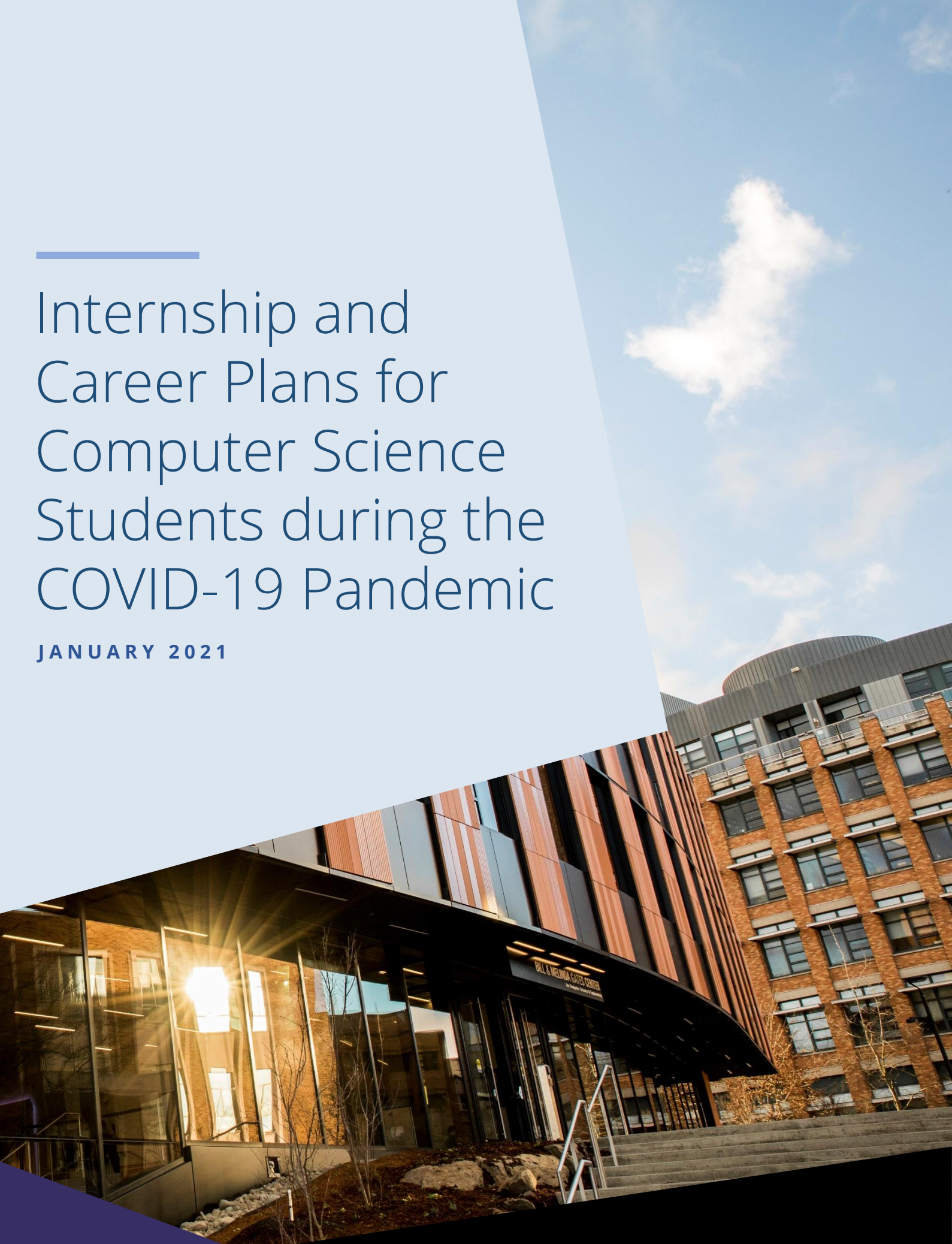
Internship and Career Plans for Computer Science Students during the COVID-19 Pandemic

JANUARY 2021



ACM University of Washington

PODUW | Polling and Open Data Initiative at the University of Washington

PODUW

REPORT

Internship and Career Plans for Computer Science Students during the COVID-19 Pandemic

Comprehensive Analysis of Responses from the ACM Internship Search Survey

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poddata.org/csinternships

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About PODUW

This report is developed by the **Polling and Open Data Initiative at the University of Washington (PODUW)**, a nonpartisan registered student organization dedicated to generating and analyzing public data relevant to the University of Washington and the communities we call home.

Learn more about PODUW and explore our projects at poddata.org! We welcome project suggestions, potential partnerships, and membership applications. In addition, no method is perfect; we appreciate questions, comments, or suggestions related to this report and methodology at poddata.org/improve or through email (poduw@uw.edu).

A WORD OF THANKS

> Special thanks to the members of UW ACM, and to our team members Hayoung Jung (lead liaison), Melissa Lin, and Phillip Meng for making our collaboration possible.

About UW ACM

The data was gathered by the ACM Internship Search Survey, a poll designed and conducted by the **University of Washington Association for Computing Machinery (ACM),** a Department-recognized registered student organization dedicated to supporting the Paul G. Allen School of Computer Science & Engineering student population by hosting career, academic, and social events.

The survey was developed by **Micah Witthaus** and **Lucy Jiang**. The survey and its questions were advised by Austin Browning, Academic Adviser and Career Counselor at the Allen School.

Learn more about ACM and its events at acm.cs.washington.edu. If you have any questions about the survey design, please reach out to acm-officers@cs.washington.edu.

Introduction

A historic recession, pandemic, and shuttered workplaces: this is a tough time to begin a career. More than ever, we want to understand the resources students use, applicant outcomes, helpful courses and resources, and how schools and organizations can better support students in obtaining internships. This report, which focuses on internship searches and career potential in Computer Science, examines responses from 111 students at the University of Washington's Paul G. Allen School of Computer Science & Engineering. We hope that this report's insights can help all students, both in computer science and other disciplines, better understand how to achieve their career goals.

Report Overview

We designed our analysis around six guiding questions:

1. Who are the students and what companies do they seek internships in?
2. How do class year and prior experience impact students' internship search?
3. What resources guide applicants through the internship process, and what do they perceive to be most useful?
4. What does the application timeline look like?
5. Who received assessments, interviews, and offers, and what factors correlate with receiving them?
6. What classes and events were most meaningful to students' job search, and what can schools and organizations do to better prepare students?

Limitations

While the survey methodology intends to deliver responses as representative of the Allen School as possible, we recognize that there are many limitations, including:

Participation (non-response) bias: Students who chose to respond may have differed from students who decided not to respond in a way that would affect the survey results. For instance, students who chose to respond may have more internship interest or offers than the student body as a whole. Indeed, respondents are not representative of the Allen School's distribution of class years.

The sample is not precisely representative of Allen School students as a whole: Because the survey was posted to the Allen School Career Board on Ed.stem, those who received it may have been more engaged in the career search process.

The survey may exclude students with limited digital and internet access: The online nature of the survey may have impacted our ability to contact and/or receive a response from individuals with little to no access to the internet.

As a result, unless otherwise indicated, **we present the analysis in this report as correlations and do not infer causation between factors**. We have chosen not to weight responses. We recognize additional limitations and complexities in analysis and welcome feedback on improving our methods at poddata.org/feedback.

Survey Methodology

This report explores results from the ACM Internship Search Survey, which received 111 responses from undergraduate students at the Paul G. Allen School of Computer Science & Engineering (N = 1668; 6.65%). This survey was open from 25 November 2020 to 8 January 2021.

The survey was conducted using Google Forms and posted on the Allen School Career Board on Ed.stem. The survey limited respondents to one response each and submissions were only accepted from students logged into their UW CSE email account.

