

How to Get an Internship

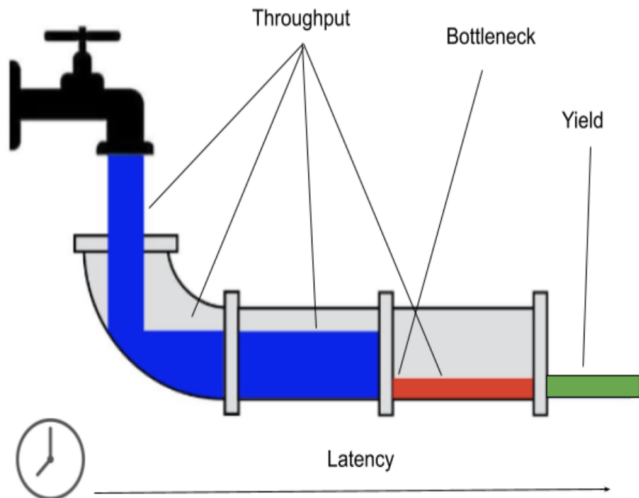
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Steps to Getting an Internship

1. Application
2. Online assessment
3. One-way video interview
4. Actual interview
5. Optional: Assessment center

Some terminology



What's the relation with internships

Throughout= How many applications in process (Not rejected).

Yield = Number of offers.

Bottleneck = Your weak areas, let's say you get only 1 assessment out of 20 applications. that's 5% application-to-assessment rate which is really low.

Bottleneck: Application-to-Assessment

If you are getting few/no assessment links chances are that your CV is getting filtered by **Applicant Tracking Systems** (ATS).

What is **ATS**? A bot or algorithm designed to rank CVs.

Some stats:

- 98% of large organizations use ATS systems.
- 70% of all companies use ATS systems.
- It is estimated that 75% of resumes are rejected by ATS, due to *improper formatting or not meeting specific keyword criteria*.

Improper Formatting Solutions:

- Use simple, straightforward templates.
- Avoid fancy designs and emojis.
- Organize text top-to-bottom, not in columns.

Keyword Matching: Use tools like **Jobscan** or similar websites to match your resume's keywords with the job description.

If you still don't get a lot of assessments, the problem is with your CV. Add more projects and relevant skills.

Bottleneck: Assessment-to-Video-Interview

To advance past the assessment stage, focus on practicing the specific type of assessment you're facing. Here's a categorized list of resources for different types of assessments:

Psychometric Tests:

- **Practice Aptitude Tests** - Free verbal reasoning and numerical tests.
- **JobTestPrep** - Offers practice tests for various psychometric assessments.

Algorithms & Data Structures:

- **LeetCode** - Comprehensive collection of coding challenges, can start with 75 blind problems.
- **NeetCode.io** - Higher quality problems but is paid.

Data Science:

- **Kaggle** - Data science competitions for practice.

Bottleneck: Video and Actual interview

I still suck at this (it's my bottleneck) but some things that helped me:

- Preparing a 'Question sheet' of 20 common questions with sample answers so you feel ready.
- Environment with good lighting and microphone.
- Mock interview.

Track sheet and Why you should track

Without **metrics** you won't be able to identify the **bottlenecks** and weaknesses. Without **tracking** you won't have any **metrics**.

Here is a **free excel spreadsheet** to track the process.