

Microverse Outcomes

Q4 2020

Our goal at Microverse is to help talented people anywhere in the world connect with life-changing career opportunities. We work hard to ensure we are able to do that for exceptional people everywhere, and we want to share what the current outcomes for Microverse alumni looked like in Q4 2020, which is October - December. We will continue to share information as our alumni population grows and our program changes so that we can keep everyone informed about what we are working toward together.

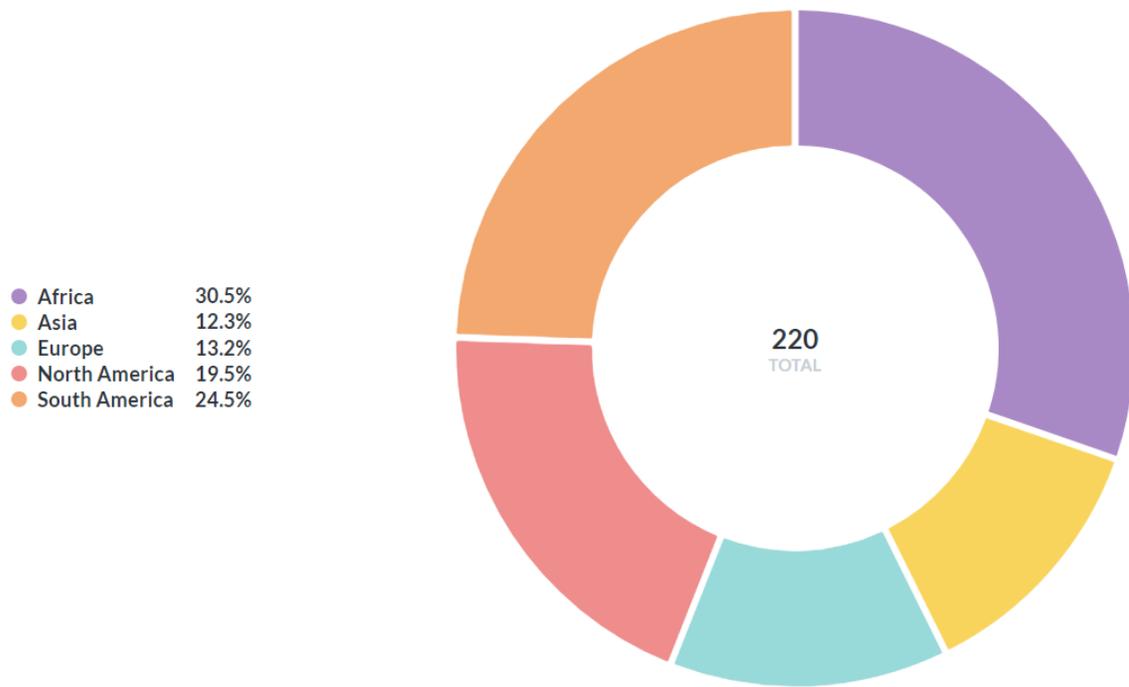
Note that all salary numbers mentioned below are in USD.

What does our alumni population look like right now?

First, let's look at the population we're talking about. We define alumni as any Micronauts who has completed the core program or left early for a job. **As of right now, we have 220 alumni**, up from 142 at the end of last quarter.

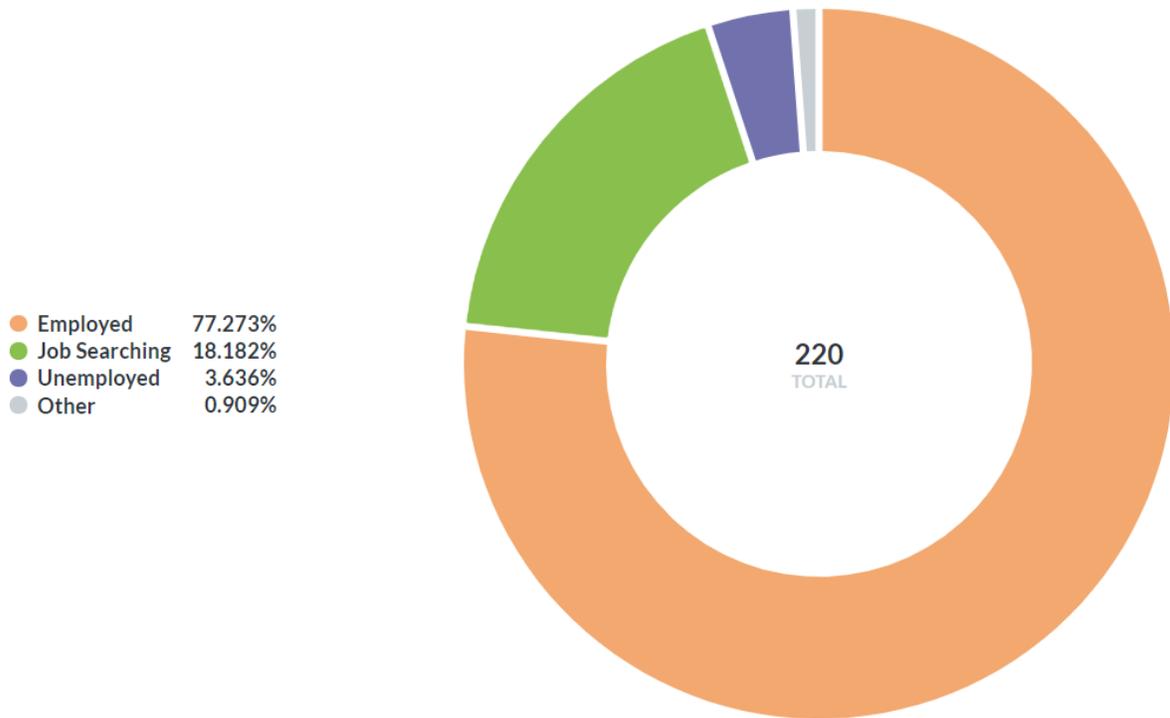
Where are our alumni located?