From the time the survey was posted to the time it was closed, the Career Board post accumulated 1150 views. Views on the platform are not unique. Responses were tallied, with no personal data recorded and only submitted answers saved.

Summary of Findings

STUDENTS AND COMPANIES

- 111 students applied to an average of **68 companies** (median = 50). 97% of respondents applied to at least one software engineer role and 28% to first or second-year internship programs.
- **67% of respondents received an offer** from at least one company. Top offer companies were Amazon (20), Facebook (17), Microsoft (14), Uber (7), and Zillow (7).
- 74% of respondents applied with at least one referral; among them, they had 2.95 referrals on average. **There is no discernable correlation between referrals and interviews or offers.**

EXPERIENCE AND CLASS YEAR

- Experience matters. **59 students** (53%) **had prior internship experience** (from 67% for the Class of 2021 to 20% for the Class of 2023) and 35 had return offers. On average, **candidates with prior experience reported receiving offers from 1.58 companies**, compared to 0.94 for those without experience.

RESOURCES AND RESUME

- **95% use Leetcode**, the most popular interview preparation resource, followed distantly by Cracking the Coding Interview, with little variation among those who received an offer
- On respondents' resumes, **52% include a personal GitHub and 20% a personal website**; 95% of those with a personal website (n=22) received offers.

PREPARATION AND PROCESS

- **Students who received offers reported starting earlier**, preparing for interviews for 10.8 weeks vs 7.4 weeks. They also report more intensive preparation (6.2 hours vs 5 hours per week)
- Applicants estimated that they wait 2.58 weeks for online assessments, then 2.22 weeks for first-round interviews, then 1.95 weeks for final round interviews, then 1.55 weeks for offers

SCHOOL AND ORGANIZATIONS

- **64% of students indicated that CSE 332** helped them in the interview/assessment process
- Courses on data structures and algorithms (CSE 143, 332, 421) were the most popular
- **72% of students reported attending the Established Company Career Fair** and 32% the Startup Career Fair**;** 70% who attended a career fair reported receiving an offer
- Asked what else the Allen School can do to support students, students volunteered **earlier mock interview practice**, **a database of hiring companies**, and **assessment-type problem groups**, among other suggestions

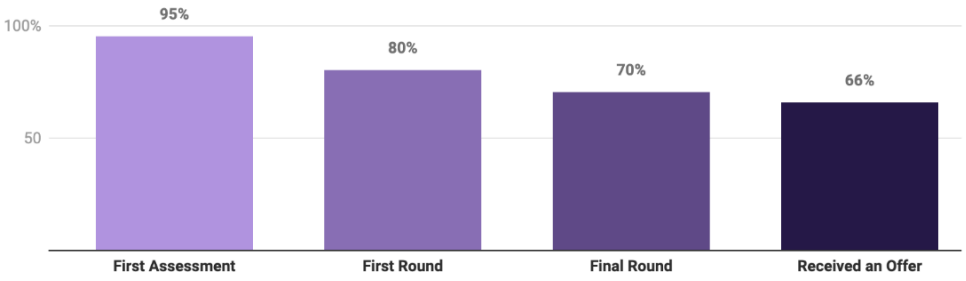
Analysis

Students and Companies

111 undergraduate students across five class years (2020-2024) responded to the survey. The number of respondents per class year range from 62 (55.86%) in the Class of 2022 to 3 (2.7%) in the Class of 2020. Because only 3 and 5 respondents were in the Classes of 2020 and 2024, respectively, we recommend caution in interpreting results by class year.

What Proportion of Respondents Received Assessments, Interviews, and Offers?

This chart represents the percentage of total respondents who have had at least an assessment, a first round interview, a second round interview, and an offer. The high success rates may be due to voluntary response bias as respondents who have received assessments, interviews, or offers are more likely to respond to the voluntary survey.



Companies that did not offer a first assessment were not counted in the "First Assessment" percentage. These percentages are based on the total number of respondents.

Chart: Corbin Ferrie • Source: ACM Career Information Survey • Get the data • Created with Datawrapper

On average, each student applied to 68.08 companies (median = 50, sd = 62.54). The most commonly applied-for internship position was for Software Engineer Internships; 108 or 97.3% of all respondents applied for at least one software engineer role. Additionally, 31 (27.93%) applied to 1st and 2nd year internship programs (e.g. Google STEP, FBU, and MS Explore). 17 (15.32%) students applied to Project Manager and another 15 (13.51%) to Product Manager internships.

Respondents Who Completed More Internship Applications Tend to Receive More Offers

Most respondents applied to between 1 and 50 companies this recruiting season. While a majority of the respondents received 0-2 offers, a lucky handful received 3 or more. While it's not too clear by the data points, there does seem to be a relationship between the number of companies applied to and the number of offers respondents receive.

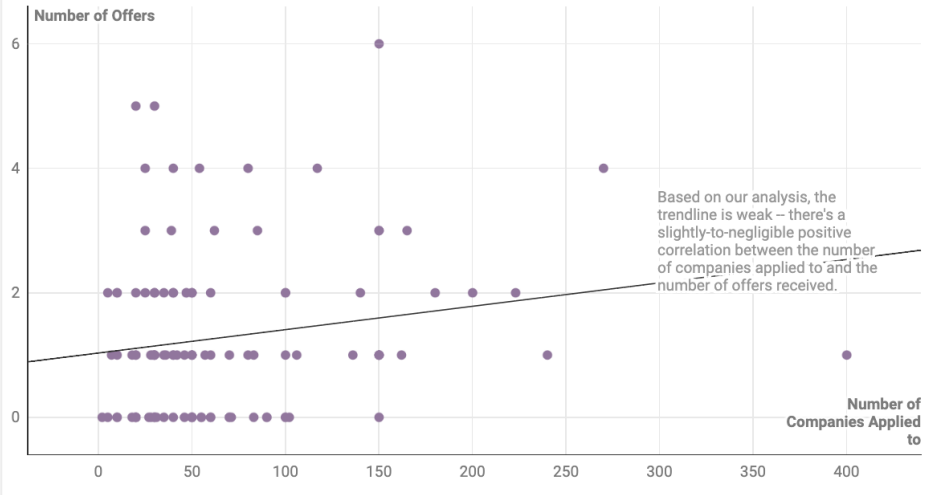
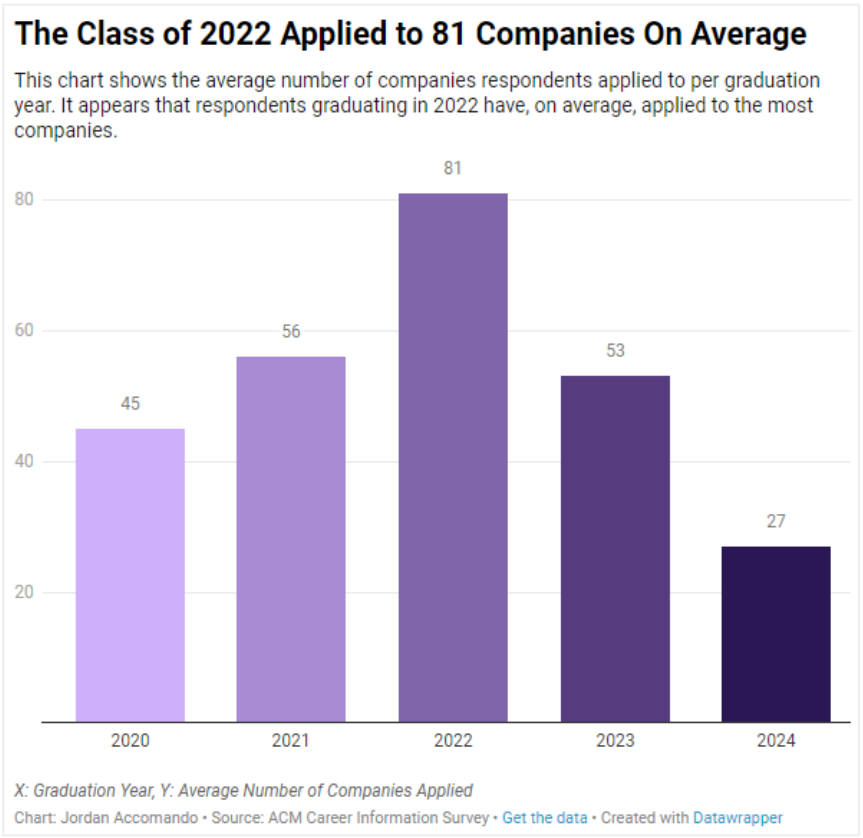


Chart: Anson Huang • Source: ACM Career Information Survey • Get the data • Created with Datawrapper

Which students submitted more applications?

