Flatiron School
2017 NYC Outcomes Report

For students who were scheduled to complete Flatiron School's in-person Full Stack Web Development Immersive, iOS Development Immersive, and Web/iOS Fellowship programs between August 2, 2015 and December 31, 2016.

Our mission is to enable the pursuit of a better life through education. For over five years, Flatiron School has helped students achieve that goal by preparing them for careers in software development. Over one thousand 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 online programs – we have remained as committed as ever to these strict standards, releasing fully verified outcomes reports that include every single graduate 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 download full details of our [2014 (NYC)](#), [2015 (NYC)](#), and [January 2017 (Online)](#) student outcomes audits.

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 2017 NYC Outcomes Report (the "Report") for the period August 2, 2015 through December 31, 2016 is presented in accordance with the criteria set forth in the Management Statement Regarding Assertions Related to Student Outcomes for Flatiron School's In-person, Immersive Programs in NYC. The 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 Student Outcomes for Flatiron School's In-person, Immersive Programs in NYC.

Moody, Famiglietti & Andronico, LLP

Moody, Famiglietti & Andronico, LLP
Tewksbury, Massachusetts
May 2, 2018

Management Statement Regarding Assertions Related to Student Outcomes for Flatiron School's In-person, Immersive Programs in NYC.

We, as management of Flatiron School (the "School"), are responsible for the assertions made in preparing Flatiron School's 2017 NYC Outcomes Report (the "Report") for students who were scheduled to complete the school's in-person Full Stack Web Development Immersive, iOS Development Immersive, and Web/iOS Fellowship programs[1] between August 2, 2015 and December 31, 2016.

The report is intended to provide readers with information about historical completion and job placement statistics and metrics for students who completed Flatiron School's in-person Full Stack Web Development Immersive, iOS Development Immersive and Web/iOS Fellowship programs. We confirm, to the best of our knowledge and belief, the following assertions:

Addressable Population

1. The addressable population of 460 students is the number of students who were scheduled to graduate between August 2, 2015, and December 31, 2016. Of those:

    a. 71 students (15%) opted to begin their job search after December 31, 2016, and had not yet completed a Job-Search Cycle[2] at the time of this Report.

    b. 75 students (16%) were defined as not job-seeking

        i. Of the students who have opted out of or were not job-seeking, 21 were not job-seeking for personal reasons such as illness, moving abroad, or other relocation, 12 chose to pursue further higher education programs, such as Bachelor's or Master's degrees, 10 were unresponsive to outreach from our Career Services team[3], 10 chose to pursue non-engineering roles, 9 were not eligible for career services support under our terms of service[4], 6 returned to their previous employer, 4 became entrepreneurs, 1 paused the job search for more than 90 days following graduation, 1 opted out from receiving career services support, and 1 accepted a part-time job that was under 20 hours per week, and chose to stop job-seeking.

    c. 6 students (1%) did not graduate from the programs. One student (<1%) repeated the program and is accounted for as a graduate of his subsequent class.

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[1] NYC Software Engineering Immersive (formerly NYC Web Developer Program), iOS Development Program, NYC Web Development Fellowship, NYC Mobile Dev Corps

[2] A Job-Search Cycle is defined at least 180 days of continuous job-seeking culminating in either:
- acceptance of a qualifying job offer, or
- acceptance of a non-qualifying job offer and choosing to stop the job search
- election to continue the job search, or
- election to cease the job search.

[3] 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.

[4] Terms of service include being 21 years of age or older and legally authorized to work in the United States for at least two (2) years consecutively beginning at the date of your completion of the program. Read the full terms.

2. Women represent 163 students (35%) of the population in this report.

3. Of the 460 students in the population, average tuition paid, excluding students who received full scholarships, was $14,758.

    a. 26% (120) of students in the addressable population paid $0 in tuition and attended Flatiron School on full scholarships. 116 of those were through the NYC Tech Talent Pipeline Fellowship Programs, sponsored by the City of New York.

