



ZIP CODE  
<WILMINGTON>

# 2025 OUTCOMES REPORT\*

Reporting Period February 2023 - January 2024



\*Data presented is pending completion of formal audit verification .

[zipcodewilmington.com](https://zipcodewilmington.com)



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**Statement of Management Assertions Regarding its Report on Outcomes of Zip Code Wilmington, Inc. for Students Enrolled from February 2023 to January 2024**

We, the management of Zip Code Wilmington, Inc. are responsible for the assertions made in this report. This report is meant to provide information regarding statistics for the Zip Code Wilmington programs of training students in Java Software Developer and Data Engineering & Analytics for placement in private industry jobs where such skills are in high demand.

In reviewing this Outcomes Report, it should be noted that recent data indicate that the downward trend in job placement rates for coding academy graduates reflects broader labor market headwinds rather than a lack of graduate quality or effort. Across the tech sector, entry-level hiring has contracted sharply. Over the last three years, the number of entry level graduates hired by big tech companies globally has declined by more than 50%, according to a report published by SignalFire, a San Francisco-based venture capital firm. [\(SignalFire\)](#) This contraction has made it tougher for recent graduates to secure roles within the typical 3-month window after program completion, contributing to lower short-term placement statistics and higher 'attrition' of graduates to other industries which may benefit from their technical reskilling. However, placement rates climb over time: many graduates who have not secured employment at 3 months do find roles by 12 months after graduation, with increases in placement of nearly 20% observed between these milestones. Zip Code Wilmington believes that is a direct reflection of the efforts of its staff to assist graduates with meaningful placement after training and the graduates' determination and tenacity to find placement despite the challenging economy.

The information in this report covers students enrolled in and graduating from Zip Code Wilmington's program from February 2023 to January 2024, with graduation dates in May 2023 (27 students total), September 2023 (22 students total) and January 2024 (15 students total). A total of 64 students entered the program. 52 students entered the Java Software Developer Course and 12 of the students entered the Data Engineering & Analytics Program. In the student body, there were 2 of the 64 students placed through the program by their employer.

**Graduation Rate Statistics:**

Sixty (60) students, of the 64 who are measured in this report, completed the program in the allotted time and graduated resulting in a graduation rate of 94%.

- Of the 52 students who entered the Java Programming Program, 50 graduated (96%).
- Of the 12 students who entered the Data Engineering & Analytics Program, 10 graduated (83%).

**Cohort Graduation Totals:**

- February 2023 (JAVA COHORT 9.0) 20 of 20
- February 2023 (DATA COHORT 4.0) 06 of 07
- June 2023 (JAVA COHORT 9.1) 21 of 22
- June 2023 (Data Cohort Not Convened)

- October 2023 (JAVA COHORT 9.2) 09 of 10
- October 2023 (DATA COHORT 4.2) 04 of 05

### Job Placement Statistics:

As mentioned above, 60 students completed the program. Two (2) graduates, who were supported by their employer for their training, returned to their employment upon graduation; consequently, only 58 graduates of the total 60 graduates of the reporting period will be analyzed under the job placement statistics provided in this report.

Specifically:

- The February 2023 cohorts enrolled 27 students and graduated 26 students; none of these students were placed through the program by their employer.
- The June 2023 cohort enrolled 22 students and graduated 21 students; there were 2 students placed through the program by their employer.
- The October 2023 cohorts enrolled 15 students and graduated 13 students; none of these students were placed through the program by their employer.

Zip Code Wilmington recognizes the reporting procedures of the Counsel on Integrity in Results Reporting ([cirr.org](http://cirr.org)) ("CIRR"). CIRR guidelines reflect the number of placed students from the total who were actively seeking positions in the relevant industry, not just the total number of graduates without accounting for those not seeking placement. We believe this gives a more accurate picture of placement activity during the reporting period and attrition of graduates to other industries, especially given the prolonged delays in hiring and uncertainty of finding employment in entry level technical roles. Therefore, Zip Code Wilmington will transition to, and has included statistics here, reflecting the number of placed students and separately accounting for those who either accepted roles outside the tech industry or were not actively seeking a role in the tech industry during the reporting period.

Definitions:

- "Placed" means receiving and accepting an offer for a paid employment in the technology field using the skills for which they received training (i.e., as a "Software Developer," "Data Engineer," "Data Analyst," or similar role, with an expected duration of at least three to six months full-time employment.
- "Declined placement" means accepting roles outside the tech industry or not actively seeking a role in the tech industry during the reporting period.

