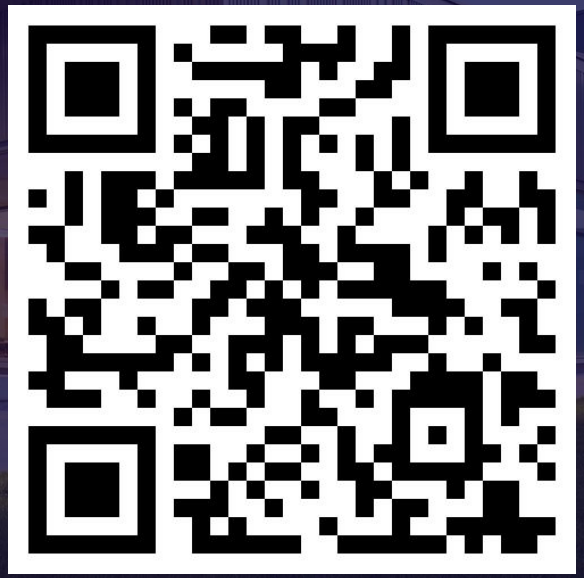

# Seneca Engineering Competition 2025

Welcome Everyone!

# Before we begin…

Join the Discord:




2025
SEC
Engineering the
Future Through Code

# What You’re Building Today

You will:

- Design and develop a working MVP (Minimum Viable Product)
- Present your solution to a panel of judges
- Expect to build under real constraints

# Competition Format

**Today**

- 6 Hours of coding
- Submit code + slides by the deadline
- Prepare your presentations

**Tomorrow**

- Live Presentation & QnA (10 min + 5 min QnA)
- Judging + Awards

# Team Expectations

- Team Size: 1 - 4 members
- All members must participate in the presentation
- Work must be original and created today

# Rules & Restrictions

🚫 Pre-built code, models, or old repositories

🚫 Outside help (friends, mentors, Discord, StackOverflow answers copied directly)

🚫 Uncited AI-generated code or external sources

👉 Safety, integrity, and citation matter.

# Using AI & External Code

Allowed ✔️

- Generative AI (GitHub Copilot) for code/ideas *with citation*
- Open-source libraries/tools *with citation*

Not Allowed ❌

- Copy-pasting entire solutions
- Using AI to “auto-build” full projects without understanding them
- Failing to cite *any* outside content

📌 Judges may ask you to explain your code.

# Deliverables

You must submit:

📌 **GitHub Repository**

- Must be public OR shared to organizers usernames
- Code + README + installation instructions (will run code on our computers)
- Must cite external sources & AI use

📌 **Presentation Slides (.pptx)**

- Present tomorrow (slides will be shown on our computers)
- Include demo (live on our computers or recorded video on presentation)

# Timeline & Deadlines

**2:00 PM - Start Coding**

Time reminders will be sent in Discord and Announced by organizers

**8:00 PM - Code Submission Deadline**

No more code must be pushed into the repository after the time

**11:59 PM - Slide Submission Deadline**

Links for submission will be shared via **EMAIL** and on **DISCORD**


# Competitors' Briefing

## SEC 2025 - Programming

# The Background

**Hiring is becoming more competitive than ever.**

In Canada, job seekers face rising costs of living, unstable work terms, and unclear expectations in job postings. Meanwhile, employers struggle to attract the right talent in a crowded market.

🔎 Transparent, accurate job postings now matter more than ever.

# New Requirements in Ontario

Starting in 2026, Ontario will require employers to follow new transparency rules when posting job opportunities. These include clearer standards around:

- Expected pay ranges
- Use of AI in hiring
- Disclosure if posting is for an existing vacancy or not
- Removal of requirement for Canadian experience

⚖️ Employers who fail to meet these requirements may face legal and ethical consequences.

Source: Working for Workers Four Act, 2024

# Your Challenge

You are tasked by the Ontario government to extend their website with a tool that empowers both employers and job seekers to verify, create, or evaluate job postings for transparency and compliance with new employment standards.

This means that users (both employers and job seekers) are able to verify a job posting, create a job posting that meet the requirements and evaluate its compliance. Overall, helping organizations meet new transparency laws while giving applicants confidence in what they’re applying to.

The tool you build today could set the standard for ethical hiring across Canada.

