



FSJS OUTCOME REPORT

2025

1/1/2025 – 12/31/2025

A. INTRODUCTION

In an era defined by rapid technological advancements and the pressing need for skilled data and development professionals, Hacktiv8 stands at the vanguard of tech education. Through our Full Stack JavaScript (FSJS) bootcamp, we are dedicated to molding tech enthusiasts into industry-ready professionals who can contribute meaningfully to the digital economy from their first day on the job.

At the heart of our mission lies a steadfast commitment to transparency, particularly in the placement of our students. Hacktiv8 not only prides itself on the exceptional quality of education we deliver but also on the clarity and honesty with which we communicate our outcomes. This outcome report embodies that commitment, offering a transparent, data-driven look into how effectively our programs transform students into successful professionals and the tangible impacts these transformations have on their careers.

Encapsulated within this document is a comprehensive analysis of key performance indicators that include total graduates, lead time to graduate, hiring lead time, average lead time, salary groups, average salary, job positions, employers industries, job-seeking preferences, and job-seeking hired rate. These variables collectively outline the achievements of our alumni who graduated within the January–December 2025 period, providing stakeholders with a precise snapshot of our recent graduates' success.

The publication of this outcome report underscores Hacktiv8's bravery in maintaining transparency across all aspects of our operation, especially in the effective placement of our students within the workforce. It serves not just as a tool for analysis for prospective students, hiring partners, and educational policymakers but also stands as a testament to our unwavering dedication to honesty and open communication.

As we delve into the findings from the January–December 2025 graduate cohort, it is important to remember that behind each statistic is a story of determination, growth, and success. Our graduates have embarked on significant journeys, achieving new professional heights and making contributions across a variety of industries. This report not only celebrates their accomplishments but also highlights how Hacktiv8's commitment to transparency and quality education significantly contributes to the broader tech community.

We invite you to explore the pages that follow, where we uncover the data and narratives that define the Hacktiv8 impact, reinforced by our pledge to transparency and excellence in tech education.

B. FULL STACK JAVASCRIPT

1. Total Graduates

A count variable representing the total number of individuals who have completed the Full Stack JavaScript program.

173 Total Graduates	
Graduation Date	Total Graduates
2025 - Q1	44
2025 - Q2	53
2025 - Q3	47
2025 - Q4	29

2. Hiring Lead Time

A continuous variable measuring the duration (in days) from program completion to when a graduate secures their first tech job, illustrating the speed of employment post-graduation. This metric excludes waived graduates and only includes data from active jobseeking graduates to ensure accuracy in representing the actual lead time to secure a job.

48 days Average Hiring Lead Time	
Hiring Lead Time	Graduates
≤30	31%
31–59	32%
61–90	22%
>90	15%

3. Salary

- **Graduates Average Salary:** A continuous variable representing the mean salary of all graduates, reflecting the financial benefits and market value of the skills acquired through the bootcamps.

Note: Average salary is reported in two categories (excluding and including interns) to ensure accuracy, as internship salaries are typically lower and may not represent actual market conditions.

- **Graduates Salary Composition:** A categorical variable that classifies graduates' salaries into predefined groups.

Rp6.803.806,- Average Salary (Excluding Interns)	
Rp6.441.645,- Average Salary (Including Interns)	
Salary	Graduates
< Rp6.000.000	17%
Rp6.000.000 – Rp8.000.000	37%
Rp8.000.000 – Rp10.000.000	33%
> Rp10.000.000	13%

4. Job Positions

A categorical variable listing the types of job roles secured by graduates indicating the diversity and applicability of the acquired skills in the tech industry.

Job Positions	Graduates
Software Development (General & Full Stack)	49%
Backend Development	8%
Frontend Development	6%
Business, Product & Consulting	14%
Web & GIS Development	8%
IT & Technical Support	8%
Solution Engineer	6%
Mobile Development	6%

5. Graduates Job-seeking Preference Compositions

A categorical variable detailing the types of roles or industries graduates prefer to work in, offering insights into their career aspirations and the alignment of the bootcamp curriculum with the job market.

Status	Count	%
Job-Seeking Graduates	109	63%
Score Below Standard (Participants)	39	23%
Non-Job-Seeking Graduates	93	54%
Non-Responsive Graduates	0	0%
Total	173	100%

6. Job-seeking Hired Rate

A ratio variable calculating the percentage of job-seeking graduates who successfully secure employment, serving as a key indicator of Hacktiv8's impact on career outcomes.