Of the 58 total students of the program eligible for placement upon graduation during the reporting period:

- 15 (26%) placed within 3 months
- 22 (38%) placed within 6 months
- 27 (47%) placed within 1 year
- 31 (53%) not placed within 1 year or declined placement during the reporting period

NOTE: There were 20 graduates who either accepted roles outside the tech industry or were not actively seeking a role in the tech industry which effectively reduces the total number of those actively seeking jobs to 38 graduates.

Java Software Developer Course, Job Placement: Of the 48 students eligible for placement upon graduation:

- 15 (31%) placed within 3 months
- 20 (42%) placed within 6 months
- 23 (48%) placed within 1 year
- 25 (52%) not placed within 1 year or declined placement during the reporting period

NOTE: There were 16 graduates of the Java Software Developer course who either accepted roles outside the tech industry or were not actively seeking a role in the tech industry.

Data Engineering & Analytics Course, Job Placement: Of the 10 students eligible for placement upon graduation:

- 0 (0%) placed within 3 months
- 2 (20%) placed within 6 months
- 4 (40%) placed within 1 year
- 6 (60%) not placed within 1 year or declined placement during the reporting period

NOTE: There were 4 graduates of the Data Engineering & Analytics course who either accepted roles outside the tech industry or were not actively seeking a role in the tech industry.

**Salary Statistics:**

Of the 27 students who graduated and were placed within one year of graduation:

Both Courses

Median Salary: \$80,000

Average Annualized Salary: \$77,953 (total annualized salary of \$2,104,720 divided by 27 students)

- < \$59,999 - 4 students
- \$60,000 - \$69,999 - 2 students
- \$70,000 - \$79,999 - 4 students
- \$80,000 - \$89,999 - 9 students
- \$90,000 - \$99,999 - 7 students
- > \$99,999 - 1 student

Java Software Developer Course

Median Salary: \$80,000

Average Annualized Salary: \$80,177 (total annualized salary of \$1,844,080 divided by 23 students)

< \$59,999 - 2 students  
\$60,000 - \$69,999 - 2 students  
\$70,000 - \$79,999 - 3 students  
\$80,000 - \$89,999 - 9 students  
\$90,000 - \$99,999 - 6 students  
> \$99,999 - 1 student

Data Engineering & Analytics Course

Median Salary: \$64,520

Average Annualized Salary: \$65,160 (total annualized salary of \$260,640 divided by 4 students)

< \$59,999 - 2 students  
\$60,000 - \$69,999 - 0 students  
\$70,000 - \$79,999 - 1 students  
\$80,000 - \$89,999 - 0 students  
\$90,000 - \$99,999 - 1 students  
> \$99,999 - 0 students

**Salary statistics assumptions:**

- Graduates placed in salaried positions, the base salary was used.
- Graduates placed in full-time, direct hire roles and paid on an hourly basis, calculation assumes a 40 hour workweek, 52 weeks per year.
- Graduates placed in full-time apprentice, contractor, or intern roles and paid on an hourly basis, calculation assumes a 36.5 hour workweek annualized over 52 weeks per year.
- Graduates placed in part-time roles, the annualized salary calculated based on scheduled part-time hours annualized over 52 weeks per year.
- The following were disregarded in these statistics although they were present in a large number of the employment offers:
  - Signing bonuses
  - Stock options awarded upon acceptance of employment
  - Longevity-based additional compensation or increases in initial compensation rate
  - Performance-based incentives

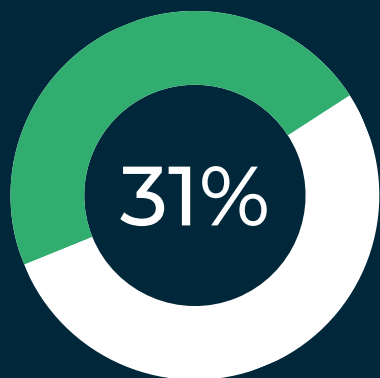
- Overtime potential
- Value of employee benefits

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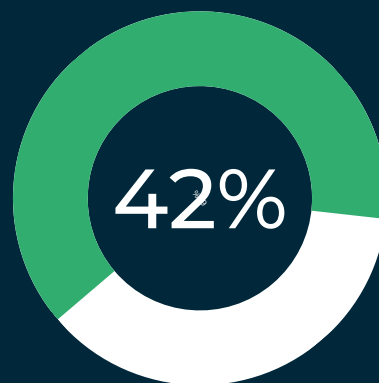
Executive Director  
Zip Code Wilmington, Inc.  
January \_\_, 2026

