

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 grads who are job ready and have the necessary skills to become/start their careers upon graduation.

Our guiding belief is that 80% of your training will be learned on the job, and your first year working should be seen as a continuation of the high-intensity training you got at Lighthouse Labs. With that in mind, we designed our program to teach you a way of thinking and problem solving and just enough tools to successfully start on your professional career; where you will continue your learning journey. Our primary goal with the way Career Services was set-up is to work with you to get that first role.

Landing that first opportunity with an organization that is willing to support your continued learning is the toughest next step post-graduation. It is important to recognize there will be a large learning curve in the first few months on the job. So while many students come to bootcamp with a "dream job" in mind, we feel strongly that your focus needs to be on securing that first experience, which should make obtaining your following roles easier. We therefore suggest – to 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. This approach lowers the barrier to hire for an employer and provides you with a lower-stakes environment for continuing your professional growth.

How You Will Work With Career Services

Finding a job is in itself a full-time job! While all our efforts are designed to expedite the job hunt, a full-time job search can take **up to six months** to secure that first work opportunity (and more in some rarer cases - see our Student Outcomes report for more information). 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.

That said, we also understand that not all students will be able to be dedicated full-time to their job search, either due to existing work commitments or other personal circumstances. We have thus developed a tiered approach to career services that reflects that you will get out of your job-search what you put in.

Specifically, we have tailored our support and expectations to 4 different graduate profiles. You will work with your career services team in Week 12 to determine which level is best for you, though you will have the opportunity to adjust throughout the job-search if/when your situation changes.

Standard Job Seeker	<p>Includes students who are actively seeking employment in their field of study following graduation. This level is best suited for graduates who:</p> <ul style="list-style-type: none"> • Are not working full or part-time post Bootcamp and can commit significant hours to the job search • AND Are open to accepting any qualifying position <p>Expectation should be that job search can take up to 180 days</p>
Extended Job Seeker	<p>Includes students who are actively seeking employment in their field of study following graduation but may be facing some barriers to job searching on a full-time basis. This level is best suited for graduates who:</p> <ul style="list-style-type: none"> • Are working part-time or full time while job searching • OR Have health, family, or personal issues that will delay their job search • AND Are open to accepting any qualifying position <p>Expectation should be that job search can take up to 365 days</p>
Custom Job Seeker	<p>The Custom Job Seeker Level includes students who have unique career goals that may require a more tailored approach to their job search. This level may include students seeking non-traditional career paths or those with specific requirements, such as a desire to work in a particular location or industry, or the desire for a particular starting salary. This level is best suited for graduates who:</p> <ul style="list-style-type: none"> • Are NOT open to accepting any qualifying position • OR Looking for employment outside of field of study • OR Are seeking employment but cannot meet the minimum Career Services requirements of the Extended Job Seeker Level <p>Expectation should be for an undefined job search length</p>
Non-Job Seeker	<p>A Non-Job Seeker (NJS) includes students who are not actively seeking employment following graduation. This level may include students who:</p> <ul style="list-style-type: none"> • Are returning to previous employer • Are returning to school post-program • Took the program for personal interest only • Are subject to visa or geographic barriers • Have failed to comply with Career Services guidelines for all of the Job Seeker categories

Embedded in the definitions of Standard and Extended Job Seekers is the need of a student to accept any **Qualifying Position**, which is defined as:

- Within your field of study
- Full-time (30+ hours per week)

- Minimum \$38,000 annual full-time salary equivalent
- 12 weeks or longer
- Remote or onsite (within a 1 hour commute if expected onsite more than once per week)
- Contractor, internship, full-time or other compensated service agreement

You will get out of your job-search what you put in. Specifically, you should expect to do significant networking, apply to multiple jobs per week and continue to develop your skills and portfolio. Thus, in order to qualify for each service level, you are required to meet the following:

	STANDARD	EXTENDED	CUSTOM
# of Job Applications	10+ Per Week	5+ Per Week	No Minimum
Job Search Summary	Update sent to CS every week	Update sent to CS every 2 weeks	No Minimum
Check-in meeting with CS	Every 2 Weeks	Once a month	Every 2 months
Interview Availability	Expected to be available during work hours with 48 hours notice	Can provide 3-5 hours of availability a week with 72-hour notice	N/A
Vacation	Up to 30 days	Up to 3 months cumulative	N/A
Visa	Canadian Work Visa valid for at least 1 year		N/A
Other Requirements	<ul style="list-style-type: none"> • Open to accepting any Qualifying Position • Use Huntr (or other LHL systems) to track your progress • Actively building portfolio (learning at least 5 hours per week, building new projects, getting certs, taking courses) • Keeping your Resume up to date with new jobs/projects • Actively building a network (1+ networking event / month) • Actively attending CS events and workshops, including all in-program CS workshops • Completing all CS program deliverables on time • Taking guidance from the CS team on job search • Participating in all in-program employer events • Preparing and attending in all scheduled interviews • Responding on-time and professionally to all CS Staff or Employer communication 		N/A

How Career Services Works With You

Our Career Services team works with you to provide a number of services in support of your job search and continued skills development. Depending on your goals and ability to commit to your job search, the services we offer will differ. We want to ensure that we are customizing our services for your needs. And most importantly, access to these services also never ends! We are here to support our alumni however we can for your first job until your very last.

All job-seeking alumni will have access to:

- Job Search Skills Training
- Ongoing Technical Skills Workshops
- Resume / LinkedIn Review
- Career and Job Search Coaching
- Interview Prep
- Weekly Newsletter
- Access to Alumni network

In addition, depending on your qualified service level, Career Services will also be:

STANDARD	EXTENDED	CUSTOM
<ul style="list-style-type: none"> • Priority access to LHL-generated job leads • Priority access to event tickets / trade shows, etc... • Priority access to scheduling mentor hours • Priority access to schedule mock interview practice • Send resumes and bio links to all employers who come to Demo Day 	<ul style="list-style-type: none"> • Access to LHL-generated job leads • Access to event tickets / trade shows, etc... • Access to scheduling mentor hours • Access to schedule mock interview practice • Send resumes and bio links to selected employers who come to Demo Day 	<ul style="list-style-type: none"> • Access to LHL-generated leads when appropriate. However, CS Staff will not be explicitly searching for custom jobs

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 kick-start their career as quickly as possible. 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.

My Job Seeking Status: Job Seeker

I have read and fully understand how Career Services works with me to support me and prioritize my job hunt post bootcamp. I also fully understand and accept the expectations of me as outlined above based on my job seeking status.

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, or I wish to engage as a job seeker, I must let Career Services know, at which point a customized plan and corresponding expectations will be put into place.

TheoPessas

Signed

Jan 22, 2024

Dated