We have students from all around the world. Here is a breakdown of where our alumni are by continent.



What are our alumni currently doing?

As these are all of our alumni through Q4 2020, they are doing a range of things! Some are on their second job after Microverse while others just started job searching this week.



What salaries are our alumni earning?

We will go further into depth into the accepted offers during Q4, but for all our currently Employed Micronauts, the median salary is **\$16,500**.

As we are a global school with a diverse student population, it can be helpful to see how this looks for different groups of people. Here is a breakdown of the median salary by the continent where the student is based for all currently active job roles.

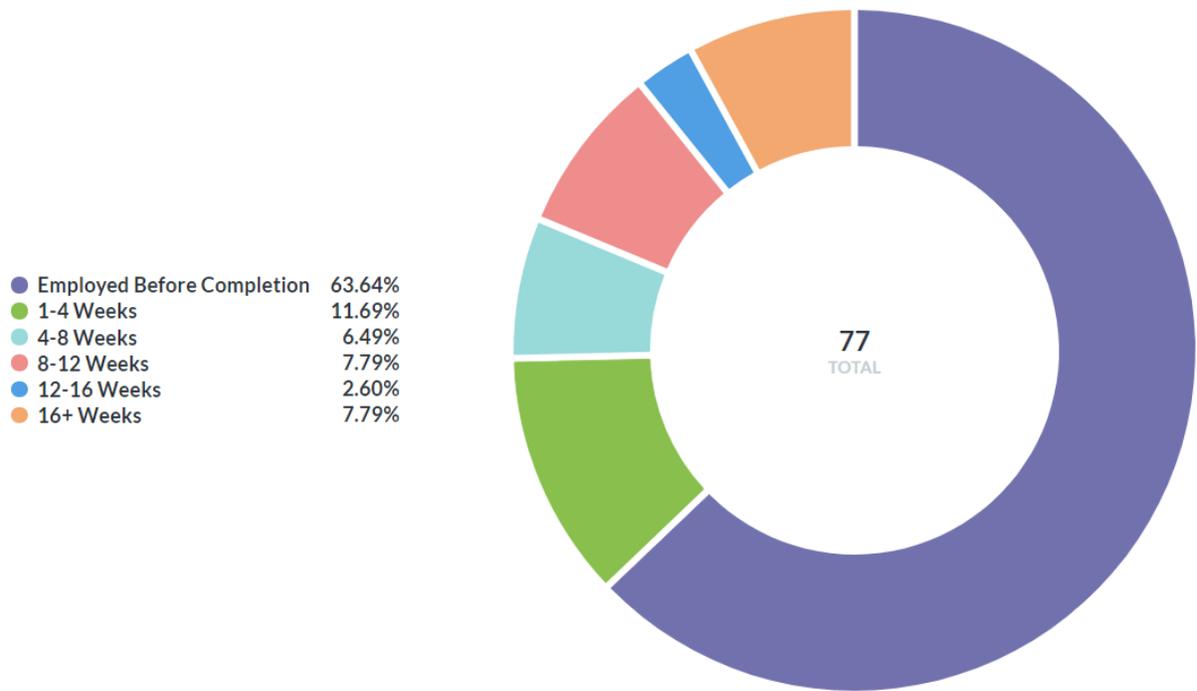
Continent	Average of Annual Salary (USD)
Africa	14,844.79
Asia	19,110.7
Europe	43,075.5
North America	22,388.41
South America	15,976.23

Job Searching

Once Micronauts complete the core program, they start focusing entirely on applying to jobs and interviewing for their first role after Microverse. Here are some numbers for how their job search goes, including all our data through Q4 2020.

On average, students who complete the whole Microverse core program spend 71 days (~ 10 weeks) searching for a job before they accept an offer, and 88% of all offers accepted during Q4 were accepted within 12 weeks of job searching, up from 65% last quarter.

Here is a chart showing the distribution of weeks spent job searching after completing the core program for all offers accepted during Q4.



We do see some Micronauts taking a longer period of time to find a job, but we are still seeing 95% of Micronauts accepting offers within 6 months of job searching.



We also saw that 63% of job offers during Q4 were accepted before students even complete the core program. As has been the case in the past, the majority of these offers are accepted during the final weeks of the program. Career coaches are always available to provide negotiation and offer consultations for students even if they aren't yet in Interview Prep or Job Searching. (Active Micronauts can reach out to us at any time through the Support button on your Student Dashboard, so we can talk to you about your offer.)

Micronauts who have accepted offers before getting to Interview Prep have still been able to use the curriculum we provide to improve their job offers, telling us things like, "*The negotiation was a great experience where I could apply all the knowledge I acquired in Microverse.*" However, completing Interview Prep is consistently regarded as a positive experience and students tell us they wish they'd focused on this sooner, so they would make fewer mistakes during their job search. We've put a lot of work into the path we've created for you, and we're confident that it will help lead you to great outcomes.