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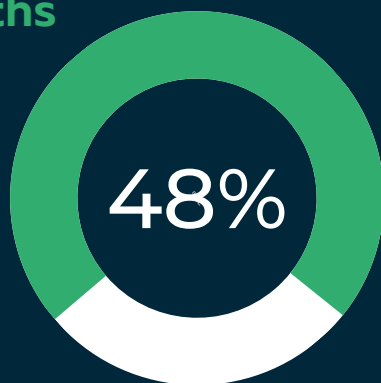
# SOFTWARE DEVELOPMENT JOB PLACEMENT



Placed within 3 months



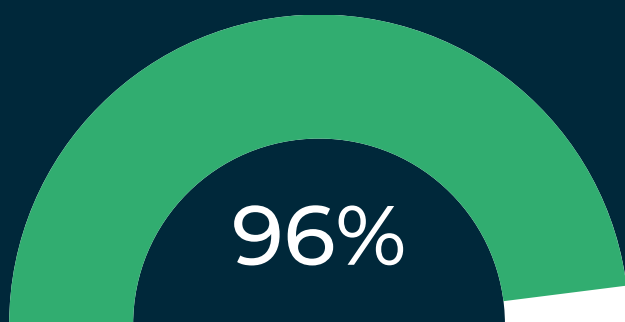
Placed within 6 months



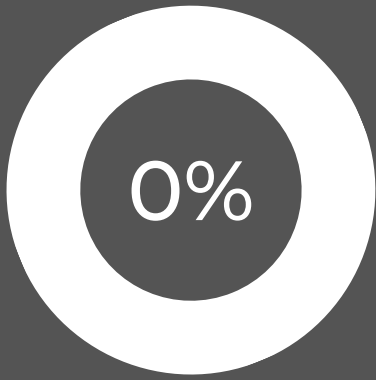
Placed within 12 months

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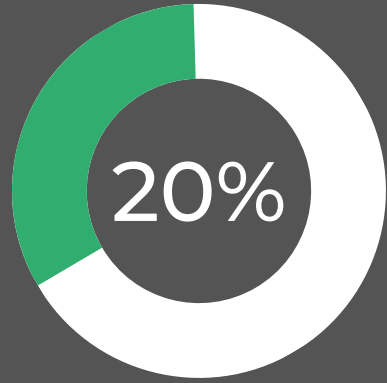
## GRADUATION RATE



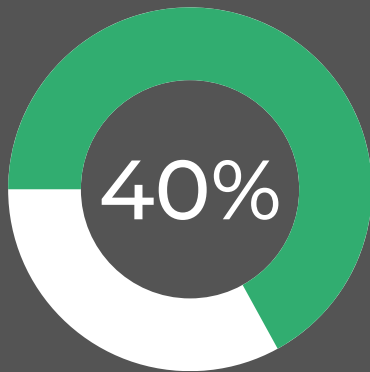
# DATA ENGINEERING JOB PLACEMENT



Placed **within 3 months**



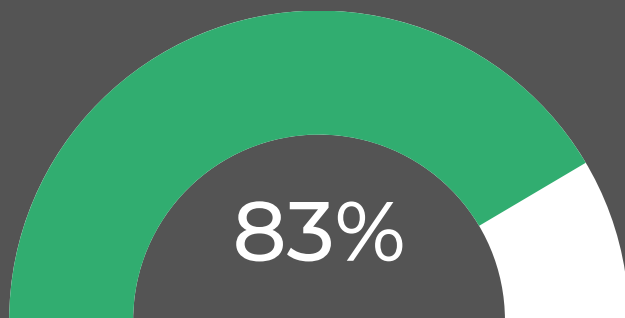
Placed **within 6 months**



Placed **within 12 months**

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## GRADUATION RATE



# AVERAGE ANNUALIZED EARNINGS

(Java & Data Combined)

BEFORE  
ZIP CODE WILMINGTON

\$34,466



AFTER  
ZIP CODE WILMINGTON

\$74,226

▲ 115% SALARY INCREASE

# STUDENT DEMOGRAPHICS

(Java & Data Combined)

## Gender



■ Male (53%)      ■ Female (38%)  
■ Other (9%)

## Age

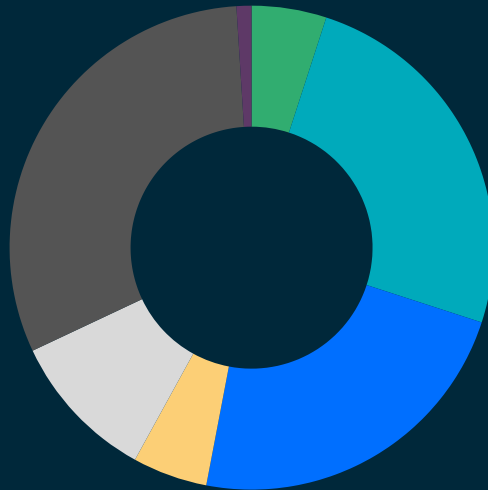


■ 20-29 Yrs (58%)      ■ 30-39 Yrs (33%)  
■ 40+ Yrs (9%)

