



◀ Laboratoria ▶

Uncovering Stories in the Data:

Laboratoria graduates' journeys through
the tech sector

2025

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Introduction

What happens after a woman graduates from Laboratoria's bootcamp?

01



Laboratoria has long been able to point to powerful stories of impact for the women who go through its coding bootcamps: a 77% job placement rate and monthly salaries of more than \$728. As the organization nears its tenth anniversary, and as the technology sector continues to evolve rapidly and dramatically, Laboratoria began to ask itself some deeper questions about the trajectories of its alumnae.

What do Laboratoria alumnae's professional journeys look like as they navigate the ever-changing tech sector? How do their employment status, roles, and salaries change over time? Moreover, do all Laboratoria alumnae follow the same trajectory? Are there groups that are rocketing ahead...and are there others being left behind?

In 2023, we set out to dig into the details of these post-bootcamp journeys. To our luck, Laboratoria has amassed a treasure trove of data – baseline surveys, regular follow-up surveys, and an annual census – giving us a glimpse into the twists and turns of life after Laboratoria. Using this data, we aimed to uncover stories that haven't yet been told, and raise new questions about what Laboratoria can do to propel them forward.

Here's what we found out.

Overall Findings

03

Laboratoria graduates transition into the tech sector from unlikely places

01

Before the bootcamp, 57% of Laboratoria graduates were **unemployed**.

02

Those who were working mainly held **low-skilled, low-wage jobs**, like assistants and call center operators.

03

Only 18% of Laboratoria alumnae had backgrounds in tech-adjacent fields: most had studied **non-tech fields** like communication, humanities, and health.

Alumnae experience major shifts in employment, roles, sectors, and salaries after the bootcamp

01

Graduates' **employment rates** increase dramatically after the bootcamp: from 33% to 81%. This rate appears to sustain over time.

02

After bootcamp, Laboratoria graduates secure much **higher-paying roles**, most commonly as software engineers and UX/UI designers.

03

Laboratoria graduates experienced **transformative growth in salaries**, leapfrogging past minimum wage thresholds into much higher income brackets. Women working in **quality assurance, product management, and project management** earned the highest salaries among graduates.

Career trajectories are similar across alumnae, even for groups expected to face significant difficulties in their professional journeys, with a few exceptions

01

Mothers take longer to find the first job after graduation, but seem to have higher job satisfaction and stability once they do. When it comes to employment and earnings, mothers do just as well as non-mothers.

02

Immigrants are less likely to have a full time job in the tech sector, but those who do grow their salaries at a faster rate than non-immigrants. Aside from salary differences, immigrants who work full-time have similar professional experiences as their non-immigrant peers.

03

First-generation professionals start out at a disadvantage before bootcamp, but later are more likely to have a full time job in tech and close the salary gap. Their job satisfaction is slightly lower than their peers, however.

Tech Journeys

Unraveling the stories of women entering the
tech sector

07

01 Research Question

What are the career paths in the technology sector for Laboratoria bootcamp graduates?



Women in Latin America face many structural barriers to **participation in the labor force**, and these are exacerbated by gender-based discrimination at the workplace.

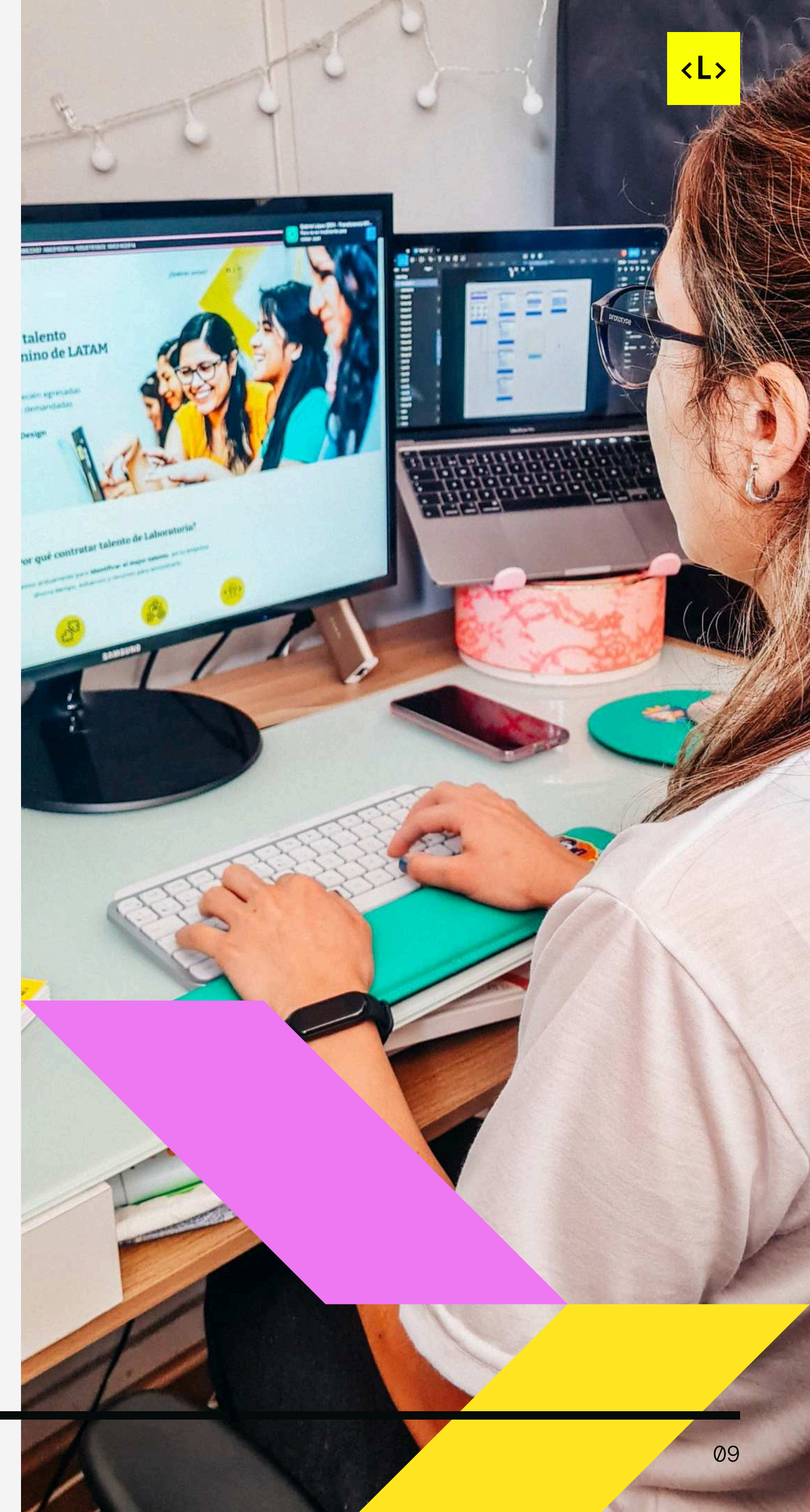
A university degree no longer guarantees protection from poverty: many graduates, especially in **saturated fields** like education or psychology, struggle to find jobs that enable them to provide a good quality of life for themselves and their families. As a result, many end up in **low paying jobs** without room for growth.

Even when women have a job, **unequal pay** remains a significant challenge for them and their families.

These challenges are what drive many women to apply to Laboratoria, seeking improved quality of life for themselves and their families. For women in Latin America, the tech sector can offer a promising pathway out.

The stories we aimed to explore in our research focus on three major shifts:

- ✓ **How did they shift from being unemployed to breaking into tech?**
- ✓ **How did they move from a non-technical field, like education, to the tech sector?**
- ✓ **How did they transition from low-paying roles to higher-paying roles in software development?**



02 Tech Sector Trayectories

We used the program data already available at Laboratoria to track the journey from before the bootcamp to several years after graduation.

We looked closely at four major shifts →

Changes in Employment Status

- How many women have jobs before attending the bootcamp compared to after completing it?
- Do they typically stay employed after finishing the bootcamp?

Changes in Job Role

- For women who were working before the bootcamp, what were their job roles?
- In which tech areas do they typically find themselves after completing the bootcamp?

Changes in Sector

- For women who had some higher education, what were their areas of study?

Changes in Salary

- Do graduates experience salary growth?
- How do salaries evolve over the years following graduation?
- Are there variations in salaries across different technology areas?

Data Sources & Samples

In order to answer these questions, we explored three main data sources :¹

01
The Bootcamp
BaselineSurvey,
completed before
starting the bootcamp

02
Graduate's Follow-Up
Surveys, completed 1
month, 6 months, 12
months and 18 months
after completing the
bootcamp

03
Laboratoria's Yearly
Census Survey data

¹ [Footnote:] We worked with multiple samples due to variations in data availability for each of the key questions. For instance, certain survey questions changed over time, and there were variations in completion by respondents. This approach ensures that we have enough data to identify trends and draw meaningful conclusions. It also helped us validate trends. across all samples, bolstering our confidence in the results. For more details about the characteristics of each of those samples you can visit Appendix A.



03 Findings

Women Navigating Latin-America's Complex Job Markets Striving for a Better Quality of Life

Changes in Employment Status

How many women have jobs before attending the bootcamp compared to after completing it?

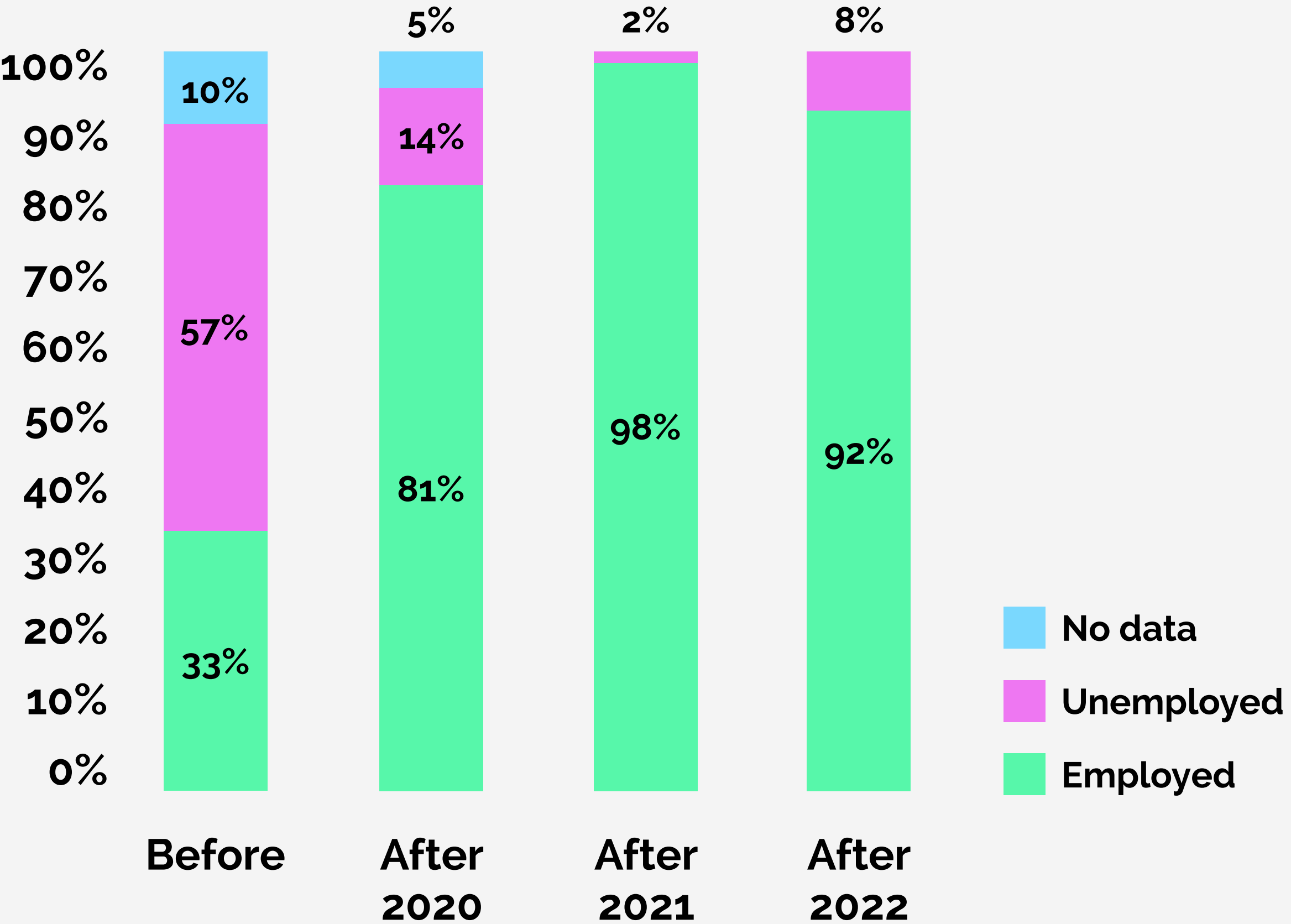
Do graduates stay employed after finishing the bootcamp?

In our analysis of various samples, we observed a trend indicating that Laboratoria's bootcamp significantly enhances the medium-term employability of its graduates.



Employment rates increase dramatically after bootcamp, and they seem to sustain over time.

We can see this trend in data from the follow-up surveys. Before the bootcamp, the majority of women were unemployed (57%). However, after tracking their progress over a three-year period (2020, 2021, 2022), their unemployment rate decreased significantly to less than 15%. This pattern underscores the sustained positive impact of Laboratoria's bootcamp on the employment outcomes of its participants.



📖 Maria is a bootcamp graduate from Lima, took a bold step in 2019 by joining the Laboratoria bootcamp. With no prior work experience and a degree in mathematics, she dove into the world of coding. Fast forward to today, she's working as a front-end developer in a global company, 100% remotely. This isn't just a job for Maria—it's a milestone. She's the first in her family to land a professional job.

A few questions are left open from this data, which could prompt future explorations:

01

For alumnae who are currently unemployed, are there any trends behind their unemployment?

02

For alumnae who gain traction in the tech sector, what are the factors that have kept them in the sector?

03

How does employment evolve in the long term, after 10+ years?

Changes in Job Role

For women who were working before the bootcamp, what were their job roles?

In which tech areas do they typically find themselves after completing the bootcamp?

For those who were employed before bootcamp, what types of jobs were they doing? In what sectors were they working? And how did their job situation change from before the bootcamp?

While our analysis found that employment grew from 33% to over 90%, this figure gets more interesting when you compare them to the types of jobs graduates had before the bootcamp.

Before bootcamp, alumnae mainly held low-wage, low-skill roles.