Employment

Once a job offer is accepted, let's talk about what these placements actually look like. It's important to keep in mind that this is for a global student population with a lot of different starting places, both in terms of career backgrounds, geographical locations, and personal goals. This means that an outcome that looks great to one person may look like an unacceptable outcome to another. **We strive to work with students individually to make sure they are happy in the career steps they are taking for their unique path.**

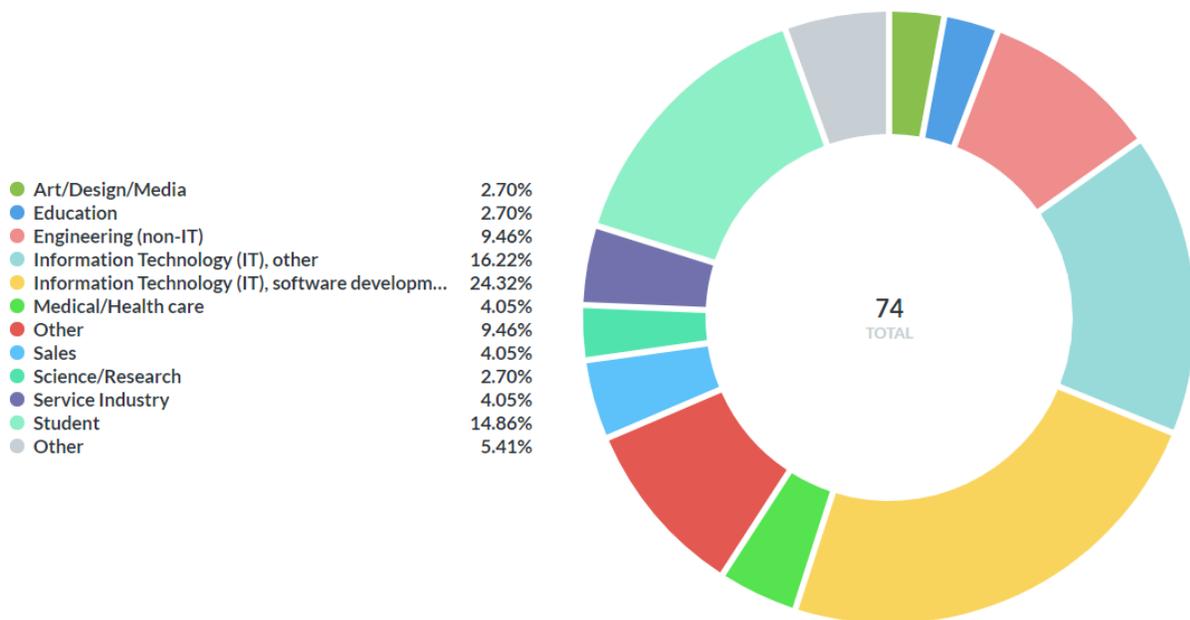
Micronaut Demographics

Before we talk about the offers that were accepted, let's talk about the Micronauts who accepted them. **The following statistics are for all Micronauts**

who accepted a job offer during Q4.

What field were these Micronauts in before they joined Microverse?

This is based on self-reported information students share when they start the program. The total number is slightly lower because 3 Micronauts didn't have this information filled out.



How much coding experience did they have before Microverse (outside of formal education)?

This is based on self-reported information students share when they start the program.

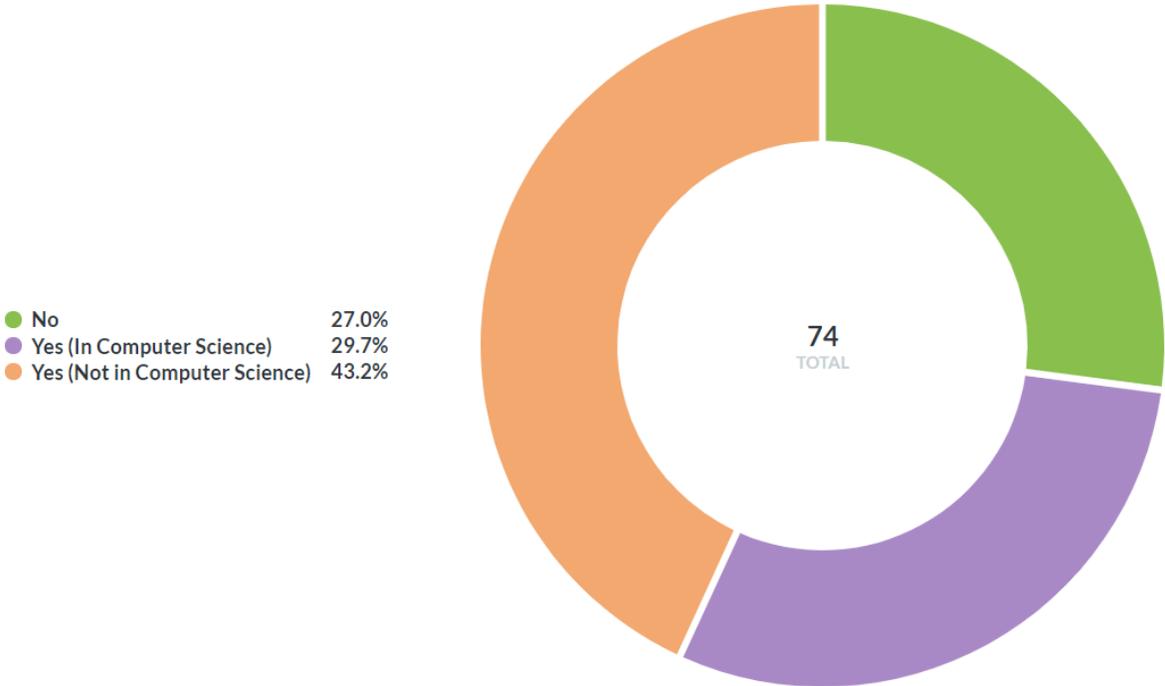
- 34% - None
- 18% - Employed in a company (any size) as a developer
- 14% - Built hobby projects that had users/customers

- 13% - Self-employed/freelanced as a developer
- 7% - Taught programming to others
- 7% - Completed an internship
- 5% - Volunteered in open source projects with users
- 2% - Other



Did these Micronauts attend a university and receive a Bachelor's Degree?