There was enormous variation in application submissions. Respondents reported submitting applications to as many as 400 companies and as few as 0. The 25th percentile was 30, and the 75th percentile was 85.5. However, we observed only a slight-to-negligible positive correlation between applications and offers from companies.



Juniors (Class of 2022) applied to 81 companies on average – significantly more than any other class in our sample.

From what companies did students receive the most assessments, interviews, and offers?

74 students, or 67% on the sample, received at least one offer. The leading source of offers was Amazon (20 students), followed by Facebook (17), Microsoft (14), Uber (7), and Zillow (7) – all companies with a significant presence in the Seattle area.

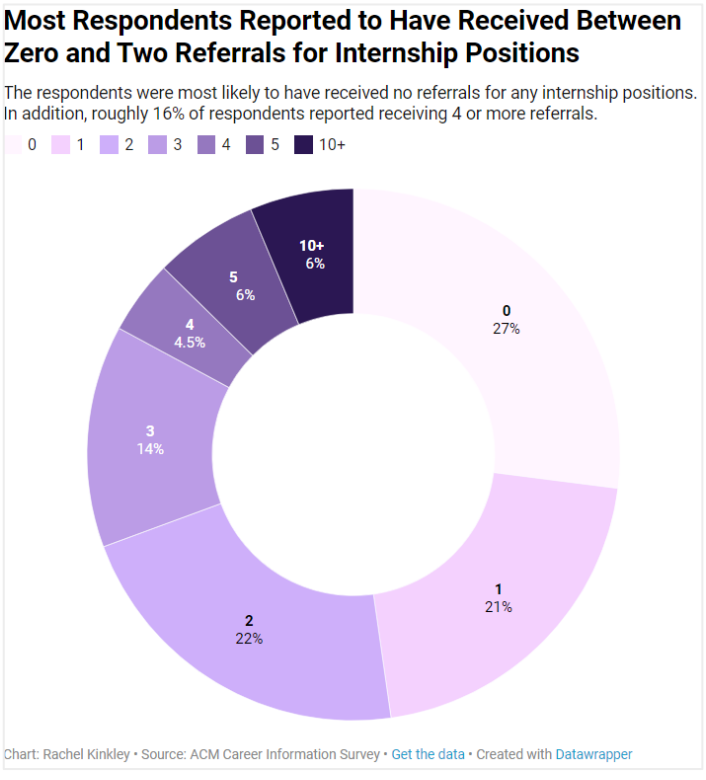
95% of students received at least one online assessment. Amazon was again the leading source, tied with Cisco Systems and Facebook at 45. 40 students also received an assessment from Salesforce.com, 18 from Nordstrom, and 13 from Palantir Technologies.

Facebook (28 students), Microsoft (23), Amazon (21), F5 Networks (14), and Uber (13) were the leading sources of first-round interviews. Amazon (22), Facebook (22), Microsoft (17), Uber (10), and Nordstrom (9) were the leading sources of final-round interviews. Among these companies, students reported receiving more final-round interviews from Amazon and Microsoft than first-round interviews, likely accounting for a single-interview selection process.

What role do referrals play in the application process?

82 (73.87%) of the respondents reported that they applied with one or more referrals for internship positions. However, these figures tended to be low; among students who answered that they had received a referral, the average number was 2.95 (median = 2, sd = 2.84). The 25th percentile was 2, the 75th percentile was 3, and the maximum response was 20.

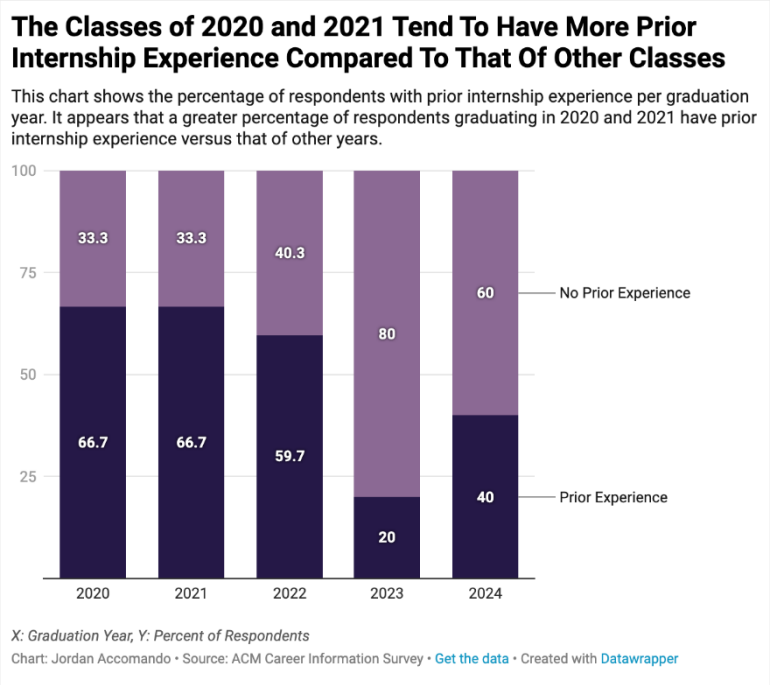
As this report will discuss in detail below, we did not observe any significant correlation between referrals and the number of companies that offered interviews or positions.



Class Year and Experience

How does class year impact applications and offers?

