

Job Guarantee Details

Effective September 15, 2018

At Thinkful, we are committed to your success. Learning software development or data science is hard, but leads to career opportunities in fast-growing fields. We're confident that if you put in the work and follow our program, you can land a job as a developer or data scientist. We back our commitment with the "Thinkful Guarantee": subject to the terms below, we will refund 100% of your tuition if you are not offered a "Qualifying Position" (as defined below) within 6 months of graduation from the Engineering Immersion, Full Stack Flex, or Data Science programs.

It is important to note that every student, whether or not eligible for the tuition guarantee, receives the same level of career support and access to career services for up to six months immediately following graduation. Prior to graduation, you will be given the opportunity to opt-in or out to receive this support. Opting out does impact your eligibility. Read below.

Eligibility Requirements

To qualify for the job guarantee you must:

1. graduate from the Engineering Immersion, Full Stack Flex, or Data Science programs within 6 months or less, and complete all course requirements including all career services checkpoints,
2. be at least 21 years of age,
3. be a U.S. citizen or green card holder legally authorized to work in the United States without sponsorship for at least two years from enrollment,
4. be proficient in spoken and written English, as determined by initial interactions with any Thinkful staff,
5. be able to pass any background checks associated with jobs that you apply for,
6. pay tuition using a month-to-month, up front, or loan payment plan (income share agreement plans are not eligible), and
7. live in or within a one-hour commuting distance of one of the "Approved Cities" defined below (some exceptions may apply but must be approved by your education advisor prior to your enrollment).

In addition, to be eligible for the job guarantee in the Data Science program you must have a Bachelor's Degree in any subject.

Qualifying Positions

A "Qualifying Position" means a "Full Time", "In-Field" position that is either "Long Term" or "Medium Term".

- "Full Time" means a job that is at least 32 hours per week or that is described as full time in the offer.
- "In-Field" means a job that requires the skills taught in your program, or that would fall under a relevant Bureau of Labor Statistics SOC code.
- "Long Term" means a position that is permanent, at-will, or a contract greater than six months in duration.
- "Medium Term" means a position or contract at least three months in duration.

It is important to know that titles of jobs in web development and data science vary enormously from field to field and even company to company. As such, we expect you to apply for jobs suitable for your experience and background, which include titles such as:

- Engineering Immersion and Full Stack Flex: Web Developer, Frontend Developer, Backend Developer, Full Stack Developer, Software Engineer, Computer Programmer, Software Developer, Applications Software Developer, Systems Software Database Administrator, Network and Computer System Administrator, Computer Network Support Specialist
- Data Science: Data Scientist, Data Engineer, Machine Learning Engineer, Data Analyst, Business Intelligence Analysis

Approved Cities

Each of the following is an "Approved City" for the Engineering Immersion and Full Stack Flex programs:

Atlanta, GA • Austin, TX • Boston, MA • Boulder, CO • Chicago, IL • Dallas, TX • Denver, CO • Detroit, MI • Houston, TX • Las Vegas, NV • Los Angeles, CA • Miami, FL • Minneapolis-Saint Paul, MN • New York, NY • Oakland, CA • Orlando, FL • Philadelphia, PA • Phoenix, AZ • Portland, OR • Raleigh, NC • Salt Lake City, UT • San Diego, CA • San Jose, CA • San Francisco, CA • Seattle, WA • Tampa, FL • Washington, D.C.

Each of the following is an "Approved City" for the Data Science program:

Atlanta, GA • Austin, TX • Boston, MA • Boulder, CO • Chicago, IL • Dallas, TX • Denver, CO • Detroit, MI • Los Angeles, CA • Minneapolis-Saint Paul, MN • New York, NY • Oakland, CA • Philadelphia, PA • Phoenix, AZ • Portland, OR • Raleigh, NC • Salt Lake City, UT • San Diego, CA • San Jose, CA • San Francisco, CA • Seattle, WA • Tampa, FL • Washington, D.C.

Post-Graduation Requirements

During the six-month "Career Services Period" starting at graduation we expect you to fully commit to the job search and to work as hard as you did before graduating. We require you to engage in the process as a professional and to take our recommendations seriously. To retain eligibility for the guarantee you must:

1. complete periodic reflection surveys sent by Career Services to document your job search process,
2. track all your job search activity using either Thinkful's Job Tracker, or an approved alternate, and produce this resource at each of your coaching sessions,
3. reply to the Career Services team or Thinkful employer introductions within 1 business day,
4. not commit acts of dishonesty during the application process (i.e. submitting work that is not yours or making misrepresentations to employers on your resume or otherwise),
5. apply to at least 7 "In-Field" jobs in your location each week, unless you and your coach agree to focus on other areas instead in a given week, and
6. attend at least 5 networking events per month.

How This Guarantee Applies to You

Without limiting the foregoing, possible situations that void this guarantee include, but are not limited to:

1. you opt-out of receiving Career Services support,
2. you decide not to actively search for employment or pursue other endeavors after graduation,
3. you turn down an offer for a "Qualifying Position" or accept a job offer for a position that is not a "Qualifying Position",
4. you choose to start your own business or work as a freelancer,
5. you lose your work authorization as described above, or
6. you do not consistently communicate with your coach or Career Services, including notifying us of interviews you conduct or offers you receive.

Tuition Refund Request and Certification:

If you have graduated from the Engineering Immersion, Full Stack Flex, or Data Science program, have conducted a professional job search as described here and by your coach, and have not received an offer for a "Qualifying Position", you may request a refund of your tuition. Requests must be made in writing, include a signed certification that you have met all the terms of this guarantee and have not been offered any "Qualifying Positions", and must be made within one calendar month after the end of the 6-month "Career Services Period".