This is based on self-reported information students share when they start the program. The total number is slightly lower because 3 Micronauts didn't have this information filled out.



Salary Breakdown

Now let's dig into the salary numbers we saw for offers accepted during Q4.

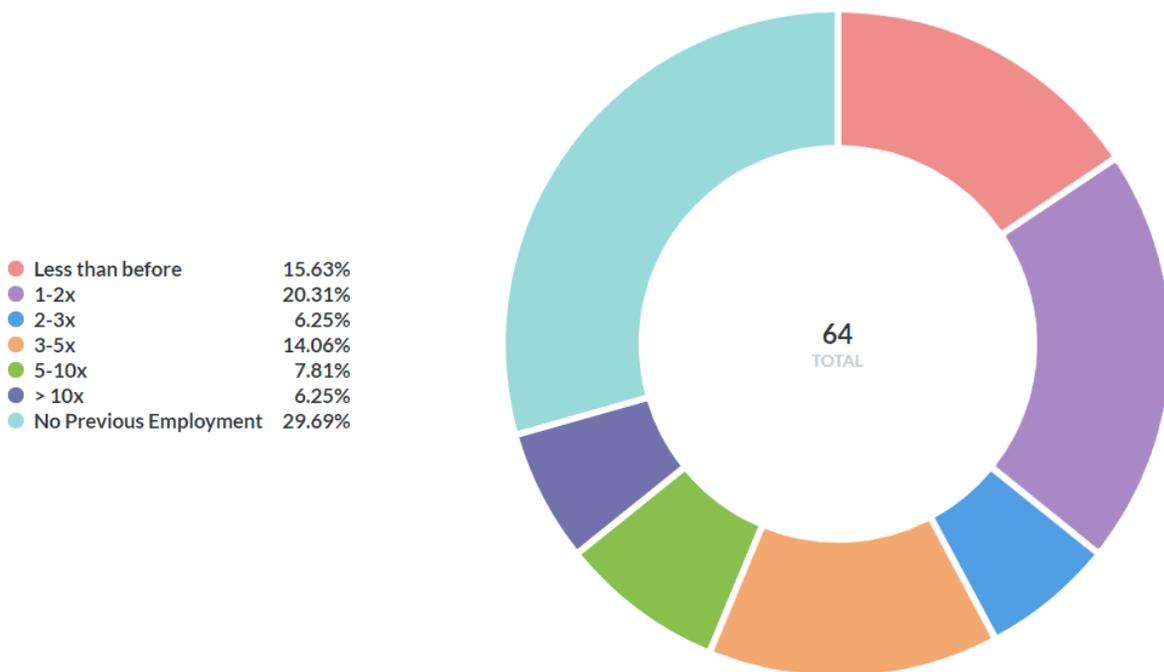
What types of salaries are Micronauts getting?

Of course, salary is an important factor when choosing a job and a career, so the salary of our alumni is important. That said, we are also focused on the long-term career growth of all our alumni, so we support everyone in their first job, second

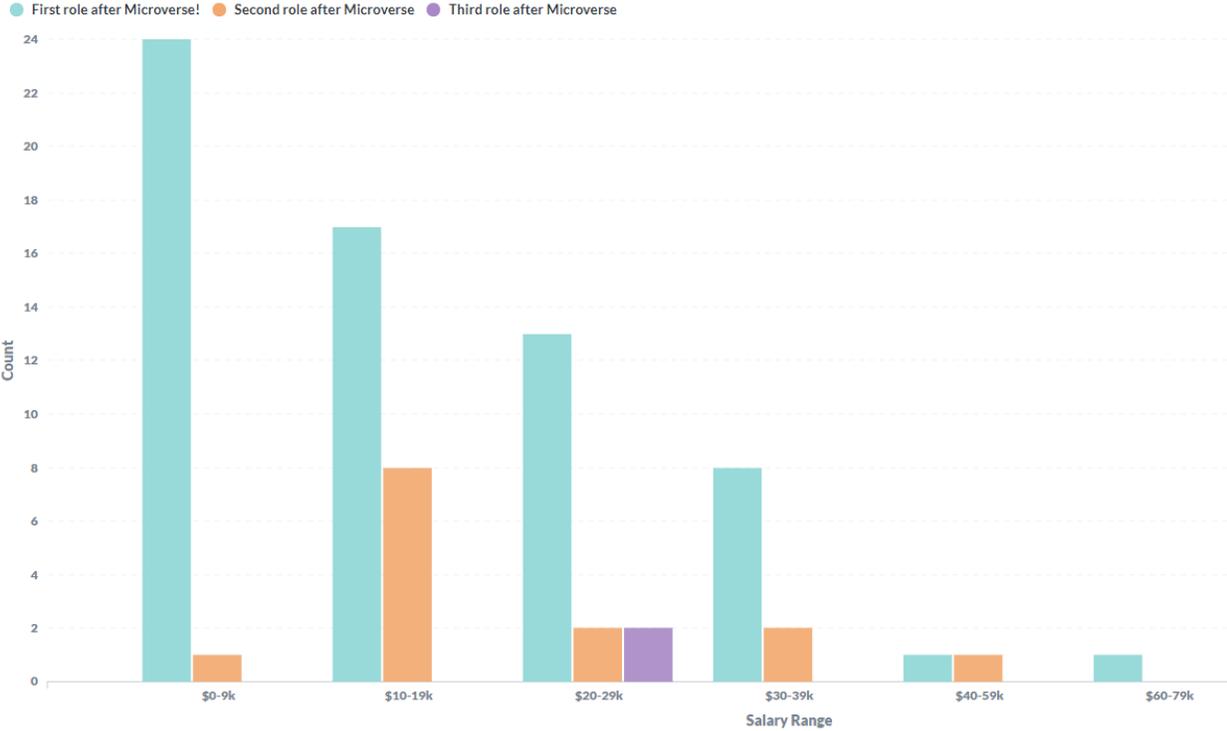
job, third job, and beyond — we support Micronauts for their whole career growth. But let's look at some data around the salaries for our alumni.

