### ENGINEERING CO-OP REFRESHER: EVERYTHING 8 STREAMS NEED TO KNOW TO LAND A CO-OP JOB

January 10th, 2024

Kierra Young(she/her) Vanya Gnaniah (she/her) Career Advisors Centre for Career Development





# **FACILITATORS**



Kierra Young (she/her) Career Advisor



Vanya Gnaniah (she/her) Career Advisor

#### **About Us**

- Career Advisors at the Centre for Career Development (CCD)
- Support pre-first work term students navigate co-op and career
- Co-op consults & appointments: job search, resume, cover letter, interview support and more!



### WHOSE LAND ARE WE ON?

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is co-ordinated within the Office of Indigenous Relations.

Curious about the land that you are on? Visit

https://native-land.ca/ Office of Indigenous Relations





# WHAT ARE YOU HOPING WE TALK ABOUT TODAY?

### **AGENDA**

#### • First 50 minutes:

- ✓ Recruitment Term Overview & Important Dates Reminder
- ✓ Recruitment Term Overview
- ✓ Understanding WaterlooWorks
- ✓ Where to search for work
- ✓ Which jobs to apply to
- ✓ Interviews
- ✓ Rank/Match
- Resources and Supports
- ✓ Final Reminders



Last 10 minutes – Q&A period



# RECRUITMENT TERM OVERVIEW

### **IMPORTANT DATES**

#### Cycle #1

- ✓ Job Posting #1 (Week 2-3)
- ✓ Job Posting #2 (Week 3-4)
- Match Results
  Available
  (Week 5)

Match results are released. Unmatched students will continue to next cycle

#### Cycle #2

- ✓ Job Posting #1 (Week 6-9)
- ✓ Job Posting #2 (Week 7-9)
- Match Results
  Available
  (Week 9)
  Match results are released.
  Unmatched students will
  continue to next cycle

### **Cycle #3-6**

- Job Postings
  (Week 10-14)
  New jobs posted daily
- Match Results (Every Friday)

Match results are released. Unmatched students will continue to Direct Offers

#### **Direct Offer**

**○** Continue Applying

Continue searching for jobs after the final match to achieve minimum number of weeks for co-op credit

Employers
Contact You

After applying, employers will contact directly about interviews and offers

Find important dates here: Important dates | Co-operative Education | University of Waterloo (uwaterloo.ca)



# IMPORTANT DATES

### **CO-OP PROCESS: CYCLE 1**

- 1. Bookmark the Important Dates Webpage now
- Set reminders to check it often
- Note the key dates for this cycle/term and consider adding them directly into your calendar

https://uwaterloo.ca/co-operative-education/important-dates

Cycle 1 dates to add to your calendar! You are here! Winter 2024 important dates/ Viewing on mobile? Turn your device horizontal to fully view the chart or view the winter monthly calendar. Number of Interview Employer Student Job Job Match postings period rankings results apps you postings rankings available due (ET) available close (ET) can open submit (ET) (ET) Submit up to Jan. 6 - 16 Feb. 8 at 2 Feb. 9 by Cycle 1 Jan. 16 at 9 Jan. 22 -Feb. 9 at 2 Posting Feb. 7 end of day 50 apps a.m. p.m. p.m. Cycle 1 Submit up to Jan. 17 - 23 Feb. 8 at 2 Feb. 9 at 2 Feb. 9 by Jan. 23 at 9 Jan. 22 -**Posting** Feb. 7 end of day 100 apps a.m. p.m. p.m. total (includes apps from previous cycle) Submit up to Feb. 28 -Cycle 2 Feb. 10 - 16 Feb. 16 at Posting Mar. 6 150 apps 11:59 p.m. total (\*new time) (includes apps from previous cycles) Cycle a Cubmit up to Esh as as Esh as at a

# STANDARD VS FLEXIBLE TERMS

### STANDARD VS FLEXIBLE TERMS

#### Standard work term

- 12-16 weeks
- 35-40 hours/week
- Single employer
- Can be found on the co-op job board on WaterlooWorks or as an Arranged Own Job (AOJ)

Note: you must complete 3 of your work terms as standard work terms

#### Flexible work term

- Allows you to receive credit for wider range of work experiences that don't fit standard requirements individually
- Single employer: 8-16 weeks (must work a minimum of 280 hours)
- Multiple employers: 12-16 weeks (must work a minimum of 420 hours)
- Usually an AOJ
- WeAccelerate counts as a Flexible Work Term



### LAST DAY TO FIND WORK



You have until **June 10th** to secure employment for a standard co-op credit and **July 8th** to secure employment for a flex term co-op credit.

Read more about flexible work terms <u>here</u>.

