Funds Distribution Report

Recipient Organization:
Ada Developers Academy

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Seattle, WA 98104

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Issaquah, WA 98027

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https://www.adadevelopersacademy.org

Organization's General Goals:
Ada's mission is to prepare women and gender expansive adults to be software developers while advocating for inclusive and equitable work environments. We primarily serve and address the needs of Black, Latine, Indigenous Americans, Native Hawaiian & Pacific Islander, LGBTQIA+, and low-income people.

Date of Award:
2023 Q2

Level:
$2,501 to $5,000

For more information, please read the attached report from
Ada Developers Academy.

TDS-44319

PO Box 944, Issaquah, WA 98027

Report to Tulalip Tribes Charitable Contributions – Grant code Q2 2023 14.2

Ada Developers Academy (Ada) is deeply grateful for the Tulalip Tribes Charitable Contributions' support of our mission to prepare women and gender expansive adults to be software developers, while advocating for inclusive and equitable work environments. Thank you for your commitment to changing the face of tech with us! Below is an overview of Ada's accomplishments of 2023.

2023 Programmatic Results

Of the 405 participants served in our Core program over the past year, 30% were LGBTQIA+, 79% were people of color, 45% were racially underrepresented in tech, and 86% were low-income. Despite the economic downturn in tech that Ada and our students have been facing over the past year, we maintained a strong graduation rate at 94%. We have seen hiring rates decline however, with 84% of the cohort that graduated in July 2022 and 58% of the cohort that graduated in January 2023 hired into full time software developer jobs within six months of graduation. Still, for those that did secure employment, their starting salaries in tech averaged just over 200% higher than their pre-Ada salaries.

Throughout the Core program, students have access to a number of wraparound supports to ensure they have the resources and stability they need to complete the program. All students receive individualized coaching and career services to best match their individual needs, as some students seek out more support than others. Over the past year, 130 students received financial assistance for living expenses ($1.7M in total financial assistance), all students had access to therapy through BetterHelp, 132 students received laptops, and 18 students received childcare assistance.

Over the past year, we served a total of 737 people across our programs:
- 405 students were served in Ada's Core program (275 finishing the program, 130 newly enrolled).
  - 94% graduation rate
  - 70% hire rate within six months
  - 204% average salary increase
- 251 people participated in Ada Build preparatory workshops.
  - 57% of Build participants who applied to Ada Core were accepted
- 81 alums participated in continuing education workshops on technical, professional, and personal development topics.

We are deeply grateful to Tulalip Tribes Charitable Contributions for supporting our mission this past year. Since our founding in 2013, Ada has trained over 1,000 new software developers and generated $65M in first-year salaries for our graduates. Ada graduates have cumulatively earned an estimated $250M since graduation, which translates into approximately $150M in net economic benefits. Together, we are changing the face of tech.

Thank you for your partnership.

www.adadevelopersacademy.org