Divergence Academy's Learners Outcomes Report

Data for Divergence Academy's Full-Time Programs That Ended Between September 1, 2019 and August 31, 2020.

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Overview

Divergence Academy has helped hundreds of career-changers in transition land jobs in cybersecurity, data, and information technology over the past five years.

About Divergence Academy Immersive Courses

Participants in Divergence Immersive training programs complete 400 hours of training, led by seasoned practitioners in cybersecurity and data science. Learners work with dedicated career services professionals who help them build a personal brand, apply for jobs, prep for interviews, optimize their LinkedIn Profiles, craft professional resumes, and learn to network and leverage other soft skills, which are required to be successful in today's marketplace – both to land a job and to successfully climb the corporate ladder by working well with others and performing well within teams.

About the Outcomes in This Report

This report includes outcomes data for 196 learners who participated in programs that ended between September 1, 2019 and August 31, 2020. Of those 196 learners, 186 graduated from their respective programs, and 118 participated in our Career Services program. In this period, 60.2% of Divergence graduates participated in a full-time job search and secured a job in their field of study after completing a Divergence Immersive course; 49.15% did so within six months. (Because we did not receive outcomes data from all 118 learners who participated in our Career Services program, 60.2% is probably a low number.) An additional 6.78% accepted a job offer after 180 days, for a total of 55.93% of this eligible population working in the field.

60.2% of Divergence graduates participated in a full-time job search and secured a job in their field of study

Divergence Academy graduates secure jobs at top companies across sectors including TDS Telecom, Jacobs Engineering, the United States Army, the Army Airforce Exchange, Elevate, Susan G. Komen Foundation, AT&T, Microsoft, Pack and Fresh, Brinker International, the Eliasson Group, the Department of the Interior, Signify Health, Pride Global, and more.

Time to Outcome

The majority of full-time job seekers who landed an opportunity in the field for which they studied at Divergence Academy took less than 180 days to achieve an outcome. Only 7% did so after 180 days but before 365 days.

49.2% of full-time job seekers landed a job opportunity in their field of study within 180 days of graduation

A Note from Our President & Founder

Hello there,

Since the establishment of Divergence Academy in 2014, it has been our drive to place emerging tech vocational training on the map in DFW (starting with our Data Science program). Since then, we have been blessed and humbled to have trained and propelled so many self-motivated professionals and aspiring technologists into new career paths.

This is our very first outcomes report, completed in collaboration with Sutton Frost Cary LLP (SFC). It includes data for 196 learners who participated in programs that ended between September 1, 2019 and August 31, 2020. Before we could begin benchmarking our data, we wanted to establish a framework that clearly outlines what "counts" as a job placement and what does not. As a result, we have taken inspiration from the standards and working descriptors established by General Assembly and used outcomes definitions set by the Texas Workforce Commission (TWC) to develop our process.

2020 was a year of many transitions and an exercise in meeting challenges head-on. We moved into a new larger location with five modern classrooms in January; then completely transitioned to a remote-live training delivery model in line with COVID-19 social distancing protocols. On February 15th, 2020, we started our biggest campaign to reach out to companies around the U.S. to educate and bring awareness about Divergence's programs and students graduating from our programs. We also built out our virtual Career Services Department, added weekly Monday and Wednesday evening Career Services workshops, and opened free slots in the new cohorts for graduates to continue learning. We returned to campus on June 8th, only to be shuttered again on June 24th. While we did not know if this was going to be the new norm, we prepared for a post COVID-19 business which meant transitioning to a fully hybrid on-campus and remote live-training delivery. By November 30th, 2020, we graduated roughly 320 learners in twelve months, eight times the growth we experienced the previous year.

With an 85% placement rate through October 2019, Divergence Academy prides ourselves in helping our graduates with Resume Writing, LinkedIn Optimization, and Job Search Networking skills. Now, as we approach the close of the year, I am proud to report that 40% of the recent graduates out of 90 are actively interviewing, accepting positions but have not started work yet, or have already been placed.

2021 is just beginning. Because of that, we are excited to share that we will continue to equip our community of learners with MORE course offerings—continuing to bring the most relevant, in-demand skills to market. We are adding new 400-hr, 20-weekend immersive courses such as Cybersecurity Core Technical and Cybersecurity Risk Management. We are also offering 120-hr, 6-weekend short courses for learners who wish to pursue careers as DevOps Engineers and Cloud Computing Consultants.

Moreover, we are investing in Apprenticeship programs for Cyber Technician and Data Technician roles. The idea is to provide the Earn & Learn model with an opportunity to receive a Certificate of Completion from the Department of Labor. Last June 26th, President Trump signed an executive order removing a requirement to have graduate degrees for federal jobs. This order focuses on Vocational Certifications and Apprenticeships for the new kind of remote work coming in the very future.

Many industry leaders now say that it took a virus to fast-track Digital Transformation efforts. But while this renewed focus was prompted by the unique challenges brought about by COVID-19, the intent to highlight Certs and Apprenticeships has been in existence for the last 8 years. As such, while no one can see the road ahead, we will find our way through this; just as others have before us. At the end of that road, trust me, we are going to have another grand celebration.

