

Career Services at Lighthouse Labs

Congratulations on being accepted into Lighthouse Labs! You're not here by accident; not everyone who applies is the right fit for our program. Our goal is to produce high quality Developers who are job ready and have the necessary skills to become/start their careers upon graduation.

Lighthouse Labs was founded by developers who wanted to transform the way developers are being trained. Our guiding belief is that 80% of your training will be learned on the job, and your first year working as software developer can be seen as paid high-intensity training. With that in mind, we believe that the focus of developers training should be about providing the right skills so students can continue their learning while contributing to the industry. The way we designed our program isn't to teach everything you need to know to become an expert — that takes years of practice. It's designed to teach you a way of thinking and problem solving and just enough tools to successfully start a profession and continue your learnings on the job. Our primary goal with the way Career Services was set-up is to help you beeline that first Junior Developer role.

We know that the hardest jump in any new graduate's job hunt is landing that first opportunity where they are willing to take you on and support your continued learning. Those first three to four months on the job are going to be the biggest learning curve for you and the most time intensive training period for an employer taking on a new graduate. We also know the time between graduation and starting your first job is most critical for ensuring the momentum of learning remains.

To help facilitate that jump from the classroom into real world as quickly as possible, we set the expectation - with both you and employers - that our students are open to starting their professional careers in a paid internship, apprenticeship or training capacity for that first three to four months. We ask that employers pay a minimum of \$500 per week during this period. This model has proven successful in shortening the time it takes students to find positions post bootcamp, and in having the majority of students being offered full-time positions upon completion of the internship. Those students who don't continue past the internship period have the full support of our Career Services team in helping you secure your next full-time position.

We are constantly connecting with the community and reaching out to our current and potential future hiring partners to help connect them to our graduates. Employers are under no obligation to hire from Lighthouse Labs, but we have a great reputation in the community and hiring partners see us as a trusted place to find talent when they need a Jr. Developer. As a result we are unable to predict or guarantee that

a specific employer (or type of employer) will be in the market for a Jr. Developer at the time of your graduation.

Many students come to bootcamp with a “dream job” in mind, and we are happy to work with you to help you reach for that goal immediately upon graduation (might as well try!). However, our Career Services process focuses on prioritizing your continued learning.

How Career Services Works With You

We share the same goal: To work together to jump the gap from classroom to professional environment as quickly as possible!

The first thing we do is give you the skills, tools and expertise to be successful on your job hunt (now and in the future). This happens during Bootcamp and includes:

- Resume Writing Workshop and Resume Review
- Interview Workshop
- Advice and support for situations around things like networking, relocation and salary negotiation
- Providing listings to tech specific job boards so you can start applying directly to jobs
- Providing listings for industry specific networking opportunities
- Offer one on one advice for your specific concerns or the the specific situations you encounter along the way, we're here to help!

As mentioned, we're always speaking to our hiring partners and new employers to make it easy to connect with our alumni. As soon as you're ready to start the job hunt, we'll work alongside your efforts to:

- Send your resume out and promote you to employers
- Scheduling interviews on your behalf with those employers
- Following up on interviews and status of your candidacy
- Provide personal networks that you can leverage to connect with employers to give you a competitive edge
- Coordinate opportunities to connect you with potential employers both via our private employer events as well as industry events (hiring fairs, networking events)
- Follow up with you post bootcamp to ensure your job hunt stays on track and offer any needed support
- Offer one-on-one advice for your specific concerns or the specific situations you encounter along the way; we're here to help!

The best part? Your access to our Career Services team never ends! We're always happy to hear how our alumni are doing and how we can help, be it after 3 months or 3 years!

How You Will Work With Career Services

Finding a job is in itself a full-time job! Post bootcamp, you can expect that our Career Services team will continue to work directly with you and on your behalf as outlined above. While all our efforts are designed to expedite the job hunt, it can easily take **three to four months** to secure that first intern/apprentice/training opportunity. It is important students are prepared for this period post-bootcamp. The best thing you can do to find a job in the shortest amount of time is to stay active and engaged in your job hunt, using the tips and tools we give you to be successful, as well as keeping us in the loop of any updates or challenges you are having. Remember we share the same goal and we're here to help!

We are here to support you in your individual situation and will discuss with you how we will work with any specific circumstances you may have regarding your job hunt. Unless otherwise explicitly discussed, it is expected that all job seeking alumni will continue to work with Career Services and devote their full attention to their job hunt in the following ways:

During Bootcamp:

- Respond to all communication from Career Services
- Attend all Career Services events
- Complete your resume by the given deadline
- Ensure any recommended changes are implemented by the given deadline
- Ensure resume is kept updated as you build additional projects throughout the program
- Prepare for and participate in all Employer events
- Prepare for and attend all interviews scheduled for you
- Ensure Career Services team is up to date on any changes in your priorities and/or availability
- Notify Career Services of any upcoming interviews not booked by Lighthouse Labs
- Notify Career Services if you have received a job offer
- Notify Career Services immediately if you have any questions, concerns or feel you cannot commit to any of the above requirements

Post Bootcamp:

- Respond to all communication from Career Services
- Ensure Career Services team is up to date on any changes in your priorities and/or availability
- Complete additional projects to facilitate your continued learning and ensure your coding skills stay sharp. ABC!! (Always Be Coding!)

- Ensure your resume stays up to date
- Apply for jobs
- Attend industry events, meetups and other networking events to build and leverage your personal networking
- If an interview is arranged for you by Career Services, acknowledge you have received the interview invite and confirm your availability
- Prepare for and attend all interviews
- Prioritize any invites from Career Services to employer or industry events
- Notify Career Services of any upcoming interviews not booked by Lighthouse Labs
- Notify Career Services if you have received a job offer
- Notify Career Services immediately if you have any questions, concerns or feel you cannot commit to any of the above requirements

While no one can guarantee you a job, our Career Services team works tirelessly to support you and help ensure your success. Our shared goal is to help all of our students jump from classroom to that first internship, apprenticeship or training opportunity as quickly as possible.

For those students that aren't quite ready to start the job hunt immediately after graduation we will discuss your specific situation and timelines. Career Service will decide with you what makes sense for you to engage in now and what should wait

It is common for active job seekers to be on the job search for 3-4 months. This first opportunity may come from Career Services' efforts or your own as we give you the skills and resources to find opportunities alongside our efforts. The above activities regarding the expectations of both our Career Services team and you as the Job Seeker are seen as critical to you securing that first job quickly. It is important that you are aware and understand that if you are unable to meet these expectations, it may result in a delay in your job hunt and as a result in a delay in your ability to secure a position.

Check One:**Job Seeker**

I have read and fully understand how Career Services works with me to support me and prioritize on my job hunt post bootcamp. I also fully understand and accept the expectations of me as a job seeker. I understand if there are circumstances that may delay or prevent me from meeting the expectations of a job seeker, now or in the future, I must let Career Services know. At which point a customized plan and corresponding expectations will be put into place.

(Please disregard the International Job Seekers' Appendix Below)



Signed

Non Job Seeker

I have read and fully understand how Career Services works with me to support me and prioritize on my job hunt post bootcamp. My situation does not require me to be a Job Seeker following my graduation from Lighthouse Labs. I understand that it is my responsibility to inform Career Services directly should I wish to engage as a Job Seeker in the future.

(Please disregard the International Job Seekers' Appendix Below)

Signed

International Student**PLEASE READ and SIGN THE INTERNATIONAL JOB SEEKERS APPENDIX BELOW**

I have read and fully understand the International Student Job Seekers Appendix and acknowledge that Lighthouse Labs is not authorized to provide any immigration advice or support. I understand that Career Services will work with me to prepare me for my job hunt in general and will support me in my job hunt post bootcamp as outlined. I understand that it is my responsibility to inform Career Services directly should my situation change and I wish to engage as a Canadian Job Seeker in the future.

Signed

International Student's Appendix

At Lighthouse Labs, we welcome students from around the world to take part in our programs. We very much value the diverse backgrounds and experience each of our students brings.

Work visas, permits and immigration options are extremely specific to each individual and take into account factors including previous education, previous work experience and country of origin. Lighthouse Labs is unauthorized to provide any immigration advice or support to students. We encourage all students pursuing any sort of work visa, permit or immigration process to become an expert in your own immigration so that you may be able to confidently articulate any process, requirement and specific support you need from an employer.

Lighthouse Labs engages with a wide variety of employers and we are unable to identify which employers may or may not have the knowledge and/or ability to support an immigration application. Career Services will speak to you about your individual situation and come up with a plan on how we can support you in your job hunt, be it in Canada or elsewhere. This includes you telling us about your immigration needs and the specific support you need from employers so that we can keep an ear out for employers that may fit those requirements. We can also help understand how to best communicate your immigration needs to an employer upfront.

While we aim to help and support however we can, until a student has authorization to work in Canada, Lighthouse Labs is not able to directly connect you with employers via our usual employer outreach methods including employer events (eg. Speed Dating, Employer Only Demo Day) and direct resume promotion.

As an international student, you will take advantage of Career Services to give you the skills, tools and expertise to be successful on your job hunt now and in the future.

This includes:

- Resume Writing Workshop and Resume Review
- Interview Workshop
- Advice and support for situations around things like networking, relocation and salary negotiation
- Providing listings to tech specific job boards (we have job boards across North America)
- Providing listings for industry specific networking opportunities so that you may become more familiar with the tech industry
- Offer one on one advice for your specific concerns or the the specific situations you encounter along the way. We're here to help!

Lighthouse Labs is committed to supporting our alumni throughout their careers. **If your availability to work in Canada should change at anytime, please let Career Services know so that you may take full advantage of the support as outlined in the Job Seeker's Agreement.**

I have read and fully understand the International Students Appendix in conjunction with the Job Seeker's Agreement.

Sign