



ZIP CODE
<WILMINGTON>

2026 OUTCOMES REPORT*

Reporting Period February 2024 - January 2025



*Data presented is pending completion of formal audit verification .

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Statement of Management Assertions Regarding its Report on Outcomes of Zip Code Wilmington, Inc. for Students Enrolled from February 2024 to January 2025

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 — with entry level tech hiring down more than 50% from pre-pandemic levels and software developer job listings falling significantly as companies cut costs and respond to automation pressures. ([Reuters](#)) 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 within 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 2024 to January 2025, with graduation dates in May 2024 (29 students total), September 2024 (15 students total), and January 2025 (10 students total). A total of 54 students entered the program: 41 students entered the Java Software Developer Program and 13 of the students entered the Data Engineering & Analytics Program. No students were placed through the program by their employer.

Graduation Rate Statistics:

Fifty-two (52) students, of the 54 who are measured in this report, completed the program in the allotted time and graduated resulting in a graduation rate of 96%.

- Of the 41 students who entered the Java Programming Program, 40 graduated (98%).
- Of the 13 students who entered the Data Engineering & Analytics Program, 12 graduated (92%).

Cohort Graduation Totals:

- | | |
|------------------------------------|----------|
| - February 2024 (JAVA COHORT 10.0) | 25 of 25 |
| - February 2024 (DATA COHORT 5.0) | 03 of 04 |
| - June 2024 (JAVA COHORT 10.1) | 10 of 11 |
| - June 2024 (DATA COHORT 5.1) | 04 of 04 |
| - October 2024 (JAVA COHORT 10.2) | 05 of 05 |
| - October 2024 (DATA COHORT 5.2) | 05 of 05 |

Job Placement Statistics:

As mentioned above, none of the students during this reporting period were supported through the program by their employer. Consequently, all 52 graduates of the reporting period will be analyzed under the job placement statistics provided in this report.

Zip Code Wilmington recognizes the reporting procedures of the Counsel on Integrity in Results Reporting (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 52 total students of the program eligible for placement upon graduation during the reporting period:

10 (19%) placed within 3 months
16 (31%) placed within 6 months
20 (38%) placed within 1 year
32 (62%) not placed within 1 year or declined placement during the reporting period

NOTE: There were 13 graduates who either accepted roles outside the tech industry or were not actively seeking a role in the tech industry.

Java Software Developer Course, Job Placement: Of the 40 students eligible for placement upon graduation:

7 (18%) placed within 3 months
12 (30%) placed within 6 months
15 (38%) placed within 1 year
25 (62%) not placed within 1 year or declined placement during the reporting period

NOTE: There were 12 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, Job Placement: Of the 12 students eligible for placement upon graduation:

03 (25%) placed in paid employment within 3 months

04 (33%) placed within 6 months

05 (42%) placed within 1 year

07 (58%) not placed within 1 year or declined placement during the reporting period

NOTE: There was 1 graduate of the Data Engineering & Analytics course who either accepted a role outside the tech industry or was not actively seeking a role in the tech industry.

Salary Statistics:

Of the 20 students who graduated and were placed within one year of graduation:

Both Courses

Median salary: \$80,000

Average Annualized Salary: \$74,388 (total annualized salary of \$1,413,374 divided by 19 placed students) (Note: Salary information is not available for 1 student.)

< \$59,999	- 4 students
\$60,000 - \$69,999	- 1 students
\$70,000 - \$79,999	- 4 students
\$80,000 - \$89,999	- 9 students
\$90,000 - \$99,999	- 0 students
> \$99,999	- 1 students

Java Software Developer Course

Median salary: \$77,500

Average Annualized Salary - Java Programming: \$72,812 (total annualized salary of \$1,019,374 divided by 14 students). (salary information is not available for 1 student)

< \$59,999	- 3 students
\$60,000 - \$69,999	- 1 student
\$70,000 - \$79,999	- 3 students
\$80,000 - \$89,999	- 7 students
\$90,000 - \$99,999	- 0 students
> \$99,999	- 0 students

Data Engineering & Analytics Course

Median salary: \$80,000

Average Annualized Salary - Data Engineering and Analytics: \$78,800 (total annualized salary of \$394,000 divided by 5 students).