(wet signature here)
Sravan Ankarju (he/him)
CEO and Founder
Divergence Academy

A Note from Our Director of Career Services

Why (and How) We Created This Report

Since launching our first academic program in 2014, Divergence Academy has evolved to meet the needs of our changing learner demographic, their career goals, and the demands of today's technical workplace. Divergence is committed to measuring the success of our graduates in the form of job placement outcomes.

Most Learners come to Divergence Academy do so for one reason: to land a job in a high-tech career. We intend to make sure that we develop rigorous, consistent ways to measure outcomes going forward, since what counts as a successful job placement can be highly subjective. Although Divergence has served only a few hundred Learners in the past few years, we recognize that it is crucial to establish easy-to-understand standards that reflect our graduates career goals and work and to ensure that our graduates gain a return on their investment in education.

As our programs and the number of Learners continues to grow, we recognized the importance of getting our outcomes data validated by a third party. Divergence Academy made an important decision in 2020 to work with Sutton Frost Cary LLP (SFC) to develop our outcomes framework and validate our first outcomes report. This certified public accounting (CPA) firm performs necessary audits that are required to validate that Divergence Academy's outcomes data is accurate. Before we could start to benchmark our data, we had to establish a framework that clearly outlines what "counts" as a job placement and what does not. We started with the General Assembly open framework and added the outcomes definitions set by the Texas Workforce Commission (TWC) to develop our process.

Every year, our data will be evaluated by Sutton Frost Cary LLP (SFC). Here is how that process works:

First, we compile the data. In real time, our Career Services team captures data from the job search of each individual graduate. The employment data for this report was taken from DocuSign learner/alumni-signed Meaningful Employment Forms (MEFs) or self-reported employment information found on LinkedIn. Demographic data, such as age, gender, and funding source data were taken from enrollment paperwork.

We believe it is critical that every single student that enrolls in the career services program is represented in the report, even if they opt out of our Career Services Outcomes Program or choose not to participate in the Career Services available to all Divergence Learners. We benchmark outcomes rates starting at the point that a Learner graduates and measures them at the six-month mark.

Second, we apply the data to our framework. During this step, we analyze the data and build the report. We involve a great number of stakeholders in creating the report, including Academics, Admissions, Career Services, Marketing, and executive leadership. This ensures that Divergence delivers a report that makes sense to our prospective Learners and supports our mission to help individuals transition into meaningful, sustainable employment that they will enjoy.

Third, Divergence submits our final report and data set to SFC. They review the numbers and perform assurance procedures over the Learner Outcomes and Demographics. During this process, SFC reviews our detailed processes and systems used for measurements and data collection. They also have Divergence provide evidence that learners are meeting graduation and outcomes requirements.

Finally, we receive the auditor's letter. Once Divergence has met all of the needs for SFC's review, they provide us with an assurance statement that the metrics are in accordance with the criteria the school established in our framework, which can be seen in the Independent Accountants' Review Report on page 24.

Much goes into this process, but having an independent, accredited third party review our data ensures that Divergence Academy provides potential Learners with transparent, verified facts to help them decide how to best invest their time and money in their education and career journey. We know that deciding to attend and successfully complete a program at Divergence Academy is a big investment. As such, it is worth our time and resources to work with the best and ensure that individuals are empowered to make sound, informed choices for a positive return on their investment.

(Wet signature goes here)
C. Dauphne Maples (she/her)
Director of Career Services
Divergence Academy

About Divergence Academy

Established in 2014, Divergence Academy is the first Data Science-focused institution in the DFW area. We are rapidly establishing our reputation both as the best vocational trade school for emerging technologies and as a trusted source of talent.

At the publication of this report, we have successfully transitioned our campus to a full-remote delivery model, allowing us to achieve the following mission: to equip motivated talent with the foundational skill sets in data science, cloud engineering, cybersecurity, and AI.

Since its inception, Divergence Academy has always been about addressing the need to train career professionals and young adults on how to "level up" in the domains of emerging tech. Our blended learning approach combines content from trusted sources and mentor-driven models from top experts in the field of Information Technology. And as student placement is our primary metric for success, our overall goal is to ensure that the talent that comes through our doors succeeds in the industry.

From cyber to cloud, our up-to-date curricula and comprehensive career services are designed to educate our Learners with today's in-demand skill sets, spurring them forward onto new career paths with confidence and purpose. And with our growing network of current Learners and Alumni, we are pleased to contribute to an evolving global industry of innovators, explorers, tinkerers, entrepreneurs, and leaders.

With an approach geared toward innovation and informed by analytics, we remain grounded by our passion for translating applicable knowledge and relevant skill sets into an academic environment. Divergence Academy is out to make a new world of education at the intersection of product, marketing, and technology that is accessible to learners and professionals pursuing careers in emerging tech. We believe this impacts the future careers of our learners and fulfills the needs of employers seeking certified digital expertise and a mindset to meet market demands.