Status	Count	%
Hired	73	67%
Hired-intern	8	7%
Waived	28	26%
Total	109	100%



FTDS OUTCOME REPORT

2025

1/1/2025 – 12/31/2025

A. INTRODUCTION

In an era defined by rapid technological advancements and the pressing need for skilled data and development professionals, Hacktiv8 stands at the vanguard of tech education. Through our Full Time Data Science (FTDS) bootcamp, we are dedicated to molding tech enthusiasts into industry-ready professionals who can contribute meaningfully to the digital economy from their first day on the job.

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As we delve into the findings from the January–December 2025 graduate cohort, it is important to remember that behind each statistic is a story of determination, growth, and success. Our graduates have embarked on significant journeys, achieving new professional heights and making contributions across a variety of industries. This report not only celebrates their accomplishments but also highlights how Hacktiv8's commitment to transparency and quality education significantly contributes to the broader tech community.

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B. FULL TIME DATA SCIENCE

1. Total Graduates

A count variable representing the total number of individuals who have completed the Full Time Data Science program.

149 Total Graduates	
Graduation Date	Total Graduates
2025-Q1	27
2025-Q2	48
2025-Q3	47
2025-Q4	27

2. Hiring Lead Time

A continuous variable measuring the duration (in days) from program completion to when a graduate secures their first tech job, illustrating the speed of employment post-graduation.

65 days Average Hiring Lead Time	
Hiring Lead Time	Graduates
≤30	19%
31–59	20%
61–90	31%
>90	33%

3. Salary

- **Graduates Average Salary:** A continuous variable representing the mean salary of all graduates, reflecting the financial benefits and market value of the skills acquired through the bootcamps.
Note: Average salary is reported in two categories (excluding and including interns) to ensure accuracy, as internship salaries are typically lower and may not represent actual market conditions.
- **Graduates Salary Composition:** A categorical variable that classifies graduates' salaries into predefined groups.

Rp6.825.384,- Average Salary (Excluding Interns)	
Rp5.496.471,- Average Salary (Including Interns)	
Salary	Graduates
< Rp6.000.000	24%
Rp6.000.000 – Rp8.000.000	45%
Rp8.000.000 – Rp10.000.000	16%
> Rp10.000.000	16%

4. Job Positions

A categorical variable listing the types of job roles secured by graduates indicating the diversity and applicability of the acquired skills in the tech industry.

Job Positions	Graduates
AI related roles	13%
Data Analyst	25%
Data Engineer	4%
Data Scientist	4%
Engineering (Non-Data)	17%
Operations & Administration	17%
Product, Business & Strategy	21%

5. Graduates Job-seeking Preference Compositions

A categorical variable detailing the types of roles or industries graduates prefer to work in, offering insights into their career aspirations and the alignment of the bootcamp curriculum with the job market.

Status	Count	%
Job-Seeking Graduates	73	49%
Score Below Standard (Participants)	21	14%
Non-Job-Seeking Graduates	55	37%
Non-Responsive Graduates	0	0.0%
Total	145	100.00%

6. Job-seeking Hired Rate

A ratio variable calculating the percentage of job-seeking graduates who successfully secure employment, serving as a key indicator of Hacktiv8's impact on career outcomes.

Status	Count	%
Hired	45	62%
Hired-intern	19	26%
Waived	9	12%
Total	73	100%



CODA OUTCOME REPORT

2025

1/1/2025 – 12/31/2025

A. INTRODUCTION

In an era defined by rapid technological advancements and the pressing need for skilled data and development professionals, Hacktiv8 stands at the vanguard of tech education. Through our Comprehensive Data Analytics (CODA) bootcamp, we are dedicated to molding tech enthusiasts into industry-ready professionals who can contribute meaningfully to the digital economy from their first day on the job.

At the heart of our mission lies a steadfast commitment to transparency, particularly in the placement of our students. Hacktiv8 not only prides itself on the exceptional quality of education we deliver but also on the clarity and honesty with which we communicate our outcomes. This outcome report embodies that commitment, offering a transparent, data-driven look into how effectively our programs transform students into successful professionals and the tangible impacts these transformations have on their careers.

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B. COMPREHENSIVE DATA ANALYTICS

1. Total Graduates

A count variable representing the total number of individuals who have completed the Comprehensive Data Analytics.

65 Total Graduates	
Graduation Date	Total Graduates
2024-Q1	22
2025-Q2	10
2025-Q3	16
2025 - Q4	17

2. Hiring Lead Time

A continuous variable measuring the duration (in days) from program completion to when a graduate secures their first tech job, illustrating the speed of employment post-graduation. This metric excludes waived graduates and only includes data from active jobseeking graduates to ensure accuracy in representing the actual lead time to secure a job.

