



Student Outcomes

Report

Web Development & Data Science - Iberia - H1 2022

This report includes data from **131 students** who graduated from our **Web Development & Data Science courses** in **Lisbon, Porto, Madrid and Barcelona** between **January 1st, 2022** and **June 30th, 2022**.

[See Report Highlights](#)



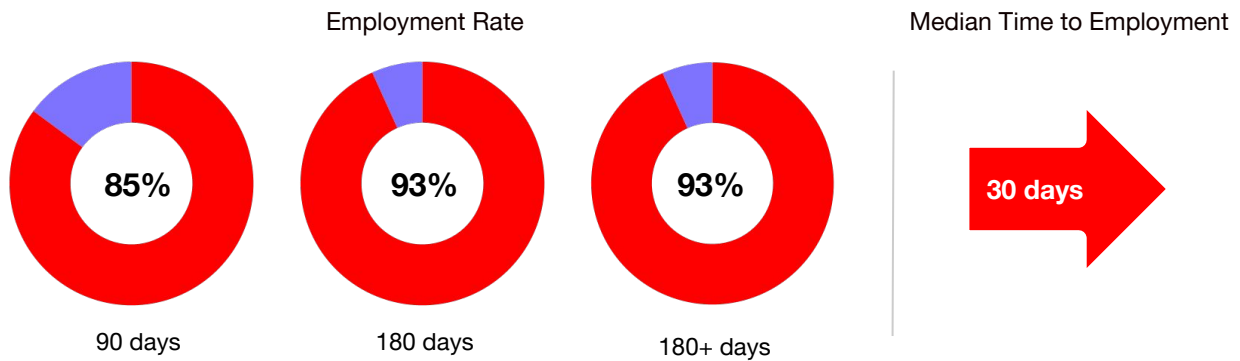
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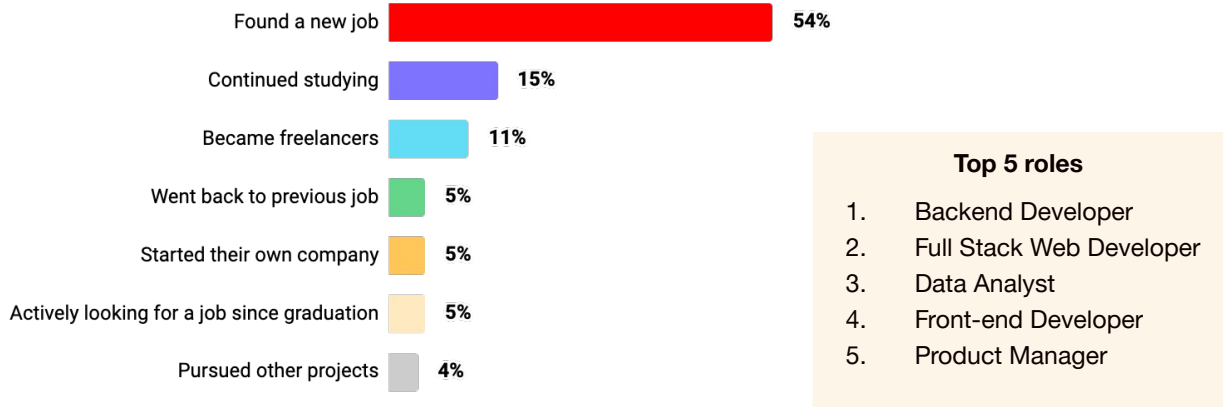


Report Highlights

93% of respondents seeking employment were successful



Respondents achieved a variety of outcomes after graduation



Salary on First Job

27K€

Median salary on first full-time salaried position post-bootcamp

Daily Freelance Rate

170€

Median daily rate received for freelance work post-bootcamp ...



About Le Wagon

Company Overview

Le Wagon is a coding school that teaches students the tech skills and entrepreneurial mindset they need to thrive, through **immersive tech courses in Web and Data**. Le Wagon was founded in 2013 and since then more than 19,000 people have graduated from our bootcamps in 40 campuses around the world, including Paris, London, Berlin, Shanghai, São Paulo, Singapore, Bali and more!

The world's leading coding bootcamp

Le Wagon is the world's most acclaimed tech bootcamp with 5,200+ student reviews on Switchup and Course Report. We're trusted by students to give people the best quality tech education in our 40 campuses.

A life-changing experience

During our coding bootcamps, our students learn the most in-demand skills with motivated colleagues, passionate teachers and a hands-on curriculum to build digital projects and solve problems.

40+

International campuses

19,000+

Graduates worldwide

4.98/5

Average student review

93%

6-month employment rate



"Since 2013, we have been constantly improving our curriculum and tools to match our students' needs, getting rid of every friction in the process of learning to code."



Boris Paillard,
CEO @ Le Wagon



Our Courses

We are providing students with the skill sets necessary to future-proof their career.



Web Development Courses

In 9 weeks (full-time) or 6 months (part-time), learn all the skills of a Software Developer, code your own web applications from scratch and change your career.



Data Science Courses

In 9 weeks (full-time) or 6 months (part-time), learn Data Science from Python to advanced Machine Learning, code your own data applications and boost your career.



Data Analytics Courses ^{New}

In 9 weeks (full-time) or 6 months (part-time), learn from Data Extraction to Analysis and Visualization to turn your data into insights and boost your career.

Hands-on courses

During the last 2 weeks of our courses, our students learn how to build robust and beautiful web and data applications or dashboards, collaborating in teams and applying methodologies and tools used by the leading tech companies for project management.

A product-first approach

Le Wagon teaches coding and data skills, but also how to build a digital project from scratch. As a result, our graduates become web developers or data experts, but also product managers, product owners, or launch their own startups.



"All our students learn to collaborate within a team of developers or data experts and adopt the technical workflow followed by most successful tech companies."



Sébastien Saunier,
CTO @ Le Wagon



Our Hiring Network

Our Career Services team works closely with top tech companies to help our alumni kick-start their tech career. Through job fairs, networking events and coaching sessions, we've helped our 19,000+ alumni **find their dream career**.

Our Hiring Partners

More than 900+ hiring partners and lots of recruiting events for our graduates.



