



The World of

Navigating the Tech Job Market in 2020

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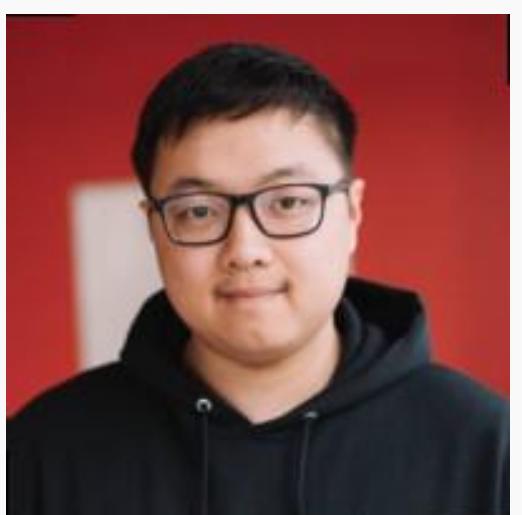
Reviewing the Offer

Resources and Links

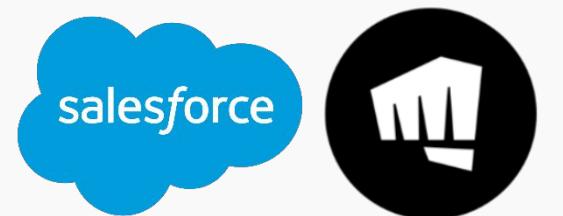
Guest Speaker Panel



| Our Guest Speakers



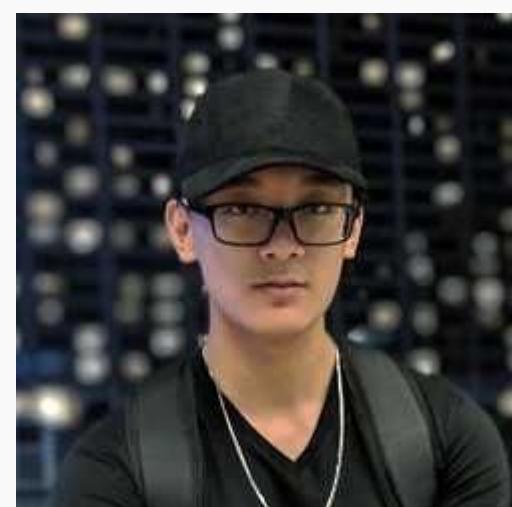
Brian C.



Daniel W.



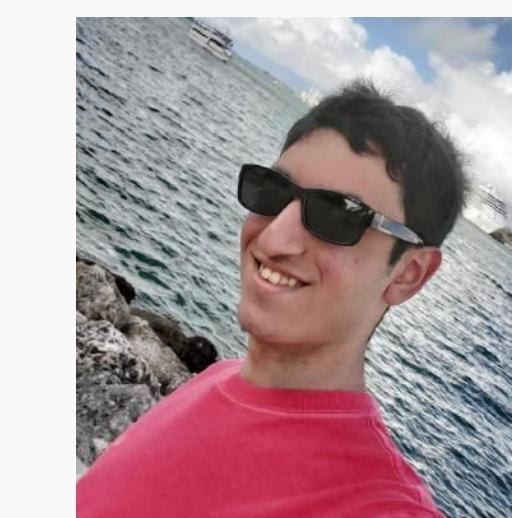
*incoming



Paolo V.



Sonila B.



Ali A.



Kevin S.



Tabeeb Y.



What are internships?

Internships are official programs offered by an employer to potential employees. They include technical work ranging from Software Engineering to Quality Assurance to R&D on bleeding edge technology.

They are usually **3-4 months** in length, and require the candidate to be returning to school after completion of the internship.

All Canadian internships must be paid.

Think about an internship as a **preview** or **demo** of your abilities and fit with your employer. If you do well enough, you may receive a **full-time offer!**