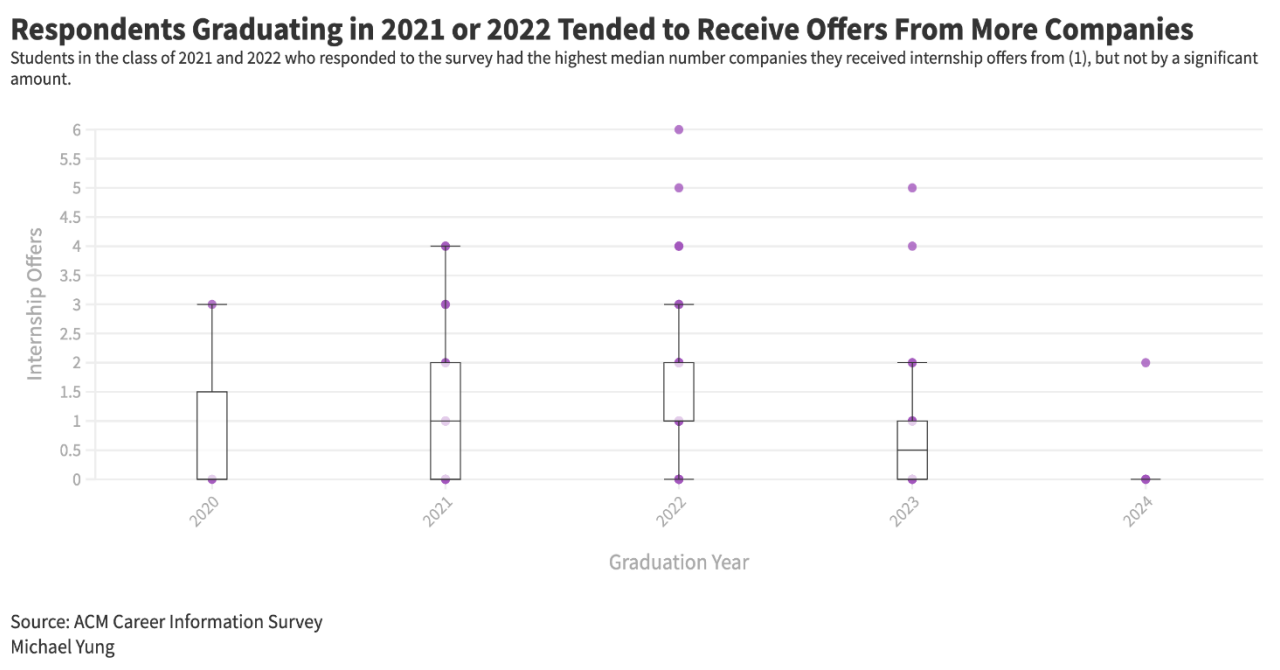
Unsurprisingly, in addition to applying to a significantly greater number of opportunities, students in the Class of 2022 reported significantly greater prior internship experience than students in later class years.



In total, 59 students (53.15%) reported having held a prior internship, of whom 35 responded that they had a return offer for the next summer.

That experience mattered. Respondents with previous experience reported receiving more offers across the board. While the average respondent with no prior internship experience reported receiving internship offers from 0.94 companies, those with prior internship experience reported receiving offers from 1.58 companies, a difference of more than 50%.

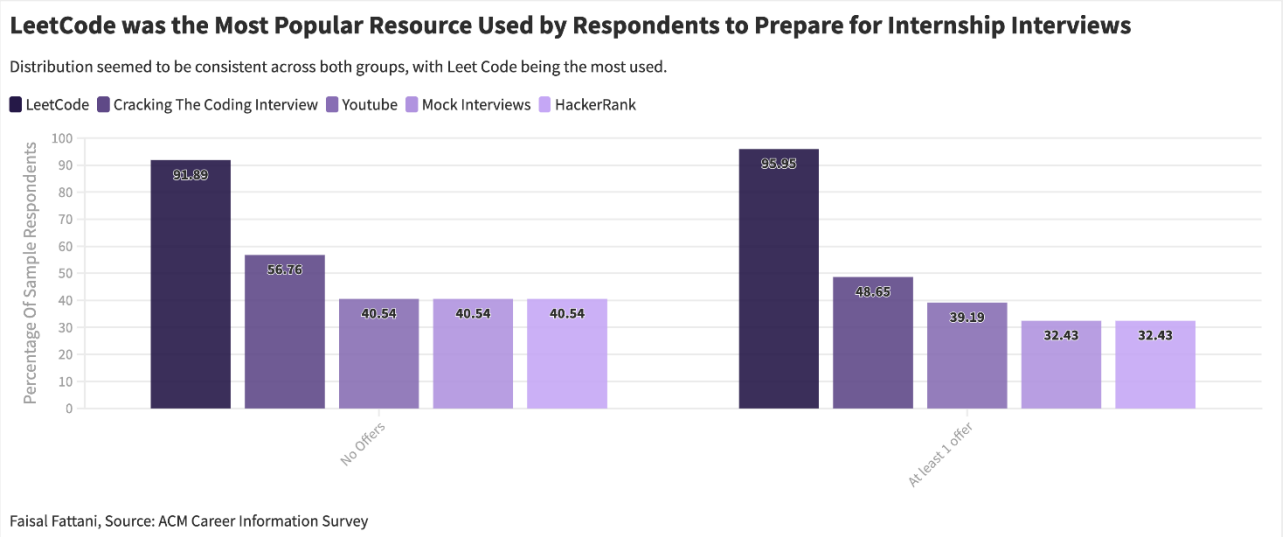
Further, there is a strong positive correlation (coefficient of determination = 0.607) between graduation year and the number of companies who offered positions. The difference in experience helps contextualize the substantial difference in offers between class years, as well.



Resumes and Interview Resources

What online resources did students use to prepare for interviews and how does this correlate with their results?

Respondents were asked to report the online and in-person resources that they used for interview preparation. Some of the common resources used include Leetcode, Hackerrank, Cracking the Coding Interview, YouTube, and mock interviews, with Leetcode the most popular by far.



Online resources: a deeper dive

To examine the possibility of statistically significant relationships between the choice of resources and outcomes within our sample, we conducted a series of t-tests between resources used to prepare for interviews and the chance of receiving online assessments and interviews. The following table shows p-values for t-tests conducted on each of resources:

	Leetcode	*Hackerrank*	*Cracking the Coding Interview*	*YouTube*	*Mock Interviews*
Online Assessment	0.7762	0.0366[1]	0.0423[1]	0.1985	0.6260
First Interview	0.3150	0.4143	0.7420	0.2765	0.5307
Final Interview	0.4340	0.8633	0.8132	0.3975	0.5727

(in both the above graph and this analysis, AlgoExpert was removed because only 1 person reported using it.)

This analysis possibly suggests a statistically significant relationship between receiving an online assessment and the use of both Hackerrank (p = 0.037) and Cracking the Coding Interview (p = 0.042). There was no evidence that these resources influenced the number of first-round or final round interviews received.

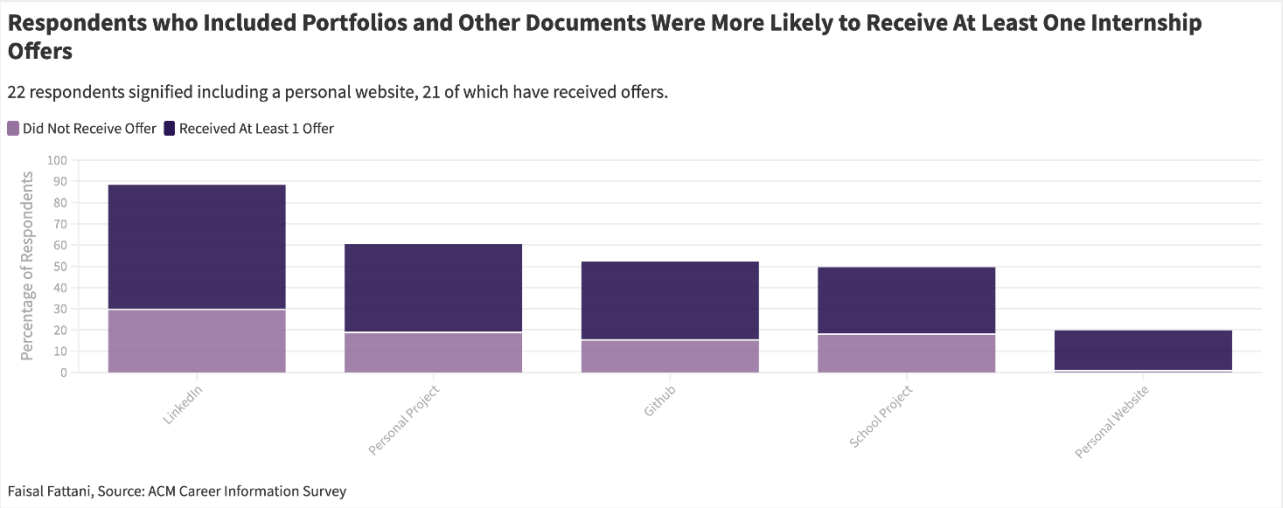
Among the limitations, potential confounding variables include that students may consult Hackerrank for certain questions *after* receiving an online assessment.