Before the bootcamp, the three most common roles were:

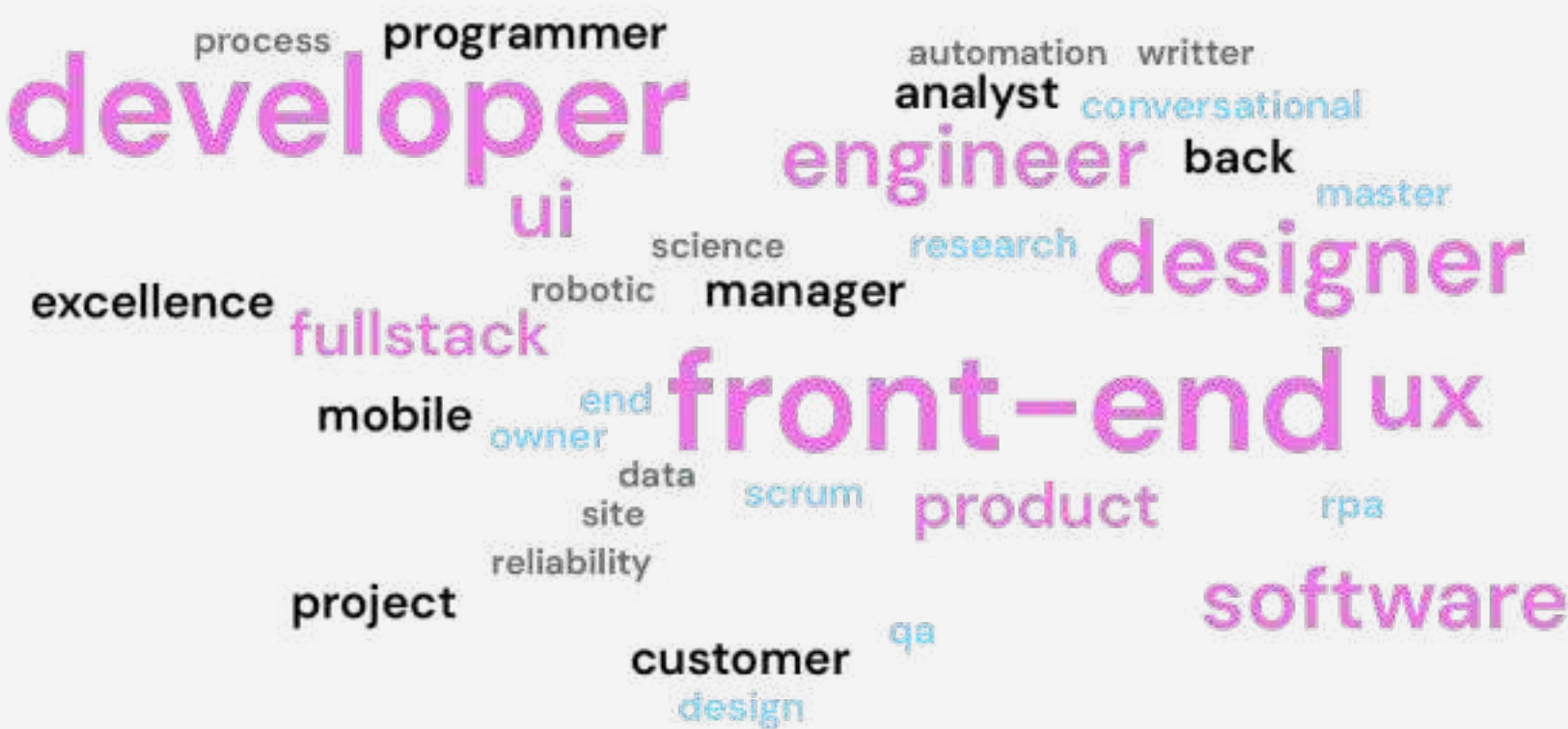
- 01 Assistant
- 02 Call-center
- 03 Operational



After bootcamp, Laboratoria graduates hold much higher-paying roles.

After the bootcamp, the three more common job titles are:

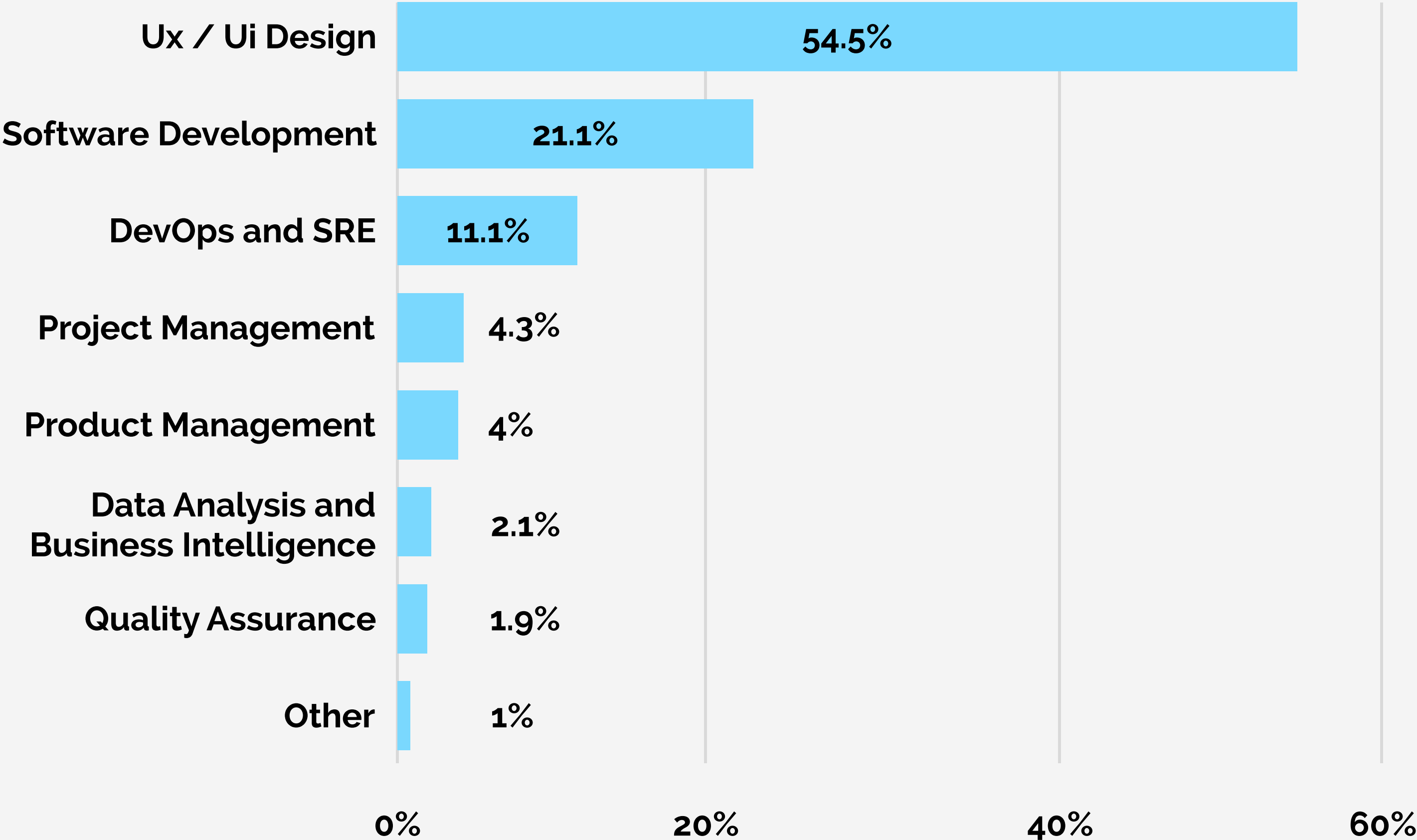
- 01 Front-End Developer
- 02 Software Engineer
- 03 UX/UI Designer



📖 Ana, is a black women from São Paulo, joined a bootcamp in 2020. With a high school diplomate, she was pursuing a higher education degree in systems engineering and her work experience was as an assistant. After the bootcamp, she was able to find her first full-time job in technology, and now works remotely for a local company as a full-stack developer.

After bootcamp, most graduates were working in UX/UI design and software development.

To illustrate the shifts from their pre-bootcamp fields, we analyzed the sectors where Laboratoria graduates found employment post-bootcamp. Notably, UX/UI design emerged as the most common area, with 54.5% of respondents from the 2023 census reporting work in this field. Software development secured the second position, with 21.1% of graduates pursuing careers in this domain. The survey also highlighted representation across other technology fields, including product management, development operations and site reliability engineering, as well as data analysis and business intelligence.



Laboratoria's data solidly backs the idea that women outside the tech sector can gain the skills and training needed to become valuable assets in tech teams.

Changes in Sector

For women who had some higher education, what were their areas of study?

To delve deeper into the shift in sectors experienced by our alumni, we analyzed the educational backgrounds of women who either started or completed higher education.

Before the bootcamp, the majority of Laboratoria alumnae had studied non-technical fields.

Surprisingly, the majority of the women we analyzed in this exercise did not start in technology, technical, or science disciplines; instead, most came from sectors like communication, humanities, and health. As illustrated in the table provided below, among the subset of women with partial or complete higher education, only 21% were engaged in engineering or other technical disciplines.

Career Sector	No. of women	%
Economics and Accounting	6	14%
Design and Audiovisual	6	14%
Health	9	21%
Engineering and other Technical	9	21%
Arts	3	7%
Sciences	3	7%
Communication and Advertising	3	7%
Other	3	7%
Total	42	100%

📖 Laura is a woman from Colombia who entered the bootcamp after her 50th birthday. Her university studies were in pedagogy and education. Exploring a completely new field, she transitioned into software development through a bootcamp. Today, she thrives as a full-time software developer in an international company, embracing the exciting opportunities of her new career path.

Changes in Salary

How do salaries evolve over the years following graduation?

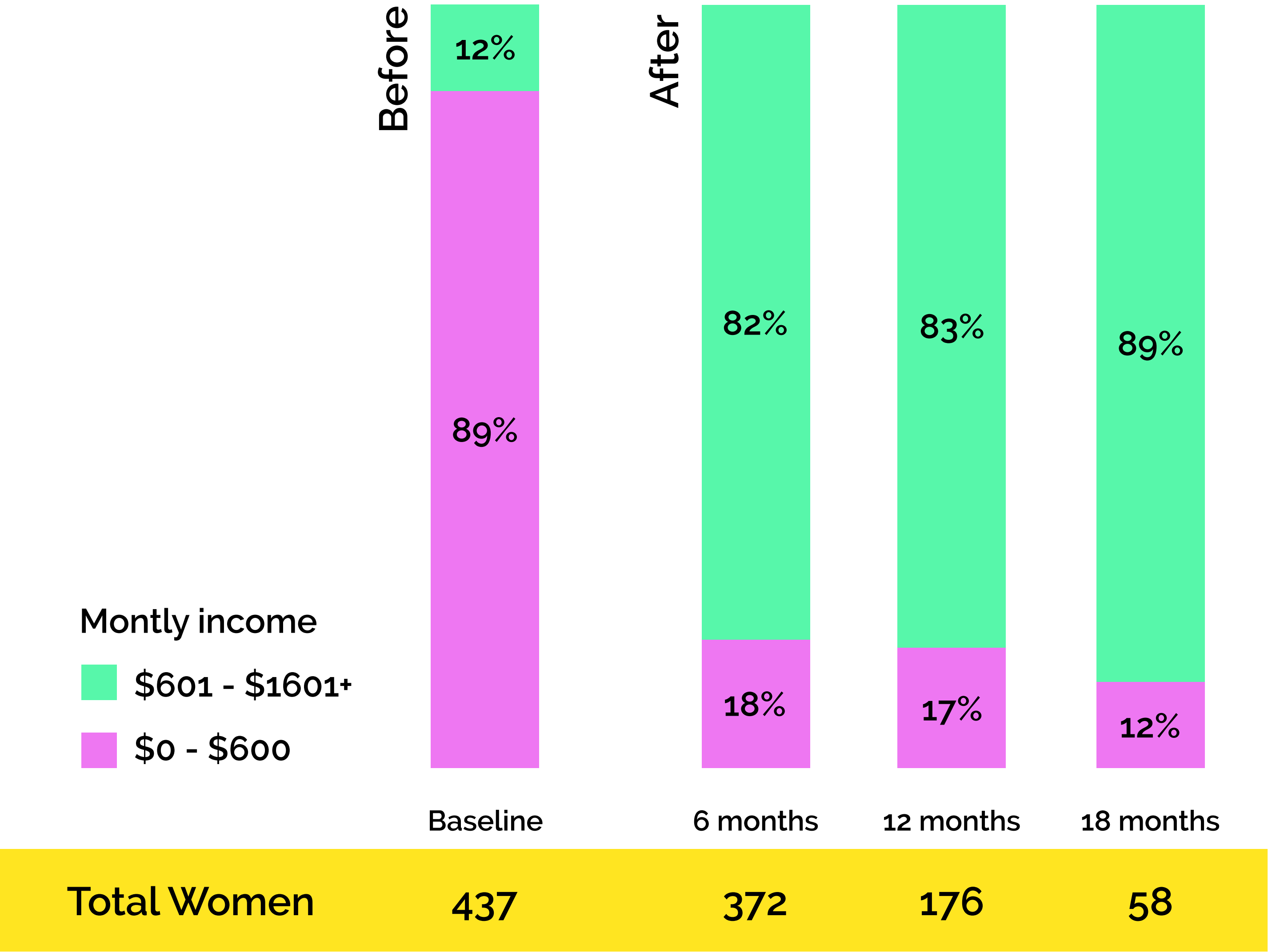
Are there variations in salaries across different technology areas?

One of the noteworthy impact metrics for Laboratoria is the self-reported salary growth of their graduates before and after completing the bootcamp. According to their 2023 report, they highlight a remarkable average increase of 3.8 times. In this exercise, we aim to delve deeper into this data and gain a more comprehensive understanding of these salary advancements.

To achieve this, we segmented the monthly salary data gathered from alumnae follow-up surveys into various ranges (Refer to Appendix C for more details). Then, we examined noteworthy thresholds. Of particular significance is the \$600 threshold, which represents a range equivalent to 1x - 2.5x the minimum monthly wage, varying by country.

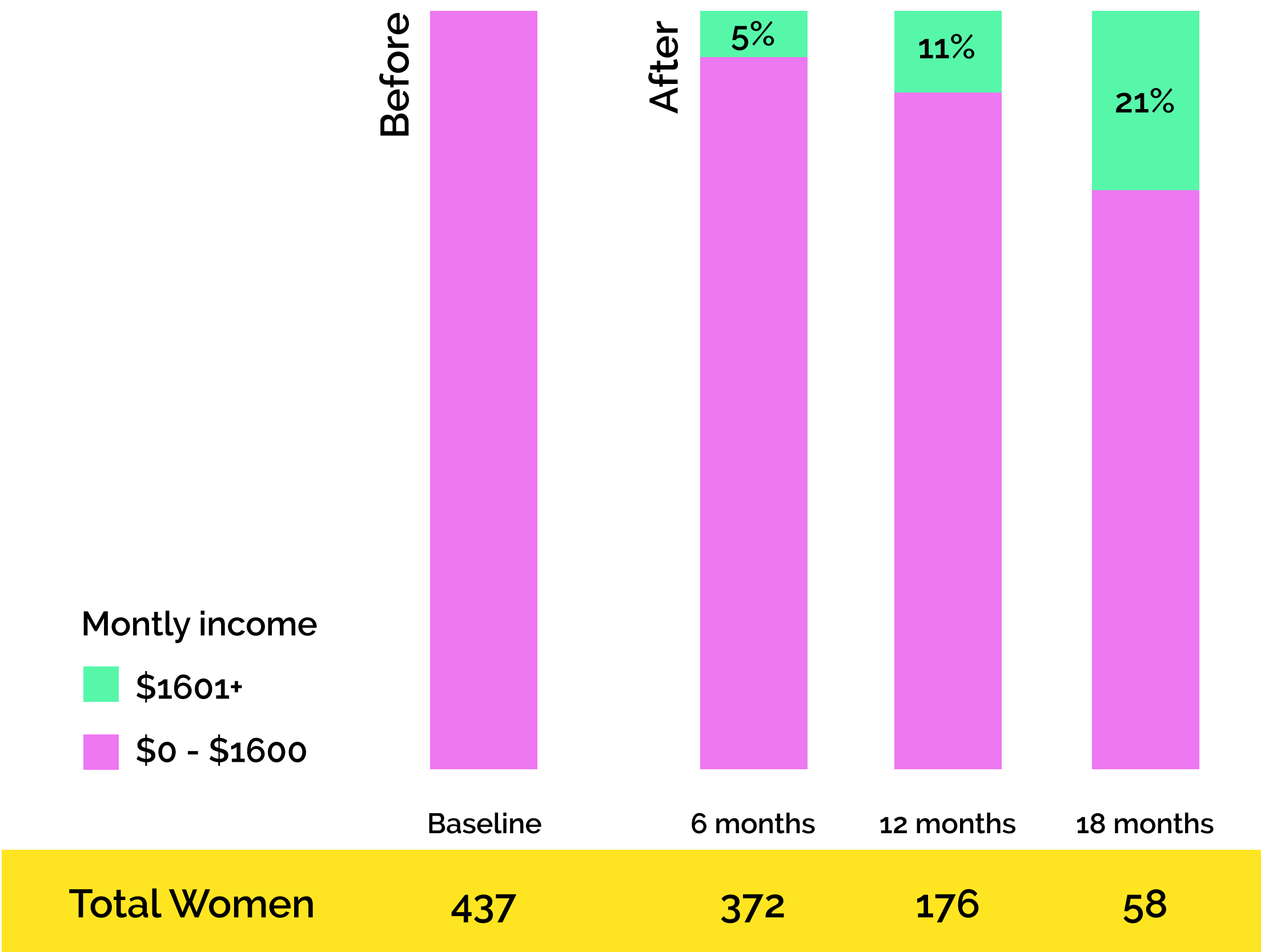
Prior to the bootcamp, only 11% of Laboratoria's graduates earned above \$600 per month; post-bootcamp, this number grew to 80%.

This shift signifies a noteworthy enhancement in the quality of life for graduates and their families.



Before bootcamp, none of the women in this sample earned more than \$1600 per month. By 18 months post-program completion, this number had reached 21%.