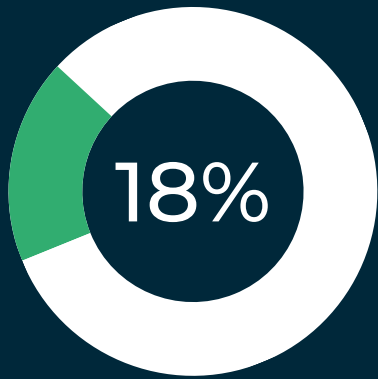
< \$59,999 - 1 student
\$60,000 - \$69,999 - 0 students
\$70,000 - \$79,999 - 1 student
\$80,000 - \$89,999 - 2 students
\$90,000 - \$99,999 - 0 students
> \$99,999 - 1 student

Salary statistics assumptions:

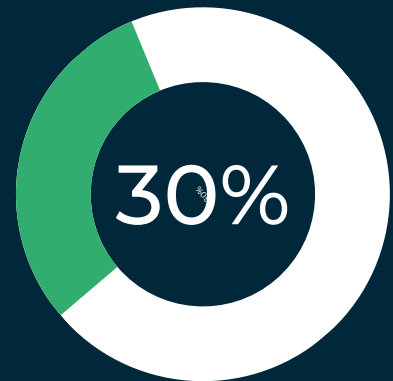
- Graduates placed in salaried positions, the base salary was used.
- Graduates placed in full-time, direct hire roles and paid on an hourly basis, calculation assumes a 40 hour workweek, 52 weeks per year.
- Graduates placed in full-time apprentice, contractor, or intern roles and paid on an hourly 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