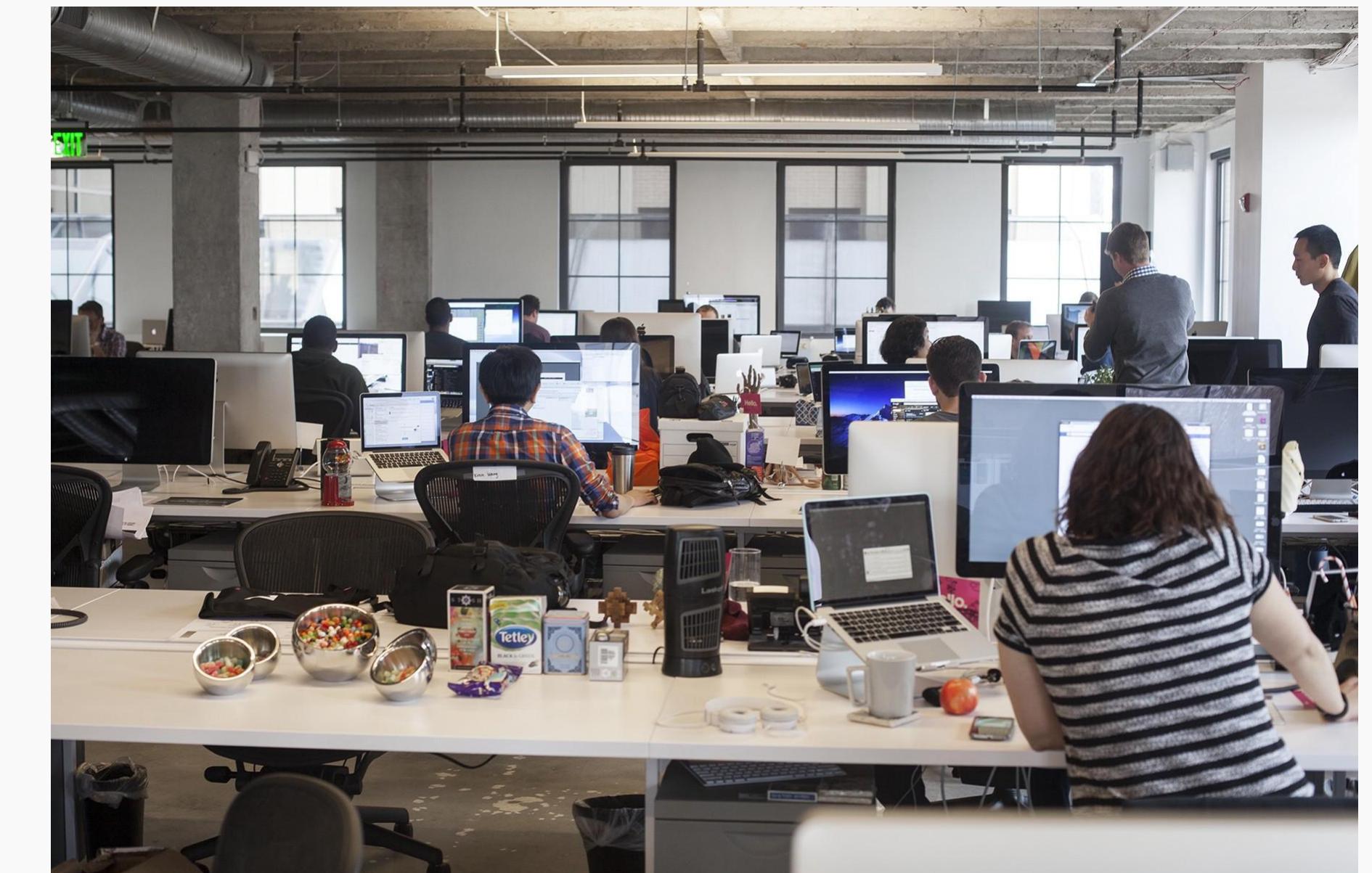


Internship Types

Internships are **fairly short**, meaning that the intern often doesn't have the time to ramp up and contribute at the same pace as full-time employees.

Some companies do **Project-based** internships, which an intern is assigned to a project to deliver on. These are usually isolated projects that provide value to the company (infrastructure, tools, etc.)

Other companies do **Team-based** internships, where interns join a team as a full individual contributor and run through tickets and tasks like full-time employees to get a feel for the team and work.



Internship Programs

First and Second Year students can look for programs that promote learning and exploration.

Check out **Google STEP**, **Microsoft Explore**, **Facebook University** **Twitter Academy** + more!

Third and Fourth Year students are in high demand! Most internships look for upper year students so they can secure talent and offer conversions for interns. Apply everywhere!

Masters and Postgrad students have a lot of opportunities too! Most companies have R&D sectors, such as X for Google. Most **Machine Learning / Computer Vision / Deep Learning** positions also only consider postgraduate students for internships.



Internship Career Paths



Technical
Writer



Software
Engineer



Quality
Analyst



Product
Manager



Data
Scientist



DevOps
Engineer

+ more...

PEY Summer Co-op

Professional Experience Year (PEY) UTSG, UTM, UTSC	Co-op Program UTSC, UW, UBC, McMaster, etc.	Summer Internship All Universities
12 – 16 months	4 months	3 – 4 months
Offered by select companies	Offered by select companies	Offered by most companies
Year round recruiting	Summer/Fall/Winter Terms	Summer
More in-depth but less breadth Small amount of competition	More breadth but less in-depth Moderate competition	More breadth but less in-depth Very competitive

Classifying Companies

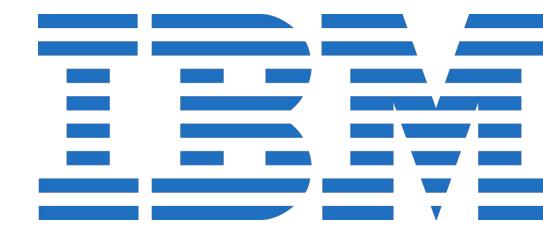
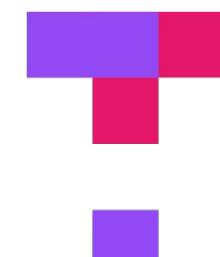
CITADEL

2 σ TWO SIGMA

Jane Street

BLACKROCK

Hedge Funds/Quant Firms



Local Internships



Big N Companies

wework



Palantir

stripe



Unicorn Companies

Classifying Companies



\$3,500
CAD/month



Local Internships



amazon



Bloomberg

Dropbox



Big N Companies



CITADEL



TWO SIGMA



Jane Street

BLACKROCK

Hedge Funds/Quant Firms

wework



rubrik

Palantir

stripe

robinhood

Unicorn Companies

Classifying Companies

CITADEL

2 σ TWO SIGMA

Jane Street

BLACKROCK

Hedge Funds/Quant Firms



shopify

\$3,500
CAD/month

AMD

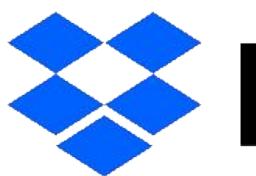


DESSA

Local Internships



\$8,500
USD/month



Dropbox



salesforce

stripe

robinhood

Big N Companies

Unicorn Companies

Classifying Companies



\$3,500
CAD/month



Local Internships



\$8,500
USD/month



Big N Companies

\$12,500+
USD/month

Hedge Funds/Quant Firms



Unicorn Companies

Street
Rock

| Canadian Internship Typical Payscale

\$18 - 22

CAD/hr

First Internship
1st or 2nd Year

\$20 - 24

CAD/month

2nd - 3rd Internship
2nd or 3rd Year

\$24 - 35

CAD/month

3rd - 4th Internship
3rd or 4th Year

This is based on typical co-op payscale from companies such as banks. However, this is not a complete representation and there are a lot of companies that do not follow this scale.

