Ironhack Student Outcomes Reporting Framework - v.1

With the purpose of helping prospective students and other stakeholders clearly understand the outcome of every student at Ironhack, we have developed the **Ironhack Outcomes Reporting Framework.**

This framework has been developed based on the principles used by companies to report non-financial indicators to the public. It describes in detail how we categorize student outcomes to reach the metrics published in this report, and how we capture the data required to formulate them.

The framework is open-source and publicly available for use. We encourage any stakeholder to adopt it, or reach out to provide feedback on how we can improve it moving forward.

This document is V.1 of the Ironhack Student Outcomes Reporting Framework and was released on **01/10/2019**

1. How we categorise students

Every student that studies at Ironhack is placed under one of 12 statuses. You can check the definition of each status below:

▼ **1. Hired in-field**

- **Description:** Student states they got placed in a permanent (>6 months contract), full-time job (+40h/week) where he/she uses on a daily basis skills & knowledge developed @Ironhack

▼ **2. Hired Out of field**

- **Description:** Student states they got placed in permanent (>6 months contract), full-time job (+40h/week) where he/she does **not** use on a daily basis skills & knowledge developed @Ironhack

▼ **3. Ironhack Employee**

- **Description:** Student states they got hired by Ironhack.

▼ **4. Internship**

- **Description:** Student states they were placed in an *internship type* contract that lasts between 3 months and 6 months.

▼ **5. Back to their job**

- **Description**: Student states they went back to work for their previous employer after Ironhack

▼ **6. Entrepreneur**

- **Description:** Student states they started their own company after Ironhack.

▼ **7. Freelancer**

- **Description:** Student states they got employed or contracted for a minimum of 10 hours per week, either with a) a single employer or b) multiple employers.

▼ **8. Back to University**

- **Description:** Student states they enrolled in another program after the bootcamp (o/w: university / business school / etc.)

▼ **9. Not seeking a job**

- **Description:** Student has stated they are will not be seeking a job after the bootcamp graduation date

▼ **10. Searching**

- **Description**: Student is currently searching for a job

▼ **11. Did not graduate**

- **Description:** We consider not to have graduated those students that:
  1. Have not paid in full
  2. Didn't finish program / Did not complete their final project
  3. Missed more than 4 unexcused classes
  4. Violated the student agreement

▼ **12. Inactive Alumni**

- **Description:**
  - Have not applied to a job in a 14 day period and provided valid proof
  - Have not communicated with Career & Business Development Manager within a 14 day period
  - In these cases, we send a final notice email via 2 different channels and 2 different people from the Ironhack team. If there is no reply to this email within a week, we categorize the student as "Inactive Alumni".

  ▼ Email Template

  "Dear X,

  We have repeatedly tried to contact you in the past weeks to offer Job Support help. As explained during the bootcamp, we need students to remain proactive and collaborate with us in order to help them secure a job. We have not received any job application updates or communication from you in the past 14 days.

  If you're still interested in receiving Job Support please reach out to us. We will gladly keep doing so if you remain active. This means:

- Checking in with us weekly
- Documenting and applying to at least 5 jobs on a weekly basis

If we don't hear back from you, we will assume you are not acitvely searching for employment and will stop contacting you.

Best regards,

Ironhack Team

2. Student Outcomes Metrics

Every outcomes status corresponds to one Outcomes Category, which we use to calculate our placement rate.

There are 3 Outcomes Categories

- **Employed**: The student is in some form of employment
- **Searching**: The student is actively searching for a job
- **Not Job Seeking**: The student is not seeking for a job

The relationship is as follows:

Outcome Status	Outcomes Category
Hired In Field	Employed
Hired Out of Field	Employed
Ironhack Employee	Employed
Freelancer	Employed
Internship	Employed
Entrepreneur	Employed
Back to their job	Not job-seeking
Back to University	Not job-seeking
Not seeking a job	Not job-seeking
Inactive Alumni	Not job-seeking
Did Not Graduate	Not job-seeking
Searching	Searching

Placement Rate Formula

The placement rate formula is as follows:

$$\frac{\textit{Employed}}{\textit{Employed + Searching}}$$

For clarification purposes, the formula broken down by outcomes status would be:

$$\frac{\textit{Hired in-field + Hired out of-field + Ironhack Employee + Internship + Freelancer + Entrepreneur}}{\textit{Hired in-field + Hired out of-field + Ironhack Employee + Internship + Freelancer + Entrepreneur + } \boldsymbol{\textit{Searching}}}$$

Leaving out of the equation:

Back to their job + Back to University+ Not seeking a job + Inactive Alumni + Did not graduate

Time-to-job formula

We also measure how long a determined student takes to achieve their desired Outcome. This is how we report Placement Rate after 90 days and Placement Rate after 180 days. The formula is as follows

$$t = \text{Accepted Job Offer Date - Graduation Date}$$

- We consider a student to be placed once they **accept a job offer**.