"Our focus is to give the better chance to our students to convert their professional project into reality through individual coaching and networking events, helped by our 985 partners."



Marig Sarrazin
VP Global Career
@ Le Wagon



Report Scope

Addressable Population

This report is intended to give prospective students and other stakeholders a clear picture of the reasons why our students chose to enroll in our courses and the variety of outcomes they achieved after successfully completing them.

This report is based on a student outcomes survey sent to our graduates 6 months after completion of one of our courses. 131 students graduated from our 9-week full-time Web Development course in Southern Europe between January 1st, 2022 and June 30th, 2022, these students attended the 9 cohorts.

Out of these 131 students, 75% (98) answered the student outcomes survey, and 25% (33) were non-responsive (all were contacted). **This report includes data from these 98 respondents.** See below the detailed information and response rates by cohort.

Cohort	Graduates	Respondents	Response Rate	Graduation date
Consolidated	131	98	75%	
785	10	8	80%	2022-11-03
786	22	13	59%	2022-11-03
803	11	9	82%	2022-11-03
804	16	10	62%	2022-11-03
865	21	15	71%	2022-10-06
867	9	7	78%	2022-10-06
875	13	12	92%	2022-10-06
876	14	10	71%	2022-10-06
877	15	14	93%	2022-10-06

Please note that percentages on the graphs throughout this report may not always total 100 due to rounding. The detailed methodology and numbers are available in the [report's appendices](#).



Respondents' Profiles

We nurture a **highly diverse global community** of students, alumni and teachers. As part of this cultural diversity, we feel very strongly about promoting gender diversity and welcoming students of all ages and from all backgrounds. We believe that a more diverse environment is more creative and effective, and that a wide range of points of view and personal experiences shared in a team also contribute to individual learning and personal growth.

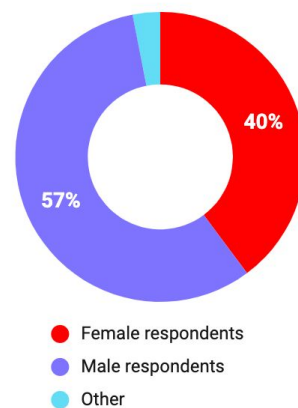
Gender

We actively work to **promote gender diversity** in our students as well as our teachers and staff.

Out of 131 respondents to the student outcomes survey, 57% (56) identified as male, 40% (39) identified as female and 3% (3) opted to identify as other.

We strive to raise this number creating local partnerships that creates events and projects that allows women to get more involved in the IT industry, including with communities like Women in Tech and Geek Girls.

GENDER OF RESPONDENTS



Age

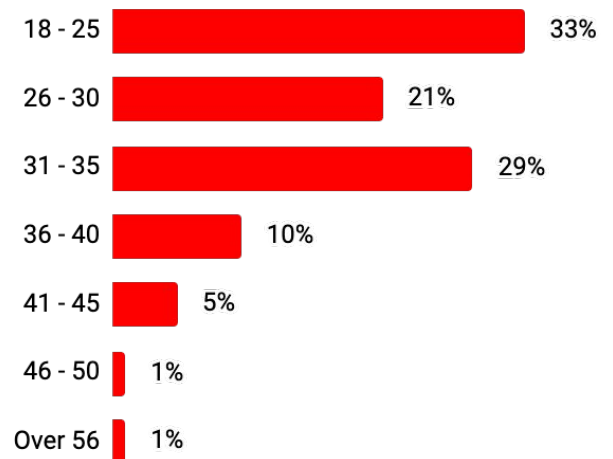
Our admission processes are **free from bias**, we welcome students from all age groups.

Although some of our courses have prerequisite skills, there is no academic requirement to enrol with us, we welcome students of all backgrounds and embrace the **diversity of personal and professional experiences**.

Out of 98 respondents,

33% (32) were between 18 and 25 years old,
21% (21) were between 26 and 30 years old,
29% (28) were between 31 and 35 years old,
10% (10) were between 36 and 40 years old,
5% (5) were between 41 and 45 years old,
1% (1) were between 46 and 50 years old,
1% (1) were over 56 years old.

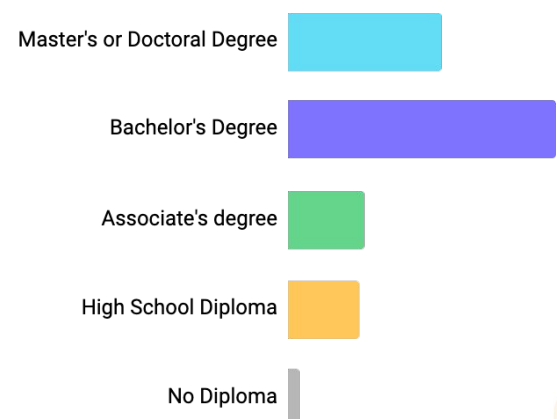
AGE OF RESPONDENTS



Academic Background

Out of 98 respondents to the student outcomes survey, 27% (26) earned a Master's or Doctoral Degree prior to the bootcamp, 46% (45) earned a Bachelor's Degree prior to the bootcamp, 12% (12) earned a High School Diploma prior to the bootcamp, 13% (13) earned an Associate's Degree prior to the bootcamp, 2% (2) didn't earn a diploma prior to the bootcamp.

RESPONDENTS HIGHEST DEGREE PRIOR TO BOOTCAMP



Student Outcomes

General Employment Outcomes

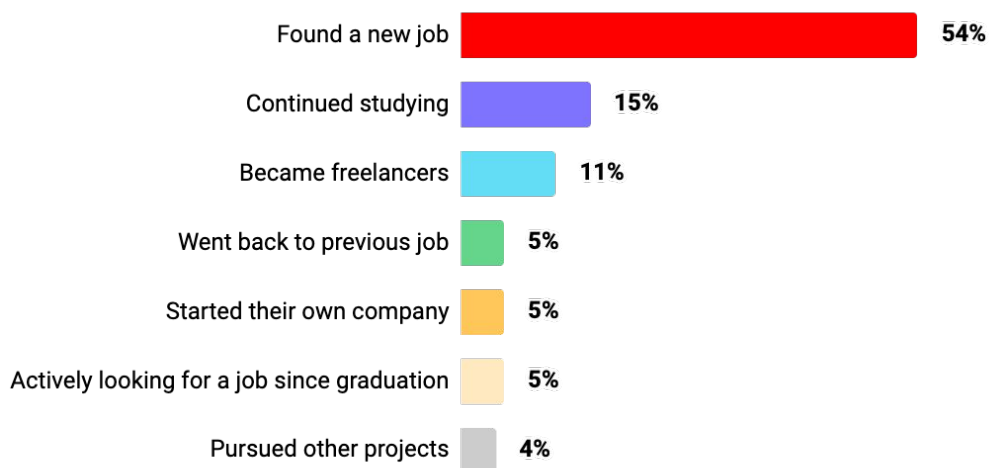
What did respondents do after the bootcamp?