| Salaries across Canadian Internships

\$18 - 22
CAD/hr

\$24 - 30
CAD/hr

\$30 - 50
CAD/hr

Follows Co-op pay scale*

Banks



Government Agencies

Enterprise Tech

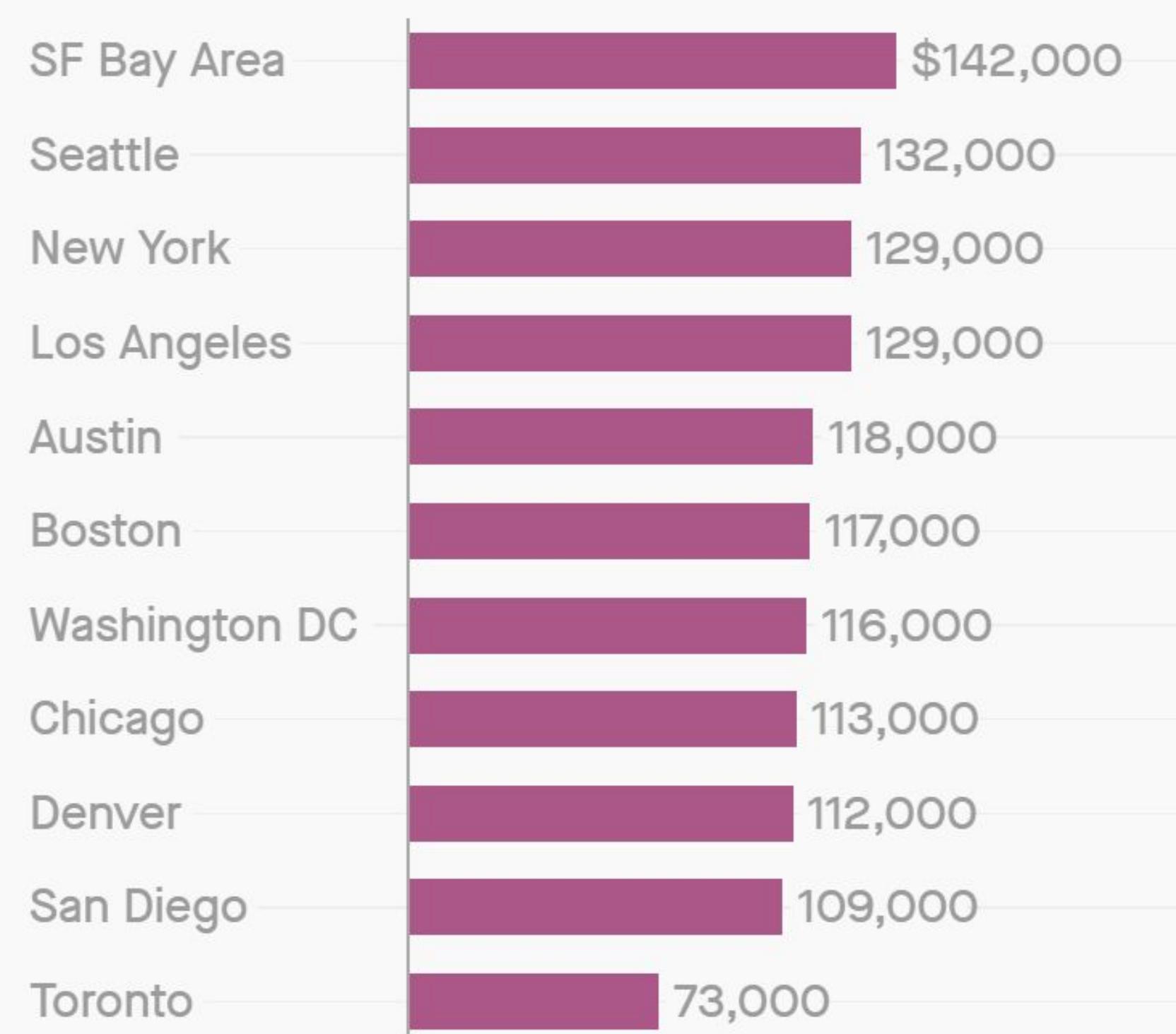


PagerDuty

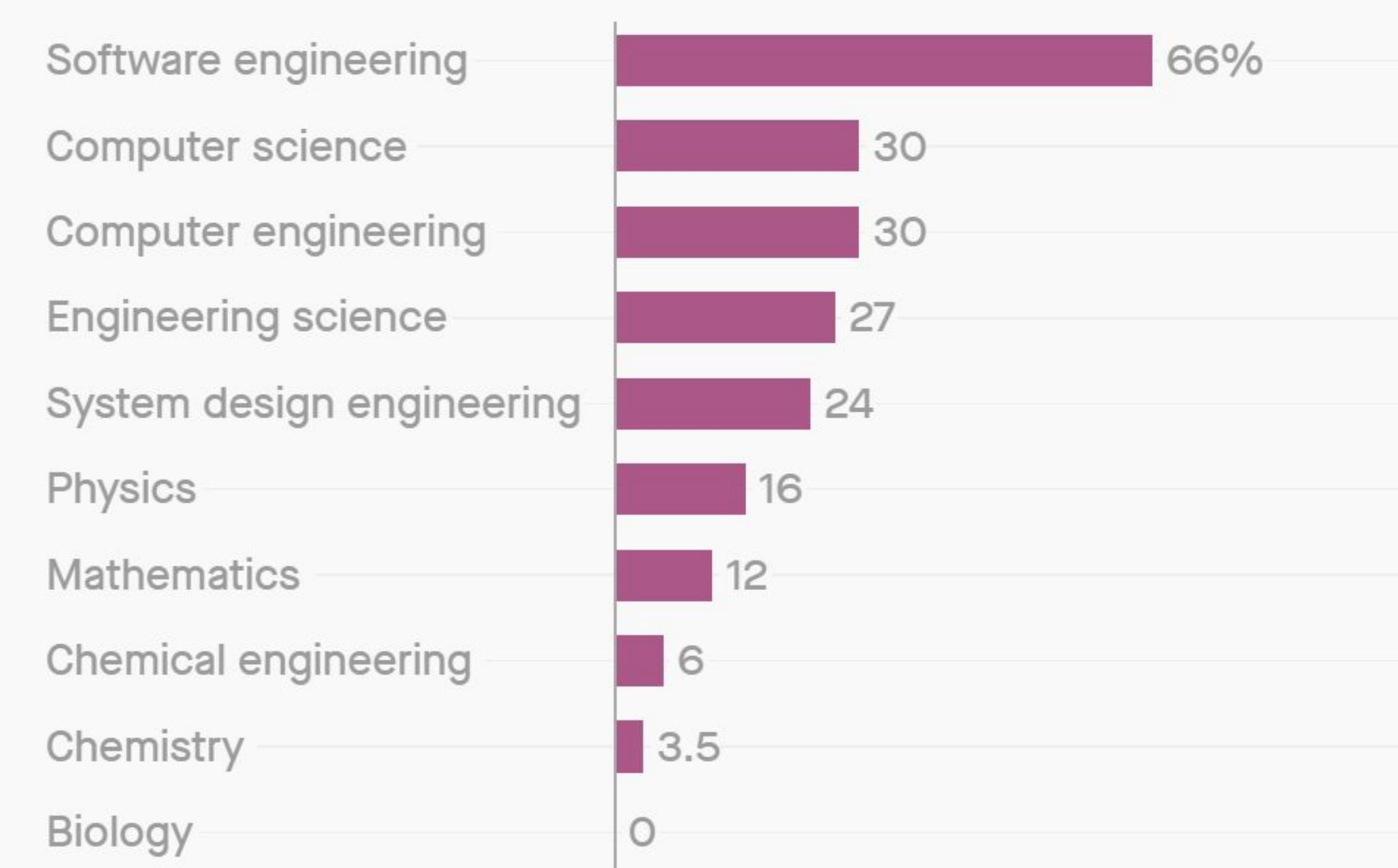


Canada's Brain Drain

Average tech salaries in North American cities



Percentage of Canadian STEM graduates leaving Canada, by major



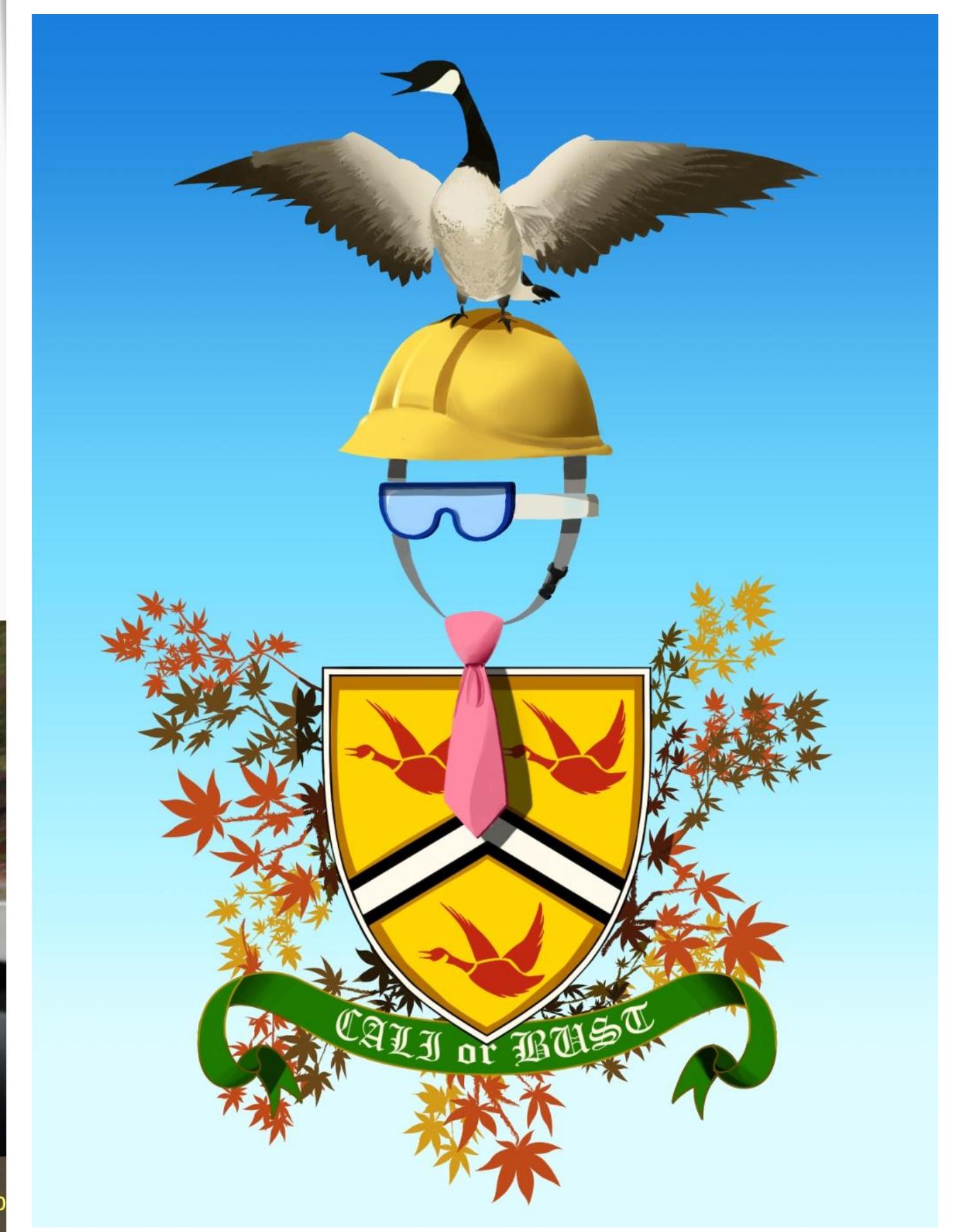


OR



David Kowal ▶ University of Waterloo Class of 2022,
Frosh 2017
1 hr ·

gauging interest for CaliOrBust stickers
message if interested



cali or bust Yesterday at 9:32 PM
hello
currently busting tbh

| Cali or Bust Syndrome

Cali or Bust is a saying where if you “don’t make it to California” on one of your co-ops, you’ve failed. This creates a **fear of missing out** (FOMO) amongst many.

This is an **toxic** way of thinking about job searching – don’t get caught up in this mentality! There are great learning opportunities at every company, and just because you’re at a large company doesn’t mean you’re doing meaningful work.

If you’re feeling anxiety about job prospects, or are otherwise distressed, **please seek help and support** from your friend group and the professional community.