Another notably significant threshold is the \$1600 and above bracket, representing the upper segment of salaries examined. Before enrolling in the program, none of the women in this sample earned a salary surpassing \$1600. Six months after completing the program, 5% of them earned beyond this figure. After 12 months, this percentage increases to 11%, and 18 months post-program completion, it rises further to 21%. This upward trend in higher salaries stems from sustained salary growth, aligning with Laboratoria's 2023 census data, which consistently highlights this positive trajectory for women as they advance in their tech careers.



Let's examine the salary changes for Maria, Ana, and Laura before and after attending the bootcamp. Maria, who secured her first professional job in her family, now earns over six times the minimum wage in Peru. Ana's current salary is five times higher than what she earned as an assistant previously. As for Laura, she used to work without pay, but now she earns over \$1300 USD per month, which is well above Colombia's minimum wage of \$263 USD.

We also analyzed salary differences across various career areas within the technology sector. Notably, women working in **quality assurance, product management, and project management** boasted the highest average salaries among graduates, exceeding \$1900 per month.

This prompts additional questions for exploration:

- ✓ **What unique traits define the women achieving higher salaries in these roles?**
- ✓ **Do these distinctive characteristics also influence women with lower salaries?**
- ✓ **How do previous career experiences or educational backgrounds impact these women's earnings?**
- ✓ **Did they actively find these positions or were these roles offered to them?**

To delve deeper into trends within student profiles, we examined the data through the lens of three specific profiles: mothers, immigrants, and first-generation professionals. Our detailed findings are presented in the following section.

Tech Journeys: Conclusions

The journey of Laboratoria's graduates into the tech sector tells a story of remarkable transformation:

- ✓ Prior to the bootcamp, most women didn't have employment, while the majority of those who held jobs were working in low-skilled and low-paying roles such as assistants and call center operators.
- ✓ Strikingly, only a minority of participants came from backgrounds in tech-related fields like engineering. The majority came from non-tech disciplines like communication, the humanities and health.

Tech Journeys: Conclusions

The narrative shifts dramatically post-bootcamp:

- ✓ Employment rates soar, and 18 months after the program women still hold these jobs, indicated sustained employment in the medium term.
- ✓ Furthermore, graduates transition into significantly higher paying positions, like software engineers and UX/UIX designers.
- ✓ The impact of this shift on salaries is profound. Graduates transcending minimum wage thresholds to enter much higher income brackets across all countries.
- ✓ Women employed in quality assurance, product management, and project management emerge as top earners among Laboratoria's graduates.

Overall, these findings underscore the transformative power of Laboratoria's program to propel women from diverse backgrounds into careers in the tech industry.

Equity in Outcomes

Unearthing the stories of mothers, immigrants, and first-generation professionals of Laboratoria.

29



01 Research Question

Do the same patterns hold for all Laboratoria graduates?

While we see clear patterns of career growth and upward social mobility in the aggregate, we wanted to dig into these patterns to find out whether they were consistent across groups or whether there were disparities in outcomes. In other words, are all Laboratoria alumnae following a similar trajectory, or are certain groups being left behind? Does Laboratoria reinforce existing disparities, or is it truly an equalizer?

To explore this question, we focused on three groups in particular: **mothers**, **immigrants**, and **“first generation” professionals**: those who are the first in their families to hold a professional job.

We hypothesized that these groups might face more adversity in their career pathways post bootcamp and that, as a result, we may see less pronounced professional and income gains for these groups than for the average alumna.

For instance, **mothers** who balance their professional lives with care responsibilities face constraints on their time and have unique needs for both flexibility and stability in their jobs. Past research from Laboratoria found that mothers faced unique challenges while going through the bootcamp, and it stands to reason that they would face similar hurdles in the job search and throughout their professional journeys.

Immigrants, for their part, may face a range of challenges navigating an unfamiliar labor market in a new country. They may also face discrimination from potential employers and colleagues that could create barriers to being hired and promoted.

First generation professionals may be less likely than their peers to enjoy certain advantages, such as professional or social networks, to help them secure a job and advance professionally.

With these constraints in mind, we asked →



What are the social mobility stories of mothers, immigrants, and 'first generation' professionals?

Who are these graduates, and what are their characteristics? How do they differ from other Laboratoria graduates at baseline, and how are they the same?

Are they more or less likely to experience social mobility outcomes than other groups? Are the changes they experience more or less pronounced?

Why this matters:

If disparities emerge, Laboratoria might be able to address these by providing targeted services and tweaking their offerings to more directly meet the needs of these groups. If there are no significant disparities, Laboratoria can explore the specific success factors that helped graduates bridge those gaps and continue to emphasize those in its programming.





02 Methodology

How did we define the three groups?

We defined the three subgroups as follows →

Mother

replied with a number greater than zero to the question “How many children do you have?” in the baseline survey

Immigrant

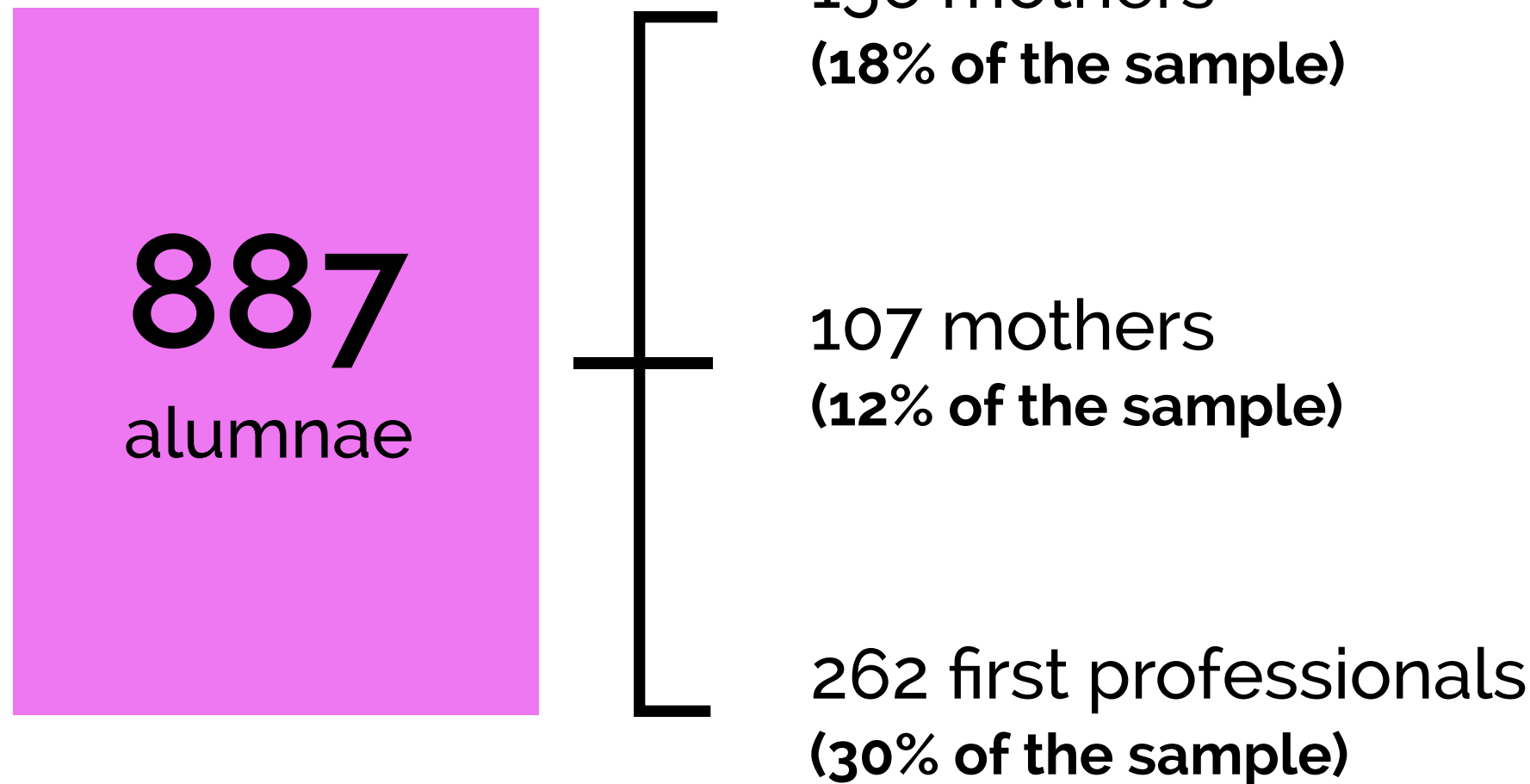
selected “I am an immigrant.” in the 2022 census

First professional

selected “I am the first person in my family to hold a professional job that allows me to have a salary significantly higher than minimum wage.” in the 2022 census

Which alumnae are included in this analysis?

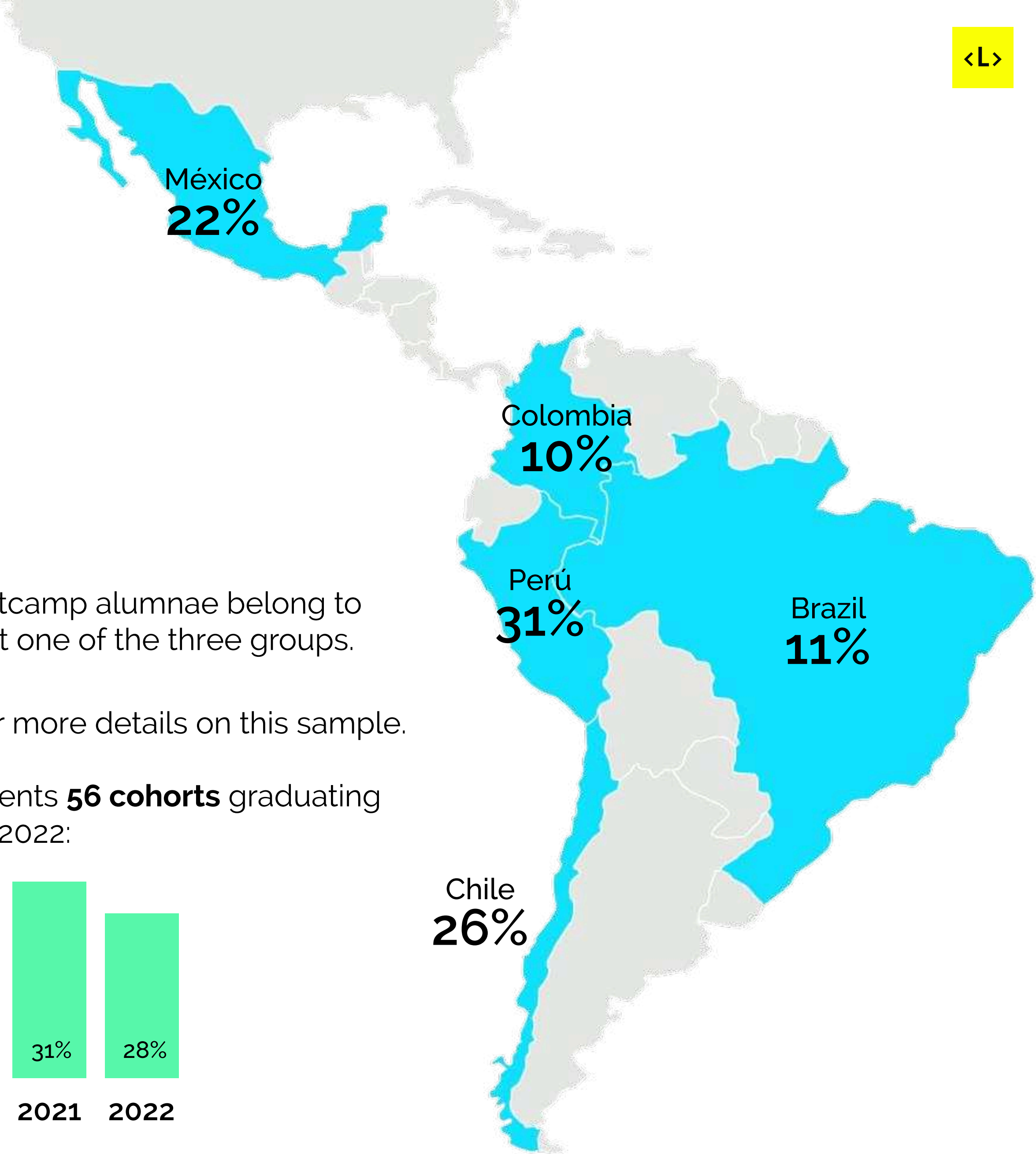
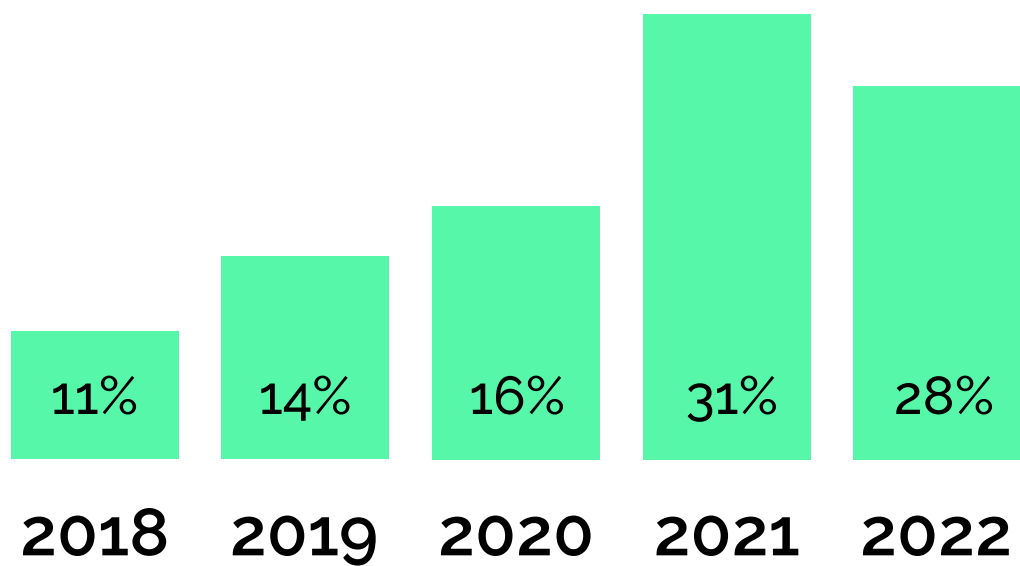
We followed all Laboratoria bootcamp alumnae who completed both the baseline and the 2022 census.



52% of bootcamp alumnae belong to at least one of the three groups.

See **Appendix A** for more details on this sample.

This sample represents **56 cohorts** graduating between 2018 and 2022:



What data sources did we look at?