People decide to learn to code for a **various number of reasons**: for personal curiosity, to change career and find a new job, to upskill and be more efficient in their current job or change role within their company, to become freelancers or to turn a brilliant idea into a business. Thus our graduates achieve a variety of outcomes after graduating from our Web Development and Data Science courses.

Out of 98 respondents to the student outcomes survey,

- 54% (53) found a new job after the bootcamp,
- 15% (15) continued their studies in order to specialise,
- 11% (11) became freelancers,
- 5% (5) went back to their previous job with new skills,
- 5% (5) started their own company,
- 4% (4) looked for a job since graduation,
- 5% (5) pursued other projects and haven't looked for a job yet.

RESPONDENTS OUTCOMES AFTER GRADUATION



Active Employment Search

How many respondents actively looked for employment after the bootcamp?

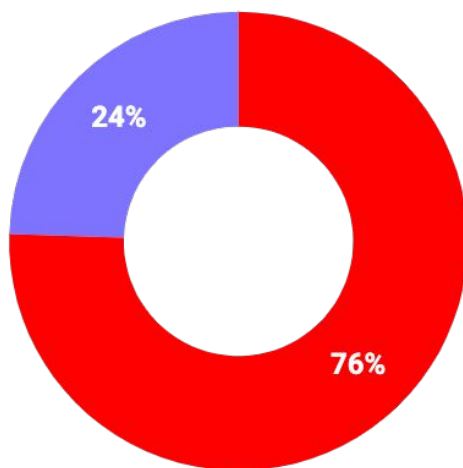
If not all our students look for immediately kickstart their careers in tech, the majority of them do, whether they look for a job in a company, create their own company or launch their freelancing practice.

Therefore, for the purpose of this report, we will use the term “**employment seekers**” to encompass the following outcomes: full-time & part-time employees and job seekers, freelancers and entrepreneurs.

We will define respondents as “**not seeking employment**” if they went back to their previous job, continued studying or pursued other projects without actively looking for employment.

Out of the 98 students included in this report, **76% (74) actively sought employment** after the bootcamp, and 24% (24) pursued other projects without seeking employment.

RESPONDENTS SEEKING EMPLOYMENT



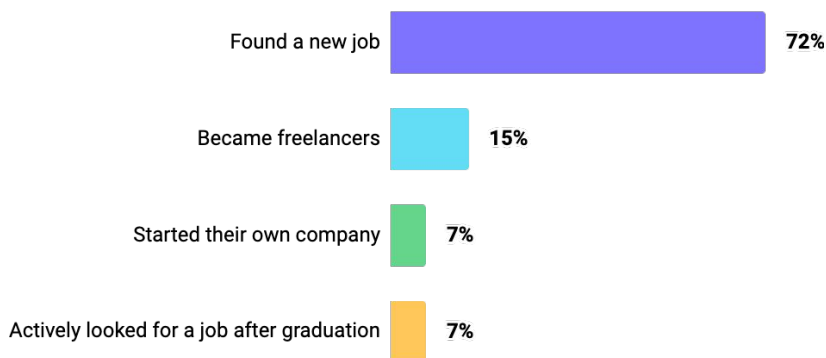
● Employment seekers ● Not seeking employment



What did respondents who sought employment do after the bootcamp?

Out of the 76% (74) of respondents who actively **sought employment**, 72% (53) found a new job, 15% (11) became freelancers, 7% (5) started their own company, 7% (5) actively looked for a job straight after graduation and haven't found one yet.

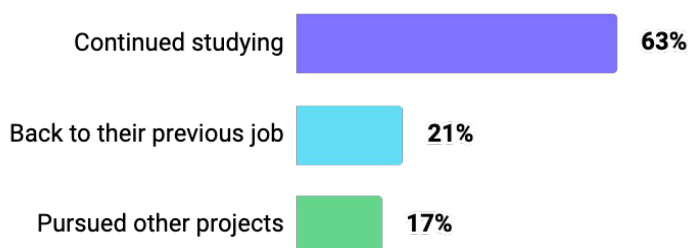
OUTCOMES OF RESPONDENTS SEEKING EMPLOYMENT



What did respondents who didn't seek employment do after the bootcamp?

Out of the 24% (24) of respondents who **did not seek employment**, 63% (15) continued their studies in order to further specialise, 21% (5) went back to their previous job with new skills, and 17% (4) pursued other projects without seeking employment.

OUTCOMES OF RESPONDENTS NOT SEEKING EMPLOYMENT



Employment Rate

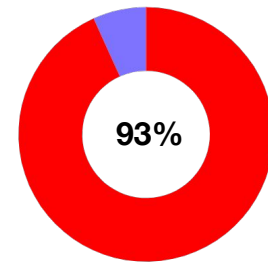
How many respondents found employment after the bootcamp?

Out of the 74 respondents who actively sought employment after the bootcamp, whether they looked for a job, for freelancing projects or started their own company, **93% (69) found employment**. 7% (5) are still actively looking for employment.

We consider that respondents found employment when:

- They received the job offer, for respondents who took full-time or part-time salaried roles.
- They started their first paid freelance projects for respondents who became freelancers.
- They graduated from their course for respondents who started their own company.

RESPONDENTS EMPLOYMENT RATE



180+ days

Time to Employment

How long did it take respondents to find employment after the bootcamp?

The median time for respondents to find employment is **30 days**.

- For full-time & part-time employees, time to employment is calculated from the moment they start actively looking for a job until they receive a job offer.
- For freelancers, time to employment is calculated from the moment they start actively looking for a project until they work on their first paid freelance project.
- Entrepreneurs are considered employed immediately after their course, as they start their venture.