“Cali Jobs are just regular jobs but in California”

- Unknown, 2019

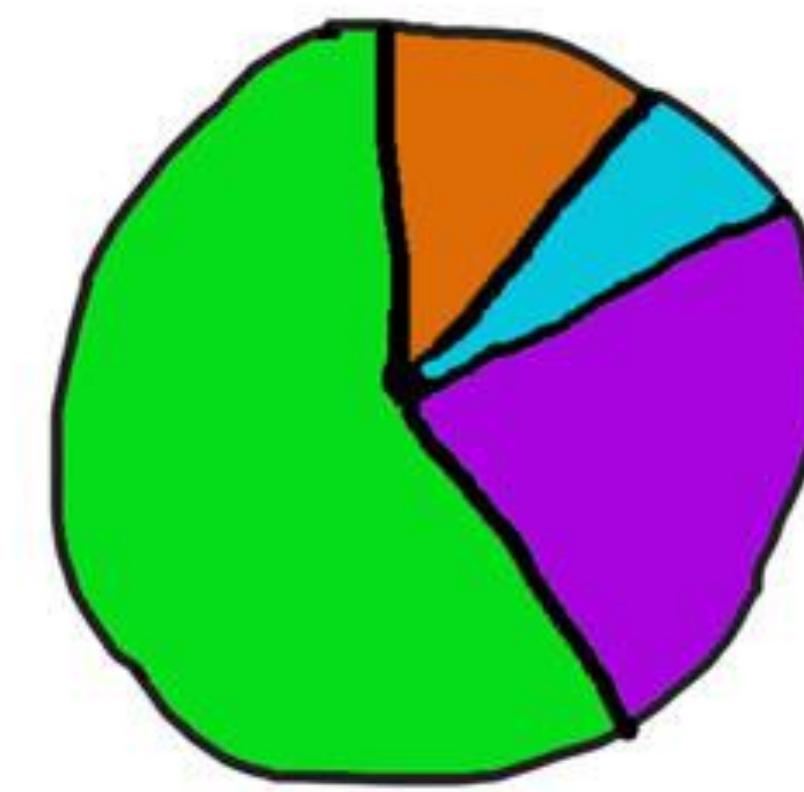
Impostor Syndrome

A lot of candidates experience severe **Impostor Syndrome** when starting the job search – they're afraid they're not qualified, wasting the company's time, not worth their pay, etc.

People experience impostor syndrome all the time. Impostor syndrome can occur:

- Writing your resume
- During job applications
- During interviews
- After they get the offer
- When they're actually working
- After the internship's done

YOUR THOUGHTS WHEN SOMEONE SAYS THAT YOU WOULD BE GOOD FOR A JOB/ROLE/TEAM:



- WHAT?
- WHY?
- HAVE YOU MET ME?
- MAYBE THEY'RE JUST TRYING TO BE NICE

Impostor Syndrome

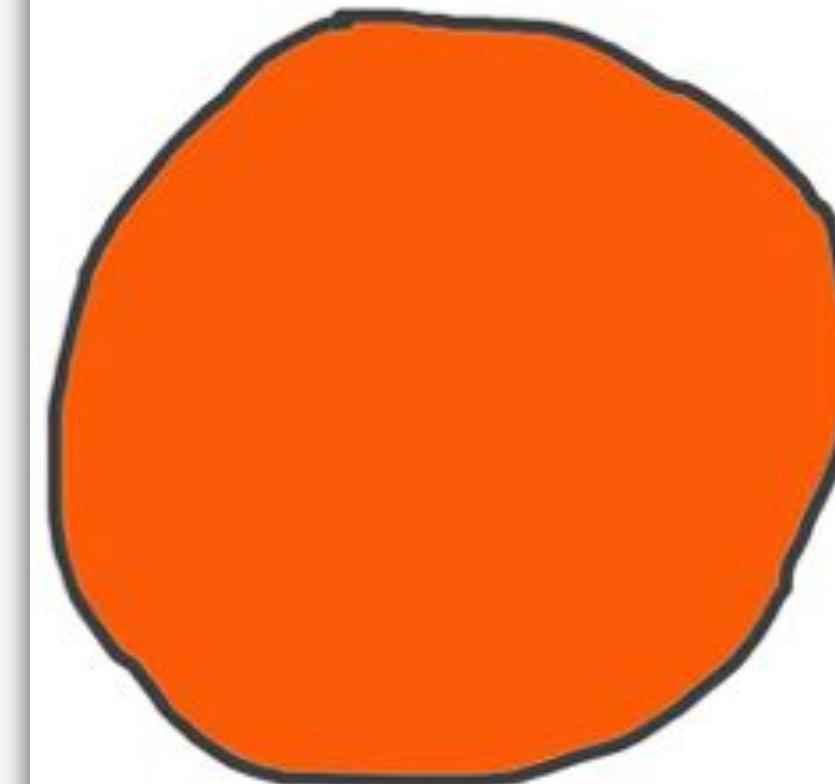
Internships in particular are very forgiving.
Always keep in mind that:

- Job qualifications are a **wish list**
- Interns only need to be **quick to learn** and eager to improve
- Expectations for intern contributions are usually fairly low
- The worse that can happen is a rejection, a flunked interview, or no return offer

And finally...

You're better than you think

TYPES OF PEOPLE WHO CAN
HAVE IMPOSTOR SYNDROME:



- ALL THE SMART, SUCCESSFUL
PEOPLE THAT YOU THINK
HAVE THEIR SHIT TOGETHER

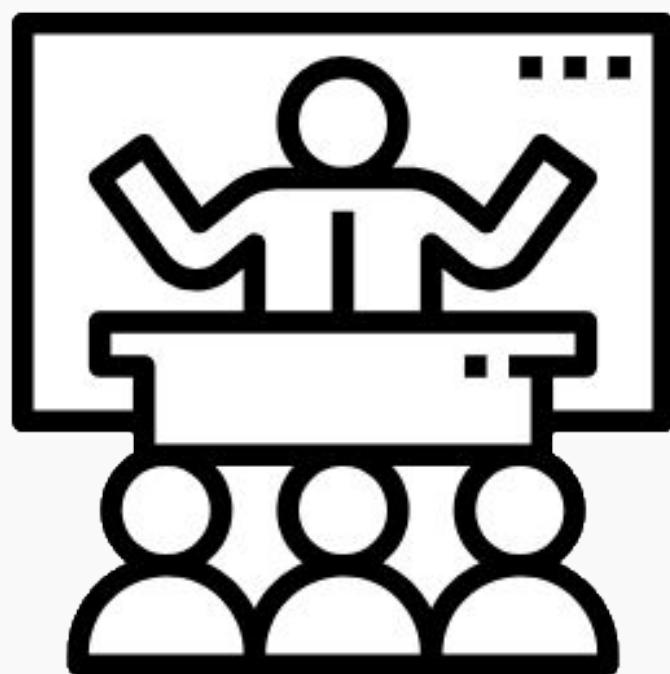
Looking for Opportunities



Employee
Referrals



LinkedIn and
Recruiters



Career
Fairs



Applying
Online

Technical Recruiting Process

RESUME SCREEN

1



2

**CODING
CHALLENGE**

**TECHNICAL
INTERVIEWS**

3



OFFER!