Inspired by the way our human brains filter information, we continuously strive to set the highest standards in deep learning, enabling us to accelerate positive transformation for our learners, our employers, our partners, and our people. Empowered by teamwork, we achieve better results and outcomes.

Inside the Divergence Academy Admission Process

Bonkers that you found us–we try to stay under the radar! A little humor and a warm welcome from our four-legged Chief Happiness Officer, Bear, greets anyone that enters these academy doors. Divergence's immersive learners range from 20s through 60s, encompass all genders, and come from diverse backgrounds–military, non-military, high school graduates to tenured corporate professionals. They are people who love learning, relate to Star Wars characters, and are looking for a hands-on, live classroom experience. They all have one thing in common: curiosity.

Since the start of our partnership with the Department of Defense (2020), there have been at least 212 veterans and active duty military members who have enrolled in one or both of our immersive programs. They are looking for sustainable careers and a bridge that will make the cross-over into civilian work life less daunting. Some want to utilize their training and existing skill sets, while others want to start anew. Our goal in the admissions process is to expose them to the latest employment opportunities available in the emerging technology sector while empowering them to pursue the most relevant skills in today's ever-shifting digital landscape.

First, we schedule a phone interview to get to know them on a personal level. We talk through their background, desired path, motivation, preferred weekday or weekend schedule, funding options, and more. One of the primary traits we look for is curiosity. A typical student must be curious. If they are curious, we can teach them technology.
Second, we typically do not make prospective learners wait to get started on their learning journey. They will be enrolled from the get-go in either Data or Cyber Wookie, a learning pathway specifically designed to prepare them for the course work ahead. Each provides valuable resources and information to help the enrollee prep for the first day of class.

Third, we verify funding. Once verified, a personalized Acceptance Letter will be sent to them via email. On the day of Orientation, a week before their program starts, they will be onboarded to the learning platform, introduced to Career Services, and have an opportunity to connect with future classmates and instructors.

Beth Lahaie (she/her)
Vice President of Business Development and Campus Growth
Divergence Academy, Leadership Team

About Career Services

If you are reading this, chances are you're thinking about taking a program at Divergence Academy and want to know what you can expect from our Career Services team during your program and after you graduate. Here is a high-level overview of who we are and how we will work with our learners and alumni who sign an opt-in Career Services Outcomes Agreement (CSOA):

- Beginning in 2021, we will have a network of career coaches. Throughout your program, your dedicated career coach will give you a detailed job search curriculum and work with you to develop the skills and tools you need to successfully compete in today's job market.

- After graduation, your career coach will work 1:1 with you, refining your job search strategy until you achieve an outcome.

- Our coaches will support you in creating your own personal brand. They will ensure that your online presence reflects your capabilities and skills, that your materials are free from error and compelling, and that you are well- prepared for each interview.

- We will recommend you for opportunities within our Preferred Employer network when those jobs align with your skills and goals.

- The Divergence team will hold (virtual due to Covid-19) career fairs and networking opportunities to introduce our graduates to Preferred Employers. We strive to ensure that you put your best foot forward by conducting technical interview prep sessions (mock interviews). We also provide feedback on material for specific opportunities.

- Career Services efforts alone will not land you a job. You are expected to actively spend at least 20 hours per week engaged in job search activities, including networking, searching for jobs, customizing your resume for specific job opportunities, and engaging in mock interviews. You should also continue developing your technical skills to achieve a successful job outcome.

Inside Divergence Academy's Career Services Program

Learners and Alumni frequently cite Career Services as a key comparison metric that helped them decide to attend Divergence Academy: our lifelong career services support. We provide motivated Learners and Alumni wishing to change careers with targeted support by offering workshops on today's best practices for job searching. When you enroll in a Divergence Academy program and opt-in to our Outcomes Program, we do everything possible to support you in launching your new career, empowering you to land the best job available for you!

To accomplish this goal, we ask that you commit via our Career Services Outcomes Agreement (CSOA) and agree that you will genuinely invest your time and energy into the career support activities required to participate in our Outcomes Program. Our team offers workshops and presentations on topics such as:

- Resume Building
- LinkedIn Profile Optimization
- How to Find and Work with Recruiters
- Interviewing
- Networking

Additionally, we offer Learners and Alumni weekly opportunities to attend Industry Day Lunch & Learns. These virtual events are hosted by our team and feature a Preferred Employer from our growing network who provides detailed information about working at their company. This includes available jobs related to Divergence Academy academic programs, the hiring process, what certifications may be required or preferred, the hiring process, whether entry-level or remote work is available, benefits, veteran hiring programs/preferences, and other information. At the end or throughout the Industry Day Lunch & Learn, attendees are encouraged to ask questions of the presenter(s).