[1] ≤0.05 significance level

What did students put into their resumes, and how did this correlate with their results?

Respondents also listed components they include in their resume. They included various components such as LinkedIn profile, personal GitHub, school GitLab, personal website, personal projects, and school/class projects. LinkedIn was the most common component, with 89% of applicants including it in their applications, followed by personal projects and Github.

On the other hand, the most discernable difference related to resume components was the inclusion of a personal website. Of the 20% (n = 22) of respondents that signified including a personal website, 95% reported receiving offers, compared to 67% of all respondents.



Resume components: a deeper dive

Next, we wished to examine the possibility of statistically significant relationships between resume components and receiving offers. Multiple t-tests were conducted to compare the number of companies that offered assessments and interviews with the components in applicants' resumes. The following table shows p-values for each t-test conducted at a 0.05 significance level:

	LinkedIn	*Personal GitHub*	*Personal website*	*Personal projects*	*School / class projects*
Online Assessment	0.9844	0.1432	0.1528	0.2574	0.6544
First Interview	0.9455	0.2740	0.0386[2]	0.2247	0.4860
Final Interview	0.6692	0.7779	0.0153 *	0.4030	0.5800

(school Gitlab was removed because only 1 person reported including it)

No evidence suggests a statistically significant relationship between including a component in the resume and the number of companies from which online assessments are received. However, the data possibly suggests a statistically significant relationship between including a personal website and an increase in the number of companies that offer first and final interviews (p = 0.038 and p = 0.0153, respectively).

Among the limitations, potential confounding variables include the likelihood that students who develop a personal website have more advanced or relevant skills across the board, which make their applications stronger.

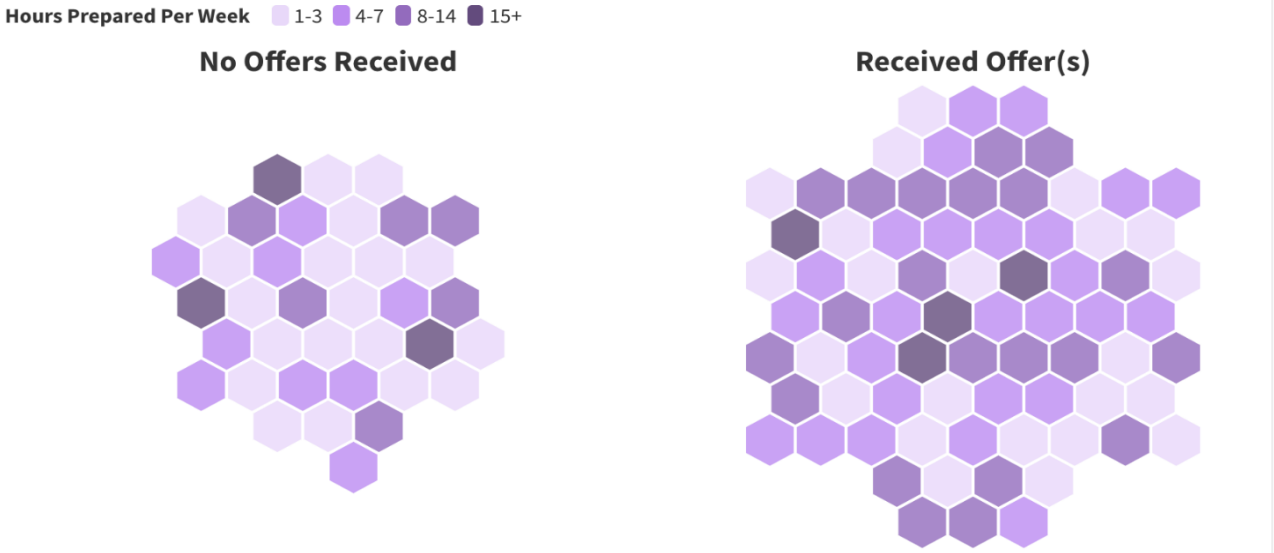
[2] ≤0.05 significance level

Who Gets Assessments, Interviews, and Offers?

On average, respondents received online assessments from 4.67 (sd = 4.93) different companies, first round interviews from 2.58 (sd = 2.36) companies, and final round interviews from 1.88 (sd = 1.85) companies.

Respondents Who Dedicated More Time to Their Internship Search Tended to Have More Success

Respondents that received offers prepared, on average, for longer spans (10.8 weeks) and more intensively (6.2 hours per week) compared to respondents with no offers (7.4 weeks at 5 hours per week).

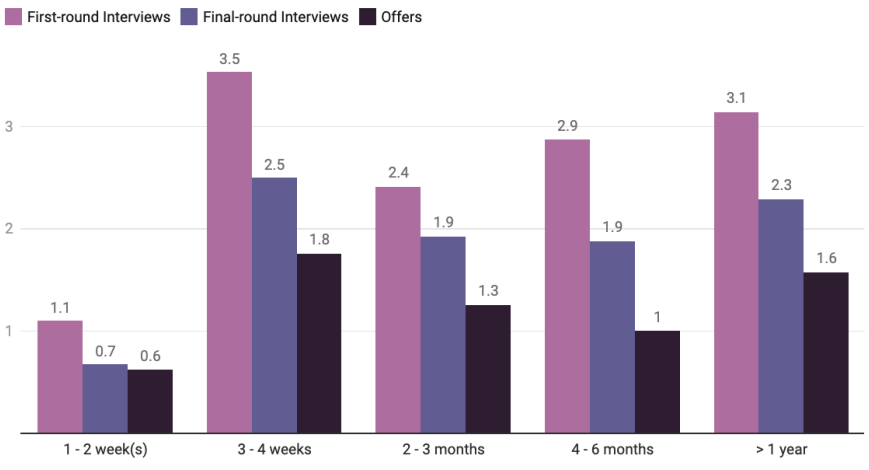


Faisal Fattani, Source: ACM Career Information Survey

Does interview preparation matter?

Two questions addressed the amount of time respondents spent preparing for interviews. Students were first asked the duration (in weeks) that they spent preparing for interviews. Then, they were asked how many hours per week they prepared on average. Responses to this second question ranged from 0-2 hours (42 students, 37.84%) to over 40 (2 students, 1.8%).

Average Number of Companies Who Offered First-round Interviews, Final-round Interviews, and Offers Based on Duration of Preparation



X: Length of Internship Preparation, Y: Average Number of Companies Extending Interviews and Offers. The average number was calculated by adding the number of companies extending first-round interviews, final-round interviews, and offers by every respondent in each category of duration and divided it by the number of respondents in each category.

Chart: Michelle Utama • Source: ACM Career Information Survey • Get the data • Created with Datawrapper

Stratifying the results by those who received offers and those who did not presents a few differences. Those who received offers prepared for an average of 10.8 weeks, while counterparts who did not prepared for an average of 7.4 weeks. Not only did offer receivers prepare longer, they also prepared more intensively, with an average of 6.2 hours per week, compared to those with no offers who prepared an average of 5 hours per week.

Furthermore, offer receivers from "Big Five" technology companies (Apple, Amazon, Facebook, Google, and Microsoft) reported an even higher average of 7.2 hours per week.