5



**BEHAVIORAL
CULTURAL FIT
EXPECTATIONS**

The Resume Screen

Order of Importance

- Relevant Experience
- Projects
- Education
- Technical Skills
- Awards
- Irrelevant Experience

Order on Resume

- Education/Awards
- Relevant Experience
- Technical Skills
- Projects
- Other

John Doe

Email • Phone Number • City, State • LinkedIn • Github

EDUCATION

University Name

B.S. in Computer Science

- Current Cumulative GPA: 3.90
- Awards: [University Name] Dean's List (Fall 2014 – Present)

December 2018

City, State

PROJECTS

Project 1 Name

Summer 2018

An interval timer Android application

- Programmed an interval timer so that when people are exercising/playing games, they can easily switch from exercising/playing and taking breaks
- Developed buttons that can pause/resume the timer and cancel the timer
- Skills Used: Java, XML, Android Studio

Project 2 Name

Spring 2018

A search engine web application

- Programmed a search engine that displays a list of websites based on the search query the user types in
 - Websites where the search term(s) appear more frequently are ranked above others
 - For locations that have the same frequency of search term(s), locations where the words appear in earlier positions are ranked above others
 - For locations that have the same frequency and position, the results are sorted by URL in case-insensitive order
- Skills Used: Java, Jetty, HTML, CSS, JavaScript, MySQL

Project 3 Name

Spring 2018

A custom version of a Linux command line shell

- Able to run built-in commands as well as commands in both the current directory and those in the PATH environment variable
- Tracks how long each process runs while executing a command and makes this information available in the history
- Skills Used: C

Project 4 Name

Spring 2018

A Unix command line utility that recursively searches for matching file names

- Programmed a Unix tool that finds and displays the filenames present in a directory that partially or exactly match the search term(s) the user types in
- Skills Used: C

SKILLS

- Programming/Markup Languages: Java, Python, C, HTML, CSS, XML, JavaScript, MS SQL Server, MySQL, Octave
- Tools, Technologies, Frameworks: Jetty, Android Studio, Subversion, Git, React

VOLUNTEER EXPERIENCE

Non-profit Organization Name

September 2016 – December 2016

City, State

Food Server

- Served 1000+ meals to the homeless
- Constantly interacted with kitchen staff, other servers, and customers in order to provide quality service

The Resume Screen

Often the screen that eliminates the most candidates. Here's a few tips:

- **GPA is optional** – consider removing if below 3.0 (also Major vs Cumulative)
- **Projects are important!** If you've created anything during project classes (CSCB07, B09, B58, C01, D01, etc.) put it on your resume!
- **Quantify your work!** Instead of saying 'increased efficiency', say something like 'increased efficiency by 40%'
- **Make it readable!** Play with fonts, margins, and boldness to emphasize key points you want recruiters to notice
- **DOUBLE CHECK YOUR WORK!** Check for spelling, grammar, and proper nouns

Consider joining our discord (csec.club/discord) for Resume Reviews!

The Coding Challenge

Coding Challenges are programming tests that companies often issue to candidates. These are usually through **HackerRank, Codility, HireVue**.

You're given a time limit (usually 1h-3h) to solve several algorithmic questions. Your solution must compile and solve their test cases. You can use almost any language!

You can get practice with these questions through **LeetCode, HackerRank**, and **Coding Competitions**

Sample Test 29m to test end 0/3 Attempted

Find the number!

Given an unsorted array of n elements, find if the element k is present in the array or not. Complete the `findNumber` function in the editor below. It has 2 parameters:

- An array of integers, arr , denoting the elements in the array.
- An integer, k , denoting the element to be searched in the array.

The function must return a string "YES" or "NO" denoting if the element is present in the array or not.

Input Format

The first line contains an integer n , denoting the number of elements in the array arr . Each line i of the n subsequent lines (where $0 \leq i < n$) contains an integer describing arr_i . The next line contains an integer, k , the element that needs to be searched.

Constraints

- $1 \leq n \leq 10^5$
- $1 \leq arr[i] \leq 10^9$

Output Format

The function must return a string "YES" or "NO" denoting if the element is present in the array or not. This is printed to stdout by locked stub code in the editor.