MEDIAN TIME TO EMPLOYMENT

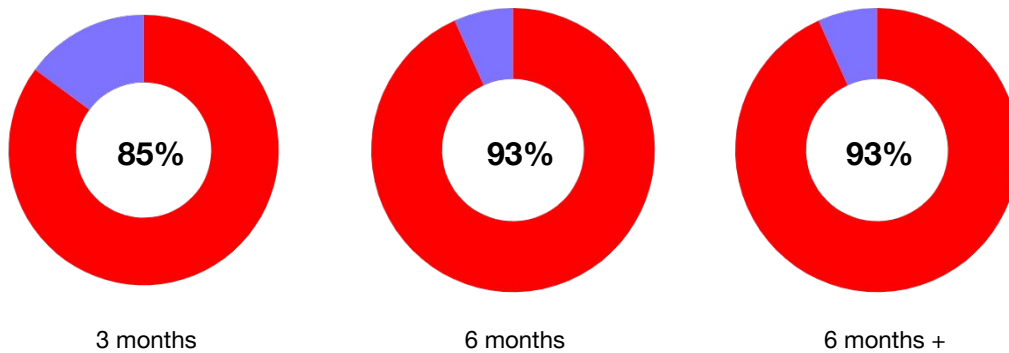


To find
employment



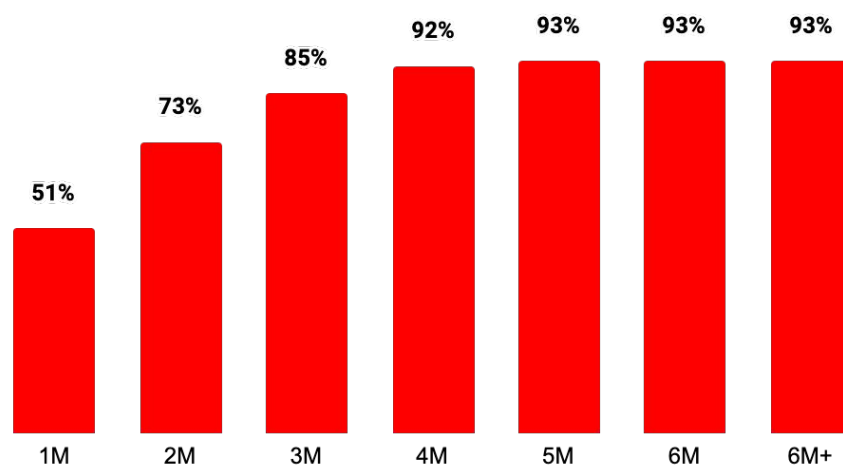
Out of the 74 respondents who actively sought employment after the bootcamp, whether they looked for a job, for freelancing projects or started their own company, **85% (63) achieved their objective within 3 months**, 93% (69) within 6 months and stayed the same after 6 months.

RESPONDENTS EMPLOYMENT RATE



The majority of respondents found employment (received the job offer, started a freelancing project or launched their own company) **within only 3 months**. The evolution of the employment rate was then gradual.

EVOLUTION OF EMPLOYMENT RATE WITH TIME



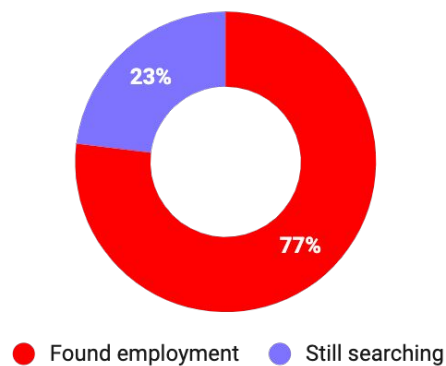
Back to Employment Rate

Is enrolling in a bootcamp an effective way to get back to employment?

Enrolling in a coding bootcamp is a fast and efficient way to acquire new skills and get back to employment. Most of our students have rich prior professional experiences, but by learning new skills, they drastically change their professional profiles and **boost their employability**. Moreover, we not only teach our students the most in-demand tech skills, but also the invaluable soft skills sought after by successful tech companies worldwide.

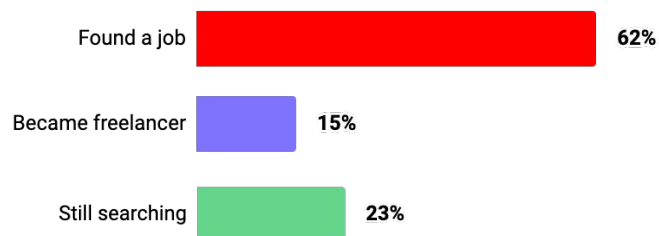
Out of 98 respondents to the student outcomes survey, 59% (58) had a paid job prior to the bootcamp, 22% (22) were students, and **18% (18) did not have a paid job**. Out of these 18 respondents who did not have a paid job prior to the bootcamp, 72% (13) actively looked for employment after the bootcamp. Of those, **77% (10) found employment** after the bootcamp.

EMPLOYMENT RATE OF JOB SEEKERS WITH NO PAID JOB PRIOR TO BOOTCAMP



Out of these 13 respondents who **actively looked for employment** after the bootcamp, 62% (8) found a job, 15% (2) became freelancers, and 23% (3) are still looking for employment.

OUTCOMES OF JOB SEEKERS WITH NO PAID JOB PRIOR TO BOOTCAMP



Job Seekers

Job Search

How long did it take respondents to receive a job offer?

The median time for respondents to receive their **first job offer** is

49 days of active job searching, a very positive outcome considering a recruitment process for a technical role will last from 2 to 3 months on average.

MEDIAN TIME TO JOB OFFER

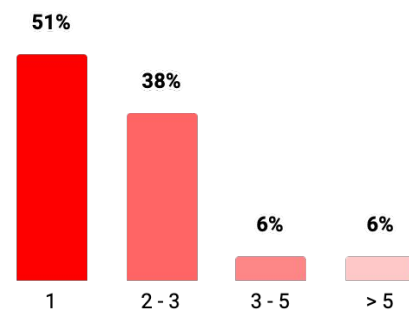


of active job search to receive first job offer

How many job offers did they receive?