Interview preparation time: a deeper dive

A statistical regression was performed to examine the associations between the duration in weeks spent preparing for interviews and the number of companies that offered online assessments or interviews received. The following table shows correlation coefficient (r-value), coefficient of determination (r^2), and p-value from the analysis of variance (ANOVA) model:

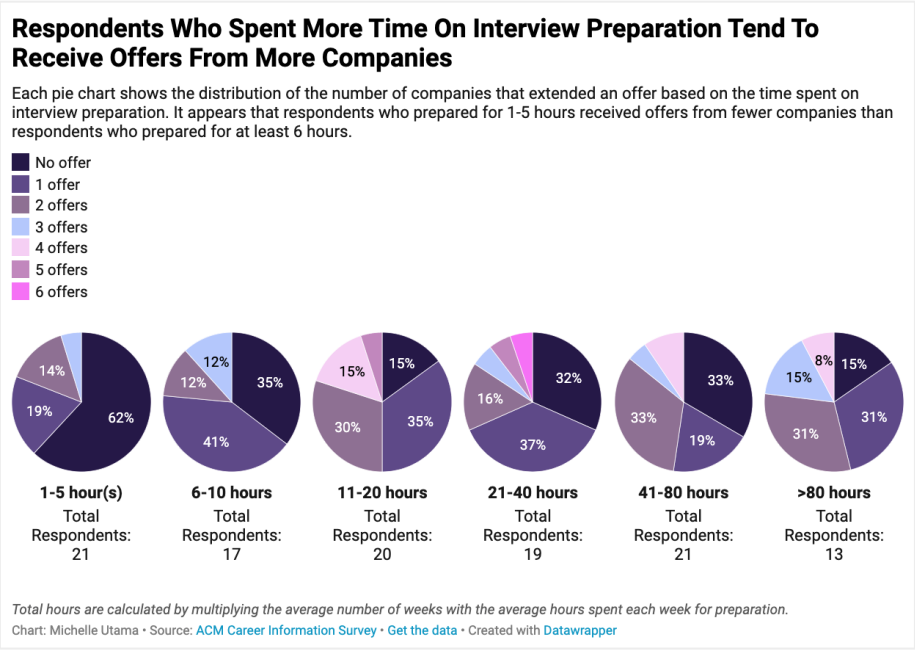
	Online Assessment	*First Interview*	*Final Interview*
Correlation Coefficient (r)	0.3315	0.1465	0.1682
Coefficient of Determination (r^2)	0.1099	0.0215	0.0283
p-value from ANOVA	0.0004[3]	0.1250	0.0777

The p-value possibly suggests a statistically significant relationship in the number of companies offering online assessments with respect to the duration spent preparing for interviews. However, it does not suggest a strong correlation between the time spent on preparing for interviews and either the number of companies offering online assessments or interviews.

In short, the relationship between the number of weeks spent on interview preparation and receiving a final interview is modest at best.

Respondents were also asked to approximate the hours per week spent on interview preparation, and a similar regression was performed:

	Online Assessment	*First Interview*	*Final Interview*
Correlation Coefficient (r)	0.1502	0.1435	0.1924
Coefficient of Determination (r^2)	0.0226	0.0206	0.0370
p-value from ANOVA	0.1157	0.1328	0.0431[4]



This time, the p-value possibly suggests a statistically significant relationship between the number of companies offering final interviews with respect to the number of hours per week spent on interview preparation. However, the regression analysis also shows no discernible correlation between hours spent and the number of companies that offered either online assessments or interviews.

[3] ≤0.005 significance level
[4] ≤0.05 significance level

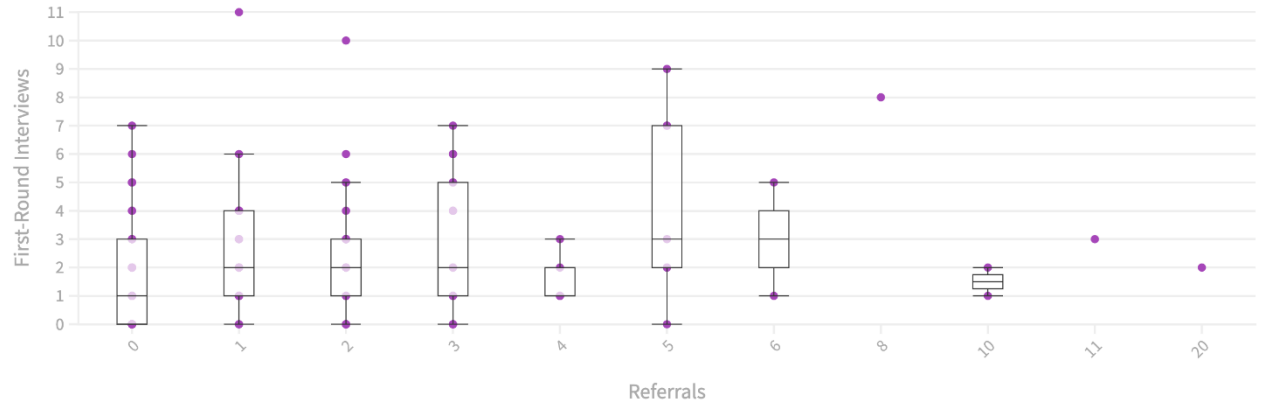
Note that the responses are as of the date students submitted the survey; because it was open for several weeks, variation in submission date accounts for some of the variability in reported preparation time and duration.

Do referrals matter?

Among the 73.87% of respondents (82 students) who reported receiving a referral, the largest number were obtained through a personal connection (78 students or 95.12%). Another 11 students (13.41%) reported reaching out to them through LinkedIn, while only 7 (8.54%) and 9 (10.98%) came from club and academic connections, respectively.

There Does Not Appear to be a Relationship Between the Number of Referrals Received and Number of Companies that offered First-Round Interviews

An increase in the number of referrals received was not accompanied by a consistent change in the number companies that offered first-round interviews.

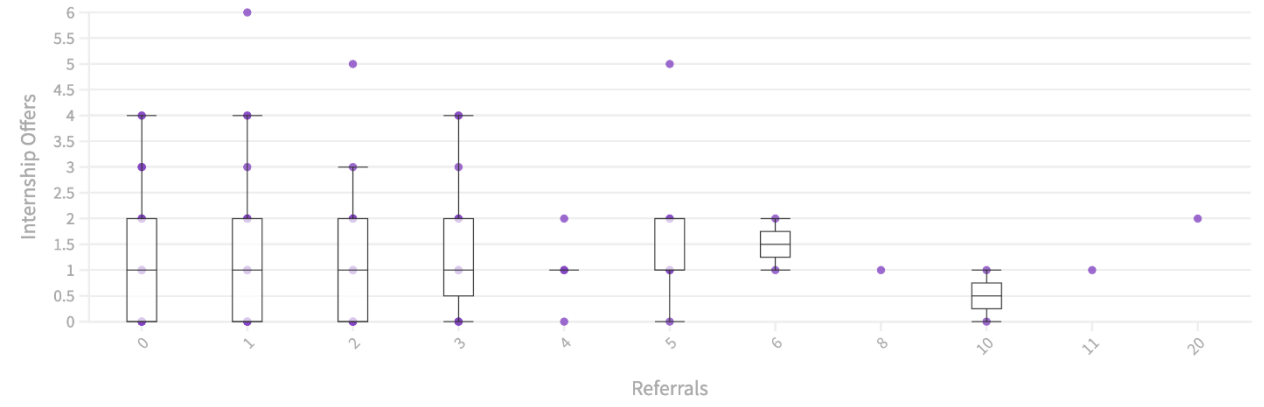


Source: ACM Career Information Survey • Author: Rachel Kinkley

As the above and below charts suggest, there does not appear to be a discernable correlation between applying with a referral and the number of companies offering either first-round interviews or internships.