The median starting salary for the first job a student accepted after Microverse was \$16,128 for all offers accepted during Q4.

During Q4, the median salary increase from the previous role before Microverse to the first role after Microverse is 104% which means, on average, students are more than doubling their previous salary. More than half of the Micronauts who accepted offers during Q4 at least doubled their previous salary or were making no income before Microverse, and about a third of them increased the salary by 4-10x what they were making previously. We did see an increase during Q4 of some students accepting offers that were less than they were making before Microverse, and this has usually been due to an increase in financial need causing Micronauts to need to rush into accepting work as soon as possible. We will work with everyone to grow from this first role into their future career paths and increase their salaries along the way. See the graph below for full details.



Here is the distribution of salaries for all the roles Micronauts accepted during Q4, grouped by whether it was their first, second, or third role after Microverse. This includes internships and short-term contracts. Keep in mind that with a global population, the salary goals for our students vary widely, so we see a wide range of outcomes.



We can see that as students move into their second and third positions, they generally see an increase in the salary ranges that they get for those offers, and we're excited to continue helping our alumni population grow in their careers.



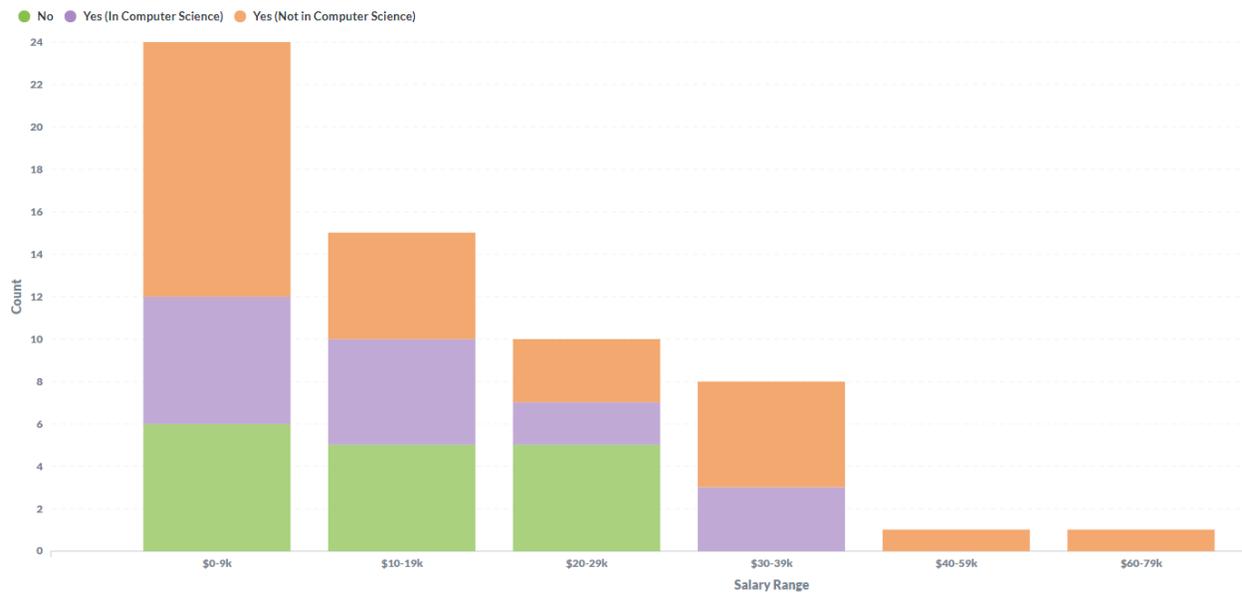
This quarter, offers that were negotiated had a 38% higher average salary than offers that were not negotiated! Microverse career coaches are available to help any Micronaut assess and negotiate a job offer.

How do salaries range based on Micronaut demographics?

All the demographic factors we shared above can play a role in the salary a Micronaut can expect after Microverse. Here are some of the correlations we can see between salary and other factors.

