

HackYourCareer – Training to Prepare for the Job Search

The goal of this training is to help prepare students for entering the Danish labor market. There are three sets of activities: pre-work, classroom/discussion, and practice interviews.

Pre-work

All students in a class are sent an introductory email or Slack message asking them to connect with the trainer on LinkedIn and send their CV. A CV template is provided that they can use as well as a link to an online CV builder. Each student is given detailed written feedback on their LinkedIn profile and on their CV. It usually takes a couple of iterations to get the CVs in good shape.

Classroom/Discussion

This is typically a three hour session, but can be divided into two 1.5 hour sessions if class management requires. A powerpoint presentation is used as guidance, but the training is very interactive, mostly discussion, with the trainer asking many questions of the students and using examples from experience to illustrate various points. Topics covered:

- CV
- LinkedIn
- Cover letter
- Interview questions
- Danish work environment
- Finding opportunities

Practice interviews

The one hour interview is conducted by two people: 1) the trainer, who focuses on non-technical questions and who manages the interview process, and 2) the technical interviewer, an experienced developer who has done some evaluation and hiring of entry-level developers.

Materials:

1 – 2 weeks in advance, HYF participants receive a role profile for a junior or “entry level” developer position, typical of the type they may be applying for. Profile includes:

- Description of the company (recommend to use an actual company)
- Short role description
- Technical skills required (include some skills HYF students may not have)
- Non-technical skills required

HYF students also receive:

- List of potential questions, technical and non-technical
- Interviewing guide
- Instructions for routine interview prep

Students will provide CV in advance of interview.

Interview Format:

The interview is split into five parts:

- Introductions
- Non-technical interview
- Project presentation
- Technical interview
- Feedback

Feedback:

After each interview, interviewers discuss student's performance and provide immediate f2f feedback.

Focus areas may include:

- Technical skills
- Communication skills
- Self-confidence
- Ability to work as part of team
- Knowledge of organization and role