67 days Average Hiring Lead Time	
Hiring Lead Time	Graduates
0-29	8%
30-59	15%
60-90	15%
>90	62%

3. Salary

- **Graduates Average Salary:** A continuous variable representing the mean salary of all graduates, reflecting the financial benefits and market value of the skills acquired through the bootcamps.
- **Graduates Salary Composition:** A categorical variable that classifies graduates' salaries into predefined groups.

Rp8.331.232,- Average Salary (Excluding Intern)	
Rp8.098.060,- Average Salary (Including Intern)	
Salary	Graduates
< Rp6.000.000	40%
Rp6.000.000 – Rp8.000.000	10%
Rp8.000.000 – Rp10.000.000	20%
>Rp10.000.000	30%

4. Job Positions

A categorical variable listing the types of job roles secured by graduates indicating the diversity and applicability of the acquired skills in the tech industry.

Job Positions	Graduates
Data Analyst	9%
Data Engineer	9%
Engineering (Non-Data)	36%
Operations & Administration	27%
Product, Business & Strategy	18%

5. Graduates Job-seeking Preference Compositions

A categorical variable detailing the types of roles or industries graduates prefer to work in, offering insights into their career aspirations and the alignment of the bootcamp curriculum with the job market.

Status	Count	%
Job-Seeking Graduates	16	25%
Score Below Standard (Participants)	1	2%
Non-Job-Seeking Graduates	48	74%
Non-Responsive Graduates	0	0%
Total	65	100%

6. Job-seeking Hired Rate

A ratio variable calculating the percentage of job-seeking graduates who successfully secure employment, serving as a key indicator of Hacktiv8's impact on career outcomes.

Status	Count	%
Hired	12	75%
Hired-intern	1	6%
Waived	3	19%
Total	16	100.00%



FTGO OUTCOME REPORT

2025

1/1/2025 – 12/31/2025

A. INTRODUCTION

In an era defined by rapid technological advancements and the pressing need for skilled data and development professionals, Hacktiv8 stands at the vanguard of tech education. Through our Full Time Golang (FTGO) bootcamp, we are dedicated to molding tech enthusiasts into industry-ready professionals who can contribute meaningfully to the digital economy from their first day on the job.

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B. FULL TIME GOLANG

1. Total Graduates

A count variable representing the total number of individuals who have completed the Full Time Golang program.

53 Total Graduates	
Graduation Date	Total Graduates
Q1 - 2025	27
Q2 - 2025	3
Q3 - 2025	12
Q4 - 2025	11

2. Hiring Lead Time

A continuous variable measuring the duration (in days) from program completion to when a graduate secures their first tech job, illustrating the speed of employment post-graduation. This metric excludes waived graduates and only includes data from active jobseeking graduates to ensure accuracy in representing the actual lead time to secure a job.

56 days Average Hiring Lead Time	
Hiring Lead Time	Graduates
≤30	23%
30–59	38%
60–90	15%
>90	23%

3. Salary

- **Graduates Average Salary:** A continuous variable representing the mean salary of all graduates, reflecting the financial benefits and market value of the skills acquired through the bootcamps.
Note: Average salary is reported in two categories (excluding and including interns) to ensure accuracy, as internship salaries are typically lower and may not represent actual market conditions.
- **Graduates Salary Composition:** A categorical variable that classifies graduates' salaries into predefined groups.

Rp7.849.570,- Average Salary (Excluding Interns)	
Rp7.321.139,- Average Salary (Including Interns)	
Salary	Graduates
< Rp6.000.000	27%
Rp6.000.000 – Rp8.000.000	36%
Rp8.000.000 – Rp10.000.000	27%
> Rp10.000.000	9%

4. Job Positions

A categorical variable listing the types of job roles secured by graduates indicating the diversity and applicability of the acquired skills in the tech industry.

Job Positions	Graduates
Software Development (General & Full Stack)	55%
Backend Development	18%
IT & Technical Support	9%
Business, Product & Consulting	18%

5. Graduates Job-seeking Preference Compositions

A categorical variable detailing the types of roles or industries graduates prefer to work in, offering insights into their career aspirations and the alignment of the bootcamp curriculum with the job market.

Status	Count	%
Job-Seeking Graduates	14	26%
Score Below Standard (Participants)	12	23%
Non-Job-Seeking Graduates	27	51%
Non-Responsive Graduates	0	0%
Total	53	100%

6. Job-seeking Hired Rate

A ratio variable calculating the percentage of job-seeking graduates who successfully secure employment, serving as a key indicator of Hacktiv8's impact on career outcomes.

Status	Count	%
Hired	12	86%
Hired-intern	1	7%
Waived	1	7%
Total	14	100%