C. Dauphne Maples (she/her)
Director of Career Services
Divergence Academy, Leadership Team

That said, we do not only provide you with introductions to Preferred Employers at these events, our Learners are provided exposure via Connections—Divergence's Career Services Management (CSM) tool powered by Symplicity. This tool also allows Preferred Employers searching for and who are ready to hire qualified candidates a means to reach out directly to our team about having us add opportunities or include jobs in Connections themselves.

In Connections, we let Learners know about highlighted opportunities and we also recommend qualified candidates to Preferred Providers for consideration. Housing data related to jobs you may want to land, potential employers, recordable mock interviews, up to four resumes (and a resume builder), as well as Learner and Alumni profiles, Connections includes projects and portfolios for prospective employers to review. This sets you apart, making you stand out and catch the recruiter's eye!

Establishing Our Framework & Updates to Come

As Divergence has expanded access to our programs through new government pilot programs, such as VET TEC, the 9/11 GI Bill, nonprofit partnerships, grants and scholarships, and other new financing options, we have started to work with learners from different life paths and experiences, including more veterans. This has helped us evolve our framework, ensuring that we serve the needs of our entire learner and alumni population as we continue to maintain clear, measurable standards of success. Our goal is to create consistency and rigor in reporting our data in future versions of this report, while ensuring that the data reflects the realities our learners and alumni will face in their job search.

Beginning in 2021, Divergence will offer an opt-in, accelerated Outcomes Program for full-time job seekers to ensure greater overall career success and faster time-to-employment for motivated, achievement-oriented learners and alumni. To participate in this program, learners will be required to sign a Career Services Outcomes Agreement (CSOA) and commit to working with Career Services via an accountable, structured framework: our Outcomes Program. Divergence will provide knowledgeable, supportive career coaches who will work with you one-on-one to empower you to achieve a successful outcome as quickly as possible. Learners successfully completing an Outcomes Program should expect to land a job within 180 days, with the goal of finding a highly desired opportunity in less than 90 days. In addition to adding career coaches to support our Outcomes Program for full-time job seekers, Career Services will be adding two categories of data for graduates of Divergence's academic programs: Extended Job Seekers and Part-Time Outcomes.

Extended Job Seekers
Increasingly, we have graduates who accept contract or part-time work after graduation to make money or add to their portfolio while they continue looking for a permanent position in their field of study. Such work is not included as a successful outcome in our Outcomes Program. Such graduates would be considered "non-participants" in our Career Services Outcomes Program even if they were actively

looking for a job and working with Career Services. To accommodate this group, we have created an Extended Job Seekers category for learners who fit this profile. We only place graduates on this pathway if they self-select into this option and it aligns with their personal goals and needs.

We will separate out learners who fit this profile in the data in our 2021 report. While it varies by student, typically learners in this category will job-search for 5 to 10 hours per week, submit three applications per week, and engage in networking events more periodically. Since these graduates are likely to spend less time dedicated to the job search, we expect their time to employment to take longer than learners who choose to opt-in to our Outcomes Program. Therefore, Divergence has set the expectation for Extended Job Seekers to between 180 to 365 days. This is a reasonable expectation for those who cannot devote full-time hours to their job search after graduation.

Part-Time Outcomes
Learners who are in the Part-Time Outcomes category do not meet our strict requirements for what counts as a job placement (paid, full-time, in the graduate's same field of study). If a learner or alumni takes a role that they are satisfied with that is in their field of study and meets their desired professional goals, but does not meet our standard for placement, we will include them in our 2021 report as a part-time outcome. We will only put learners in this category if they let us know that they are satisfied with the placement and are finished with their current job search.

Inside the Divergence Academy Classroom Experience

At Divergence, we believe that supporting our Learners requires understanding their different needs to help them achieve individualized outcomes. To enable the best opportunities for success, we consider three crucial factors: background, interests, and job opportunities.

Background

We consider the previous educational and work experience of each of our learners. This allows us to identify and subsequently bridge their experiences with what they learn while they are at Divergence Academy. By connecting their background with their chosen course, we ensure that both knowledge and skills add value to their personal toolbox.

Learners are not a blank canvas. They come with valuable experiences and foundations of learning on which to build. By understanding their background, we help them make explicit connections to new learning. Learners add to existing knowledge and bridge previous work roles to land their next opportunity. Divergence Academy instructors and staff drive greater outcomes because we seek to understand the learners who join us.

Interests

Understanding what Learners want to do and what drives them is critical for us. By identifying individual interests that excite them, Divergence Academy instructors and staff find themselves equipped to provide the necessary support needed for them to achieve success.

Learners are self-driven by what excites them. Using the words of our President and CEO, Divergence Academy wants learners to be "enthusiastic explorers." We build relationships with learners by getting to know their interests. By understanding their interests, we help them make meaningful connections in new learning.

Case Copeland (he/him)
Chief Academic Officer (CAO)
Divergence Academy, Leadership Team

With unforeseeable opportunities awaiting, success comes to those who pursue it. We empower our Learners to discover new interests through new learning and new learning through new interests. With these two things in mind, and the support of a global community that includes Divergence peers, instructors, mentors, and beyond, there is nothing you cannot accomplish!