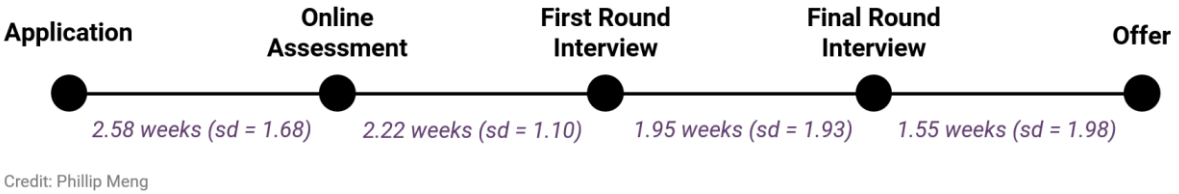
The Number of Referrals a Respondent Received Did Not Appear to be Related to the Number of Companies that Offered Internship Positions

An increase in the number of referrals received was not accompanied by a consistent change in the number of companies that offered internship positions.



Source: ACM Career Information Survey • Author: Rachel Kinkley

Internship Timelines

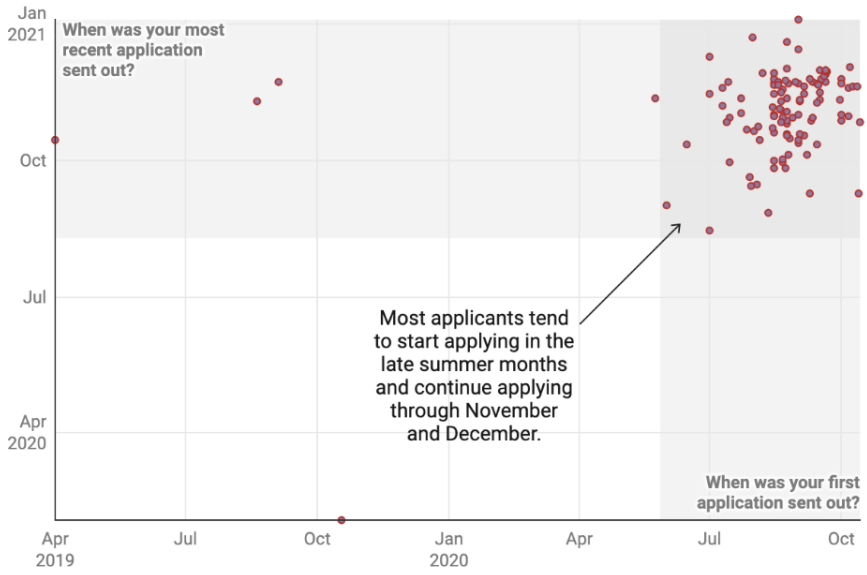


Credit: Phillip Meng

Respondents were asked to estimate how long they waited between each step of the recruitment process: between the application and online assessment, first-round interview, final-round interview, and offer, for all applicable companies. The average time spanned between submitting the application and receiving an online assessment was 2.58 (sd = 1.68) weeks. The average time between taking the online assessment and receiving a first-round interview was 2.22 (sd = 1.10) weeks. The average time between the first round interview and final round interview was 1.95 (sd = 1.93) weeks, and the average time between the final round interview and notification of offer was 1.55 (sd = 1.98) weeks. As a whole, the average amount of time between two consecutive steps in the process decreased the further into the process the candidate reached. The chart above visualizes this schedule.

Most of the Respondents Started Their Internship Search in August and September

This shows that most respondents started during the late-summer months and sent their most recent application around November and December. However, this may be due to the survey being opened from late November, where some respondents' most "recent" application may be limited to the day they filled out the survey.



X: Date of the First Career Application, Y: Date of the Most Recent Career Application

Chart: Hayoung Jung • Source: ACM Career Information Survey • Get the data • Created with Datawrapper

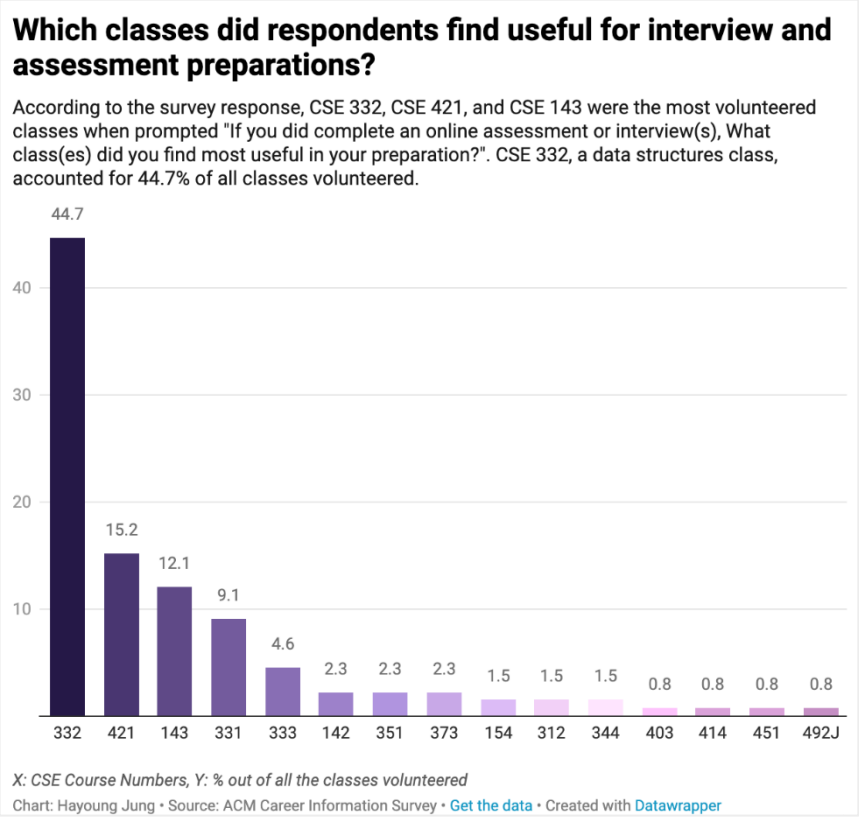
Most students send their first applications in August and September; responses for when the most recent application was submitted often matched the day students submitted the survey.

University Support and Opportunities

What classes do students find the most helpful?

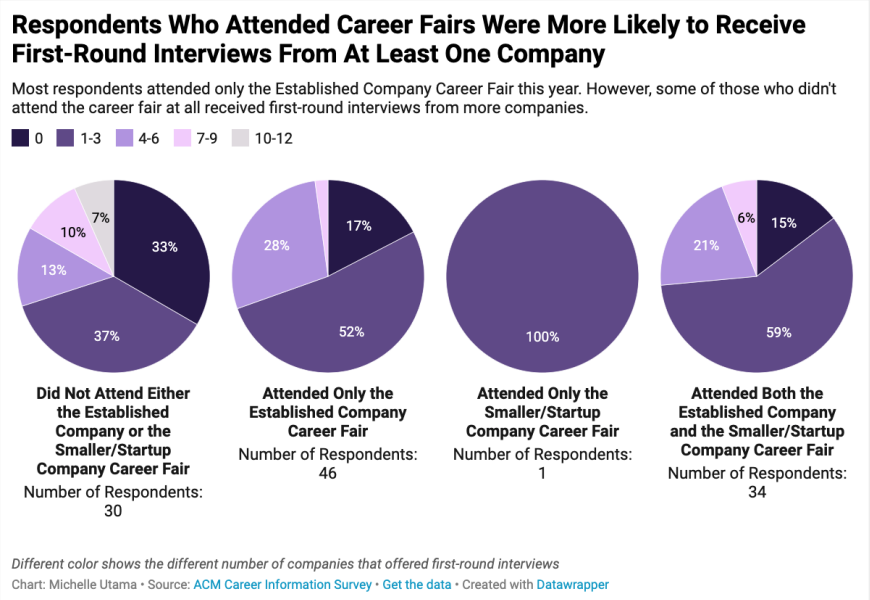
Students were invited to list classes in the Allen School that were most helpful in preparing them for the interview/online assessments. 71 students responded with 132 courses. Out of the responses, CSE 332 was the most cited by far, named by 83% of students who answered the question (59 responses). After CSE 332, the next two most mentioned classes are CSE 421 and CSE 143.