- 01

Baseline survey
- 02

Annual Census 2022
- 03

Follow-up survey

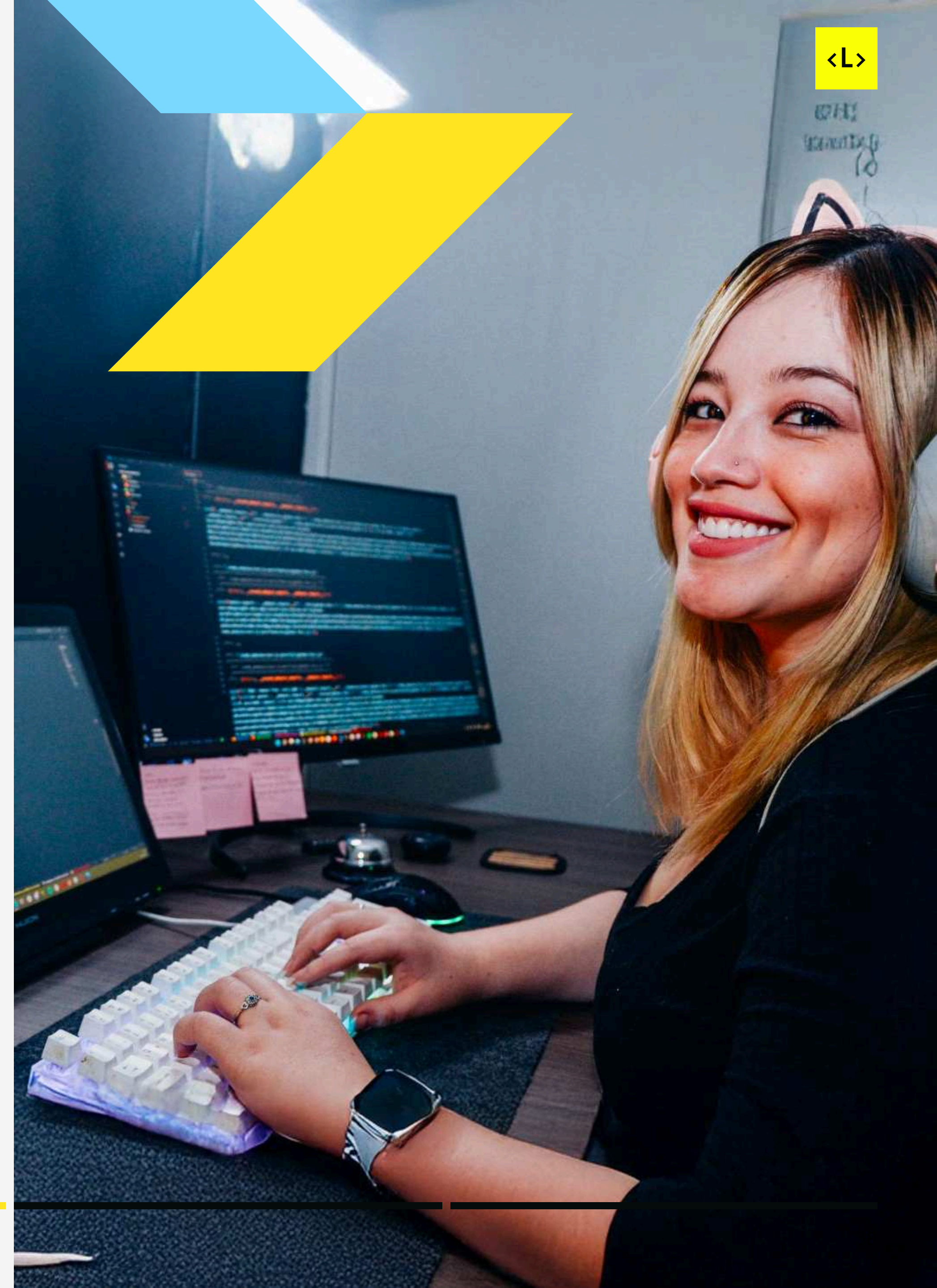
(most recent of 6 month, 12 month, or 18 month)



What outcomes were we interested in?

We wanted to know whether groups had different results in:

- ✓ How long it took them to secure the first job after graduation
- ✓ Whether they are employed full-time in the tech sector
- ✓ How much income they earn in their job
- ✓ How satisfied they are with their job and employer





03 Findings

Mothers

Who are the mothers of Laboratoria?
How are they similar to other
Laboratoria graduates, and how are
they different?

→ We followed 156 mothers, who made up 18% of the sample.

These graduates had a few key differences from their peers:

01

Mothers are slightly older than their non-mother counterparts: they begin the program at **32 years old on average**, compared to 27 years old for non-mothers.

02

Mothers are slightly less likely to have a college degree than their peers: **44% have a college degree**, compared to 52% for non-mothers.

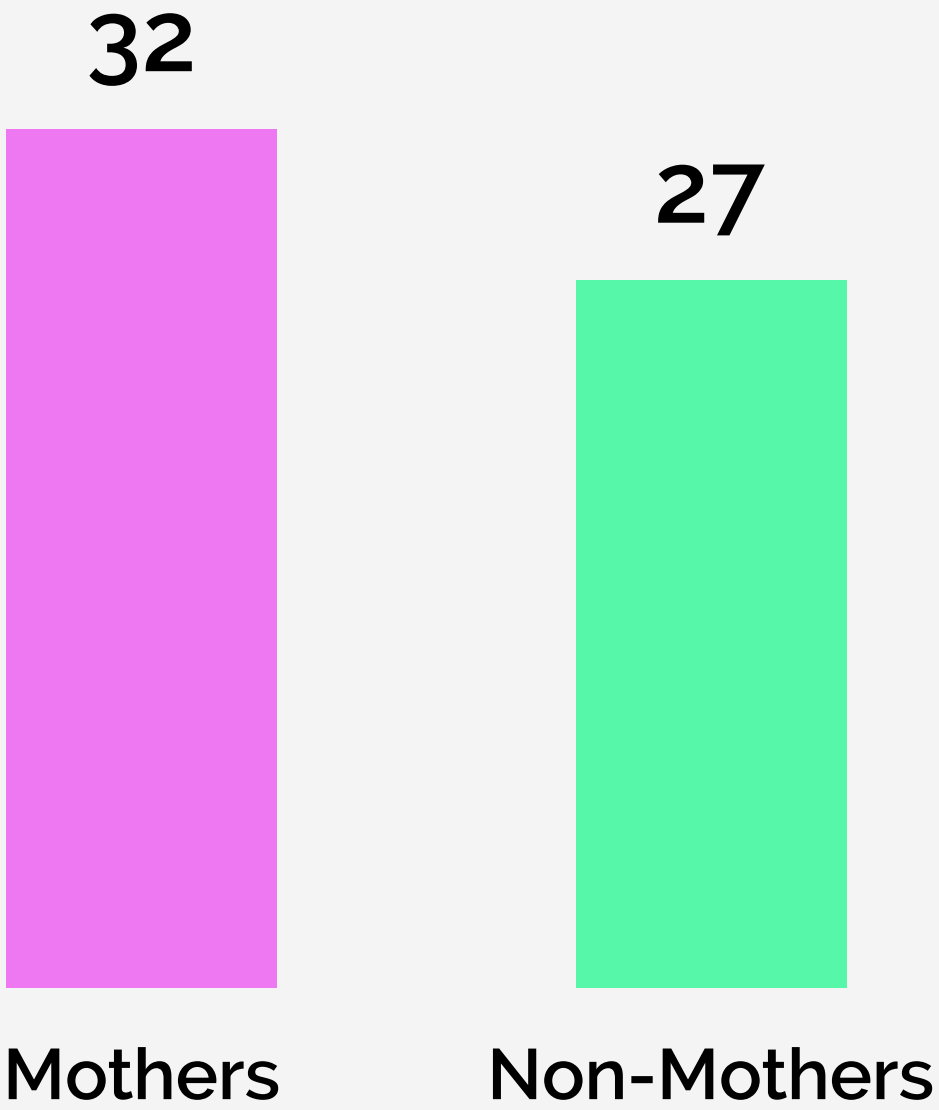
03

Mothers are less likely to live far away from the capital: just **6% live far from the capital**, compared to 16% of non-mothers.

04

Mothers had slightly higher salaries than their peers at baseline: **they earned a median salary of \$330 per month**, compared to \$293 for non-mothers.

Average Age



Carolina is a graduate of Bootcamp Mexico in 2021. When she applied for Laboratoria’s bootcamp the year before, she was 33 years old and had one child. Though she had a university degree in engineering, she was not working at the time she applied; her family of three was managing on a monthly salary of \$534.

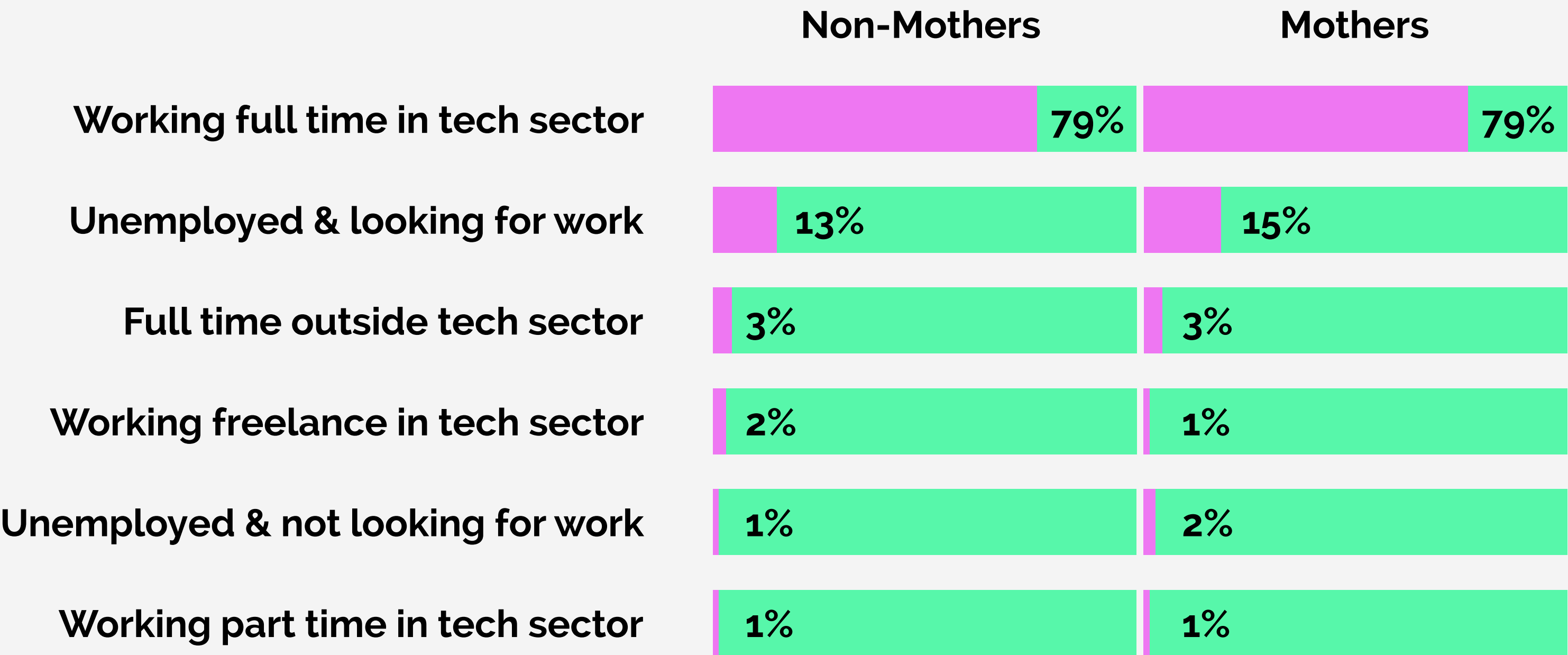
Are mothers more or less likely to experience social mobility outcomes than other groups?
Are the changes they experience more or less pronounced?

When it comes to employment and earnings, mothers do just as well as non-mothers.

Mothers are just as likely to work full time in the tech sector as their non-mother counterparts.

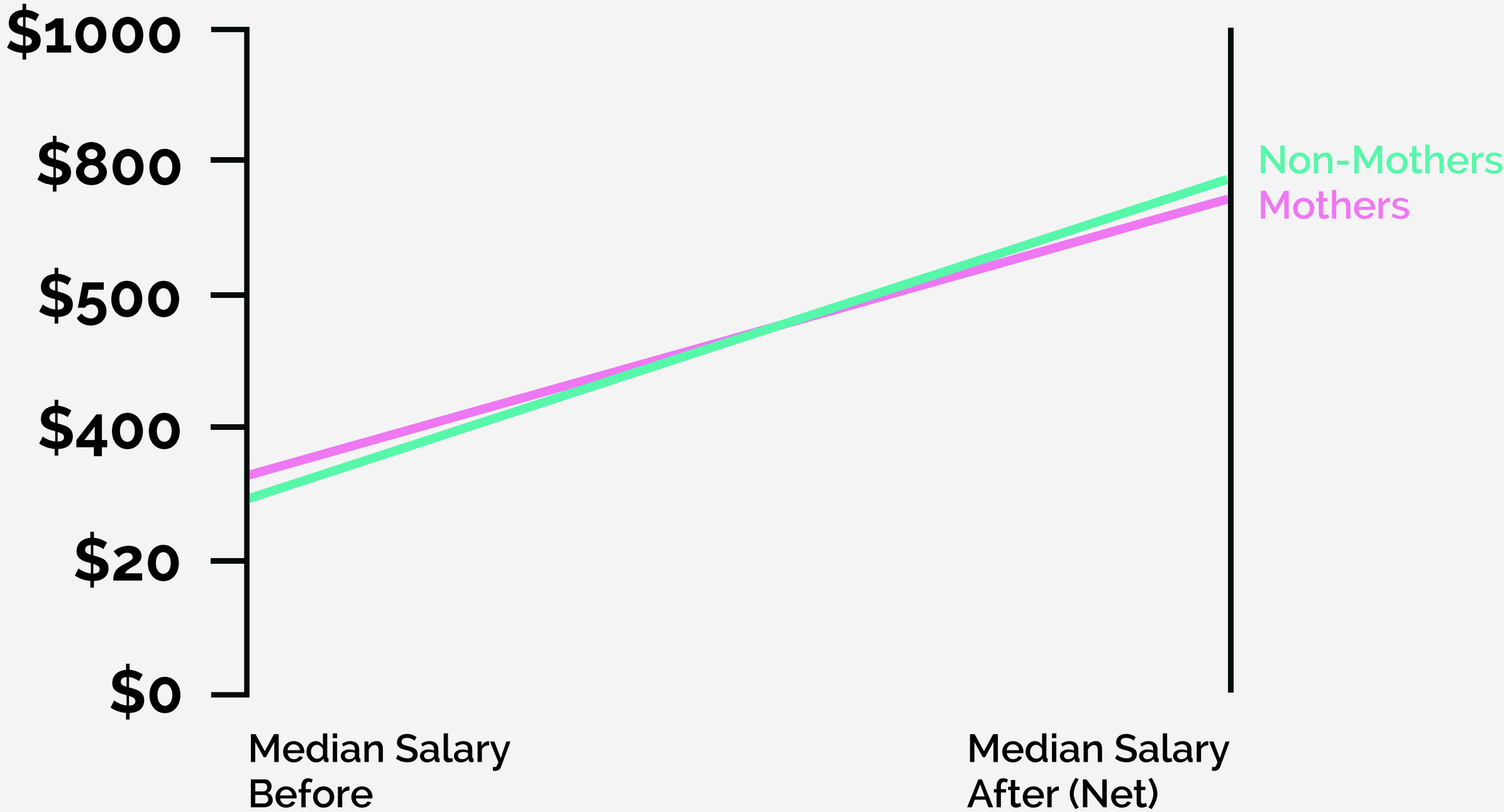
79% of both mothers and non-mothers reported that they were working full time in the tech sector in the 2022 census. Just 15% of mothers were unemployed and looking for work at the time of the 2022 census.

Current work status



Mothers' salary is on par with their non-mother counterparts.

Incomes increased from
\$330 to \$790
(\$293 to \$794 for non-mothers)*



The median net salary for mothers was \$790 at their first post-bootcamp job, compared to \$794 for non-mothers.

After graduating Bootcamp Mexico in 2021, Carolina landed a full-time job as a UX designer, working for an international company with a local office in Mexico. She works remotely and earns a monthly salary of \$790.

It takes mothers longer than non-mothers to land their first job.

Mothers take longer to find their first job after graduation.

Mothers take 107 days on average to find their first job after graduation, compared to just 81 days for non-mothers. This is consistent with the findings from earlier research [reference D-Lab report].

Average time to job placement (Days)



📖 After graduating in 2021, Carolina did not find her job as a UX designer until 152 days later.

A person with short dark hair, glasses, and a cross earring is shown in profile, looking at a computer monitor. The monitor displays lines of code in a dark-themed editor. The person is wearing a dark shirt. The background is dark with some purple and blue light. There are yellow and pink geometric shapes in the top right corner of the image.

This pattern raises the question: **Why do mothers take longer to secure a first placement, and what can we do about it?**

- ✓ What barriers do they face in the job search and interview process?
- ✓ Are mothers more selective than non-mothers when accepting a placement?
- ✓ How can Laboratoria help speed this process?

Mothers are happier with their jobs than non-mothers.

Mothers have higher job satisfaction than their counterparts.

Would recommend employer (1-10)
% who selected 9 or 10



When asked whether they would recommend their employer on a scale of 1-10, 66% of mothers selected 9 or 10, compared to 55% of non-mothers.

When asked to rate their job satisfaction on a scale of 1-5, 53% selected 5, compared to 47% of non-mothers.

Mothers are more likely than non-mothers to stay at their first job.

53% of mothers were still working in the same job since graduation in the 2022 census, compared to 47% of non-mothers.

This could suggest that mothers were slightly happier at their jobs than their counterpart, or it could indicate a slightly higher preference for stability.

Why are mothers happier in their jobs than their non-mother counterparts? Is this related to the fact that they take longer to find their jobs? Are employers that hire mothers more likely to provide a supportive environment for professional growth?