Sample Input 0

```
5
1
2
3
4
5
1
```

Sample Output 0

```
YES
```

The Technical Interviews

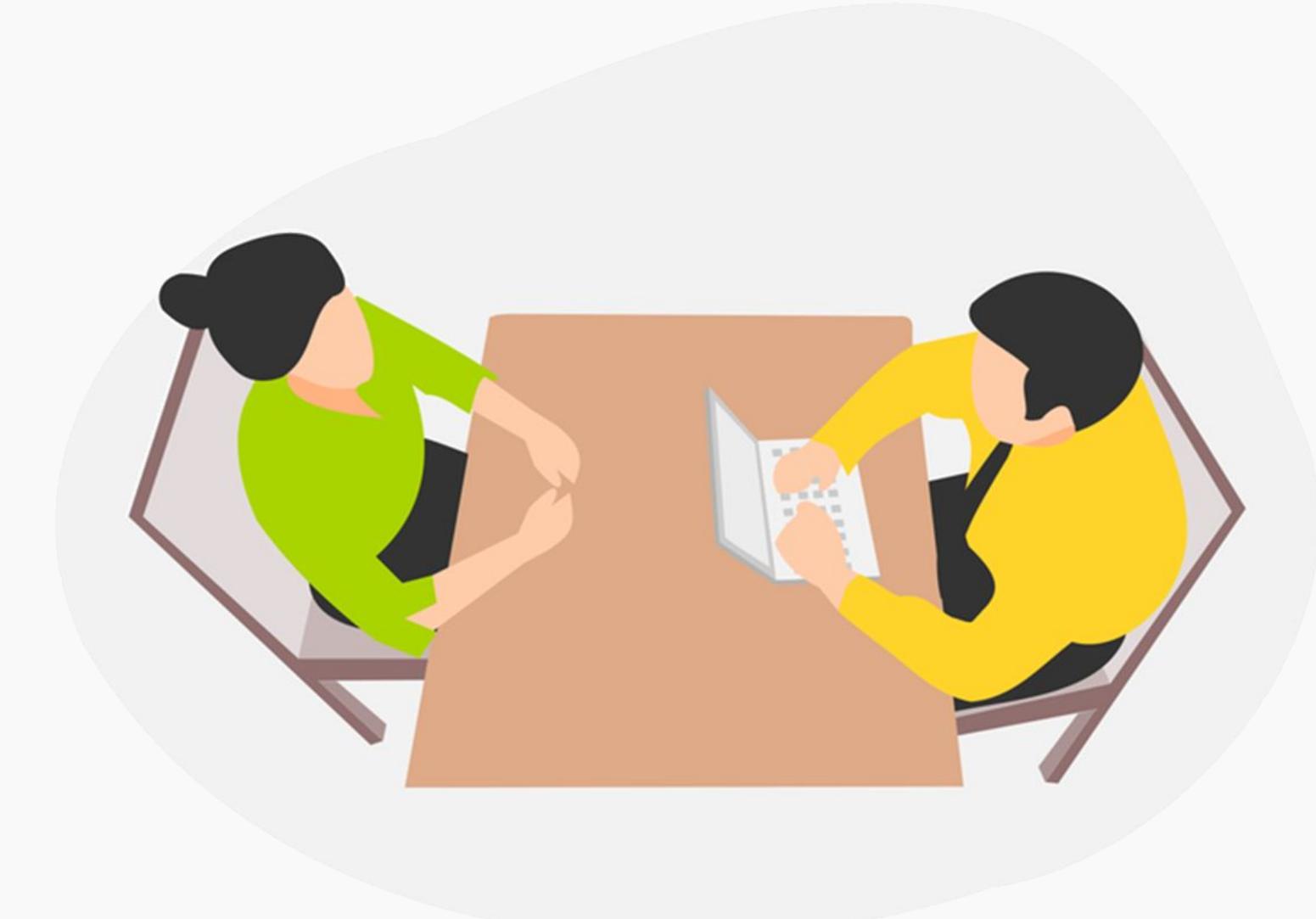
Technical Interviews are the main component of the interview process! Be ready to jump into a call with an engineer and solve some problems! These interviews can be via **phone or video call**, and often are **45m – 60m** long

Time	Event
5m	Introduction, about Interviewer, about Company
5 – 10m	Past Experiences and Projects
20 – 40m	Coding Problem(s) done via collaborative editors (HackerRank, TitanPad, CodePad)
10m	Solution Analysis correctness, space/time analysis and trade-offs, design choices, improvements
10m	Questions and Next Steps

Behavioral Interviews

Behavioral Interviews may be done before or after technical ones. These can come in many forms:

- Talk with future manager or team lead regarding technical competencies, preferred work, and scope of work
- Questions about leadership, teamwork, collaboration, conflict resolution, project management, and other soft skills
- Discussing your values and if they align with company culture



The Offer

You've gotten an offer!
Congratulations!

Things to keep in mind:

- **Compensation** is it a fair market rate?
- **Duration** how long is the internship?
- **Benefits** what kind of perks does it have?
- **Commute** how far away is it?
- **Conversion Program** are full-time roles offered to interns?
- **Mentorship** how will interns be trained and onboarded?
- **Feedback and Growth** how will the intern be evaluated and given feedback?
- **Visa Sponsorship** if in a country foreign to Canada
- **Response Deadline** how long do you have to decide?

The Beerbug :(

Many people unfortunately got their American internships cancelled because Visas were suspended and lots of US companies can't support remote work outside the US.

Most people also got their pay cut in half because they were working in Canada at an American company.

Working remotely, it may be much more difficult to onboard and the learning curve may be steeper than normal. It's important to have good communication with your mentor at all times

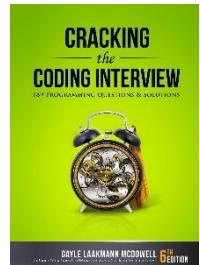
The biggest con is probably not being able to network with other interns and other full time employees in person. Doing it over slack, for example, is much harder.

Helpful Resources

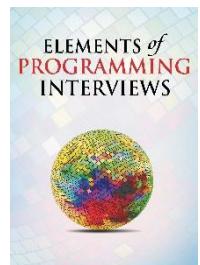
Algorithmic Problems



Prep Books



Cracking the
Coding Interview



Elements of
Programming
Interviews

Interview Preparation



Pramp - Practice
Interviewing Online!

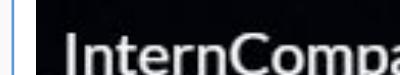


Mock Interviews -
Practice with a friend!

Company Reviews



Glassdoor - Company
Insights and salary



InternCompass -
Intern program review
and salary/perks

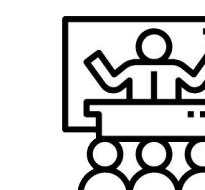
Job Searching



INTERN SUPPLY intern.supply



LinkedIn and Referrals



Career Fairs!