Job Opportunities

We are out to make an impact on the successful launch of each of our learner's careers. By asking ourselves what opportunities our learners will come across, we ask the following question: what is a first step or the next step for that individual?
The unifying quality of all learners at Divergence Academy: moving forward. Through new learning gained and hands-on experience, our primary goal is to help every individual find a job opportunity, whether it's a first step or a next step on their career pathway. We continually discuss with learners how their learning and background, combined with their interests, can merge to find an opportunity. Divergence Academy instructors and staff coach learners on how to find opportunities.

We approach engagement through a lens of personalized outcomes. As a result, Divergence Academy instructors can adapt to learner needs and meet them where they are. We have implemented both synchronous and asynchronous support via intentional infrastructure and a personalized learning model.

Our goal at Divergence Academy is to improve the overall learning experience. We have moved beyond a 'one-way information delivery method' - which often comes with a restrictive learner-teacher ratio - to our current engagement model. Through this model, learners step out of simply absorbing lectures and into a mindset where they participate in discussions that pave the way for more reflective insights. This shifts the focus away from memorization and leverages the benefits of depth of understanding, as learners gain the ability to articulate lessons in their own words.

With smaller classroom sizes that make room for more individualized attention, Divergence Academy instructors have room to work extensively to coach and develop mentor-mentee relationships. Utilizing the Microsoft Teams platform, we are now able to facilitate learner-to-learner engagement, where instructors step in to provide necessary redirection and support during collaborative, focused group discussions and supervised lab time.

With a complement of learner-driven engagement, our model fosters the development of not only technical skills, but also of the necessary soft skills that are critical for succeeding in their future workplaces.

> *Every data [practitioner] should be very comfortable writing a few lines of code in Python. It can feel intimidating for some people, but when we teach future data analysts how to write 10 lines of Python code, the entire game changes because they can now clean up and visualize the data themselves. They're able to drive deeper insights and ask better questions—or at the very least, eliminate low–value questions.*

VISWANATH PUTTAGUNTA
Data Science Immersive Instructor, Divergence Academy

> *At Divergence Academy, we believe the best instructors are those who are working in industry and doing the work they teach. Many of our instructors are experts with full–time jobs who take a break from work to teach because they really enjoy the break and it helps them grow by reinforcing their skills.*

BETH LAHAIE
VP of Business Development / Admissions, Divergence Academy

> *What we're trying to teach is not specific data points on vulnerabilities and exploits, but a viable methodology and a creative way of thinking.*

EKZHIN "E–Z" EAR
Ethical Hacking Instructor, Divergence Academy

How We Set Our Learners Up for Success

Setting learners and alumni up for success, Divergence Academy is a transformative ecosystem on a mission to meet and exceed the demands of cybersecurity and data science in an increasingly competitive and ever-evolving landscape. Where our Academics Department is focused on delivering the most up-to-date industry curriculum and materials, Career Services provides the ancillary support needed to bridge the transition from the classroom to the workplace.

We believe that the measure of our success is when our learners are empowered with the tools needed to effectively land a job. Each person can move forward if provided opportunity, support, and guidance. For that reason, we strive to provide the best knowledge through industry vanguards like CompTIA and Microsoft, the most up-to-date tools and information, and the most relevant employment resources to our learners.

Our instructors and staff work hard to encourage, empower, and continuously challenge our learners—so that transition into the next phase of their career journey will seem less daunting and well within reach. As an agile academic institution, we have committed to quickly adapt our programs in response to learner feedback, instructor insights, and the latest industry trends.

Beyond coursework, we understand the importance of personal wellness and mental health. We strive to provide learners with access to proper nutrition, housing, counseling, and community support—services that strengthen their general well-being while they are in this period of transition and growth.

Divergence Academy stands apart by choosing to work beyond content delivery through building long-term relationships and empowering learners to be enthusiastic drivers in their own career pathway.

Sravan Ankaraju (he/him)
Founder / President / CEO
Divergence Academy

As we rapidly build a reputation for going above and beyond to service our learners and alumni community, we were recently approved as part of the VET TEC Employer Consortium. This is in addition to Divergence Academy's status as a VET TEC Preferred Training Provider. We offer apprenticeships, short term contract employment, and lifetime alumni Career Services support to ensure that no learner is left behind. Additionally, we plan to develop Managed Services contracts to provide employment opportunities for our alumni. All these measures are expected to increase the number of new learners. Approximately 100 new learners per month are projected for 2021.

Our Latest Data: Outcomes and Demographics

This report captures the outcomes for up to 196 learners who enrolled in our Data Science Immersive programs that ended between September 1, 2019, and August 31, 2020. The clock for "time to placement" starts the day that a learner graduates from their program. When comparing the outcomes of different schools, it is important to pay attention to this detail. If graduates or schools can choose the start date of their search, it can distort the data.

The Learner Outcomes and Demographics tables on pages 16 through 20 of this report were reviewed by SFC (see the Independent Accountants' Review Report on page 24). Aside from the graduation rate, the data is primarily derived from anecdotal reporting for this 2020 outcomes report. Add MEF and LinkedIn explanation.