Mothers enjoy unique advantages at work... but they also face unique barriers.

01

Mothers enjoy stronger support networks than non-mothers.

Mothers were much more likely than non-mothers to have a support network that helps them develop professionally: **39%** of mothers report their support network as a success factor in their growth, compared to just **25%** of non-mothers.

02

Mothers work in places with more women colleagues and leaders.

While 53% of non-mothers have been the only woman on their team, just **42%** of mothers had this experience. Relatedly, while **25%** of non-mothers report that a lack of women leaders on their team is a barrier to their professional growth, just **18%** of mothers cite the same challenge. These facts suggests a possible correlation between women in leadership and job satisfaction for women in the workplace.

03

Mothers still face unique resource constraints.

28% of mothers say that they do not have time or economic resources to invest in courses and trainings compared to **19%** of non-mothers. For mothers, this was the number one barrier to professional growth



Carolina loves her job: she rated her job satisfaction a 5 out of 5, and rated her likelihood of recommending her employer a 10 out of 10. She says that her company makes the effort to learn about her aspirations for professional growth, and she cites women leaders on her team as a factor in her success. During her time with the company, she has taken on more responsibility and increased her salary.

03 Findings

Immigrants

Who are the immigrants of Laboratoria? How are they similar to other Laboratoria graduates, and how are they different?

→ We followed 107 immigrants, making up 12% of the sample.

01

Most of the immigrants in our sample migrated from **Venezuela**. Most currently live in Chile, followed by Colombia and Peru.

02

Immigrants don't differ meaningfully from their peers when it comes to age (**29** vs. **28** for non-immigrants) education (**48%** have a college degree, compared to 51% for non-immigrants), or residence (**14%** of both immigrants and non-immigrants live outside the capital city).

03

Immigrants are less likely than their peers to be the first professionals in their families: just **11%** are first professionals, compared to 32% of non-immigrants.

04

Immigrants have slightly higher median salaries than non-immigrants before starting the bootcamp: a median of **\$334** for immigrants compared to \$292 for non-immigrants.



Sandra, 30, immigrated from Venezuela and now lives in Chile. She was only making \$590 per month working as an assistant when she applied to Bootcamp Chile in 2020. She graduated from Bootcamp Chile in 2021.



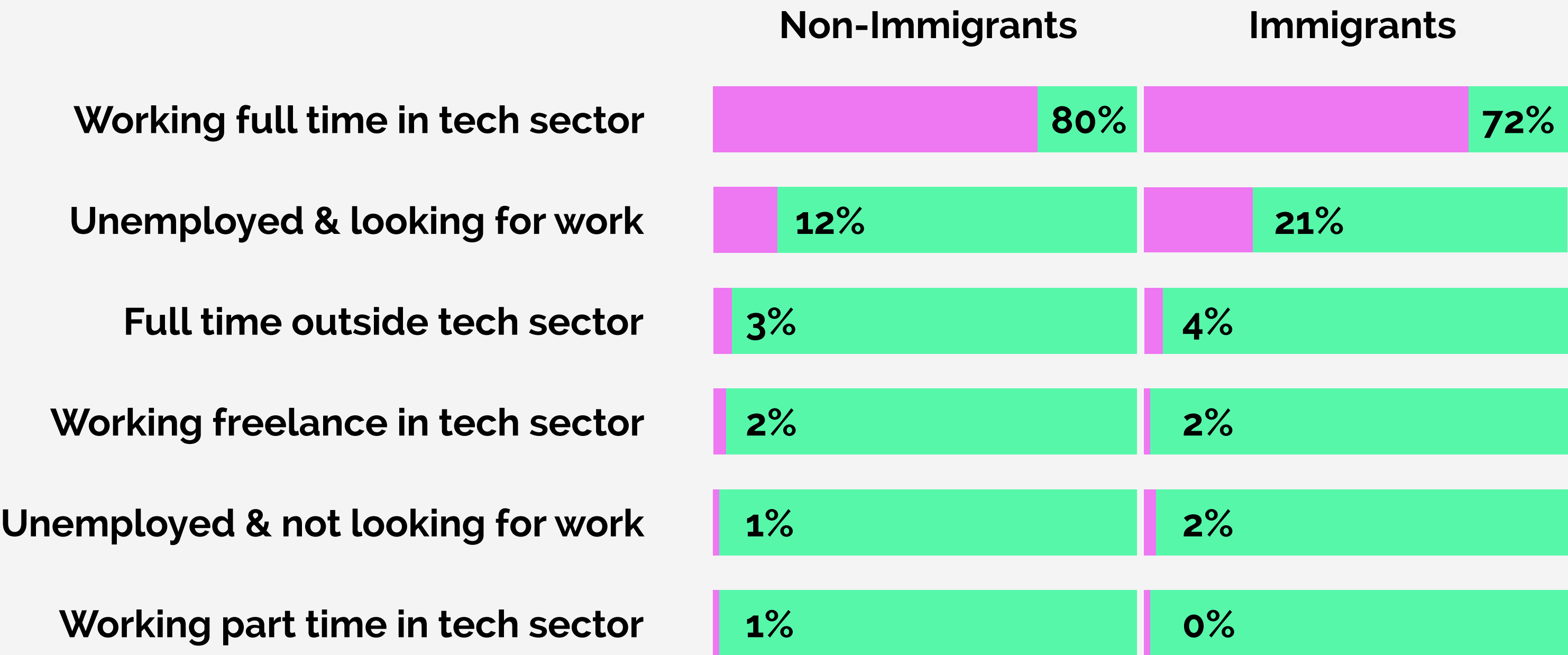
Liliana, 40, immigrated from Venezuela and now lives in Chile. She has a university degree in science, but was not working when she applied to Bootcamp Chile in early 2021. She graduated from Bootcamp Chile at the end of 2021.

Are immigrants more or less likely to experience social mobility outcomes than other groups? Are the changes they experience more or less pronounced?

Immigrants are less likely to be employed full time than their counterparts.

72% of immigrants were working full time in the tech sector, compared to 80% of non-immigrants. Perhaps even more strikingly, **21%** of immigrants were unemployed and looking for work, compared to just 12% of non-immigrants.

Current work status





This pattern raises an important question: **Why are immigrants less likely to find full-time work in the tech sector, and what can we do about it?**

- ✓ **What barriers do immigrants face in the job search and interview process?**
- ✓ **What difficulties do they face in navigating an unfamiliar labor market? Are there knowledge gaps or cultural barriers that Laboratoria can help them overcome?**
- ✓ **What role does discrimination play, and how can Laboratoria help to mitigate this?**

It is worth noting that Laboratoria has required its applicants to have work authorization in their country of residence since 2022, so legal barriers to employment cannot explain this disparity for recent cohorts, but may have played a role for earlier cohorts.

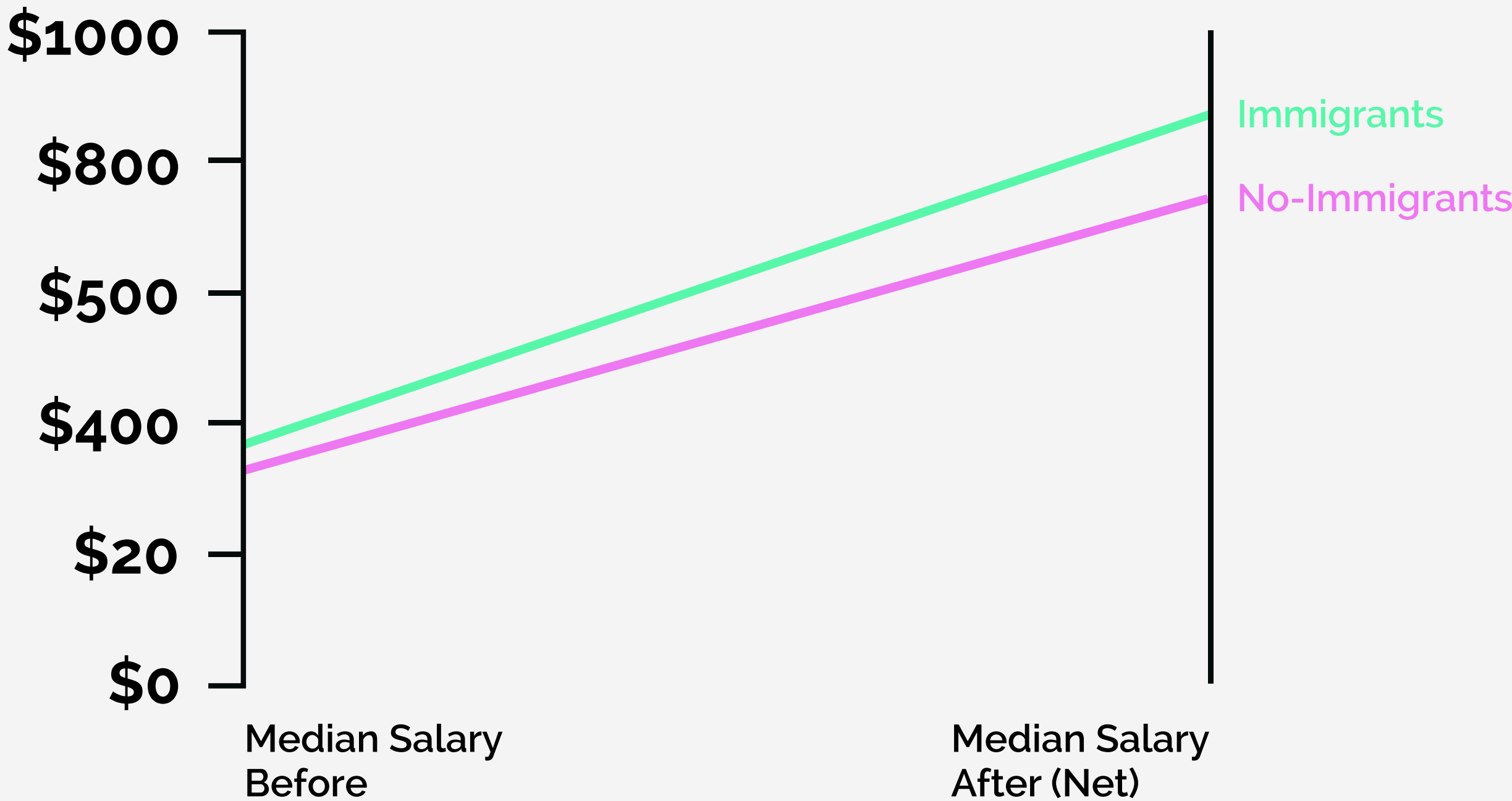
- 📖 **Liliana graduated from Bootcamp Chile in 2021 but had not yet secured a job by the end of 2022. At the time of the 2022 census, she was actively looking for work.**

Immigrants who do find work earn higher salaries than their non-immigrant counterparts.

Immigrants earned a median monthly salary of **\$878** at their first post-bootcamp job, compared to \$788 for non-immigrants.

The immigrants in our sample have a few advantages that might position them for higher salaries: they are more likely than their peers to come from families of professionals, and their salaries at baseline were slightly higher than their counterparts. We might also speculate that those who had the means and networks to migrate might also have some advantages that would translate to higher salaries.

Incomes increased from **\$334** to **\$878**
(\$292 to \$788 for non-immigrants)*



After graduating from Bootcamp Chile in 2021, Sandra found a full-time job just one month later: a role in quality assurance for an international company with a Chile-based office. Her starting salary was \$1372 per month, more than double her monthly salary of \$590 from before the bootcamp.

Aside from salary differences, immigrants who work full-time have similar professional experiences as their non-immigrant peers.

01

It takes immigrants and non-immigrants nearly the same amount of time to find a job (88 for immigrants vs. 85 days for non-immigrants)

02

Immigrants have similar levels of job satisfaction to non-immigrants (49% of immigrants and 48% of non-immigrants rank their job satisfaction as 5 out of 5.)

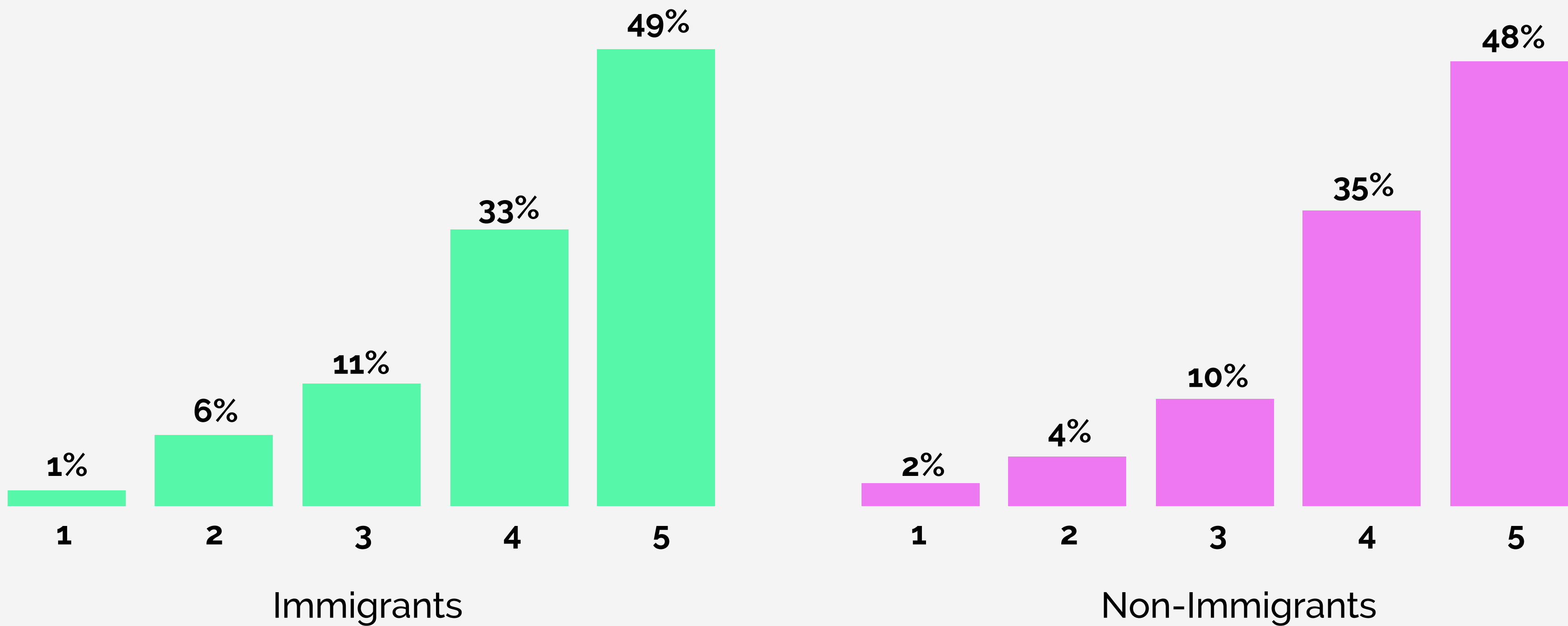
03

Similar proportions stay in their first job (61% of immigrants vs. 58% of non-immigrants)

 Broadly, Sandra likes her job: she rates her job satisfaction as 4 out of 5, and she rates her likelihood to recommend her employer a 9 out of 10. She reports that her employer invests in trainings and education for her, and that her boss pays attention to her salary growth.



Job satisfaction (1-5)



Remaining questions

We might explore further whether there are underlying differences between two groups of immigrants: those who secured jobs and those who didn't.

03 Findings

First Professionals

Who are the first professionals of Laboratoria? How are they similar to other Laboratoria graduates, and how are they different?

→ We followed 262 first professionals, making up 30% of the sample.