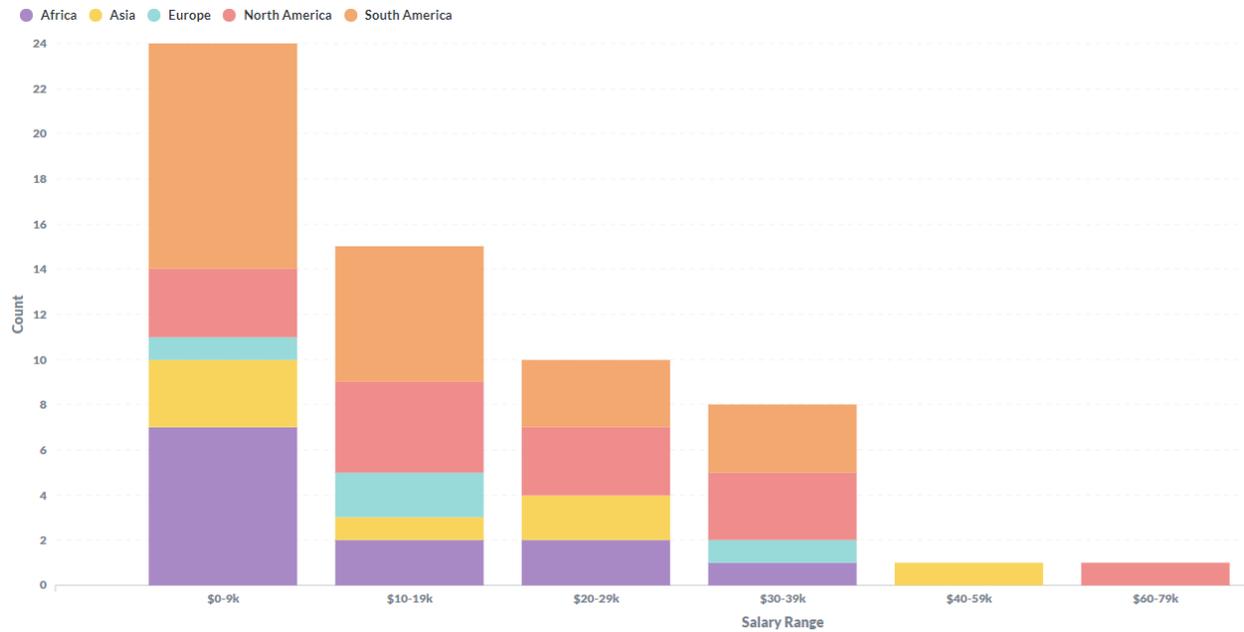
Previous Education Experience

We do see that Micronauts with no previous formal education (green) do tend to cluster in the lower salary ranges, while Micronauts with at least some higher education (purple and orange) tend to start with slightly higher initial salaries.



Location

As we are a global school, we have folks from all over the world. Here is the breakdown of these same offers, but grouped by the region where the Micronaut lives.



Other Employment Statistics

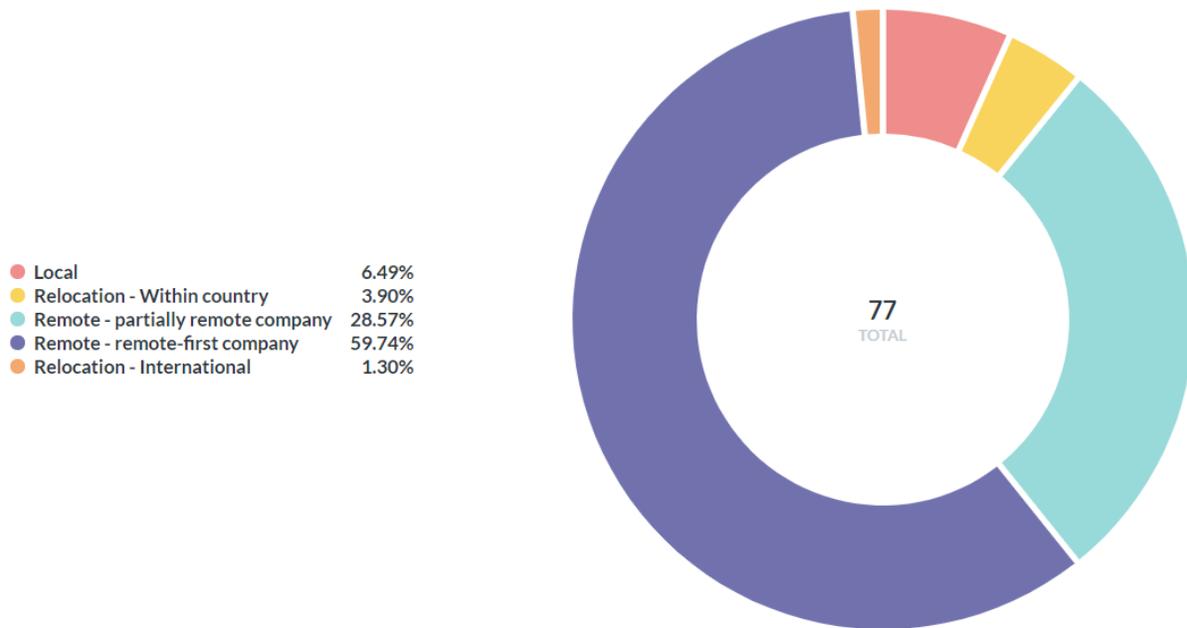
Are Microverse alumni working remotely, locally, or relocating?

While many Micronauts are looking for remote work, we do know that some folks are interested in relocation, and also that especially for students without previous development experience, local jobs are an important stepping stone to a remote career. So we do see a mix of offers accepted between remote roles, roles that required relocation, and local jobs. However, we continue to see that the majority of accepted offers are remote, either with remote-first or partially remote companies, with a small percentage of local or relocations offers accepted.



This quarter, 88% of accepted offers were remote!