Learner Outcomes and Demographics

FULL-TIME LEARNERS	Total #	Total %
ENROLLED	**196**	-
Withdrawals	8	4.08%
Non-Graduates	2	1.02%
Graduates	186	94.90%
Total Graduation Rate	-	**94.90%**

DIVERGENCE CAREER SERVICES	Total #	Total %
Full-Time Seekers	118	60.20%
Employment in Field Within 180 Days of Graduation	58	49.15%
Extended Seekers – Employment in Field Within 365 Days of Graduation	8	6.78%
No Placement or Unknown Placement as of This Report	52	44.07%
Total Placement Rate	**66**	**55.93%**

| Overall Outcomes	Total #	Total %
Full-Time Seekers	118	60.20%
Other Outcomes	78	39.80%

Our Outcomes

Of the 196 learners who enrolled in the Immersive programs above, here is how the data breaks down in aggregate. To see a breakdown of data by course, please refer to the tables included on pages 22-23 of our Appendix. Of the 196 learners who enrolled, 94.9% graduated. Of the 118 graduates who sought employment in their field of study, 66 reported accepted a job offer in their field of study within 180 days of graduating. An additional 6.78% are considered Extended Seekers, as they accepted a job offer after 180 days but before 365 days, for a total of 55.93% of this eligible population working in their field of study.

Our Community

Learners come to Divergence Academy from a wide range of professional backgrounds and lived experiences.

Age

Age data was not formally collected during this reporting period. Anecdotal reporting from Alumni provided a snapshot of 185 out 196 (94.39%) student ages. Approximately 40% of the learners who took immersive training programs at Divergence Academy were in their mid-twenties to mid-thirties, with 41.08% between 25 and 34 at the start of their program. An additional 31.35% were between 35 and 44 when they started their program. Those who were between 45 and 54 years old made up 14.05%, and 4.32% were between 55 and 64 years old. 9.19% were between 18 and 24 years of age. The youngest student in this report was 21, and the oldest was 61.
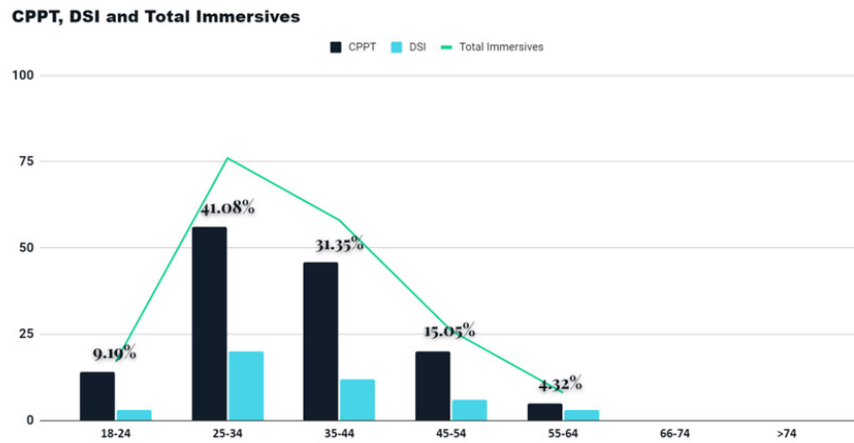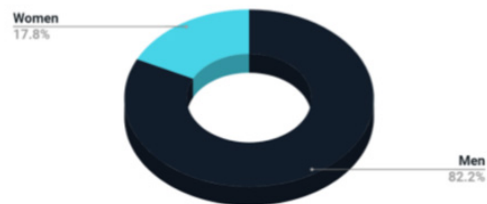

Gender

The gender breakdown for immersive programs in aggregate is 85.2% men and 14.8% women. Below we have demonstrated gender breakdown by program type. In our Cybersecurity Professional Penetration Tester Immersive Programs, 13.91% were female and 86.09% were male. In our Data Science Immersive Programs, 17.78% were female and 82.22% were male.

Race/Ethnicity

Although Divergence Academy Learners and Alumni are ethnically diverse, no race data was formally tracked for this reporting period.

Education

Education levels were not formally collected during this reporting period. Anecdotal reporting from Alumni provided data for 33.67% of the 196 Divergence Academy Learners, or 66. Out of these 66, 57.58% hold a bachelor's degree, 13.63% hold a master's degree, and 28.79% have some college or have earned an associate degree.
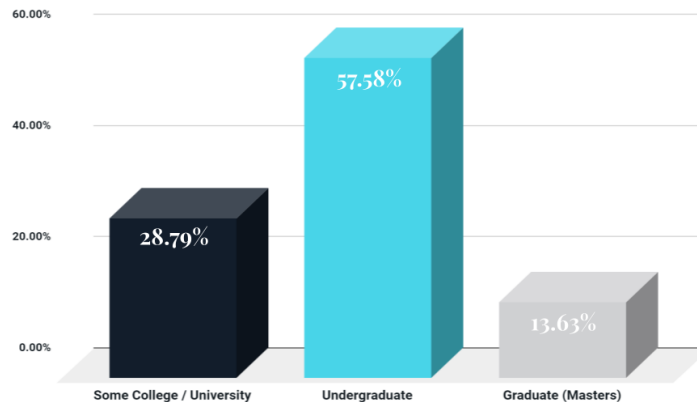
Financing