Proof that the skills they learnt are in-demand, 51% (27) received one job offer, 38% (20) received 2 to 3, 6% (3) received 3 to 5, 6% (3) received more than 5 job offers; in total, **49% (29) of respondents had more than one job offer** to choose from.

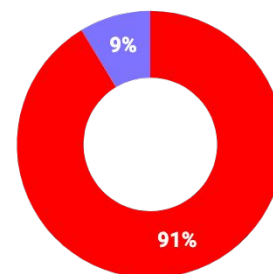
NUMBER OF JOB OFFERS



How many active job seekers found a job?

Out of 98 respondents to the student outcomes survey, 59% (58) looked actively for a job in a company after the bootcamp, and **91% (53) of them found it** and only 9% (5) are still searching.

EMPLOYMENT RATE OF JOB SEEKERS



● Found a job ● Still searching

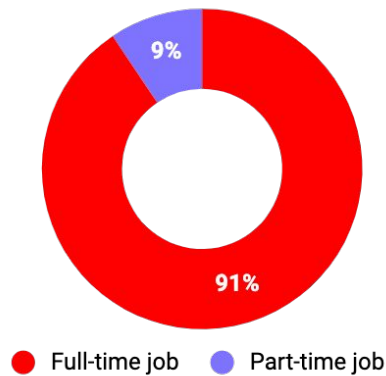


Job Structure

How many respondents found a full-time role?

Out of the 53 respondents who found a job, **91% (48) found a full-time position**. 9% (5) found a part-time position. Note that not all graduates look for full-time positions due to personal reasons and preferences.

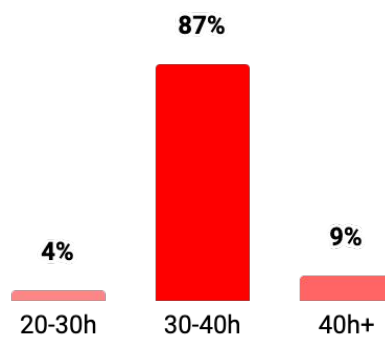
PERCENTAGE OF FULL-TIME CONTRACTS



How many hours do respondents work on a weekly basis?

Out of the 53 respondents who found a job, **87% (46) work between 30 and 40 hours / week**. 9% (5) work more than 40 hours / week, and 4% (2) works between 20 and 30 hours / week.

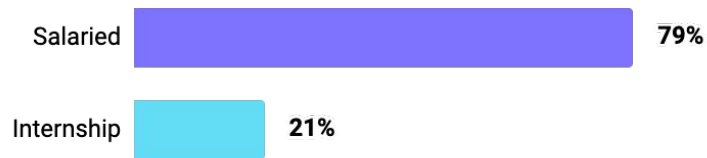
WORKING HOURS PER WEEK



How many found a salaried role?

Out of the 53 respondents who found a job, **79% (42) found a salaried position** 21% (11) found an internship.

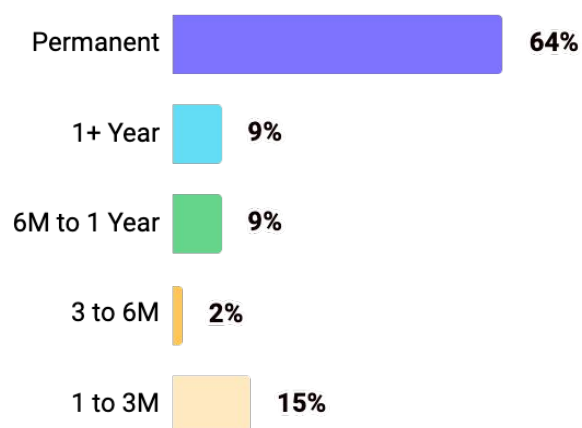
CONTRACT TYPE



How many found a permanent contract?

Out of the 53 respondents who found a job, **64% (34) found a permanent contract**. 9% (5) found a 1+ year contract, 9% (5) found a contract between 6 months and a year, 2% (1) found a contract between 3 and 6 months, and 15% (8) found a contract between 1 to 3 months.

CONTRACT LENGTH

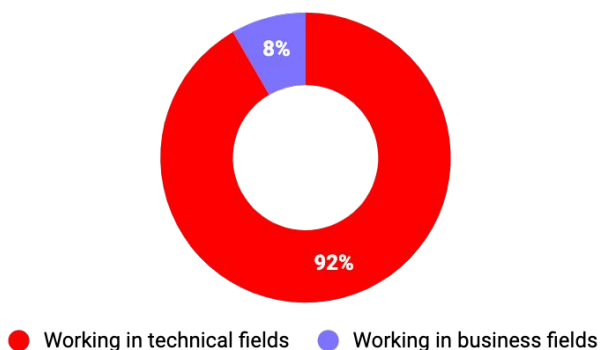


Job Categories & Roles

How many respondents found a job in tech?

Out of the 53 respondents who found a job, 68% (36) disclosed their detailed job titles and scope. **89% (32) of them found roles in technical fields.**

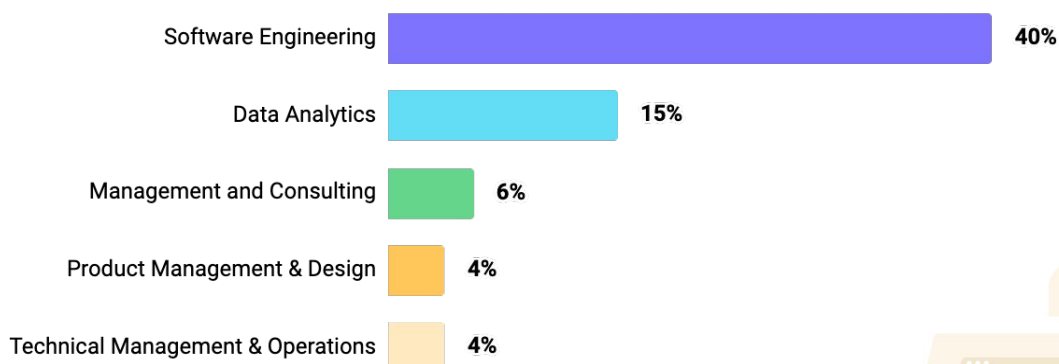
RESPONDENTS WORKING IN TECHNICAL FIELDS



In which specific fields did respondents find jobs?