- All **entrepreneurs** are considered to have a time-to-job of 0 days (immediately after graduation)

Average Salary

The average salary for each campus is the average of all base salaries received by students who achieved the following status post-ironhack:

- Hired In-field
- Hired Out of field
- Ironhack Employee
- Internship
- Freelancer
- Back to their job

Base salary is defined as the amount received in the first role accepted immediately following graduation according to the student statement.

Graduation Rate

The graduation rate is calculated measuring the percentage of students who successfully completed the bootcamp according to the Ironhack Requirements. These Requirements are as follows:

- Present **1 final project during the course of the bootcamp,** validated by their Lead Instructor
- Comply with **Attendance Rate** requirements:
  - Student cannot miss four (4) or more missed class sessions for full time bootcamps or eight (8) for part-time courses.
  - Medical Justification automatically constitutes valid justification
  - Unjustified excuse criteria will be left up to the Lead Instructor
- Students will be subject to immediate dismissal at any time during enrollment for the following:

  1. Possession or consumption of narcotics during training.

  2. Abusiveness towards other students or staff.

3. Violations of local, state or federal laws.
4. Damage to school premises or property or theft.

We will not tolerate prejudice and/or hateful comments such as racism, homophobia, sexism, misogyny or other forms of hate-speech, or contributions that could be interpreted as such.

3. What data and form of proof do we collect?

The following outlines the required data and valid form of proof we collect for every student depending on their status:

▼ **1. Hired in-field**

- **Required Data:**
  - Student Name
  - Student Email
  - Statement declaring they signed an offer after graduating from Ironhack
  - Date of offer of employment
  - Hours per week on contract
  - Length of Contract
  - Company Name
  - Position at Company
  - Salary
- **Valid Proof:**
  - Google Form filled in by student with valid email
  - Written Declaration by student through email, Slack, Whatsapp, Telegram
  - Recorded call with student

▼ **2. Hired Out of field**

- **Required Data:**
  - Student Name
  - Student Email
  - Statement declaring they signed an offer after graduating from Ironhack
  - Date of first offer of employment
  - Hours per week on contract
  - Length of Contract
  - Company Name
  - Position at Company
  - Salary
- **Valid Proof**
  - Google Form filled in by student with valid email
  - Written Declaration by student through email, Slack, Whatsapp, Telegram
  - Recorded call with student

▼ **3. Ironhack Employee**

- **Required Data:**
  - Student Name
  - Student Email
  - Statement declaring they signed an offer after graduating from Ironhack
  - Date of first offer of employment
  - Hours per week on contract
  - Length of Contract
  - Company Name
  - Position at Company
  - Salary

- **Valid Proof:**
  - Google Form filled in by student with valid email
  - Written Declaration by student through email, Slack, Whatsapp, Telegram
  - Recorded call with student

▼ **4. Internship**

- **Required Data**
  - Student Name
  - Student Email
  - Statement declaring they signed an offer after graduating from Ironhack
  - Date of offer of employment
  - Hours per week on contract
  - Length of Contract
  - Company Name
  - Position at Company
  - Salary
- **Valid Proof:**
  - Google Form filled in by student with valid email
  - Written Declaration by student through email, Slack, Whatsapp, Telegram
  - Recorded call with student

▼ **5. Back to their job**

- **Required Data:** A clear statement from the student stating that they went back to their previous employer after Ironhack.
- **Valid Proof:**
  - Google Form filled in by student with valid email
  - Written Declaration by student through email, Slack, Whatsapp, Telegram

- Recorded call with student

▼ **6. Entrepreneur**

- **Required Data:** Student statement declaring they started their own company after Ironhack
- **Valid Proof:**
  - Google Form filled in by student with valid email
  - Written Declaration by student through email, Slack, Whatsapp, Telegram
  - Recorded call with student

▼ **7. Freelancer**

- **Required Data:** A clear statement saying they are currently working as a freelancer, including number of hours/week employed on projects.
- **Valid Proof:**
  - Google Form filled in by student with valid email
  - Written Declaration by student through email, Slack, Whatsapp, Telegram
  - Recorded call with student