Employment Outcomes

4. Of 460 total addressable students who were scheduled to graduate between August 2, 2015 and December 31, 2016, 307 have completed a Job-Search Cycle.

5. Of 307 students who completed a Job-Search Cycle, job placement data was available for 291 (95%).

    Of the 291 students for whom job placement data was available, 97% (281) accepted a job offer.[5] 3% (10) completed a Job-Search Cycle without accepting an offer.

    Of the 291 students who completed a Job-Search Cycle [5] for whom job placement data was available:

    a. 185 were graduates of the Full Stack Web Development Immersive; 183 (99%) accepted jobs.

    b. 46 were graduates of the iOS Development Immersive; 44 (96%) accepted jobs

    c. 60 were graduates of a Web or iOS Fellowship program for low income New Yorkers, and attended Flatiron School on a full scholarship; 54 (90%) accepted jobs.

6. Of 291 job-seeking students, time to job placement was as follows:[6]

    a. 3% (10) accepted job offers before graduating from the programs

    b. 27% (78) had accepted a job within 30 days of beginning to job-search

    c. 57% (165) had accepted a job within 60 days

    d. 83% (242) had accepted a job within 120 days

    e. 90% (262) had accepted a job within 180 days

    f. 97% (281) accepted a job after more than 180 days

    3% (10) of graduates had not accepted a job as of the compiling of report.

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[5] For the purposes of this report, a job is defined as employment that is:
  • Paid
  • At least 20 hours of work per week
  • Anticipated to be at least three months in duration at the time of job acceptance

[6] 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

Of the 291 job-seeking students for whom job placement data was available, time to job placement by program was as follows:

a. For the 185 graduates of the Full Stack Web Development Immersive,

    i.   28% (51) had accepted a job within 30 days

    ii.   63% (117) had accepted a job within 60 days

    iii.   89% (165) had accepted a job within 120 days

    iv.   96% (177) had accepted a job within 180 days

    v.   99% (183) accepted a job after more than 180 days

    1% (2) of graduates had not accepted a job as of the compiling of this report.

b. For the 46 job-seeking graduates of the iOS Development Immersive,

    i.   22% (10) had accepted a job within 30 days

    ii.   48% (22) had accepted a job within 60 days

    iii.   80% (37) had accepted a job within 120 days

    iv.   87% (40) had accepted a job within 180 days

    v.   96% (44) accepted a job after more than 180 days

    4% (2) of graduates had not accepted a job as of the compiling of this report.

c. For the 60 job-seeking graduates of the Web and iOS Fellowship programs,

    i.   28% (17) had accepted a job within 30 days

    ii.   43% (26) had accepted a job within 60 days

    iii.   67% (40) had accepted a job within 120 days

    iv.   75% (45) had accepted a job within 180 days

    v.   90% (54) accepted a job after more than 180 days

    10% (6) of graduates had not accepted a job as of the compiling of this report.

7. Of 281 students who accepted job offers for whom job placement data was available, job structure was as follows:

a. 60% (170) accepted a full-time salaried role[7]

b. 37% (104) accepted a full-time contract or apprenticeship role[8]

c. 3% (7) accepted a part-time role[9]

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[7] A full-time salaried role is defined as paid employment consisting of at least 35 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).

[8] A full-time contract or apprenticeship role is defined as paid employment consisting of at least 35 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.

[9] A part-time role is defined as paid employment consisting of at least 20 but less than 35 hours of work per week, and anticipated to be at least three months in duration at the time of job acceptance.

8. Of 281 students who accepted job offers for whom job placement data was available, compensation was as follows:

    a. Average starting salary for a full-time salaried role was $76,238

        i.   Graduates of the Full Stack Web Development Immersive who accepted full-time, salaried roles earned an average of $75,550

        ii. Graduates of the iOS Developement Immersive who accepted full-time, salaried roles earned an average of $81,739.

        iii. Graduates of the Fellowship programs who accepted full-time, salaried roles earned an average of $73,881.

    b. Average pay for a full-time contract or apprenticeship role was $28/hour[10]

        i.   Graduates of the Full Stack Web Development Immersive who accepted full-time contract or apprenticeship roles earned an average of $28 per hour.

        ii. Graduates of the iOS Development Immersive who accepted full-time contract or apprenticeship roles earned an average of $31 per hour.

        iii. Graduates of the Web and iOS Fellowship programs who accepted full-time contract or apprenticeship roles earned an average of $27 per hour.

    c. Average pay for a part-time role was $29 per hour.