The two most popular job categories of respondents who completed our Web Development course are **Software Engineering**, with 40% (21) of respondents finding roles such as Full Stack Web Developer, Frontend Web Developer or Backend Web Development, and **Data Analytics**, with 15% (8) of respondents working as Data Analyst, Data Scientist and Data Engineer. 6% (3) of respondents business found roles in Management and Consulting, 4% (2) of the respondents found roles in Product Management & Design, and 4% (2) in Technical Management and Operations.

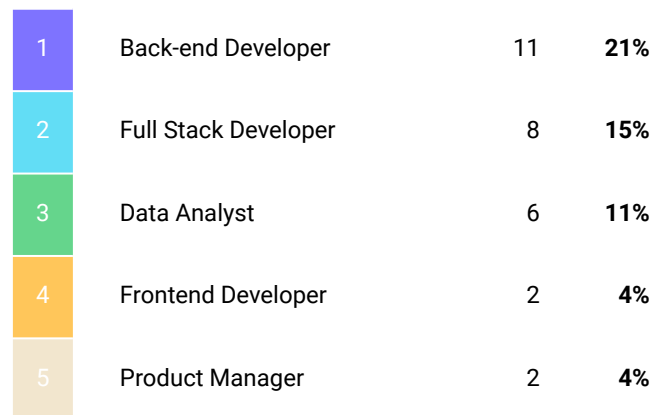
TOP JOB CATEGORIES OF RESPONDENTS



What specific roles did respondents find?

Out of the 53 respondents who found a job, 55% (29) have been hired either as Web Developer/Engineers, Data Analyst or Product Manager. Other roles include Project Managers, Management and Strategy Consultants, and Operations Managers, usually with a bias for tech-based projects.

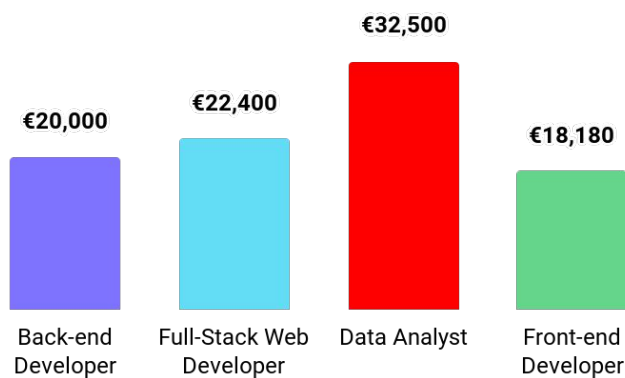
TOP JOB TITLES OF RESPONDENTS



Job Compensation

How much did respondents earn in these roles after the bootcamp?

AVERAGE ANNUAL GROSS SALARY ON FIRST JOB



How much did respondents earn on average after the bootcamp?

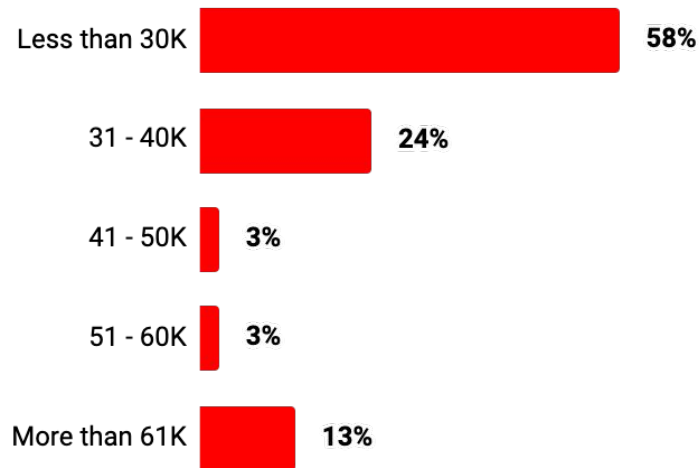
Out of the 42 respondents who found a full-time salaried position, 97% (38) agreed to disclose their salary information. The median salary on their first full-time salaried position after the bootcamp is 27K € annually.

27K€

Median salary on first full-time salaried position post-bootcamp

58% (22) of respondents who found a full-time salaried position earn less than 30K€ annually on their first job after the bootcamp. However, 13% (5), earn over 60K€ annually by leverage their previous experience and seniority while transitioning to a technical career.

ANNUAL GROSS SALARY ON FIRST JOB



Hiring Companies

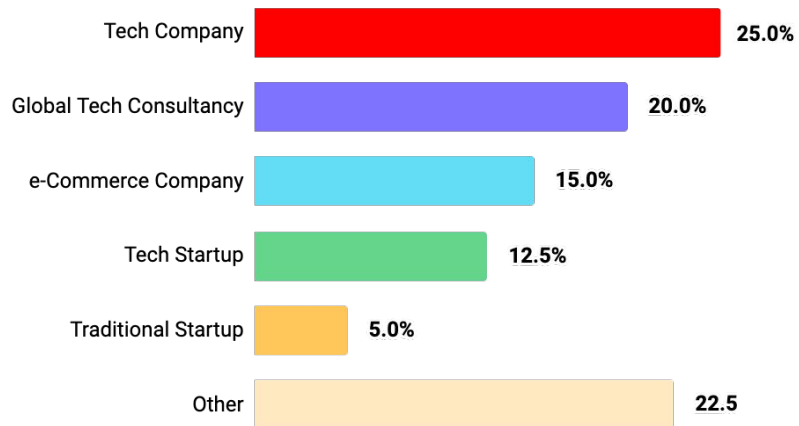
What types of companies do respondents work for?

Out of the 53 respondents who found a new job, **38% (20)** were hired by **large companies**.



Out of the 49 companies respondents work for, **25% (10)** are **tech companies**, 20% (8) are global tech consultancy companies, 15% (6) are e-Commerce companies, 12% (5) are tech start up companies, 5% (2) is a traditional startup, and 22% (9) are other type of companies.