# The Tasks

- Enable users to check job postings for fairness and transparency, identifying missing information or potential compliance issues with Ontario’s new employment standards
- Allow organizations to create or modify job postings through your tool, generating clearer listings that meet policy expectations and improve hiring transparency
- Provide overview or guidance for users on next steps in reporting or learning about compliance issues in job postings

# GitHub & Dataset

- Contains these slides
- Submission Requirements
- Dataset of Job Postings (valid, invalid, unclear)

Link will be shared on DISCORD and to your EMAILS

# The Deliverables

Both deliverables to be submitted in the Google Forms by Monday November 24th

1. Code and README file ~ 8:00 PM

    a) README.md file should include the following:
        i) Competitor names, team name, project title
        ii) Instructions to compile and run the project for the judges
        iii) Comment on key aspects of your code to aid the reader/marker in the evaluation
        iv) Citations for AI usage and resources

Links for the form to submit will be sent to your EMAILS and on DISCORD

# The Deliverables

Both deliverables to be submitted in the Google Forms by Monday November 24th

2. Presentation ~ 11:59 PM

a) Slides submitted as a powerpoint file (.pptx)
b) Presentations should be maximum 10 minutes with a 5-minute question period at the end of the presentation
c) Should walk the judges through the implementation, technologies and any difficult technical challenges
d) Should demonstrate the solution with suitable test scenarios
e) A warning will be indicate 5 minutes and 1 minute before the end of presentation

Links for the form to submit will be sent to your EMAILS and on DISCORD

# The Rubric

| DESIGN / USER EXPERIENCE | |
|---|---|
| **Adaptability & Extensibility**<br>- Are different users (employers, organizations, job seekers) able to use the application?<br>- Can features expand to cover new regulations or additional hiring scenarios? | /10 |
| **Ease of Use**<br>- Can users easily understand components of the app, with the average new user taking less than 30 seconds to find what they are looking for?<br>- Are key compliance / editing features clearly accessible?<br>- Does the user flow avoid unnecessary complexity? | /10 |
| **Clarity of Job Information & Transparency Features**<br>- Does the interface clearly highlight missing job posting details, compliance issues, or suggested improvements?<br>- Are transparency warnings, metrics, and explanations easy to interpret for both employers and job seekers? | /10 |
| **Innovation & Creativity**<br>- Does the solution include novel ideas, unique features, smart visualizations, or creative approaches to job transparency? | /10 |
| **TOTAL** | **/40** |

# The Rubric

| CODE | |
|---|---|
| **Readability**<br>- Are comments used effectively to explain complex or non-obvious parts of the code?<br>- Is the code logically structured and easy to follow? This includes avoiding deeply nested structures | /10 |
| **Dynamic Input / Flexible Coding**<br>- Does the program take user inputs and avoid hard-coding where possible? | /5 |
| **Code Structure / Organization / Modularity**<br>- Is the code organized into functions or modules?<br>- Is it broken into multiple files instead of jumbled together in one?<br>- Do all files have a clear purpose? | /10 |
| **Error Handling**<br>- Does the code properly handle errors in a way that the users will know what went wrong? | /5 |
| **Code Reusability**<br>- Is the code written in a way that allows parts of it to be reused for similar problems? This could involve using functions or avoiding redundancy | /5 |
| **TOTAL** | **/35** |

# The Rubric

| PRESENTATION | |
|---|---|
| **Design Process and Justification**<br>- Do presenters justify why their approach solves real transparency problems?<br>- Do they explain why certain approaches were taken over others? | /5 |
| **Voice**<br>- Is the tone of the individual's presentation appropriate for the audience and purpose, whether formal or conversational?<br>- Does the individual communicate ideas clearly and effectively without mumbling or using filler words | /5 |
| **Articulation and Timing**<br>- Does the individual manage their time and pacing well, staying within the allotted time while covering all necessary points without rushing? | /5 |
| **Visual Aids**<br>- How well does the individual integrate creative visual aids into the presentation?<br>- Do images complement the message rather than distract from it? | /5 |
| **Response to Questions**<br>- Do the individual's responses demonstrate a deep understanding of the subject matter, providing insightful and informed answers? | /5 |
| **TOTAL** | **/25** |

# The Rubric

| PENALTIES | |
|---|---|
| Plagiarism | -50 |
| Insufficient Citation (Presentation + Code) | -50 |
| Documents Received After Deadline | -50 |
| Absent Team Member | -25 |

# Judging / Presentation Tips

- Use Technical Diagrams
  - In the README and presentation
- Have a Robust Demo and Use Case
  - Prioritize showing, not telling
- Practice, practice, practice!
  - Don’t go overtime

Lastly, don’t violate the rules. They can be found in the Rules & FAQ Document


# Points of Contact

# Emergency Contact

For immediate assistance, refer to these resources:

- For campus emergency requiring police, fire department or ambulance (paramedics), call 911.
- For Campus Security assistance for emergencies, call 416.764.0911 through Microsoft Teams, a landline or a mobile device.
- Use the Mobile Blue Light system via the Seneca SAFE app and the on-campus emergency phone system for immediate connection to Security.