At the time of this report, tuition for Divergence Academy's Immersive Programs was $18,000. Divergence Academy offers multiple options to help learners pay for their tuition. Here's how learners financed their education:

- VET TEC – Divergence Academy is a VET TEC pilot program Preferred Provider. A provider is considered "preferred" if the training facility agrees to refund tuition and fees if a student doesn't find meaningful employment within 180 days of completing the program. A veteran must have at least 1-day of GI Bill eligibility remaining to qualify. The Veterans Administration makes a 25% payment of tuition to Divergence upon enrollment, 25% upon graduation, and the remaining 50% once the Learner obtains employment and signs a meaningful employment form (MEF).

- GI Bill – Divergence Academy is approved to accept the GI Bill Chapters 31 and 33.

  - Chapter 31 of the GI Bill is related to Vocational Rehabilitation & Employment. Veterans who have at least a 20% disability rating are eligible to apply.

  - The Post-9/11 GI Bill Chapter 33 helps eligible learners pay for school. If they served on active duty after September 10, 2001, Learners may qualify for the Post-9/11 GI Bill Chapter 33.

- CSP – Active duty military Learners who are transitioning out of the military into the civilian workforce are eligible to participate in a Skills Bridge or CSP program that utilized their Post 9/11 GI Bill to cover tuition and materials.

- ISA – Divergence Academy partners with VEMO Education as a service provider for an income share agreement (ISA), which allows learners $0 upfront payment, a 4-month grace period after graduation, and up to 24 months to make payment of tuition and servicing fees once employment is secured.

- WIOA – Divergence Academy also accepts Texas Workforce Commission (TWC) Workforce Innovation and Opportunity Act (WIOA) grants to cover tuition and materials.

- Scholarship – Under special circumstances, Divergence offers scholarships to offset tuition and materials.

- Community Council – Learners that reside in Dallas County and are unemployed or underemployed may qualify for a tuition assistance grant from this Dallas non-profit.

- Self-Funded – Learners have the option to pay out of pocket for their tuition and materials.

Funding the Future: A Divergence Academy Timeline

The figure below breaks down funding sources by percentage, as used by Divergence Academy learners between September 1, 2019 and August 31, 2020.
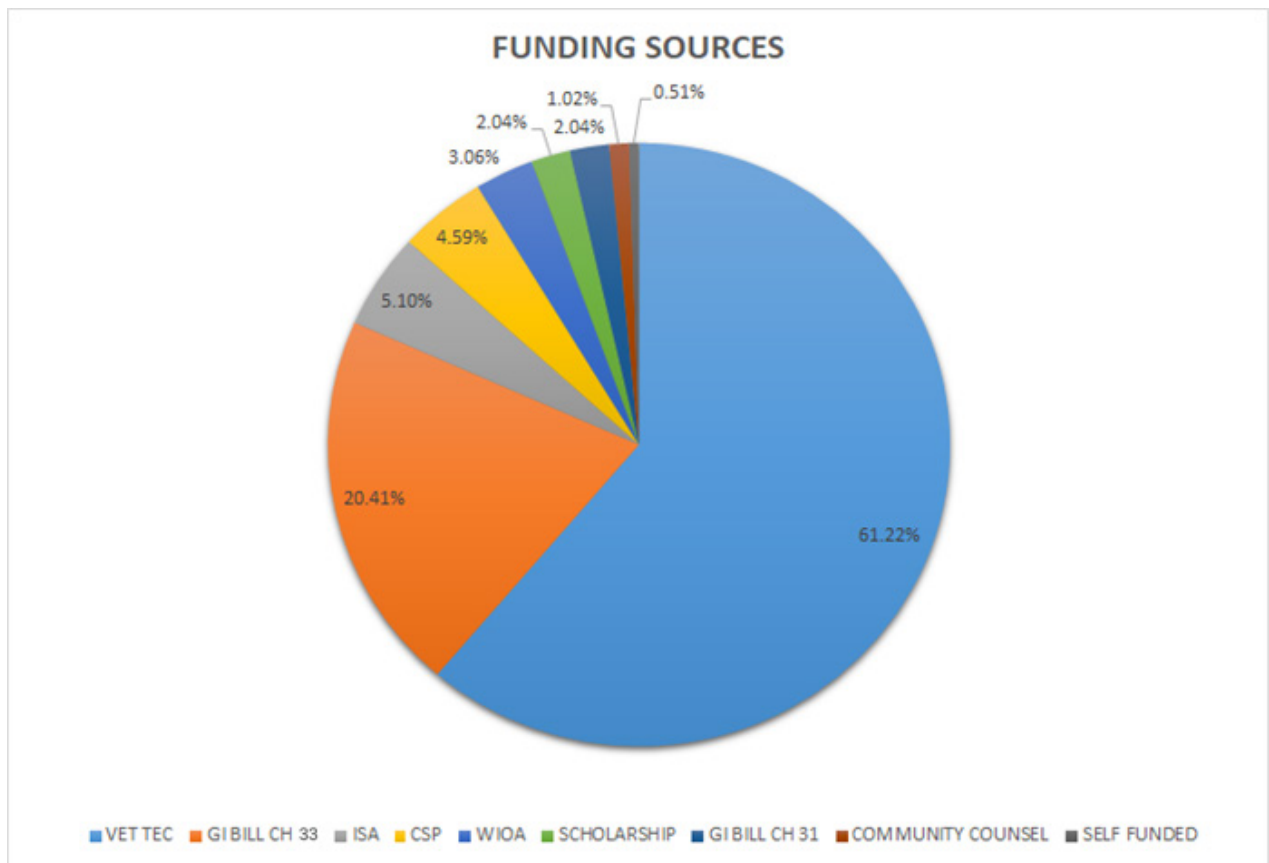
What's Next