COMPANY TYPES



A few of the hiring companies

Capgemini engineering

DOMĚSTIKA

Gaspard + Bruno

NETENDERS



MVP
FACTORY



pwc

CLARITY AI

jobandtalent

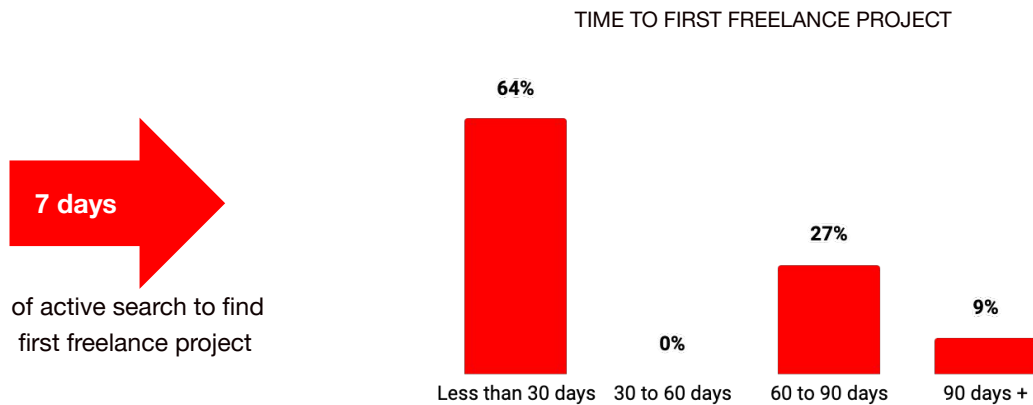


Freelancers

Time to First Project

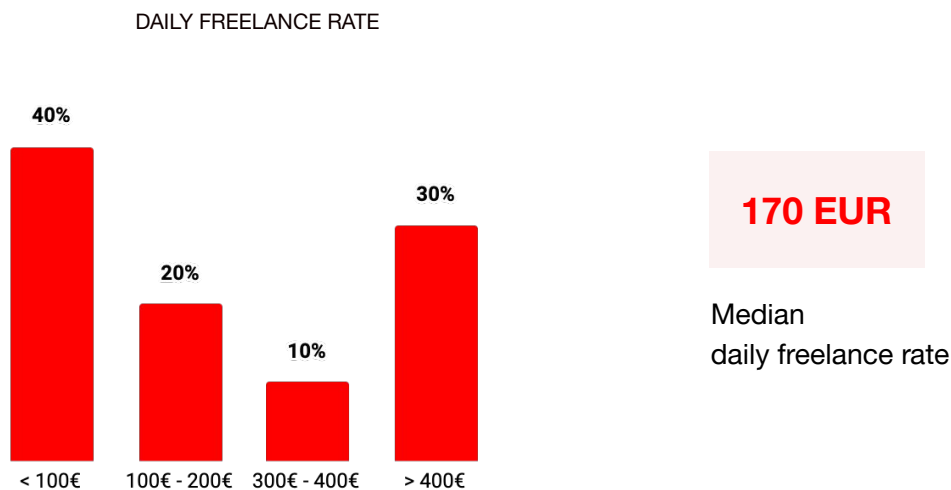
How long did it take respondents to find their first freelancing projects?

The median time for freelancers to start their first freelancing project is **7 days** of active engagement search. 64% (7) of respondents found their first freelance project in **less than 90 days**.



How much do respondents charge for their freelancing projects?

Out of 11 respondents who became freelancers, 91% (10) accepted to share financial information. The **median daily freelance rate** of our respondents is **170€**. 40% (4) of respondents charge up to **100 €/day** for their freelancing activities.



Entrepreneurs

Company Creation Projects

How many respondents decided to create their own company?

Out of the 98 respondents to the student outcomes survey, 5% (5) decided to create their own company. 40% (2) of them have already legally incorporated their company, and 20% (1) have already raised money. The total amount of money raised so far by respondents who created their company is 375K€.

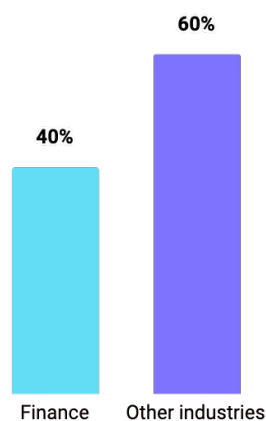
375K€

Total money raised

In which industries did respondents choose to launch their companies?

Out of the 5 companies being created, **40%** (2) are in **finance**, and **60%** (3) are in other industries.

BREAKDOWN BY INDUSTRY





le wagon

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Detailed Data

Report Scope

Addressable Population

Reporting period		
H1 2022	2022-01-01	2022-06-30
Student outcomes survey sent 180 days after graduation		
Survey Response rate		
Students graduated	131	
Students included in this report	98	75%
Non-responsive alumni	33	25%

Cohort	Graduates	Respondents	Response Rate	Graduation date
Consolidated	131	98	75%	
785	10	8	80%	2022-03-11
786	22	13	59%	2022-03-11
803	11	9	82%	2022-03-11
804	16	10	62%	2022-03-11
865	21	15	71%	2022-06-10
867	9	7	78%	2022-06-10
875	13	12	92%	2022-06-10
876	14	10	71%	2022-06-10
877	15	14	93%	2022-06-10



AGE OF RESPONDENTS		
All respondents	98	
18 - 25 years old	32	33%
26 - 30 years old	21	21%
31 - 35 years old	28	29%
36 - 40 years old	10	10%
41 - 45 years old	5	5%
46 - 50 years old	1	1%
51 - 55 years old	0	0%
Over 56 years old	1	1%

RESPONDENTS HIGHEST DEGREE PRIOR TO BOOTCAMP		
All respondents	98	
Master's or Doctoral Degree	26	27%
Bachelor's Degree	45	46%
High School Diploma	12	12%
Associate's degree	13	13%
No Diploma	2	2%



Student Outcomes

General Employment Outcomes

RESPONDENTS OUTCOMES AFTER GRADUATION		
All respondents	98	
Found a new job	53	54%
Became freelancers	11	11%
Back to their previous job	5	5%
Continued studying	15	15%
Started their own company	5	5%
Actively looked for a job after graduation	5	5%
Didn't actively look for a job	4	4%