# STUDENT DEMOGRAPHICS

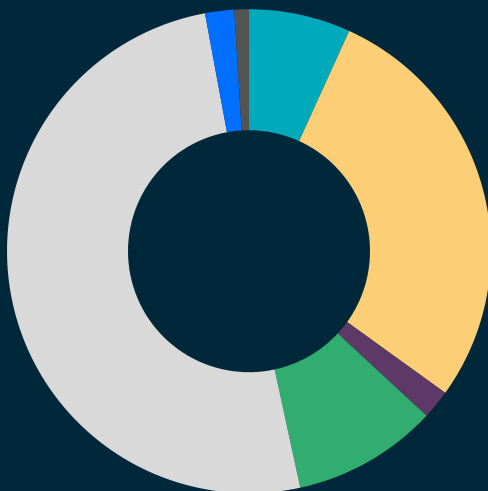
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## Race/Ethnicity



- Latino or Hispanic American (5%)
- Black or African American or Afro-Caribbean (25%)
- East Asian or Asian American (23%)
- Bi-Racial or Multi-Racial (5%)
- South Asian or Indian American (10%)
- Non-Hispanic White or Euro-American (31%)
- Preferred not to answer (1%)

## Education Prior to Enrollment



- High School Diploma/GED (7%)
- Some college (no degree) (29%)
- Technical Training/Certificate (2%)
- Associate's Degree (10%)
- Bachelor's Degree (52%)
- Master's Degree (2%)
- Doctorate Degree (1%)

# ZIP CODE WILMINGTON ANNUAL COMPARISON OF OUTCOMES (2015 - 2024)

ZIP CODE WILMINGTON ANNUAL COMPARISON OF AUDITED OUTCOMES (2015 - 2024)								
	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
<b>Total Graduation Rates (%)</b>	89	93	93	100	97	93	91	94
<b>Gender (%)</b>	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Male	57	57	75	80	63	62	61	53
Female	32	42	25	19	37	38	37	38
Other	1	1	0	1	0	0	0	9
<b>Race / Ethnicity (%)</b>	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Black, African American, or Afro-Caribbean	23	15	21	19	13	15	18	25
Latinx or Hispanic American	10	10	9	11	10	8	3	5
East Asian or Asian American	4	10	12	9	13	23	30	23
Bi-Racial or Multi-Racial	3	1	4	5	8	3	6	5
Non-Hispanic White or Euro-American	54	56	32	38	40	41	31	31
South Asian or Indian American	4	7	17	15	13	10	10	10
Middle Eastern or Arab American	1	0	0.8	1	0	0	0	0
Native American or Alaskan American	0	0	0.8	0	0	0	0	0
No response	0	0	0	2	2	0	2	1
<b>Average Age</b>	35	30	29	35	30	29	30	29
<b>Highest Level of Education (%)</b>	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
High School / GED	32	25	31	13	5	20	6	7
Associates	7	7	4	6	8	8	9	10
Bachelors	63	54	46	49	55	55	54	52
Masters	9	10	17	12	12	12	13	2
Doctoral	2	3	1	1	2	2	2	1
Some College / No Degree	0	0	0.8	19	18	18	15	29
Technical Training / Certification	0	0	0	0	0	0	1	2
<b>Placement Timelines (%)</b>	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
3 months	92	88	68	53	58	58	61	55
6 months	95	93	84	61	75	75	63	26
1 year	97	94	87	66	83	83	66	14
<b>Average Salary Differential - Combined</b>	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Before		\$33,778	\$28,399	\$26,024	\$33,897	\$31,353	\$33,296	\$34,466
After	\$63,359	\$74,134	\$70,265	\$74,673	\$76,068	\$79,791	\$83,478	\$74,226
<b>Average Salary Differential - Java</b>	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Before		\$33,778	\$28,399	\$26,024	\$32,185	\$34,212	\$33,770	\$34,072
After	\$63,359	\$74,134	\$70,265	\$74,673	\$77,788	\$76,611	\$83,270	\$80,269
<b>Average Salary Differential - Data</b>					2020-2021	2021-2022	2022-2023	2023-2024
Before					\$37,630	\$38,121	\$28,686	\$35,057
After					\$80,409	\$82,563	\$81,667	\$65,160



# APPLY TODAY!

## Cohort Cycle

Fall: October - January

Winter: February - May

Spring/Summer: June - September

### Admissions Contact

Dan Stabb, Director of Admissions

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