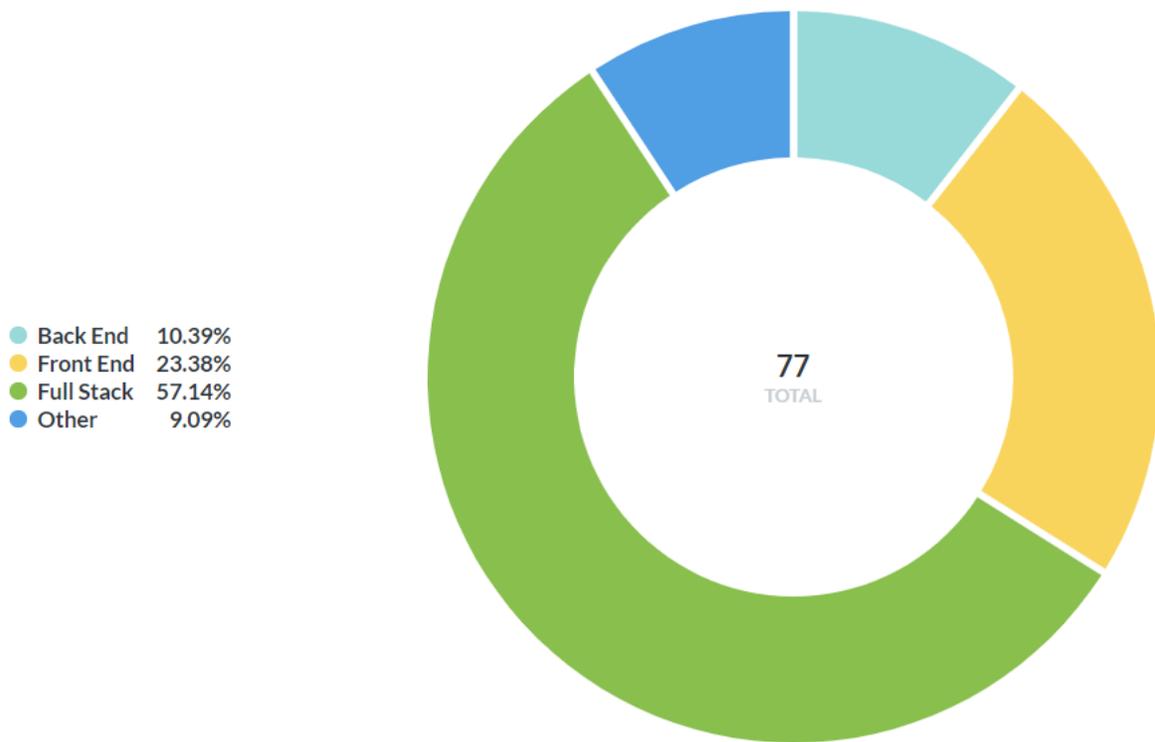
The complete location distribution of job offers that have been accepted by Micronauts in Q4 is:



What type of development work are Micronauts doing?

Similarly to last quarter, almost half of the accepted offers by alumni are for Full Stack positions, but we also see other types of roles represented.

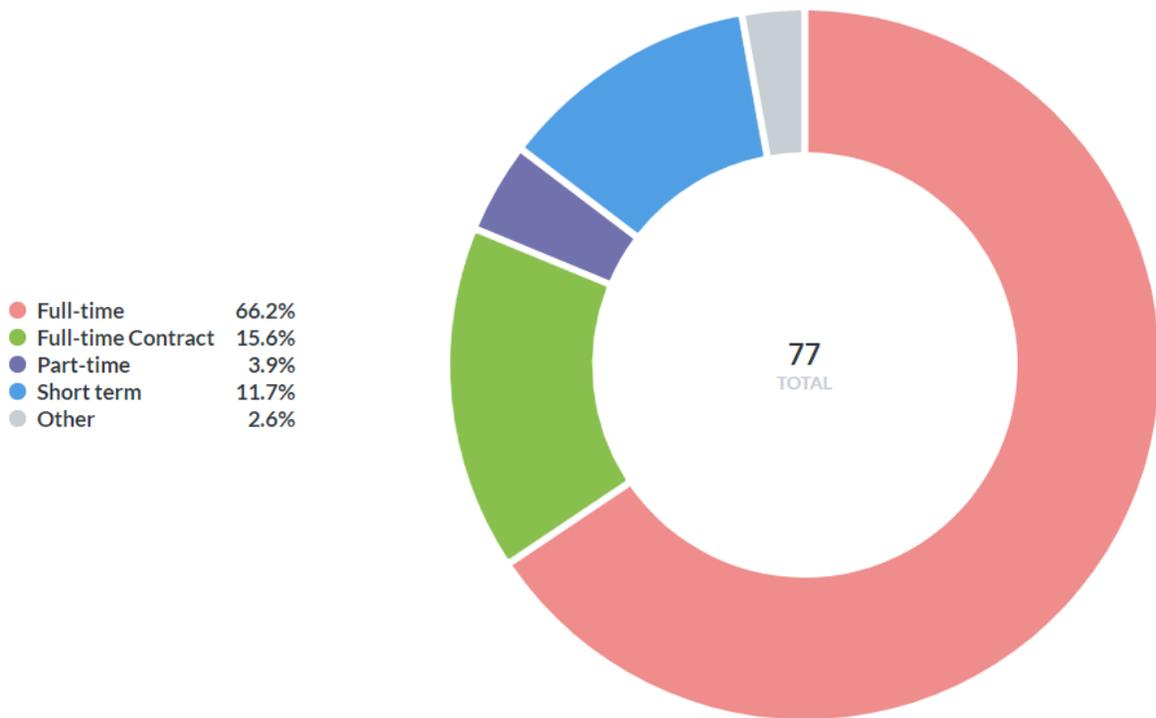
Here is the full breakdown of the development position for offers accepted during Q4:



What are the types of positions are Micronauts are getting?

The following is the breakdown of the type and duration of the position for all offers that have been accepted by Micronauts during Q4.

- **Full-time** - A full-time role with no defined end date, expected to be at least 30 hours per week for at least six months
- **Full-time contract** - A full-time contract with a defined end date lasting greater than three months
- **Short term** - Any contract that lasts less than 90 days
- **Part-time** - A part-time role (fewer than 30 hours per week) with no defined end date
- **Internship** - An internship-level contract (as determined by the employer) (Listed as "Other" below)



What technologies are Micronauts working with?