Active Employment Search

RESPONDENTS SEEKING EMPLOYMENT		
All respondents	98	
Employment seekers	74	76%
Found a new job	53	72%
Became freelancers	11	15%
Started their own company	5	7%
Started looking for a job straight after graduation	5	7%
Not seeking employment	24	24%
Went back to their previous job	5	21%
Continued studying	15	62%
Haven't actively looked for a job yet	4	17%



Employment Rate

RESPONDENTS EMPLOYMENT RATE	90 days	180 days	180+ days
Active employment seekers	74	74	74
Found employment	63	69	69
Still searching	11	5	5
Employment Rate	85%	93%	93%

EVOLUTION OF EMPLOYMENT RATE WITH TIME							
	30 days	60 days	90 days	120 days	150 days	180 days	180+ days
All job seekers	74	74	74	74	74	74	74
Positive Outcome	38	54	63	68	69	69	69
Negative Outcome	36	20	11	6	5	5	5
Placement > x days	31	15	6	1	0	0	
<i>Employment Rate</i>	51%	73%	85%	92%	93%	93%	93%

Time to Employment

MEDIAN TIME TO EMPLOYMENT		
All respondents	69	
Median Time to Employment	30	days



Back to Employment Rate

Situation prior bootcamp		
All respondents	98	
Found a job	8	80%
Became freelancers	2	20%
Started company	0	0%
Found employment	10	77%
Still searching for employment	3	23%
Employment seekers	13	72%
Not seeking employment	5	28%
No Paid Job	18	18%
Paid Job	58	59%
Student	22	22%



Job Seekers

Job Search

Outcome post-bootcamp - Found a job > Time to first job offer (median)		
Graduation to first job offer	49	days
Start job search to first job offer	35	days

NUMBER OF JOB OFFERS		
All respondents	53	
One	27	51%
Two to Three	20	38%
Three to Five	3	6%
Five & more	3	6%
More than one job offer	26	49%

JOB SEEKERS vs NON-JOB SEEKERS		
All respondents	98	
Non-job seekers	40	41%
Job seekers	58	59%
Found a new job	53	91%
Still looking for a job	5	9%



Job Structure

PERCENTAGE OF FULL-TIME CONTRACTS		
Found a job	53	
Full-time job	48	91%
Part-time job	5	9%

CONTRACT TYPE		
All respondents	53	
Salaried	42	79%
Internship	11	21%

CONTRACT LENGTH		
All respondents	53	
Permanent	34	64%
1+ Year	5	9%
6M to 1 Year	5	9%
3 to 6M	1	2%
1 to 3M	8	15%



WORKING HOURS PER WEEK		
All respondents	53	
20-30h	2	4%
30-40h	46	87%
40h+	5	9%

Job Categories & Roles

TOP JOB CATEGORIES OF RESPONDENTS		
All respondents	53	
All respondents who disclosed job title	36	68%
Software Engineering	21	40%
Data Analytics	8	15%
Management and Consulting	3	5%
Product Management & Design	2	4%
Technical Management & Operations	2	4%
Didn't disclose detail job title	17	32%
Respondents working in technical fields	32	89%



Outcome post-bootcamp - Found a job > Most Frequent Job Titles

Job category	Job title	Respondents		
Software Engineering	Full-Stack Web Developer	8	15%	40%
	Front-end Developer	2	4%	
	Back-end Developer	11	21%	
	Devops	0	0%	
Product Management & Design	Product Manager	2	4%	4%
	Product Owner	0	0%	
	UX / UI Designer	0	0%	
Data Analytics	Data Analyst	6	11%	15%
	Data Scientist	1	2%	
	Data Engineer	1	2%	
	Machine Learning Engineer	0	0%	
Technical Management & Operations	Project Manager	1	2%	4%
	Automation Manager	0	0%	
	Operations Manager	1	2%	
Management and Consulting	Digital Consultant	1	2%	6%
	Management / Strategy Consultant	2	4%	
Business Development & Sales	Solutions Engineer	0	0%	0%
	Business Developer	0	0%	
	Customer Success Manager	0	0%	
	Technical Sales Representative	0	0%	
Marketing	Growth Manager	0	0%	0%
	Marketing Manager	0	0%	
	Community Manager	0	0%	
Others		17	32%	3%



Job Compensation

ANNUAL GROSS SALARY ON FIRST JOB (annual gross salary)		
Found a salaried position	42	
Found a full-time salaried position	39	93%
Disclosed salary information	38	97%
Less than 30K	22	58%
31 - 40K	9	24%
41 - 50K	1	3%
51 - 60K	1	3%
More than 61K	5	13%

MEDIAN ANNUAL GROSS SALARY ON FIRST JOB (FT job, salaried position)		
Role	Median gross salary	Respondents
All roles	27,000	38
Back-end Developer	20,000	7
Full-Stack Web Developer	22,400	5
Data Analyst	32,500	6
Front-end Developer	18,180	2



Hiring Companies

COMPANY SIZE		
All respondents	53	
Small companies (0-50)	19	36%
Medium-size companies (51-500)	14	26%
Large companies (501+)	20	38%

COMPANY TYPES		
All companies	49	
Tech Company	10	25%
Global Tech Consultancy	8	20%
e-Commerce Company	6	15%
Traditional Startup	2	5%
Tech Startup	5	13%
Other	9	22%



Freelancers

TIME TO FIRST FREELANCE PROJECT		
Total respondents	11	
Less than 30 days	7	64%
60 to 90 days	3	27%
90 days +	1	9%
Median number of days	7	days

DAILY FREELANCE RATE		
Total freelancers	11	
Total respondents	10	91%
< 100€	4	40%
100€ - 200€	2	20%
300€ - 400€	1	10%
> 400€	3	30%
Median freelance rate	171	EUR



Entrepreneurs

Outcome post-bootcamp - Started company		
Entrepreneurial projects	5	
Companies legally incorporated	2	40%
Companies not legally incorporated yet	3	60%
Total money raised	378.092	EUR
Average amount of money raised	378.092	EUR
Raised money	1	20%
Didn't raise yet	4	80%

BREAKDOWN BY INDUSTRY		
Entrepreneurial projects	5	
Other industries	3	60%
Finance	2	40%