Reddit Communities



CSCAREERQUESTIONS

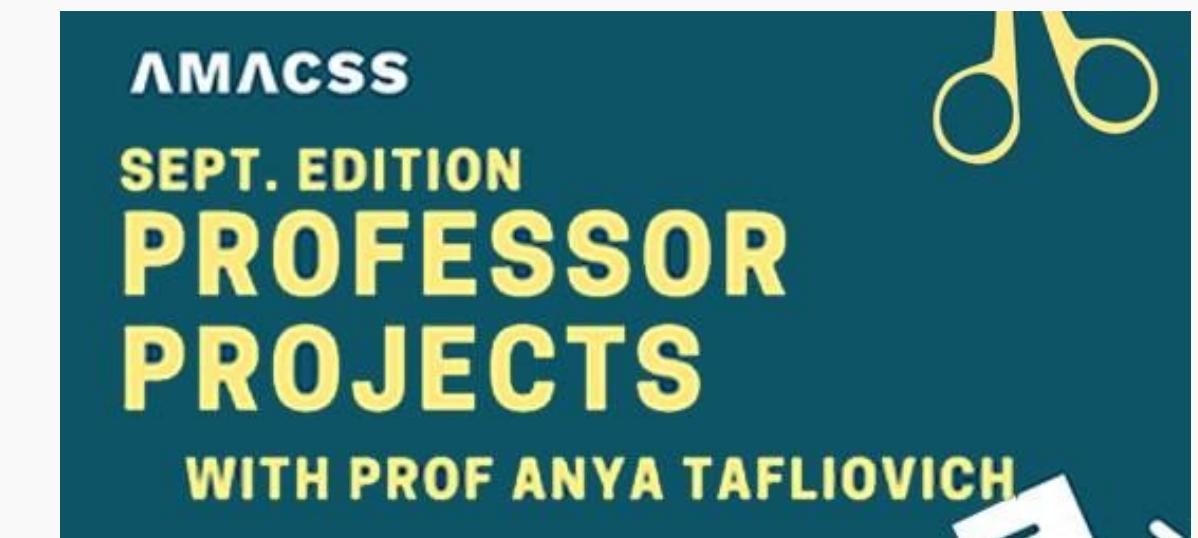
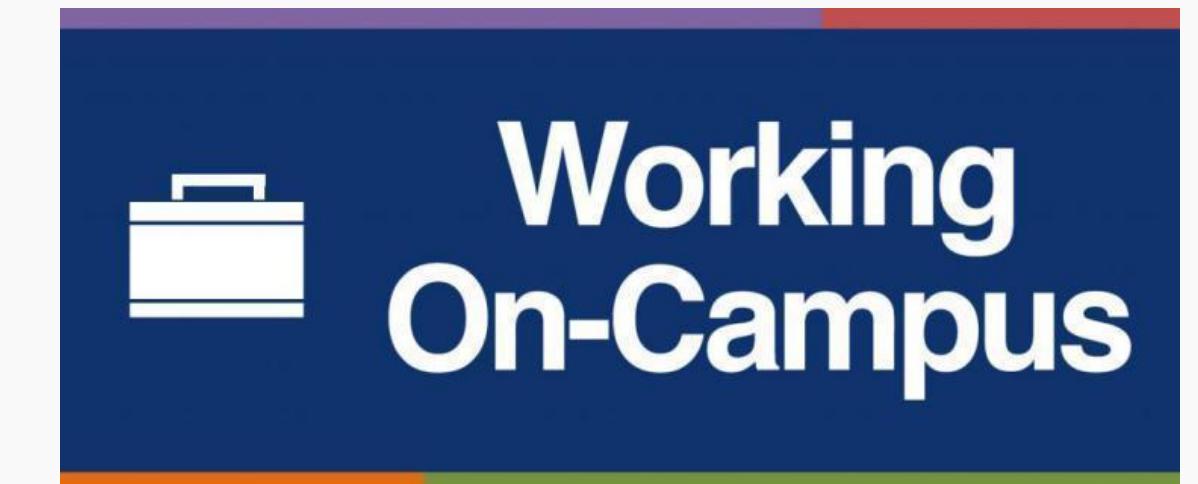


csMajors

UTSC Opportunities

UTSC has a lot of great opportunities to explore!

- **Work-Study Programs**
 - Developer, QA, testing, research roles, and more available!
- **The Hub**
 - Still alive and well in the virtual space
 - Get seed funding for your start-up ideas!
 - **The Hub Startup Pitch Competition**
 - **The Hub x CSEC Projects Social**
 - more information at: <https://www.utsc.utoronto.ca/thehub/welcome>
- **Research with a Professor**
 - Help professors in their research areas!
 - **AMACSS Professor Projects**



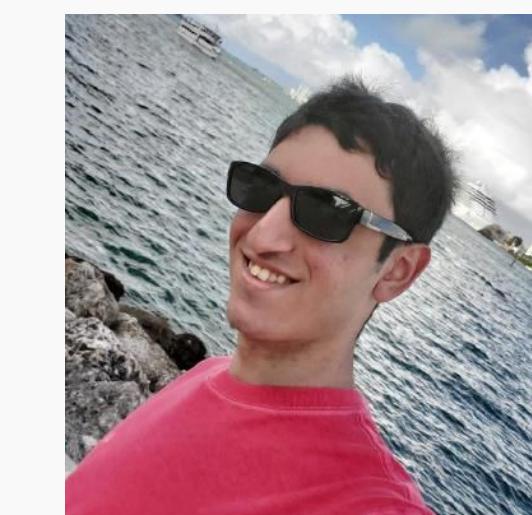
| Q&A - Guest Speakers Panel



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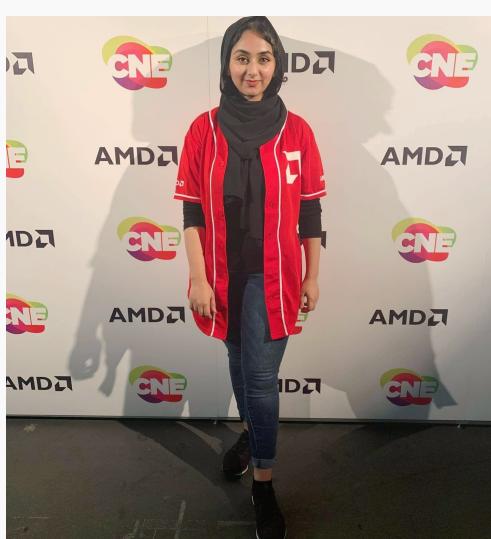


Daniel W.



robinhood

*incoming



Sonila B.



Tabeeb Y.



CONFLUENT



Kevin S.