# Organizers Info

Chloe

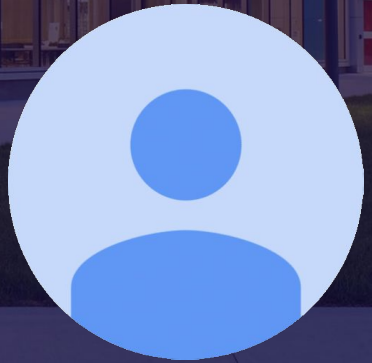
Discord:
qloann

Masuma

Discord:
mrocks131

Anne

Discord:
anne.ok67

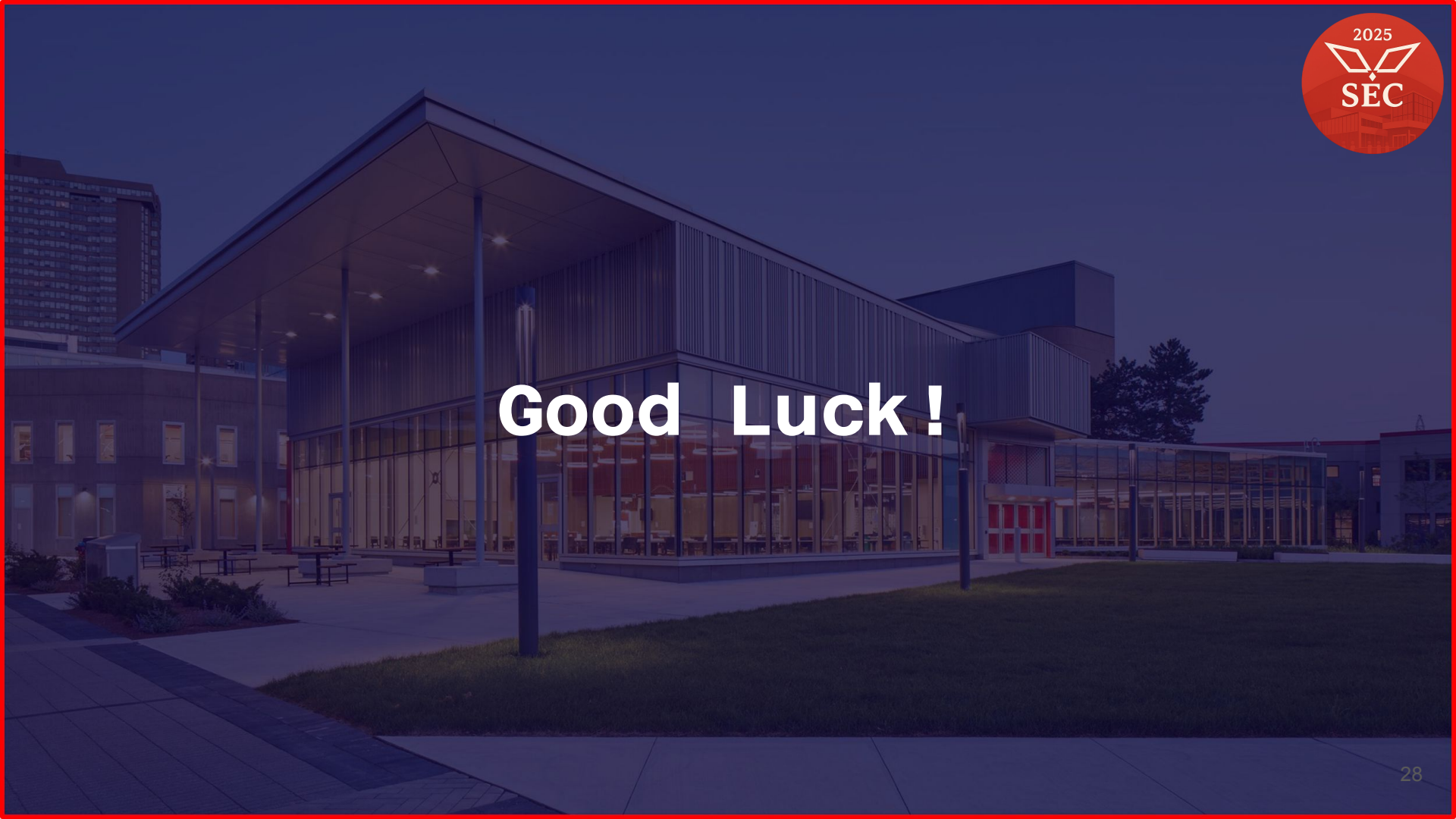


Ryan

Discord:
oddjobryan

# Method of Communication

- Communications will be on Discord. Submissions will be through Google Forms.
- Announcements will be done through #announcements
- Organizers will be monitoring #questions for questions regarding the competition throughout the duration of it.
- For specific questions, Organizers may also be reached through the discords provided above


Good Luck !