Placing ourselves at the intersection of AI, cloud, cyber, and data science, Divergence Academy is out to empower learners with the knowledge and tools necessary to successfully land a job. We believe that provided opportunity, support, and guidance, our learners can step out of their comfort zones, push themselves to embrace challenges, and learn something new.

The future of the classroom embraces the idea that technology can not only allow for broader access to the most in-demand skills for today's rapidly evolving landscape. It also forwards the belief that we can ensure exceptional and authentic learning experiences that equip each learner for true success.

Looking towards the Future

We are all about intentionally facilitating human interactions with the help of technology. This means that we are continuously exploring the latest in advanced technology to generate authentic engagement learning environments. At Divergence Innovation Labs, we have invested in the following technologies to explore, expand, and innovate our classrooms of the future:

Telepresence Providers: As a trailblazer for innovation in education, we are looking to partner with Telepresence providers to leverage their connected classroom experiences. As we ask questions around what the future of classrooms will look like, we foresee the inclusion of hybrid learning spaces that take the best of both in-person and remote classrooms to better the overall learning experience.

Haptic Suits & HoloLens: With the development of technology that can provide sensory input and create simulations from a virtual standpoint, it now becomes possible to explore the creation of authentic simulations that allow learners to experience and process their learning. With the aid of haptic suits and AR, we look forward to providing learners with the unique opportunity to get deep inside the infrastructures of information technology and better understand the machinations from even the micro level.

Telepresence + Holograms: One of our future goals is to implement a dedicated Divergence Academy classroom in multiple locations, including spaces closer to military bases across the country. This will allow our instructors to reach, engage, and collaborate with more of our active and veteran military learners to help them along their IT career journeys. Using telepresence and holograms, we are out to bridge distances and bring our classrooms to wherever our learners need them to be.

Appendix

Enrolled:
A student who enrolls in a full-time program and attends the first day of class.

Full-Time:
A Learner who enrolls and pays the enrollment deposit for a full-time program that ended during the reporting period. This definition includes weekday learners who graduated from Divergence after 10 weeks and weekend learners who graduated from Divergence after 20 weeks. Both groups completed the same curriculum and the same number of overall hours in their courses.

Graduate:
Full-time learners who did not withdraw and completed their course.

Non-Graduates:
Full-time learners who did not complete their course.

Within 180 Days of Graduation:
A graduate who finds employment within 180 days of graduation in the field (or a related field) for which he/she attended Divergence Academy.

Extended Job Seeker:
A graduate who finds employment after 180 days but within 365 days of graduation in the field (or a related field) for which he/she attended Divergence Academy.

Other Outcomes:
This includes graduates who
 · Found employment in a field outside the program they attended
 · Returned to active military duty
 · Did not report or seek employment or were repeatedly unresponsive to Career Services outreach

Withdrawals:
A Learner who starts a program but does not complete it. Learners may withdraw from Divergence at any time after their cancellation period. Learners may also be withdrawn by Divergence for failure to maintain satisfactory attendance. Refunds for withdrawals are determined in accordance with refund policies.

Student Outcomes and Demographics

Student Outcomes and Demographics

CYBER PROFESSIONAL PENETRATION TESTER IMMERSIVE LEARNERS	Total #	Total %
Enrolled	**151**	-
Withdrawals	7	4.64%
Non-Graduates	1	0.66%
Graduates	143	94.70%
Total Graduation Rate	-	**94.70%**

Data Science Immersive

DATA SCIENCE IMMERSIVE FULL-TIME LEARNERS	Total #	Total %
Enrolled	**45**	-
Withdrawals	0	0%
Non-Graduates	1	2.22%
Graduates	44	97.78%
Total Graduation Rate	-	**97.78%**

Independent Accountants' Review Report