This points to the career value of courses in data structures (CSE 143, 332) and algorithms (CSE 143, 421) – the three classes combined account for 71.97% of courses mentioned. CSE 331, which focuses on software development, is the fourth-most popular class. These areas are common interview and assessment subjects.



What roles are career fairs playing during the pandemic?

Even as career fairs have moved virtually, 80 students (72.07%) reported attending the CSE Established Company Career Fair. 35 (31.53%) attended the CSE Startup/Smaller Company Career Fair, while 19 (17.12%) also reported attending at least one additional employer recruiting event. Students who attended either fair were more likely to report receiving at least one interview or offer. While 57% of students who did not attend a career fair reported receiving an offer, 70% of those who attended reported receiving one.



What else can the Allen School do to support students?

The survey provided a space for students to share, in an open-ended format, “what additional career development support from the Allen School would be useful in the future to help you prepare for recruitment?”

28 students responded. 6 students described mock interviews and “interview practice”; with several calling for more sessions earlier in the year.

In addition, common and/or notable suggestions included:

- “Connections with alumni willing to refer/interview Allen school students”
- “A database of companies that are hiring for internships”
- “Groups that work on LeetCode-type problems”

- "Combined resource for technical interview prep"; "course that teaches how to technical interview"
- More information on applying to companies with an H1B visa

Finally, one student asked for "more data/transparency on when/how [peers] get internships." We hope that this report and survey are steps in the right direction.

Tables of Responses

This section displays the survey questions and a detailed breakdown of student responses.

Table 1. ***Sample Demographics***

Characteristic	Subgroup	n	% of Sample
Graduation year	2020	3	2.7%
	2021	21	18.92%
	2022	62	55.86%
	2023	20	18.02%
	2024	5	4.5%

Table 2.1. ***Survey Questions (Proportions)***

Question	Answer Choices	n	% of sample
Have you had a prior internship?	Yes	59	53.15%
	No	52	46.85%
If you have had a prior internship, did you receive a return offer for next summer?	Yes	35	31.53%
	No	31	27.93%
	No Answer	45	40.54%
What internship role(s) did you apply for?	Project Manager Internship	17	15.32%
	Product Manager internship	15	13.51%
	Software Engineer Internship	108	97.30%
	UI / UX Internship	7	6.31%
	1st / 2nd year internship programs (ex: Google STEP, FBU, MS Explore)	31	27.93%
Did you include any of the following on your resume?	LinkedIn	98	88.29%
	Personal GitHub	58	52.25%
	School GitLab	1	.9%
	Personal website	22	19.82%
	Personal projects	67	60.36%

	School / class projects	55	49.55%
	None of the above	1	.9%
Did you receive any referrals?	Yes	82	73.87%
	No	29	26.13%
If you did receive a referral, how did you get connected with the referrer? Check all that apply.	*Of total respondents:*	*82*	
	Reached out via LinkedIn	11	13.41%
	Personal connection	78	95.12%
	Through a mentorship program	6	7.32%
	Academic connection	9	10.98%
	Club connection	7	8.54%
	Attending a company event	5	6.10%
Did you attend the CSE Established Company Career Fair this year?	Yes	80	72.07%
	No	31	27.93%
Did you attend the CSE Startup / Smaller Company Career Fair this year?	Yes	35	31.53%
	No	76	68.47%
If you attended an additional employer recruiting event(s), please list them below.	At least one response	19	17.12%

Approximately how long have you been preparing for internship interviews?	1 - 2 weeks	21	18.92%
	3 - 4 weeks	32	28.83%
	2 - 3 months	43	38.74%
	4 - 6 months	8	7.21%
	8 - 12 months	0	0.00%
	> 1 year	7	6.31%
Approximately how many hours per week have you spent on interview preparation?	0 - 2 hours	42	37.84%
	3 - 5 hours	35	31.53%
	6 - 10 hours	17	15.32%
	11 - 15 hours	10	9.01%
	16 - 24 hours	4	3.60%
	25 - 33 hours	0	0.00%
	33 - 40 hours	1	.90%
	> 40 hours	2	1.80%
What resources have you used for interview preparation?	Leetcode	105	94.59%
	Hackerrank	39	35.14%
	Cracking the Coding Interview	57	51.35%
	AlgoExpert	1	.90%
	YouTube	44	39.64%
	Mock Interviews	39	35.14%

	None	1	.90%
From which companies did you receive an online assessment?	Amazon	45	40.54%
	Cisco Systems	45	40.54%
	Facebook	45	40.54%
	Salesforce.com	40	36.04%
	Nordstrom	18	16.22%
	Palantir Technologies	13	11.71%
	Citadel	10	9.01%
	DocuSign	10	9.01%
	Stripe	10	9.01%
	Axon	9	9.01%
From which companies did you receive a first-round interview?	Facebook	28	25.23%
	Microsoft	23	20.72%
	None	22	19.82%
	Amazon	21	18.92%
	F5 Networks	14	12.61%
	Uber	13	11.71%
	Nordstrom	11	9.91%
	Qumulo	9	8.11%

	Google	8	7.21%
	Zillow	8	7.21%
From which companies did you receive a final-round interview?	None	33	29.73%
	Amazon	22	19.82%
	Facebook	22	19.82%
	Microsoft	17	15.32%
	Uber	10	9.01%
	Nordstrom	9	8.11%
	Google	7	6.31%
	Qumulo	7	6.31%
	Zillow	7	6.31%
	F5 Networks	6	5.41%
From which companies did you receive offers?	None	37	33.33%
	Amazon	20	18.02%
	Facebook	17	15.32%
	Microsoft	14	12.61%
	Uber	7	6.31%
	Zillow	7	6.31%
	Nordstrom	6	5.41%
	F5 Networks	5	4.50%

	Google	5	4.50%
	Goldman Sachs	3	2.70%
If you did complete an online assessment or interview(s), what class(es) did you find most useful to you in your preparation?	No response	40	36.04%
	CSE 142	3	2.70%
	CSE 143	16	14.41%
	CSE 154	2	1.80%
	CSE 312	2	1.80%
	CSE 331	12	10.81%
	CSE 332	59	53.15%
	CSE 333	6	5.41%
	CSE 344	2	1.80%
	CSE 351	3	2.70%
	CSE 373	3	2.70%
	CSE 403	1	0.90%
	CSE 414	1	0.90%
	CSE 421	20	18.02%
	CSE 451	1	0.90%
	CSE 492J	1	0.90%

Table 2.2 ***Survey Questions – Numerical***

Question	Mean	Median	Standard Deviation
To date, how many different companies have you applied to?	68.08	50	62.54

There were 6 outliers, a maximum of 400 and a minimum of 0. The 25th percentile was 30, and the 75th percentile was 85.5.

If you did receive a referral, how many did you receive?	2.95	2	2.84

From a sample size of n = 82, there were 4 outliers, a maximum of 20 and a minimum of 0 . The 25th percentile was 2, and the 75th percentile was 3.