full-time position at Facebook. In addition to the guidance from her career coach, Cassie's mentor at Springboard helped her prepare for the interviews—and she was successful.

“I really appreciated the career services that Springboard provided me after graduation. Whenever I landed an interview, I would schedule a call with my mentor, and he would advise me on how to prepare for the interview based on the job description.”
A veteran of the oil and gas industry, Geraldo Gomes is used to dealing with explosions. For 13 years, he grew accustomed to the high-stakes nature of working with dangerous heavy machinery, where one small mistake or miscalculation could cost him his life—or cost the company millions of dollars in unscheduled downtime or fines for violating safety regulations. Not only that, but he would spend a month at a time on a drillship (a vessel used for exploratory offshore oil drilling) in the middle of the ocean, far away from his family.

Now that he’s a software engineer who works at a computer from the comfort of home, he says nothing can faze him after the stress of his last job. Gomes is a backend engineering firm with Affirm, a fintech company that partnered with Springboard and two other coding bootcamps to offer software engineering students the chance to train in real-world conditions, with the opportunity to land a full-time role at the end of the program.

Before starting the course, Gomes, whose native language is Portuguese, was concerned about studying software engineering in a foreign language, but he soon found that the curriculum and learning materials created by acclaimed Udemy instructor Colt Steele were very easy to follow.

“Learning with Springboard was really fun. I never felt like I was in a position where I didn't have the tools to learn something.”

Geraldo’s story was recently featured in an article by Business Insider.
Say hello to the Springboard team that will support you. Kickstart your tech career today.

Your mentor
Your student advisor
Your admissions counsellor
Your career coach

Apply now
Appendix

Defining some of the terms used in this report:

a. **Total number of students** - refers to all students who enrolled in a Springboard career track excluding any students that were refunded due to a cancelation in the first 7 days following the course start dates and excluding subscale courses and courses that launched after the measurement period.

b. **Job-qualified individuals** - defined as all graduates who maintained Job Guarantee eligibility (these terms are from the Data Science Career Track but are representative of our job guarantee terms across the board) throughout their job search ("Job-Qualified Graduates"), or Job Guarantee-eligible students who receive a job regardless of completion status ("Early Offerees").

c. **Job-placement rates** - defined as (a) the number of Job-Qualified Graduates who reported receiving a job offer within 6 or 12 months of completion plus the number of Early Offerees divided by (b) the total number of Job-Qualified Students plus the number of Early Offerees.

d. **Job and offer data** - Including average salary, employment type (full time or part time), role title, and related information, is self reported by students and collected via an on-platform questionnaire.