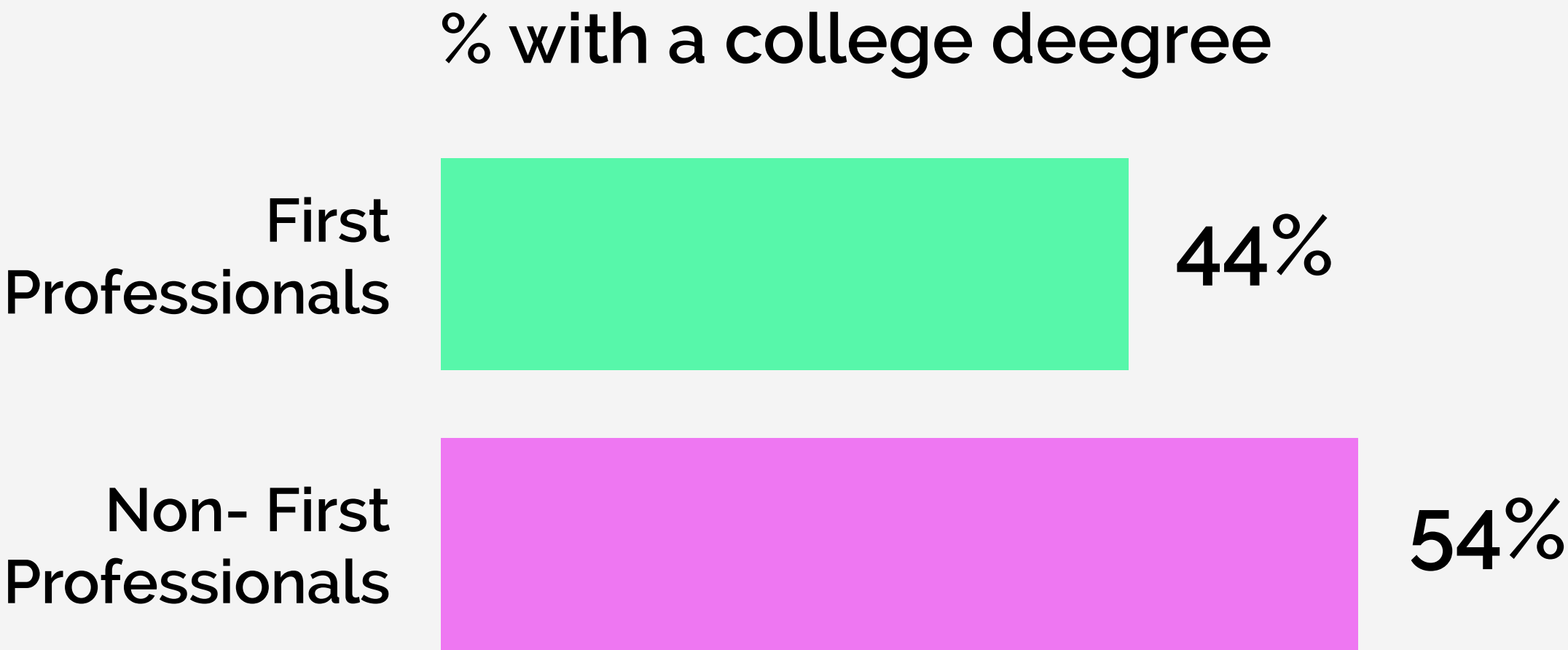
First professionals start the bootcamp with several disadvantages.

- 01

Only **44%** of first professionals have a college degree, compared to 54% of those who are not the first professionals in their families.
- 02

Before the bootcamp, their median salary is **\$262**, compared to \$307 for non first professionals.
- 03

8% of first professionals come from rural areas, compared to 4% for their peers.



📖 Larissa, 25, had earned a technical degree but was not working when she applied to Bootcamp Brazil in 2018. Silmara is one of the 9% of Laboratoria graduates who has indigenous roots. She graduated from Bootcamp Brazil at the end of 2018.

📖 Yasmin, 26, applied to Bootcamp Brazil at the end of 2018. She had a secondary school degree and was not working at the time she applied. She graduated from Bootcamp Brazil in 2020.

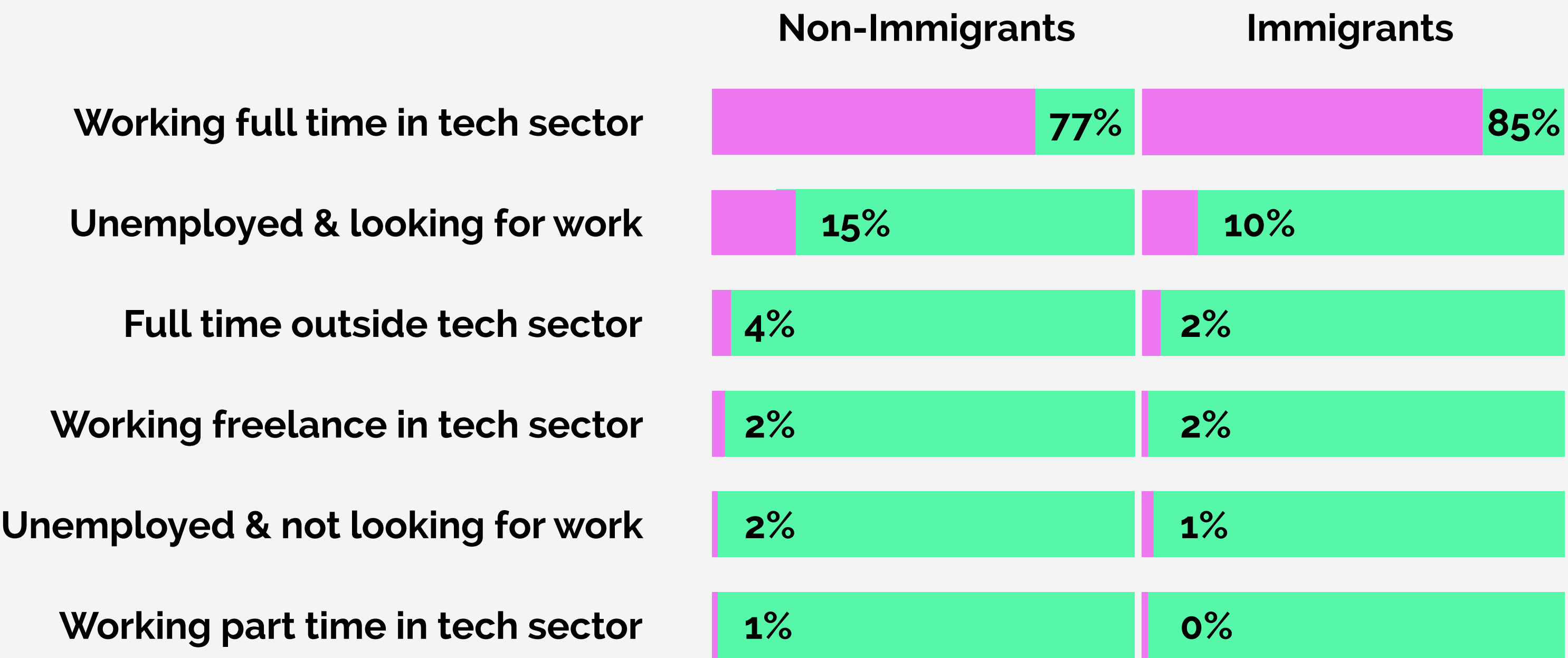
Are first professionals more or less likely to experience social mobility outcomes than other groups? Are the changes they experience more or less pronounced?

After the bootcamp, first professionals are more likely to have a full time job than their peers.

First professionals are more likely to be working full time in the tech sector.

85% of first professionals report working full time in the tech sector, compared to 77% of non-first professionals. Only 10% report being unemployed and looking for work, compared to 15% of non-first professionals.

Current work status



First professionals also secure their jobs more quickly.

First professionals took an average of 79 days to secure the first post-bootcamp job, compared to 88 days for non-first professionals.

Average time to job placement (days)



This pattern of success raises two questions.

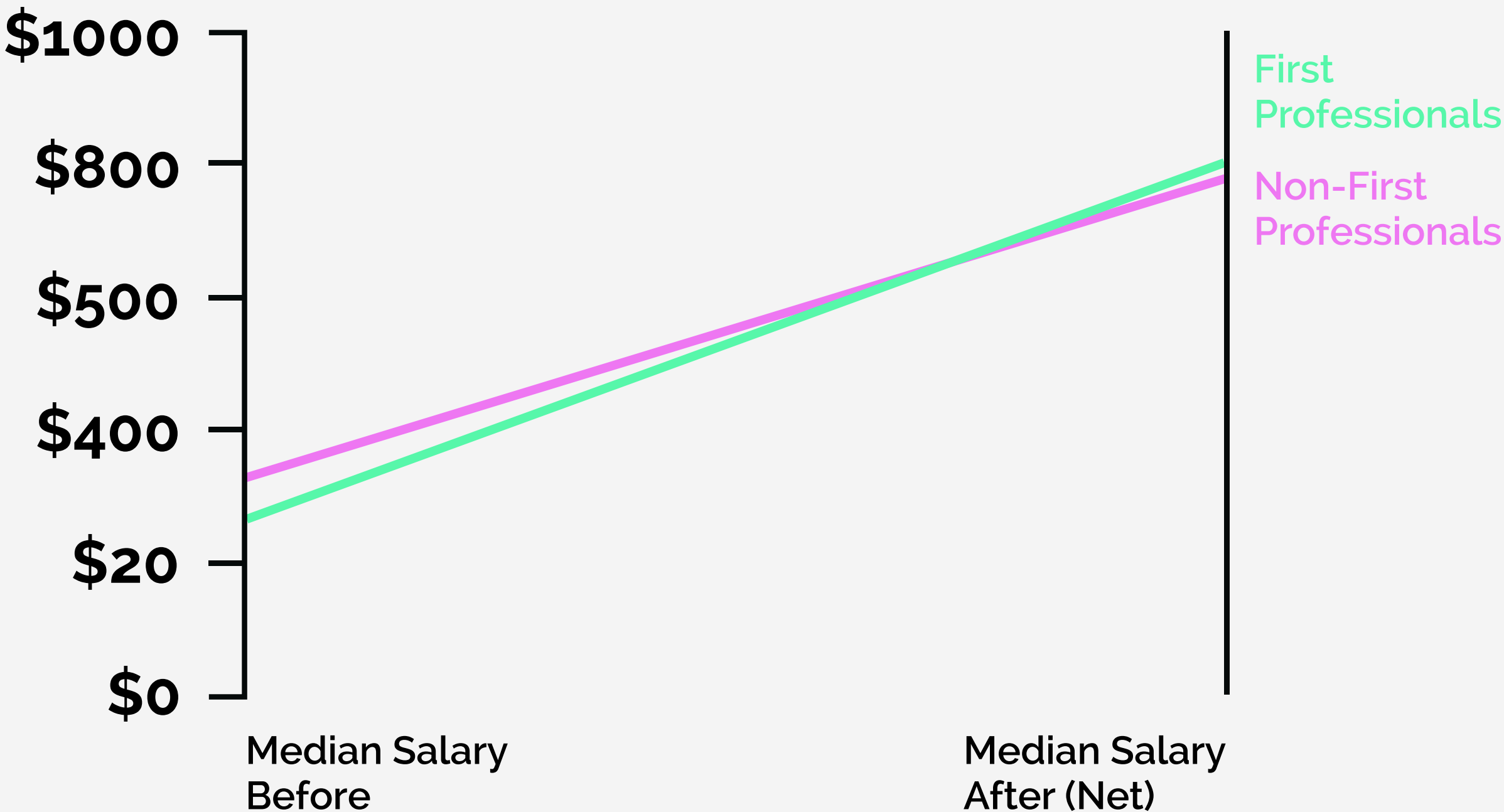
- 01 The first is motivational:** is this group more eager to secure a job, and more likely to accept the first job offered? What is underlying that motivation?
- 02 The second is methodological:** because of the way the group self-identified in the census (as the first in their families to earn a professional salary), is the sample biased in favor of those who successfully found work?



First professionals are closing the salary gap.

First professionals earn the same salaries as their peers post bootcamp, even after starting at lower salaries.
First professionals' salaries grow from a median of \$262 to **\$794** while non-first professionals' grow from \$307 to \$792.

Incomes increased from **\$262** to **\$794**
(\$307 to \$792 for non-first professionals)*



📖 Larissa already had a job secured by the time she graduated from Bootcamp Brazil: a full-time data engineer at a Brazilian company, earning a net monthly salary of \$707. This was a meaningful jump from her starting household income of \$396.

📖 Yasmin secured her first job after Bootcamp just two weeks after graduation, nearly quadrupling her household income of \$279 to \$1091 each month. She has changed jobs since then, and she now works full time as a fullstack developer at a Brazilian company.

First professionals are somewhat less happy with their jobs than their peers.

First professionals have slightly lower job satisfaction than their counterparts.

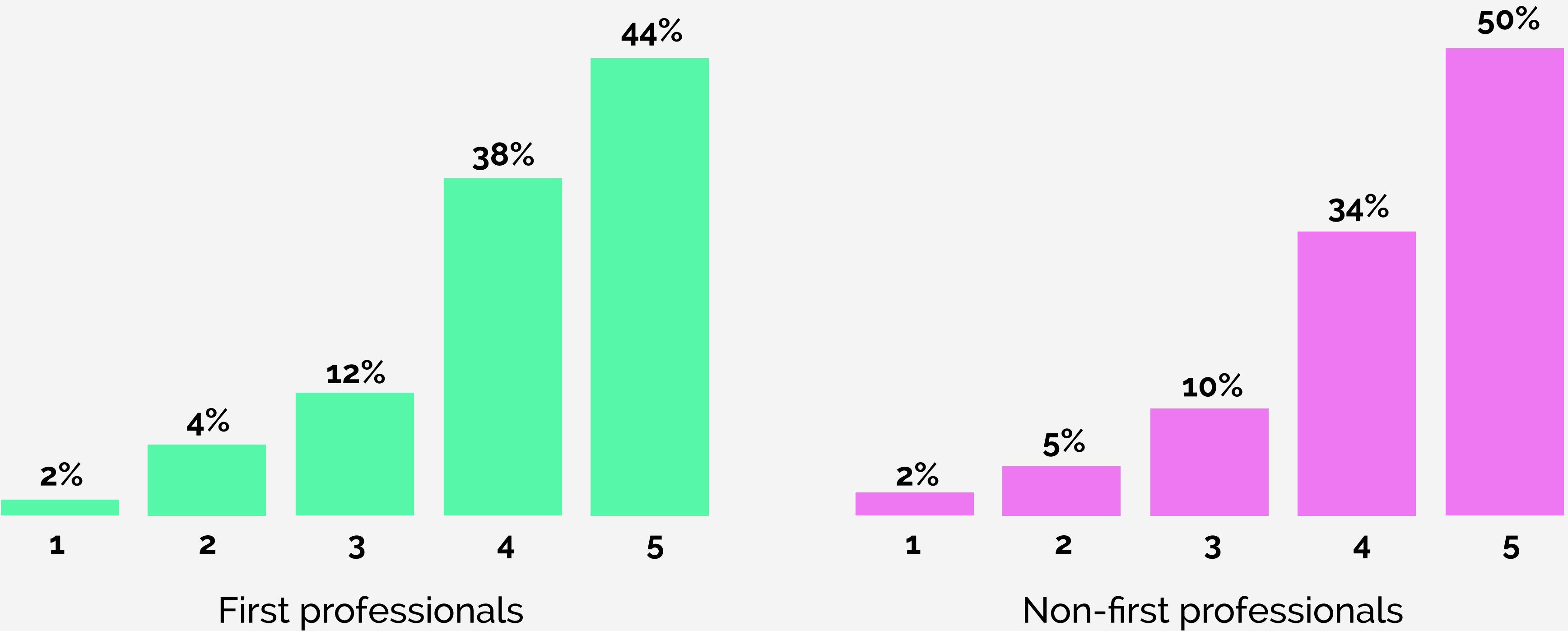
- ✓ When asked whether they would recommend their employer on a scale of 1-10, **53%** of first professionals selected 9 or 10, compared to 59% of non-first professionals.
- ✓ When asked to rate their job satisfaction on a scale of 1-5, **44%** of first professionals selected 5, compared to 50% of non-first professionals.

Would recommend employer (1-10)
% Who select 9 or 10



📖 Yasmin was unsatisfied with her first job after Laboratoria: she rated her job satisfaction 3 out of 5, and her likelihood of recommending her employer a 5 out of 10. While she said that her organization had clear pathways for professional growth, she did not have women in leadership on her team, and she lacked resources to invest in courses and trainings. She ended up switching looking for another job where they offered her a higher salary.

Job satisfaction (1-5)



📖 Larissa rated her job satisfaction 5 out of 5, and her likelihood of recommending her employer a 10 out of 10. She cited women leaders and a supportive network as success factors in her professional growth.