9. Of 281 graduates who accepted job offers, job function data was available for 279 (99%). Of those:

    a. 99% (277) accepted technical roles.

        i.   90% (250) were in Software Engineering

        ii. 10% (27) were in other technical roles including Product Management, Technical Teaching, Data Analytics and QA.

    b. <1% of graduates (2) accepted non-technical roles.

10. Of the 281 students who accepted job offers, job function by program was as follows:

    a. For the 183 graduates of the Full Stack Web Development Immersive who accepted job offers, job function data was available for 181 (99%). Of those:

        i.   181 (100%) accepted technical roles.

             1. 90% (162) were in Software Engineering

             2. 10% (19) were in other technical roles including Product Management, Technical Teaching, Data Analytics, QA, and Technical Project Management

[10] Hourly rates are calculated based on a 2,000 hour work year. Compensation data is rounded to the nearest dollar.

  b. For the 44 graduates of the iOS Development Immersive who accepted job offers, job function data was available for 44 (100%). Of those:

    i. 95% (42) accepted technical roles.

      1. 90% (38) were in Software Engineering

      2. 10% (4) were in other technical roles including Product Management and Technical Teaching.

    5% (2) of graduates accepted non-technical roles.

  c. For the 54 graduates of the Web and iOS Fellowship programs who accepted job offers, job function data was available for 54 (100%). Of those:

    i. 100% (54) accepted technical roles.

      1. 93% (50) were in Software Engineering

      2. 7% (4) were in other technical roles including Product Management and Technical Teaching.

11. Of 281 graduates who accepted job offers for whom job placement data was available, company size data was available for 278 (99%). Of those 278, company size data was as follows:

  a. 41% (115) accepted jobs at small companies, with 50 or fewer employees.

  b. 39% (108) accepted jobs at medium companies, with 51 - 500 employees.

  c. 19% (54) accepted jobs at large companies, with 501 or more employees.

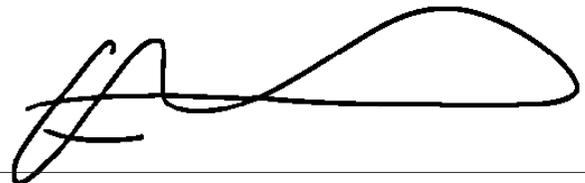 d. <1% (1) of graduates were employed by multiple companies simultaneously.

Flatiron School

By

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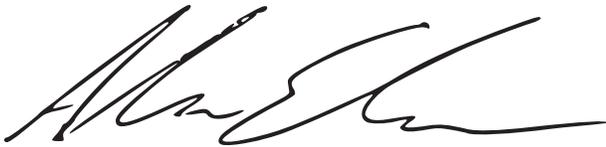
Adam Enbar, CEO

5/2/2018

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Date

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Avi Flombaum, Dean

5/2/2018

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Date

Aggregate data for all in-person Web and iOS programs (paid courses and fellowship programs)

97%
Placement Rate
·········· **281 of 291** job-seeking students, for whom job data was available, accepted a job offer

Average starting salary for a full-time salaried role ········· **$76,238**

99%
Graduation Rate
·········· **454 of 460** students graduated

TIME TO ACCEPTED JOB

Of 291 job-seeking students for whom data was available, time to offer acceptance was as follows:

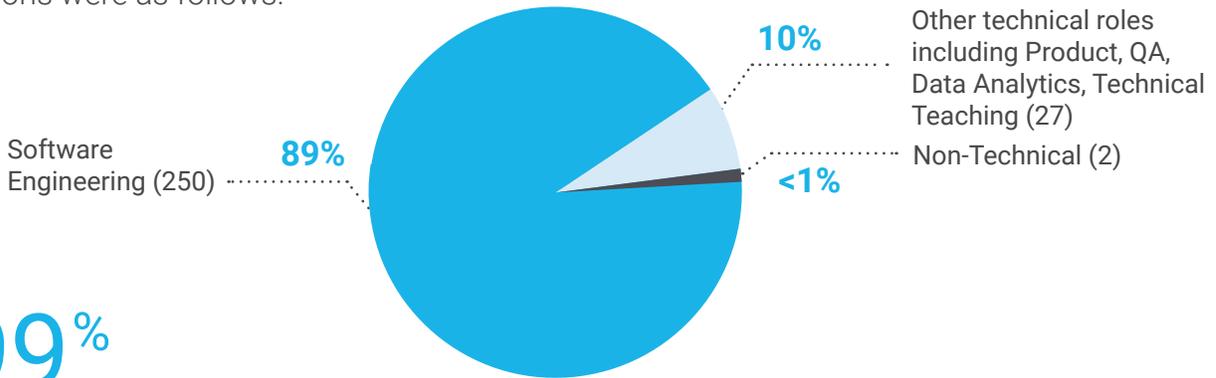| **27%**	**57%**	**83%**	**90%**	**97%**
in 30 days	in 60 days	in 120 days	in 180 days	in > 180 days

JOB FUNCTION

Of 281 job-seeking students who accepted job offers, for whom job data was available, job functions were as follows:

10% Other technical roles including Product, QA, Data Analytics, Technical Teaching (27)
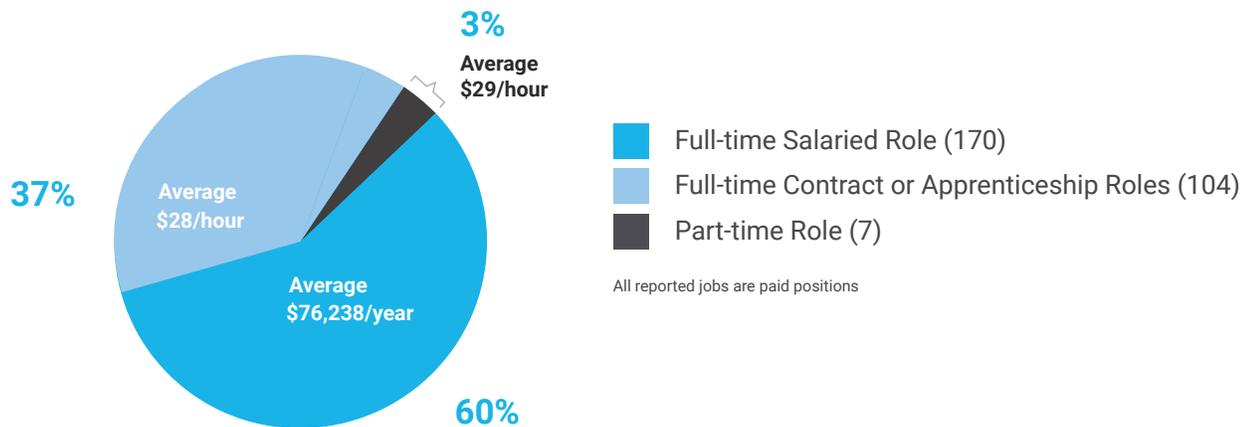
Non-Technical (2)

Software Engineering (250) ····· **89%**

<1%

99% of successful job-seekers accepted technical roles

Job function data not available for two students who accepted jobs

FLATIRON SCHOOL

OVERALL STUDENT OUTCOMES (2/2)

JOB STRUCTURE AND COMPENSATION RANGES

Of 281 job-seeking students who accepted job offers, for whom job data was available, job structure and compensation was as follows:

3%
Average $29/hour
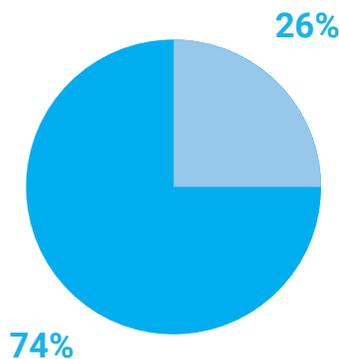
37%
Average $28/hour

60%
Average $76,238/year

- Full-time Salaried Role (170)
- Full-time Contract or Apprenticeship Roles (104)
- Part-time Role (7)

All reported jobs are paid positions

DIVERSITY AND ACCESSIBILITY

GENDER BREAKDOWN
MALE **FEMALE**
65%   35%

= Male   = Female

26%

74%

SCHOLARSHIPS

- Received full scholarship (120)
- Paid tuition (340)

Of **460** students in this reports-addressable population, **120** received full scholarships. **116** of those were through our Fellowship programs.

COMPANY SIZE

Of 278 job-seeking students who accepted offers, for whom company size data was available:

41% accepted jobs at small companies (<50 employees)	**39%** accepted jobs at medium companies, with 51 - 500 employees	**19%** accepted jobs at large companies, with 501 or more employees	

Company size data was not available for 1% (3) of graduates who accepted jobs
1% (1) of graduates were employed by multiple companies simultaneously

// FLATIRON SCHOOL

FULL STACK WEB DEVELOPMENT OUTCOMES

Data for in-person Full Stack Web Development programs, excluding full-scholarship students from Fellowship programs

99%

183 of 185 job-seeking students accepted a job offer

$75,550

Average starting salary for a full-time salaried role

TIME TO ACCEPTED JOB

Of 185 job-seeking students, time to offer acceptance was as follows:

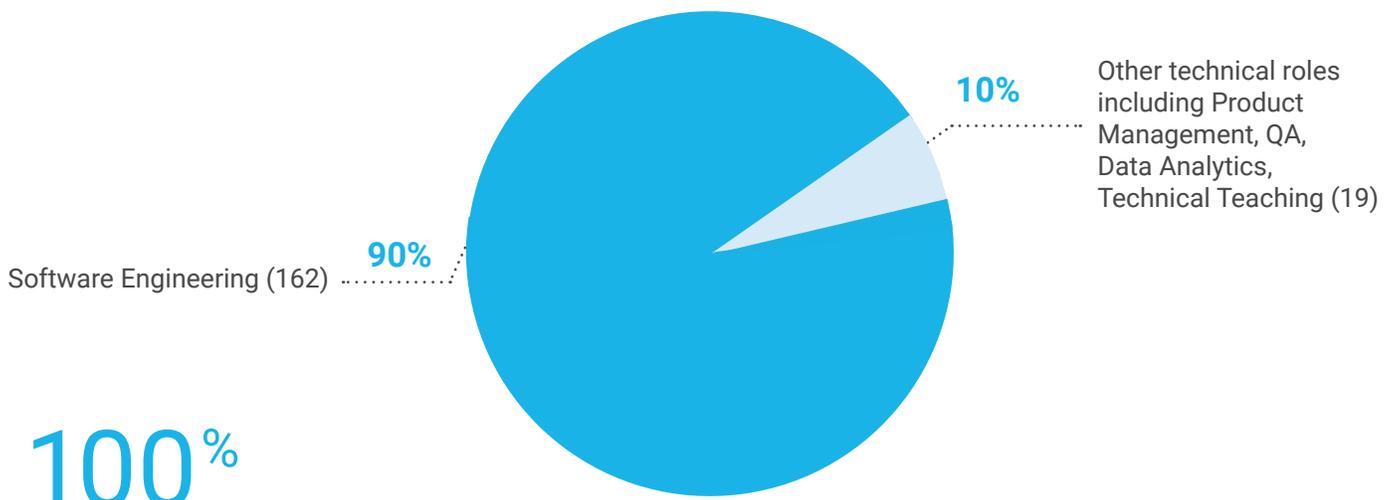| 28%	63%	89%	96%	99%
in 30 days	in 60 days	in 120 days	in 180 days	in > 180 days