▼ **8. Back to University**

- **Required Data:** A clear statement from the student stating that they went back to study after Ironhack.
- **Valid Proof:**
  - Google Form filled in by student with valid email
  - Written Declaration by student through email, Slack, Whatsapp, Telegram
  - Recorded call with student

▼ **9. Not seeking a job**

- **Required Data:** A clear statement saying they were not looking for a job after the bootcamp.
- **Valid Proof:**

- Google Form filled in by student with valid email
- Written Declaration by student through email, Slack, Whatsapp, Telegram
- Recorded call with student

▼ **10. Searching**

- **Required Data:** None
- **Valid Proof:** N/A

▼ **11. Did not graduate**

- **Required Data:** A clear statement by a member of Ironhack staff declaring the student did not graduate and the reason why.
- **Valid Proof**
  - Written declaration by Ironhack Staff

▼ **12. Inactive Alumni**

- **Required Data and valid proof:** Screenshot of final notice email and outreach by two different people from two different channels

- The data used to calculate **Placement Rate, Time to Job, Average Salary and Graduation Rate** is taken from the valid forms of proof outlined above for each status.

To make the collection process more agile, we have developed **a form** we send to every student once they have achieved their desired outcome asking for their email and pertinent information. You can find a template of this form in Annex 1.

4. Appendix

Annex 1 - Student Proof Form Template

Ironhack Outcomes Form

* Required

1. **Email address** *

2. **Name and Surname** *
(First Name and Last Name)

3. **What did you do after Ironhack?** *
Mark only one oval.

- ◯ I secured a full time job *Skip to question 3.*
- ◯ I secured a part time job *Skip to question 3.*
- ◯ I went back to my previous job *Skip to question 12.*
- ◯ I continued my studies *Skip to question 16.*
- ◯ I got hired by Ironhack *Skip to question 3.*
- ◯ I started my own company *Skip to question 18.*
- ◯ I'm working as a freelancer *Skip to question 20.*
- ◯ Other: *Stop filling out this form.*

Employment Data

4. **What date did you receive the first offer of employment after the bootcamp?** *

Example: December 15, 2012

5. **What date did you receive the offer of employment you have accepted?** *

Example: December 15, 2012

6. **How many hours will you be working per week, if specified?** *
Check all that apply.

- ☐ 10
- ☐ 20
- ☐ 30
- ☐ 40
- ☐ 50
- ☐ Other:

7. **What is the length of the contract, if specified?** *

8. **What is the name of the company?** *

9. **What is your new job title at said company?** *

10. **Is the role paid?** *
Mark only one oval.
- Yes
- No

11. **How much are you being paid either as yearly salary, monthly salary or hourly rate in this new role? Please specify currency.** *
This will remain anonymous. It is for aggregate statistical purposes only.

12. **Previous to Ironhack, what was your last salary, either as yearly salary, monthly salary or hourly rate? Please specify currency.** *

Skip to question 22.

Previous Job

13. **What is the name of the company?** *

14. **What is your new job title at said company?** *

15. **Is the role paid?** *
Mark only one oval.
- Yes
- No

16. **How much are you being paid either as yearly salary, monthly salary or hourly rate in this new role? Please specify currency.** *

Stop filling out this form.

Continuing Studies

17. **What kind of studies are you enrolled in?**
Mark only one oval.

- ◯ University Degree
- ◯ Masters Degree
- ◯ MBA
- ◯ PhD
- ◯ Course or Certificate
- ◯ Other: _____

18. **What best describes your field of study?**
Mark only one oval.

- ◯ Business
- ◯ Marketing
- ◯ Programming
- ◯ UX/UI Design
- ◯ Data
- ◯ Other: _____

Stop filling out this form.

Entrepreneur

19. **What is the name of your new company?**

_____

20. **Have you officially registered or started the procedure to legally incorporate your company?**
Mark only one oval.

- ◯ Yes
- ◯ No
- ◯ Other: _____

Skip to question 22.

Freelancer

21. **What date did you start working as a freelancer?**

_____
Example: December 15, 2012

22. **How many hours per week do you plan to devote to freelance activities?**
Mark only one oval.

- ◯ 10
- ◯ 20
- ◯ 30
- ◯ 40
- ◯ Other: _____

Skip to question 22.

23. **Do you consider that the skills you learned at Ironhack were helpful for this new job?** *
Mark only one oval.

- Yes
- No

Send me a copy of my responses.

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