Equity in Outcomes: Conclusions

We were surprised to find that broadly, there were few disparities in outcomes for three groups that we expected to face significant difficulties in their professional journeys. The differences that did exist were not especially pronounced, and in cases where disparities emerged, advantages often emerged alongside them. For instance:

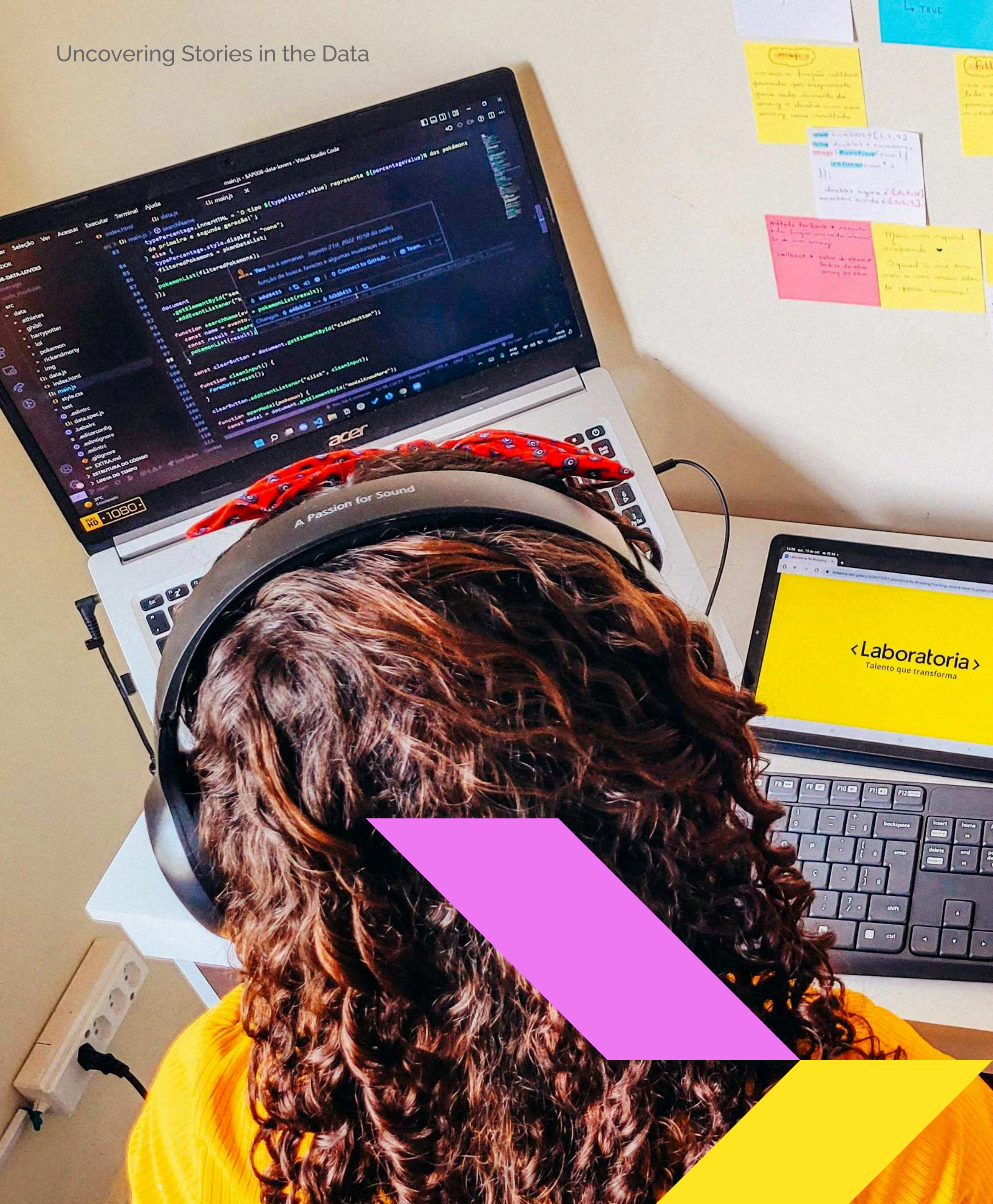
- ✓ **Mothers take longer to find the first job after graduation, but seem to have higher job satisfaction and stability once they do.**
- ✓ **Immigrants are less likely to have a full time job, but those who do, grow their salaries at a faster rate than non-immigrants.**
- ✓ **First professionals start out at a disadvantage before bootcamp, but after bootcamp, they are more likely to have a full time job and close the salary gap. Their job satisfaction is slightly lower than their peers, however.**

Equity in Outcomes: Conclusions

This speaks to Laboratoria's role as an equalizer, not only for women who lack experience in the technology sector, but also for women who are facing other uphill battles in their societies due to socioeconomic background, cultural barriers, and family responsibilities. While there is still work to be done to close these gaps, this achievement is worthy of celebration.

Looking Forward

66



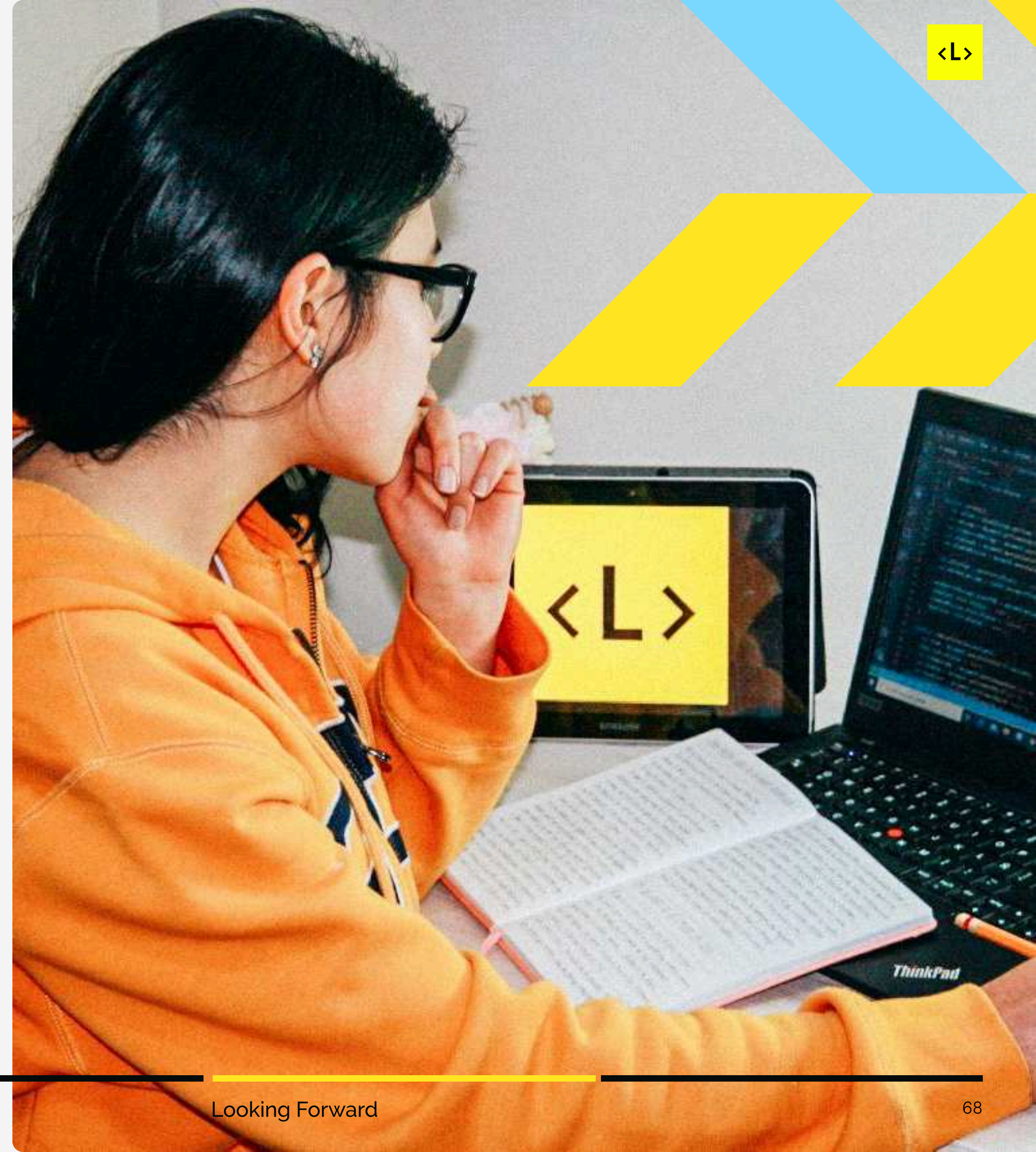
Our findings focus on the early stages of Laboratoria alumnae’s professional journeys, looking at their trajectories through the first years after graduation.

This data tells a story of monumental first steps:

from unemployed to employed, from a non-technical sector into the tech sector, from a low-wage salary to a professional salary. These leaps represent major transformations in well-being, and it is clear from the data that Laboratoria alumnae are making these leaps successfully and consistently.

What happens next, however, is critical.

After alumnae secure jobs in the tech sector and spend a few years in those roles, what happens next? Do they stay in the sector for the long term? Do they grow into leadership roles? As the tech sector undergoes periodic fits and starts, how resilient are alumnae to shifts in the job market and the tech ecosystem? What are the factors that enable them to stay in tech, or that cause them to leave?



To tackle these questions requires not only long-term data but also long-term thinking.

How can Laboratoria, its partners, and policy makers work to create the conditions for women to continue updating their skills, to weather tech sector shake-ups, to transition into positions of leadership, and to then improve conditions for the women who follow?



The long view also demands a reimagining of the value of a technical skill set in development, analytics, and design.

These skills are crucial to kickstarting a career in the tech sector, but they can also enhance women's employability, productivity and creativity across a multitude of sectors. What might those career pathways look like, and what benefits would they afford the women who travel them? How would they benefit their colleagues, customers, and society at large?



As we follow these journeys, we must continue to ask questions about who benefits and why.

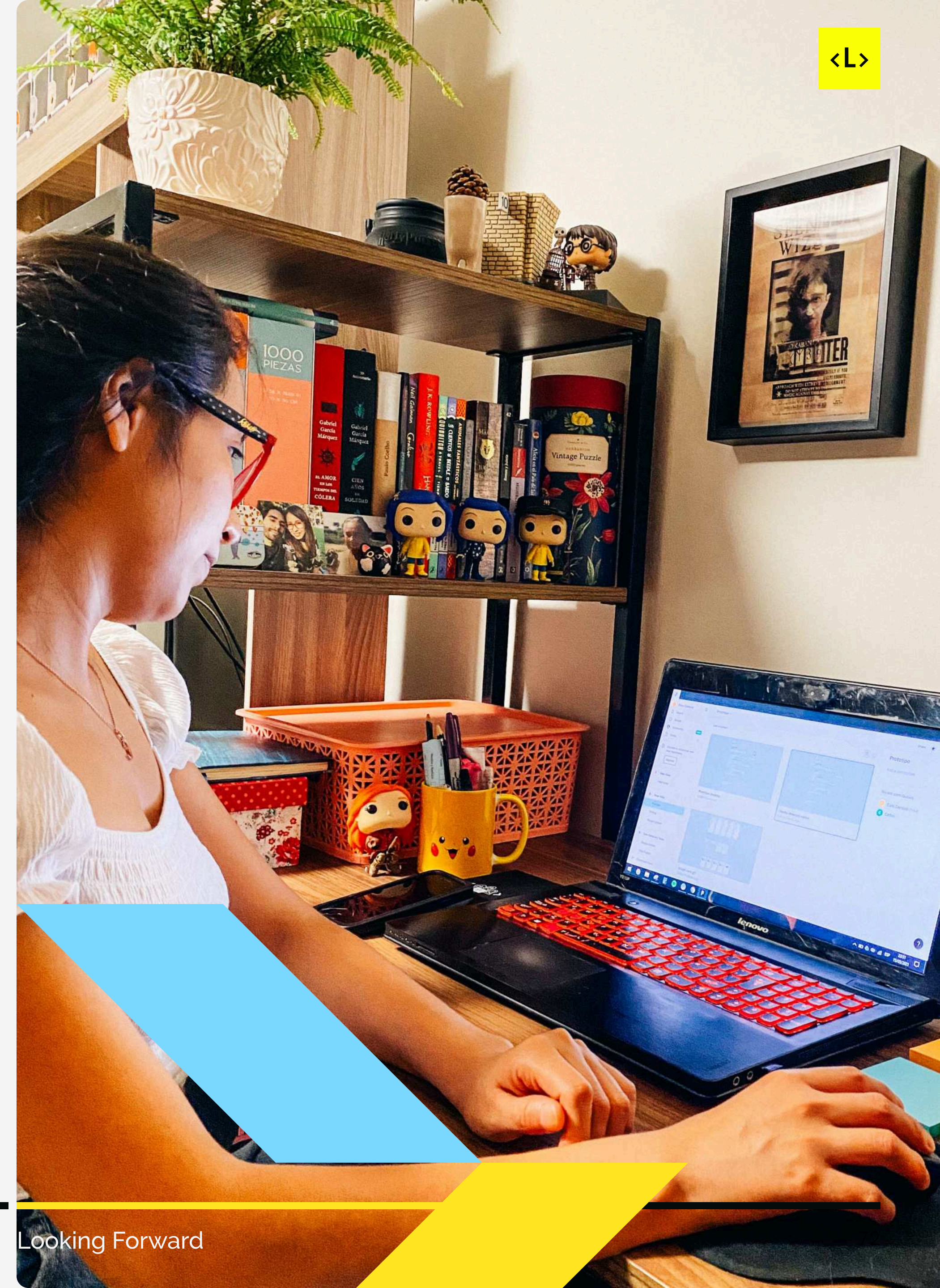
This report unearthed several patterns for three groups – mothers, immigrants, and first-generation professionals – but there are open questions about the reasons underlying these patterns, and there are other groups whose experiences may diverge from the average. The more Laboratoria and its partners can understand the experiences of different groups and the pathways they take as a result, the more they can tailor their support – and advocate for more visibility and inclusion of these groups in the companies they partner with.



With this imagination and intention, Laboratoria will be able to point to its impact on the next chapter of women's career journeys.

They will be able to tout the number of women staying in the tech sector, advancing to positions of leadership, or leveraging their toolkit to advance in other sectors.

More importantly, this next chapter has the potential to unlock a new dimension and directionality of impact. With more Laboratoria alumnae staying, advancing, and paving the way, they have the potential to change the culture of their teams, the design of their products, and the direction of the sector. In short, they transform from examples of impact to agents of impact.



The question shifts from
“What is Laboratoria’s impact on women?”
to
“What is the impact of Laboratoria
alumnae on the tech sector...and the
world?”

Here’s to the next chapter.