JOB FUNCTION

Of 181 job-seeking students who accepted job offers for whom job function data was available:

10% Other technical roles including Product Management, QA, Data Analytics, Technical Teaching (19)

90% Software Engineering (162)

100%

of successful job-seekers accepted technical roles

Job function data not available for two students who accepted jobs

iOS DEVELOPMENT OUTCOMES

Data for in-person iOS programs, excluding full-scholarship students from Fellowship programs

96%

44 of 46 job-seeking students accepted a job offer

$81,739

Average starting salary for a full-time salaried role

TIME TO ACCEPTED JOB

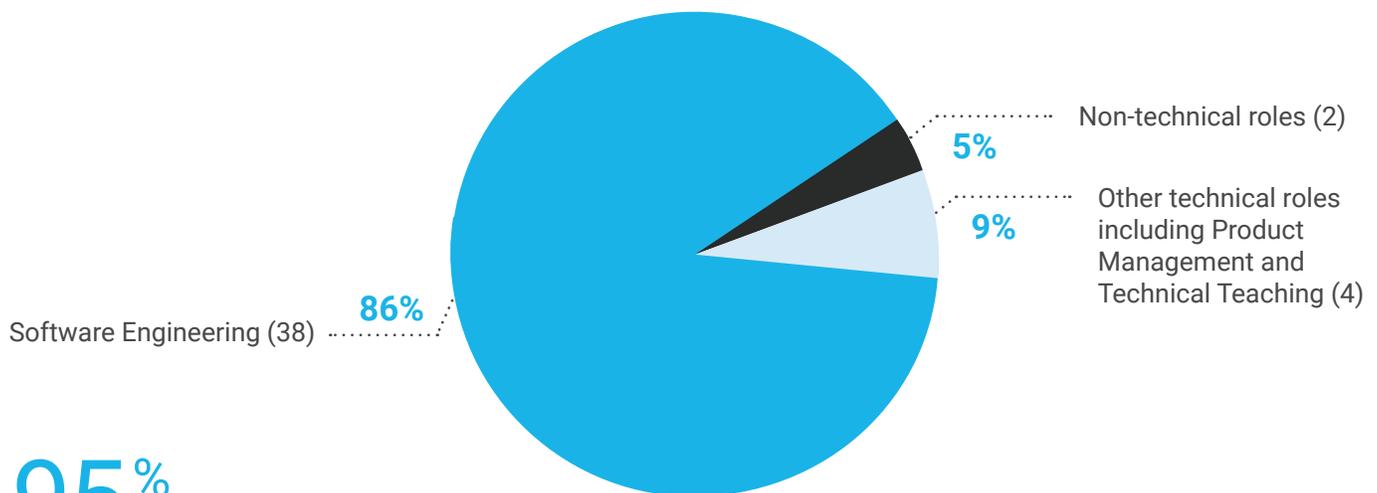Of 46 job-seeking students, time to offer acceptance was as follows:

22%	48%	80%	87%	96%
in 30 days	**in 60 days**	**in 120 days**	**in 180 days**	**in > 180 days**

JOB FUNCTION

Of 44 job-seeking students who accepted job offers, job function was as follows:

Non-technical roles (2) — 5%

Other technical roles including Product Management and Technical Teaching (4) — 9%

Software Engineering (38) — 86%

95%

of successful job-seekers accepted technical roles

FELLOWSHIP OUTCOMES

Data for in-person fellowship programs (NYC Web Development Fellowship and NYC Mobile Dev Corps)

90%
54 of 60 job-seeking students accepted a job offer

$73,881
Average starting salary for a full-time salaried role

TIME TO ACCEPTED JOB

Of 60 job-seeking students, time to offer acceptance was as follows:

28%	43%	67%	75%	90%
in 30 days	in 60 days	in 120 days	in 180 days	in > 180 days

JOB FUNCTION

Of 54 job-seeking students who accepted job offers, job function was as follows:

Software Engineering (50) **93%**

7% Other technical roles including Product Management and Technical Teaching (4)

100%
of successful job-seekers accepted technical roles