We ask all Micronauts what technologies they are using in their job when they submit their offer. Here is the breakdown of the response for all offers submitted during Q4. Note that many folks are using multiple technologies in their roles, so one Micronaut likely spans multiple of these categories.

Most Micronauts are working with these technologies (in descending order of prevalence):

- JavaScript
- React
- HTML/CSS
- Rails/Ruby

With 10% or fewer of the jobs including work with the following technologies:

- TypeScript
- NodeJS
- React Native
- GraphQL
- Express.js
- Vue.js
- Python / Django
- PHP
- Other

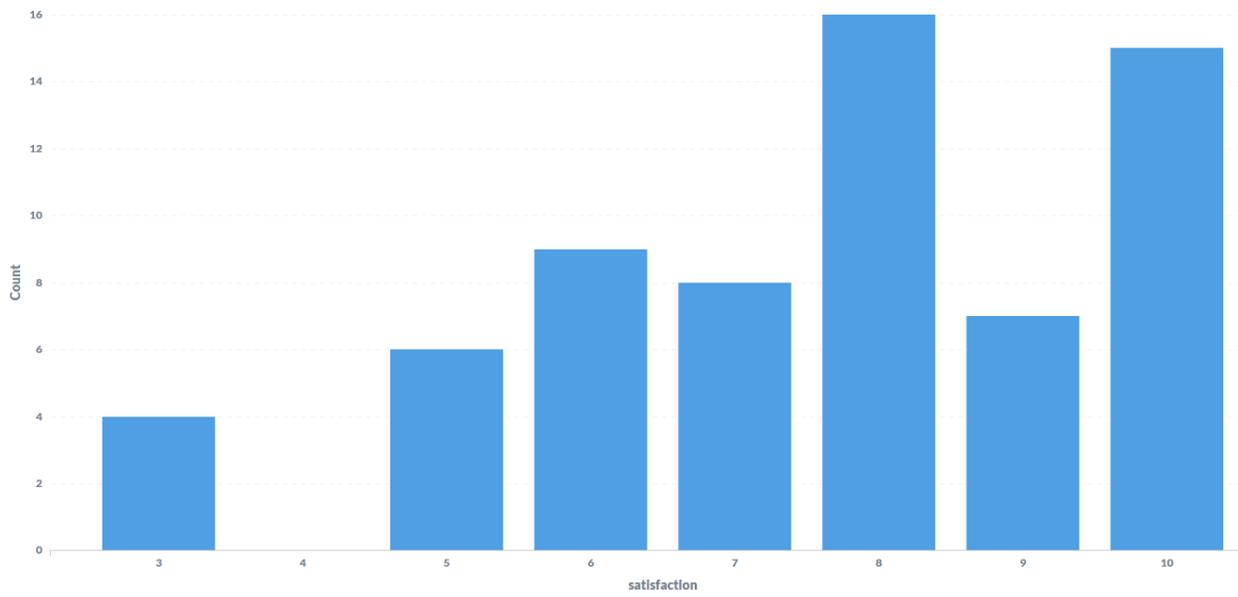
The technologies Micronauts listed in the "Other" category include: Unity, C#, Next.js, and No Code tools like Integromat and bubble.io

How do Micronauts feel about the roles they accept?



The median Role Satisfaction Score is 8/10 for all offers accepted in Q4!

Here is the distribution of reported role satisfaction for all offers accepted during Q4:



When students report low offer satisfaction, we work to ensure that a coach is talking to them to understand what they aren't happy about and craft a path toward moving into a role they are more excited about.

How do we support Micronauts in their roles over time?

Once Micronauts are employed, we reach out at least once every three months to check in and see how they're doing and provide some useful advice that might be relevant at that time in their role. We reach out directly to anyone who tells us they aren't satisfied in their current role, so we can help them either improve their current position or start looking for a new one.

We also have a part-time coaching support group specifically for employed job searchers, so we can help folks who are currently employed but ready to take the next steps in their career. We also support folks who lose their jobs or take time off in between jobs and come back to job search with us full time.

[You can read more about this by clicking here.](#)

What are we working on next?

We are working hard on launching a revamped, Microverse Program 2.0, and this includes a lot of changes that will directly impact our outcomes. We will highlight a few of them here.

First, we are integrating Interview Prep with the rest of the core technical program. Microverse students already start from Day 1 with a Professional Skills curriculum track, but in Program 2.0 we have even further integrated all the different skills and knowledge Micronauts need to start as a competent full-stack web developer. Everything will be taught together as part of the core program.

While students grow their technical skills, they will have explicit lessons to practice professional skills like communication and networking, to learn about the upcoming interview process, how to set and achieve goals, and charting their path toward their dream job. When students have completed the core program, they will be ready to immediately start sending out job applications and focusing on their job search. This will help ensure that we can get students from Day 1 to accepting a job offer as efficiently as possible.

Second, we've streamlined all of the curriculum to ensure that we are teaching the right skills scaffolded in the right order to help ensure success. We expect this to help drive more successful outcomes for all Micronauts because they will be more prepared for interviews and ultimately for their first roles as web developers.

Third, we are introducing stricter deadlines and timelines to help ensure that students are able to complete the program in 6-7 months. This will ensure Micronauts are able to start job searching and land a job within the time frame they expected. When it takes longer than expected, we see financial pressures rise on students which increases dropouts or lower quality outcomes, so we're looking forward to this change helping students stay on track to achieve their goals in a reasonable period of time.

You can read the full internal announcement about the upcoming Program 2.0 [here](#). We are constantly working to improve this experience and create the environment where all Micronauts are able to thrive in their careers, and we're so glad you're here to be a part of that.