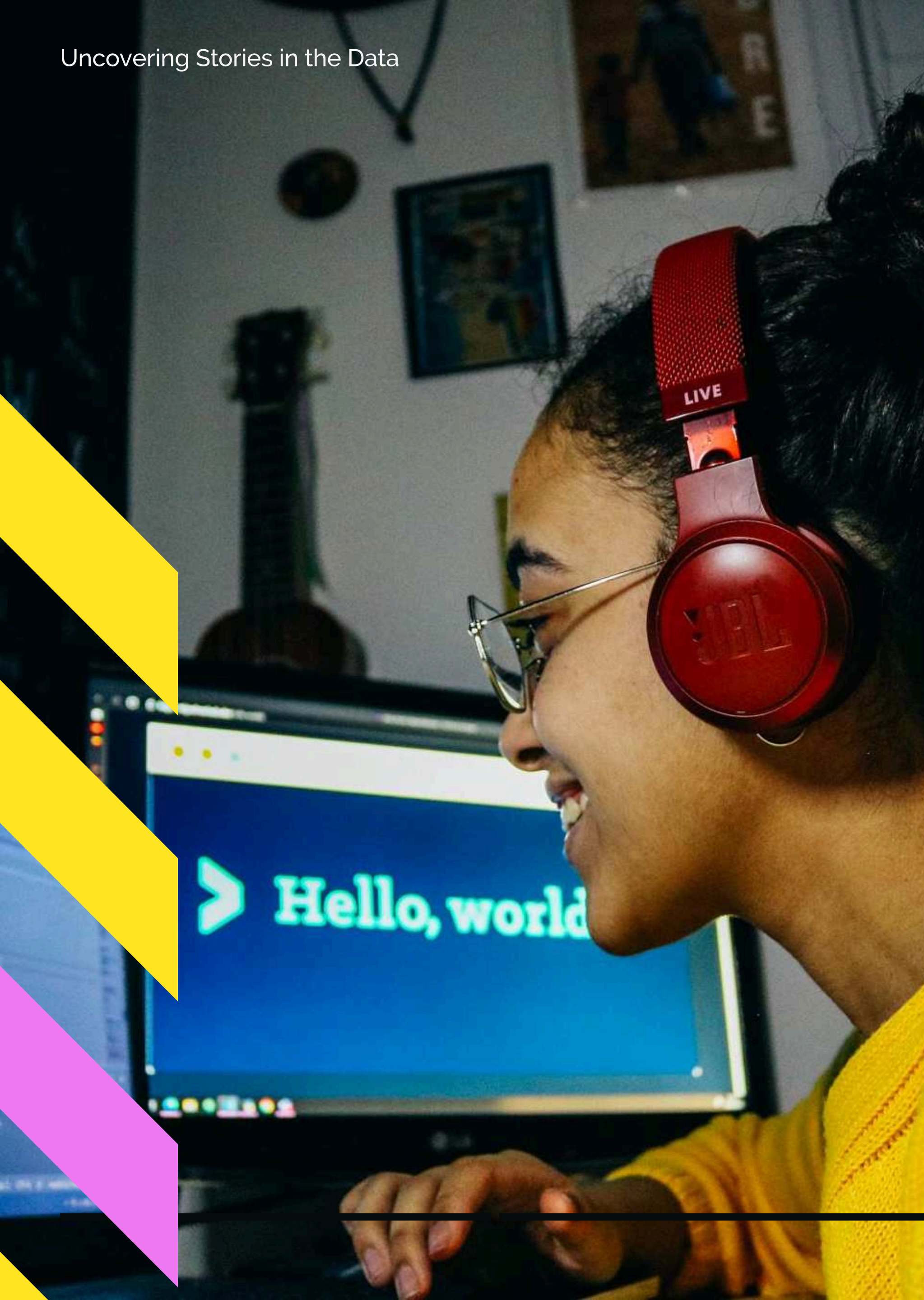
About this Report/ Acknowledgements

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First and foremost, we want to thank the Laboratoria alumnae, whose journeys form the foundation of this work, and whose courageous leaps of faith will continue to have ripple effects on the wider world.

Second, we want to extend our gratitude for the Laboratoria team: to Mariana Costa Checa and Gabriela Rocha for their vision and their trust in us to uncover these stories, to Karen Kelly for her stewardship and partnership throughout this project, to Adson Costanzi and Thalía Neyra, and Cesar Bouli for their tireless support in helping to untangle the data, and to Stephanie Hoyle and Jose Alcedo for the beautiful graphic design of this report. It has been a privilege to delve into this treasure trove of data, and we have been impressed with the thoughtfulness, creativity, and integrity of the Laboratoria team every step of the way.



Beyond Measure is an evaluation consultancy specializing in impact measurement and management for innovative businesses, funds, non-profits, and philanthropies. We design measurement strategies that prioritize participation, adaptability, and learning, and we collaborate with leaders to build – and demystify – the impact measurement field.

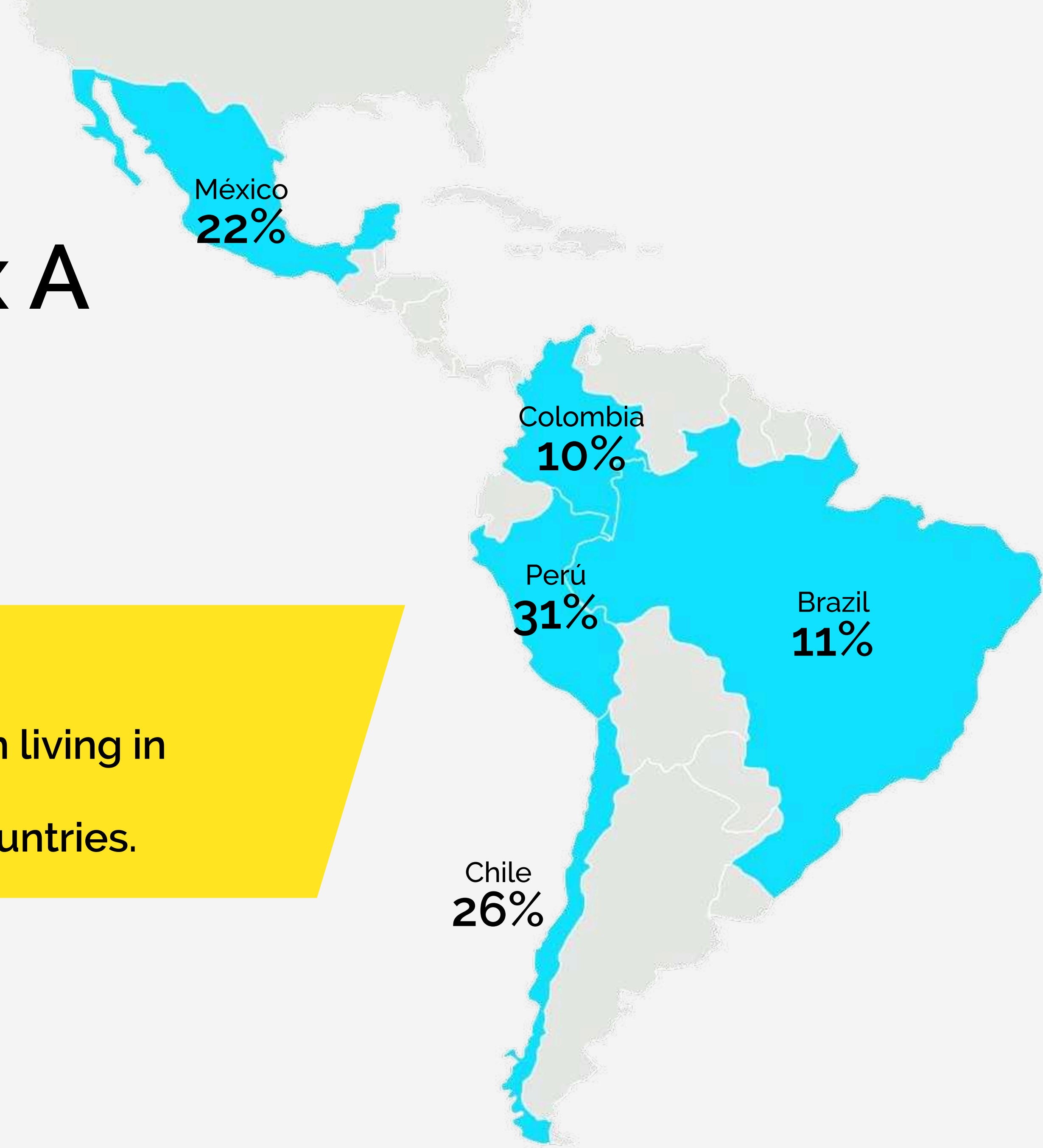
Laura Budzyna is the founder and principal consultant of Beyond Measure. From 2014 to 2021, Laura led evaluation, learning, and innovation practice at MIT D-Lab, where she envisioned and implemented the lab's first impact measurement strategy. Prior to MIT D-Lab, Laura's evaluation practice focused on financial inclusion and global development. She holds an MPA in Development Practice from Columbia University's School for International and Public Affairs and a BA in Latin American Studies from Middlebury College. She is a regular lecturer at MIT, Columbia University, and Oxford University, and is the author of [The Metrics Café](#) and a co-author of [Ventures at the Helm](#).

Ta Corrales is an independent consultant from Costa Rica. Originally trained as an engineer at MIT, she has 10 years of experience working at the intersection of technology and social impact, with a focus on Latin-America. She's passionate about mixed-methods research, and impact evaluation, and has been part of diverse evaluation and research teams in Mexico, Brazil, Colombia, Costa Rica and Guatemala. She holds an impact management certification from FLACSO, and actively participated and lead civil society projects for gender equity in her community since 2005, through organizations like CoopeMupro R.L., the International Development Innovation Network, and Global Shapers San Jose.

Appendix A

Characteristics of Sample #1
(Tech Journeys)

We followed
183 women living in
5 different countries.



For 3 years

2020-2022

Thet graduated between
2018 and 2021.

Using 2
instruments

01 Annual Census

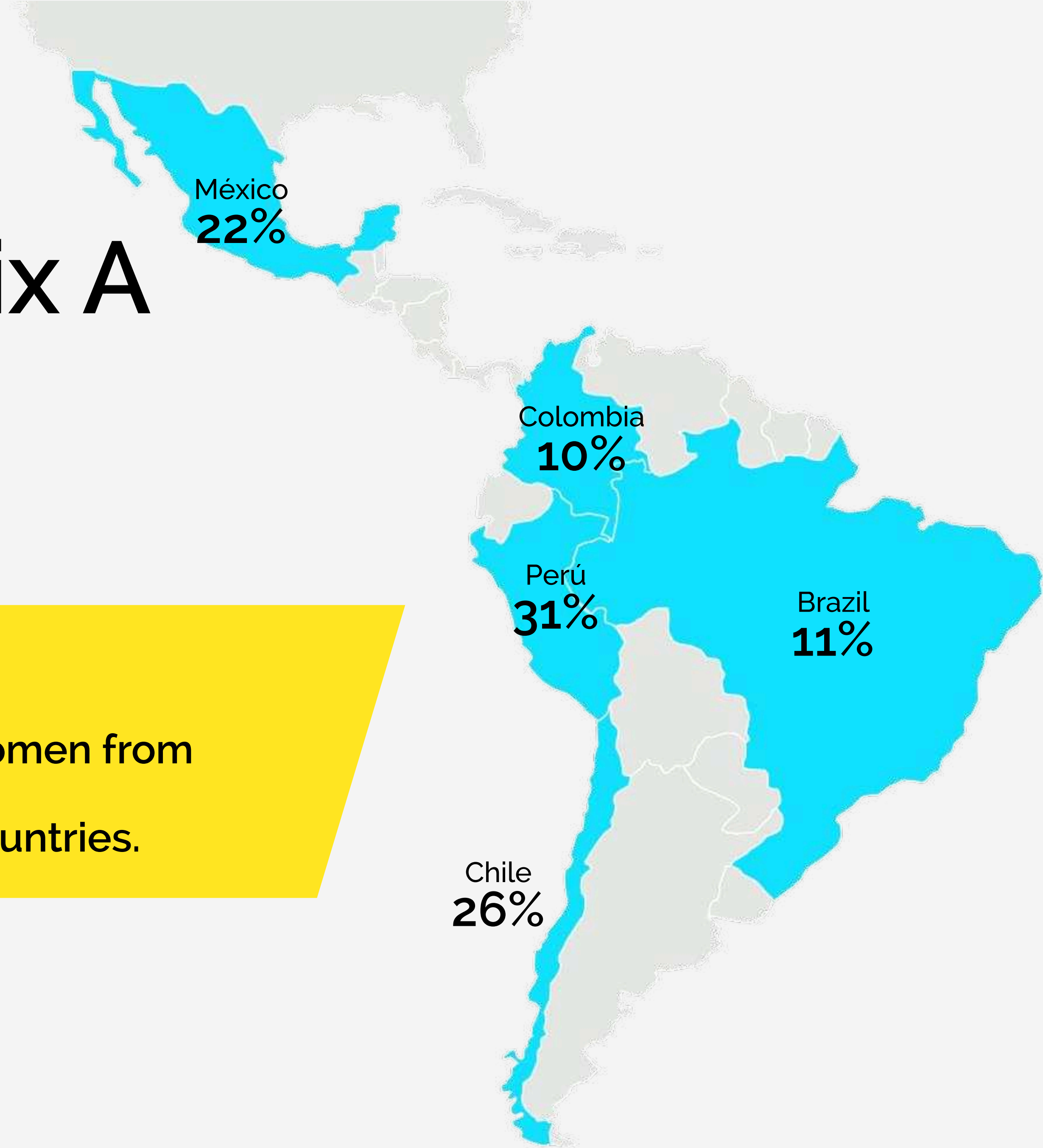
- 2020
- 2021
- 2022

02 Baseline survey

Appendix A

Characteristics of Sample #2
(Tech Journeys)

We followed
1000+ women from
5 different countries.



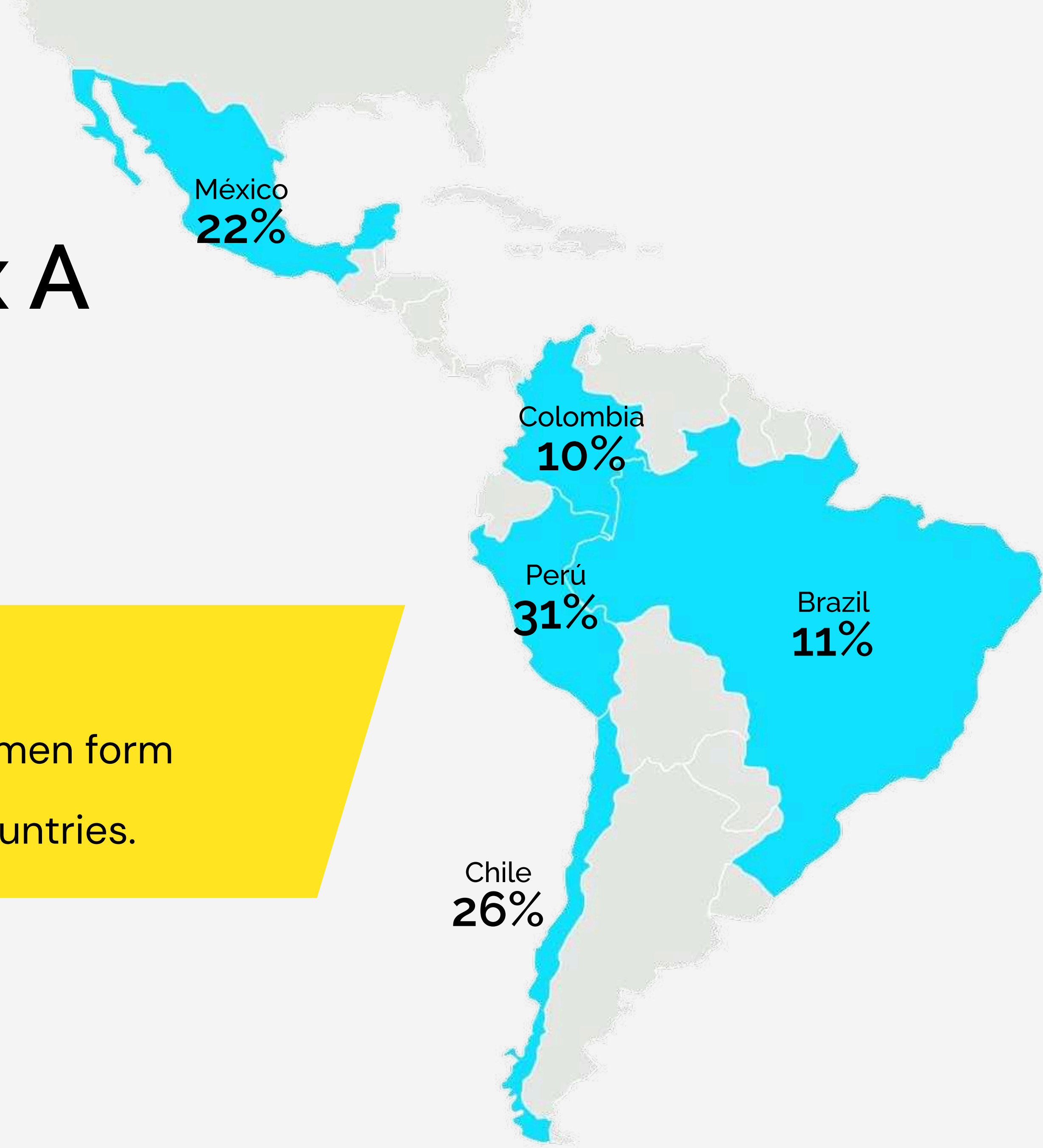
FOR 1 YEAR
2023

USING 1
instrument
01 Annual Census

Appendix A

Characteristics of Sample
#3 (Tech Journeys)

We followed
400+ women from
5 different countries.



For 4 years
2019-2022

Using 5
instruments

- 01 Baseline surveys
- 02 6 month follow-up surveys
- 03 12 month follow-up surveys
- 04 18 month follow-up surveys
- 05 Annual Census

Appendix B

[LINK TO (AMENDED) SENSEMAKING DECK WITH FULL DATA/GRAPHS FOR EACH ANALYSIS]

Appendix C

The outcomes of this analysis are depicted in the visualization below:

