Work Experience I

Summary: This document contains the information regarding your first professional experience in a company during your 42 cursus.

Version: 3.1

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Chapter I

Overview

A successful professional transition is one of the core objectives of the school. While the curriculum is designed to simulate a real-world business environment, nothing compares to actual experience in the field. This is why employment opportunities are available to you.

Whether or not the work experience is mandatory depends on your campus, but we strongly encourage you to complete one after finishing the Common Core.

By now, you've gained substantial knowledge, and it's time to apply it in a real-world setting to enhance your skills. Don't worry if you feel like you "don't know enough", experience shows that you're more than capable of adapting to professional environments. You're not expected to be perfect; this project is part of your learning journey.

This first employment experience is a significant milestone in your 42 journey. It's an opportunity to explore new paths, discover professional environments, and gain fresh motivation, whether it's building a career, launching a startup, or simply experiencing life beyond school projects.

Chapter II

Geneneral information

II.1   Requirements and rules

- Since your progress at 42 is self-paced, the timing of your work experience will be unique to you.

- Your campus may request that you complete your project during the piscines to free up space. They'll inform you if this applies.

- The project must last between 4 to 6 months full-time. If you want to work part-time, another project is available.

- Eligibility requirements:

    1. You must have completed the `Common Core`

    2. You cannot be enrolled in the `Startup Experience` or `Part Time` projects.

- On-site work is strongly recommended, as it includes important aspects such as team interaction and integration. However, companies may have internal policies regarding remote work for all employees. We advise you to check and comply with those rules.

> In exceptional circumstances (e.g., natural disasters, global pandemics), remote work may be allowed. Please refer to your company's internal policies to understand what applies in such cases.

> While remote work can be accepted as part of an professional experience, please note that the campus staff may veto the validation of the project if they consider that the amount of remote work involved is excessive or inappropriate. The final approval remains at the discretion of the local pedagogical staff.

II.2   What does "work experience" mean?

The term covers various types of professional experiences: internships, fixed-term contracts, permanent employment, or any legally recognized work contract relevant to your training.

The main goal is to gain hands-on, real-world experience—regardless of the contract's legal form. Whether it's an "internship", "placement", or "job", what matters is that it's practical, valuable, and legal in your country.

II.3   How to start your work experience

1. Check if your campus has any specific rules or limitations.

2. Enroll in the main project via the intranet.

3. Create and update your contract on the intra companies section (https://companies.intra.42.fr/). Go to "My Internships" and carefully fill out the form. Your campus may provide a ready-to-use contract that you can download. You may use it if it suits both your needs and the company's, but it is not mandatory. Regardless of the type of contract signed with the company, make sure to upload it to the intranet.

4. The sub-projects "Contract Upload" and "Duration" will be automatically registered and validated once the contract has been uploaded. No manual validation required.

Chapter III

Legality questions

You cannot begin your work experience until your contract is signed and uploaded to the intranet. Starting without a contract is illegal.

> The consequences may vary by country, but working without a signed contract may leave you without legal protections or insurance. When in doubt, speak with your campus staff first.

Depending on the legislation in your country, certain types of contracts may require signatures from you, the company, and a representative from 42; this is called a tripartite agreement.

In all cases, and for all types of contracts, they must be signed by all parties involved. Any modification to the contract must also be approved and signed by all parties.

Accepted contracts for the work experience include fixed-term contracts, permanent contracts, and internships (if legally allowed). All must be full-time.

> The project is not retroactive. We do not approve contracts if eligibility criteria were not met at the time of employment, even if the company agrees to it.

Chapter IV

Business Relations Team

The Business Relations team helps connect learners with companies.

They support you by:

- Partnering with companies and promoting job offers on the intranet.

- Organizing workshops and talks on CVs, interviews, and job searches.

- Hosting events like meetups and job fairs to connect you directly with recruiters.

Whatever contract type you choose, you must fill out the relevant information on the intranet and upload your signed contract. This allows us to track your employment and provide appropriate support.

The Business Relations team is also your contact point during the project. If any issue arises or you need guidance, reach out to them.

Both you and the company have responsibilities: the employer must comply with the labor regulations in your country regarding working conditions; you must act professionally and honor your commitment. A signed contract is legally binding, if any of your rights are not respected, contact the Business Relations team.

Chapter V

Evaluations

V.1   Mid and final evaluation

Two evaluations will be sent to your referent:

- A mid-term evaluation (halfway through your project)

- A final evaluation (one week before the end of your contract). Once completed, you may enroll in the peer-evaluation project.

> For open-ended contracts, set the "end date" to 6 months after your start date to trigger the final evaluation on time.

V.2 Peer video

This work experience includes a peer-evaluation component. In addition to the mid-term and final evaluations completed by your referent, you must produce a short video summarizing your experience.

This video must be between 4 to 5 minutes long and must be uploaded to a public video-sharing platform (e.g., YouTube, Dailymotion). The video link should be added in a file named `video` inside your submission repository.

The video must:

- Present your work experience clearly and concisely.

- Include a presentation made using a visual tool (PowerPoint, Keynote, Prezi, etc.).

- Feature a visible video of you presenting — either as a thumbnail inset or in full-screen for the introduction or conclusion.

This is a professional presentation and should reflect that:

- Your slides should be clear, visually appealing, and informative.

- Your attire and speech should be professional.

- Editing and production should be neat and structured.

Contextual Roleplay: Imagine presenting to the board of directors at a large company. A new board member has just joined and has no context, it's your job to help them understand the company, your role, the challenges you faced, the goals, and the outcomes of your project.

Key message: The board is here to evaluate YOU, your technical and (if applicable) managerial abilities, your contribution, and your ability to present yourself and your work clearly and confidently. Use this opportunity to shine.

Chapter VI

How will your mark be calculated?

We're not disclosing the full XP formula, but here's what matters:

- 100% validation gives 42000 XP.

- The reference duration is 900 hours.

- Your hours = weeks × hours per week (as stated in your contract).

- To get 100%, complete 900h, receive two 100-point referent evaluations, and score 80 on the peer evaluation.

- Shorter projects can still reach 100% if the evaluations are excellent. Longer projects can compensate for weaker feedback.

- A 4-month (600h) project gives about 28000 XP.

- Additional hours over 900 = bonus XP.

- High referent/peer scores above the thresholds = bonus XP.

- Maximum score = 125% → 42000 × 1.25 = 52500 XP.

- Example paths to 125%:

  - 900h with referent evaluations at 125 + peer evaluation at 100

  - 1125h with average evaluations

  - A smart balance of hours and scores

- TL;DR: just like everything at 42, do your best and you'll be rewarded.