Executive Director
Zip Code Wilmington, Inc.
March __, 2026

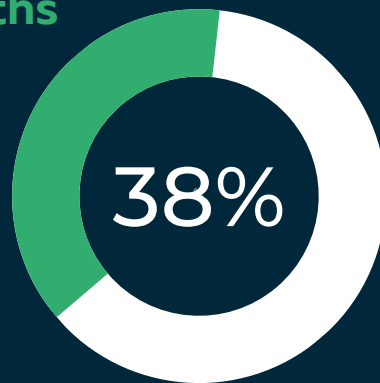
SOFTWARE DEVELOPMENT JOB PLACEMENT



Placed within 3 months

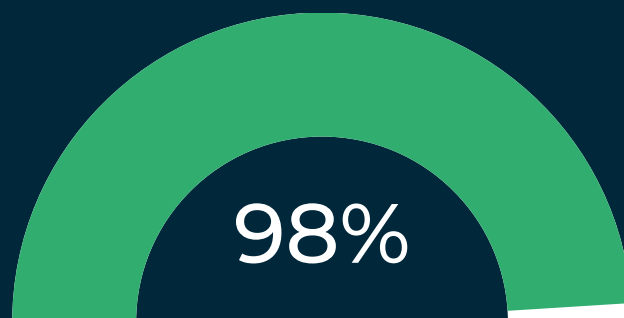


Placed within 6 months

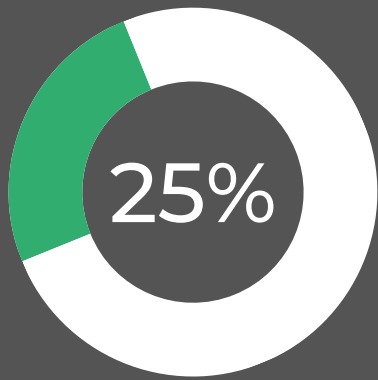


Placed within 12 months

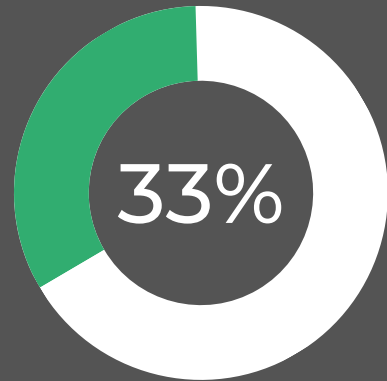
GRADUATION RATE



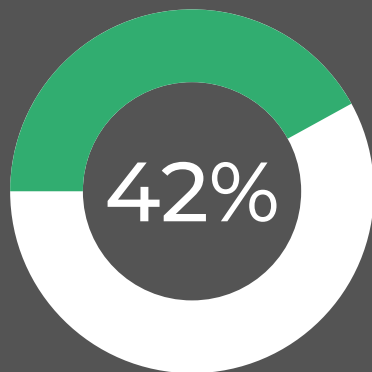
DATA ENGINEERING JOB PLACEMENT



Placed **within 3 months**

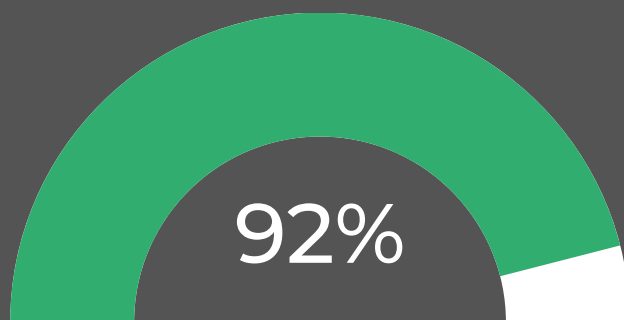


Placed **within 6 months**



Placed **within 12 months**

GRADUATION RATE



AVERAGE ANNUALIZED EARNINGS

(Java & Data Combined)

BEFORE
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\$24,662



AFTER
ZIP CODE WILMINGTON

\$74,551

▲ 202% SALARY INCREASE

STUDENT DEMOGRAPHICS

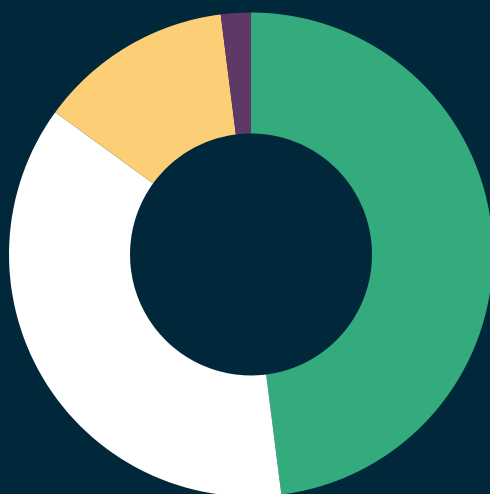
(Java & Data Combined)

Gender



■ Male (67%) ■ Female (31%)
■ Other (2%)

Age

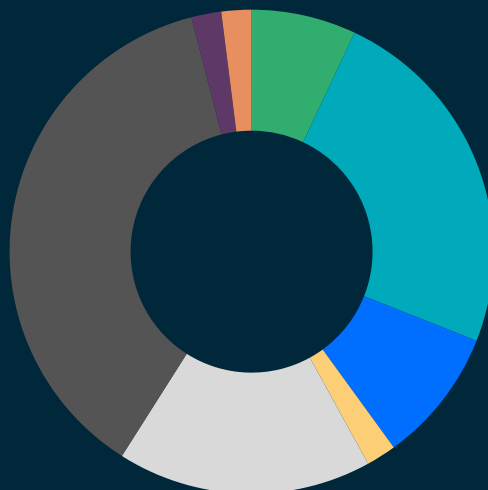


■ Under 20 (2%) ■ 20-29 Yrs (48%)
■ 30-39 Yrs (37%) ■ 40+ Yrs (13%)

STUDENT DEMOGRAPHICS

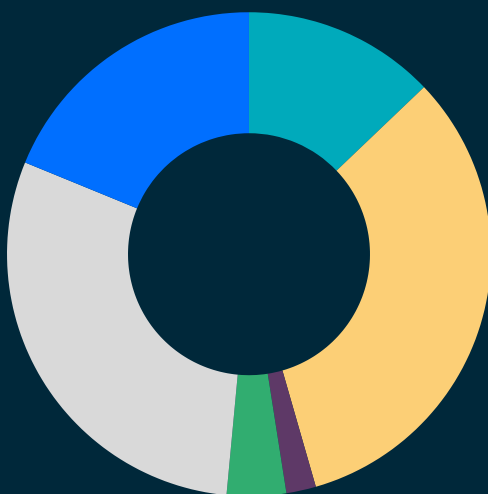
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Race/Ethnicity



- Latino or Hispanic American (7%)
- Black or African American or Afro-Caribbean (24%)
- East Asian or Asian American (9%)
- Bi-Racial or Multi-Racial (2%)
- South Asian or Indian American (17%)
- Non-Hispanic White or Euro-American (37%)
- Middle Eastern or Arab American (2%)
- Preferred not to answer (2%)

Education Prior to Enrollment



- High School Diploma/GED (13%)
- Some college (no degree) (33%)
- Technical Training/Certificate (2%)
- Associate's Degree (4%)
- Bachelor's Degree (30%)
- Master's Degree (19%)
- Doctorate Degree (0%)

ZIP CODE WILMINGTON ANNUAL COMPARISON OF OUTCOMES (2015 - 2025)

ZIP CODE WILMINGTON ANNUAL COMPARISON OF AUDITED OUTCOMES (2015 - 2023) AND PRELIMINARY OUTCOMES (2023-2025)									
	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Graduation Rates (%)	89	93	93	100	97	93	91	94	96
Gender (%)	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Male	67	57	75	80	63	62	61	53	67
Female	32	42	25	19	37	38	37	38	31
Other	1	1	0	1	0	0	0	9	2
Race / Ethnicity (%)	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Black, African American, or Afro-Caribbean	23	15	21	19	13	15	18	25	24
LatInx or Hispanic American	10	10	9	11	10	8	3	5	7
East Asian or Asian American	4	10	12	9	13	23	30	23	9
Bi-Racial or Multi-Racial	3	1	4	5	8	3	6	5	2
Non-Hispanic White or Euro-American	54	56	32	38	40	41	31	31	37
South Asian or Indian American	4	7	17	15	13	10	10	10	17
Middle Eastern or Arab American	1	0	0.8	1	0	0	0	0	2
Native American or Alaskan American	0	0	0.8	0	0	0	0	0	0
No response	0	0	0	2	2	0	2	1	2
Average Age	35	30	29	35	30	29	30	29	32
Highest Level of Education (%)	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
High School / GED	32	25	31	13	5	20	6	7	13
Associates	7	7	4	6	8	8	9	10	4
Bachelors	63	54	48	49	55	55	54	52	30
Masters	9	10	17	12	12	12	13	2	19
Doctoral	2	3	1	1	2	2	2	1	0
Some College / No Degree	0	0	0.8	19	18	18	15	29	33
Technical Training / Certification	0	0	0	0	0	0	1	2	2
Placement Timelines (%)	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
3 months	92	88	68	53	58	58	61	26	19
6 months	96	93	84	61	75	75	63	38	31
1 year	97	94	67	66	83	83	66	47	38
Average Salary Differential	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Before		\$33,778	\$28,399	\$26,024	\$33,697	\$31,353	\$33,296	\$34,406	\$24,662
After	\$63,369	\$74,134	\$70,265	\$74,673	\$76,068	\$79,791	\$83,478	\$74,226	\$74,561
Average Salary Differential - Java	2015-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Before		\$33,778	\$28,399	\$26,024	\$32,185	\$34,212	\$33,770	\$34,072	\$24,099
After	\$63,369	\$74,134	\$70,266	\$74,673	\$77,786	\$76,611	\$83,270	\$80,209	\$74,771
Average Salary Differential - Data					2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Before					\$37,630	\$38,121	\$28,686	\$35,057	\$25,226
After					\$80,469	\$82,963	\$81,667	\$85,160	\$74,333



Admissions Contact
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