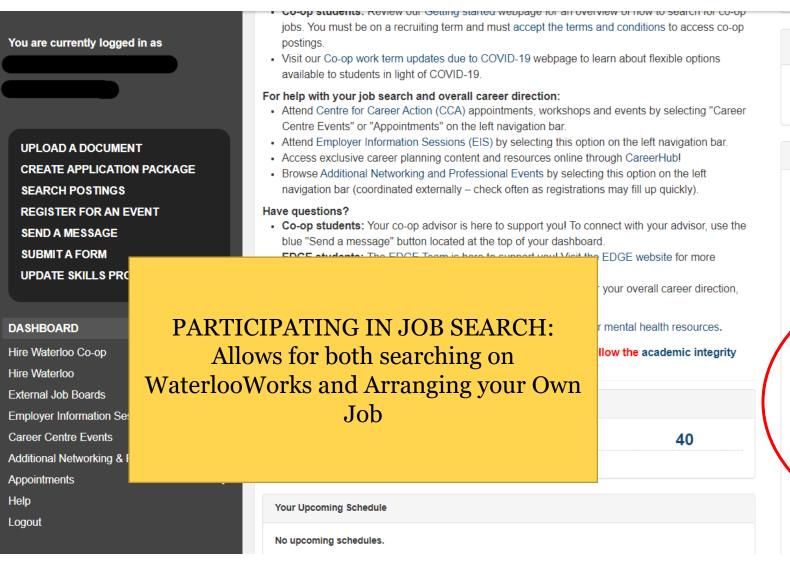
There is lots of time to find a co-op job and it is normal to not be employed immediately after the first cycle!

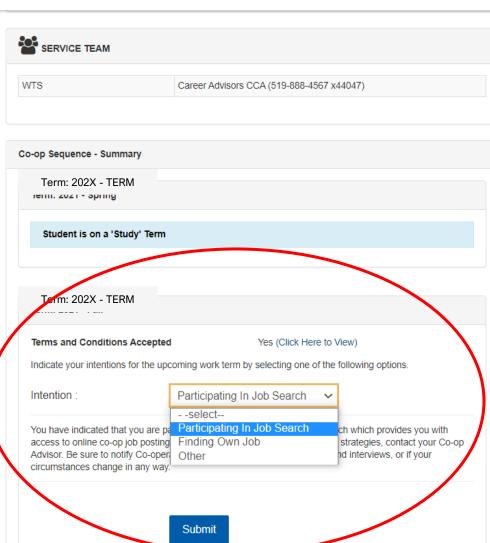


## **WATERLOOWORKS**

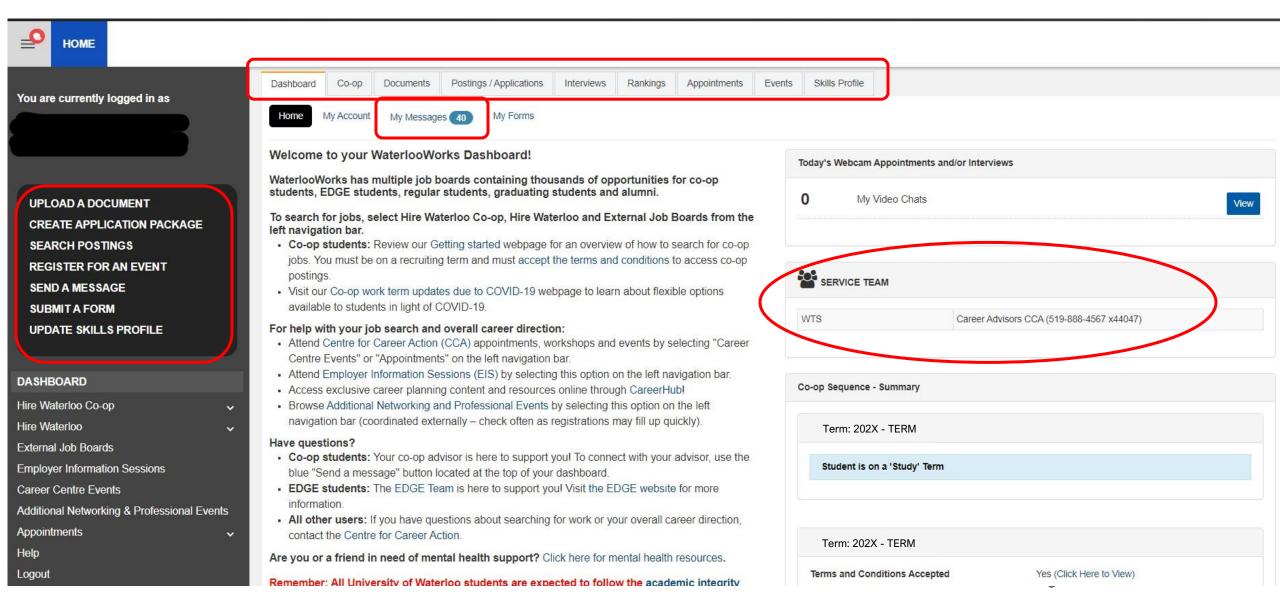
THE PROGRAM THAT HOUSES THE CO-OP PROCESS!

# **ACCEPTING TERMS AND CONDITIONS & SUBMITTING JOB SEARCH INTENTIONS**





### **WATERLOOWORKS DASHBOARD**



### **WATERLOOWORKS HELP**

### Bookmark and use the WaterlooWorks help website for support with:

- Getting started on WaterlooWorks
- Job searching
- Submitting Applications
- Interviews
- Rank/match

https://uwaterloo.ca/co-operative-education/waterlooworks-student-help

### WaterlooWorks help



<u>WaterlooWorks</u> is our online system designed to guide students and employers through the co-op process. Login to find a job, schedule interviews and connect with your <u>co-op advisor</u>.

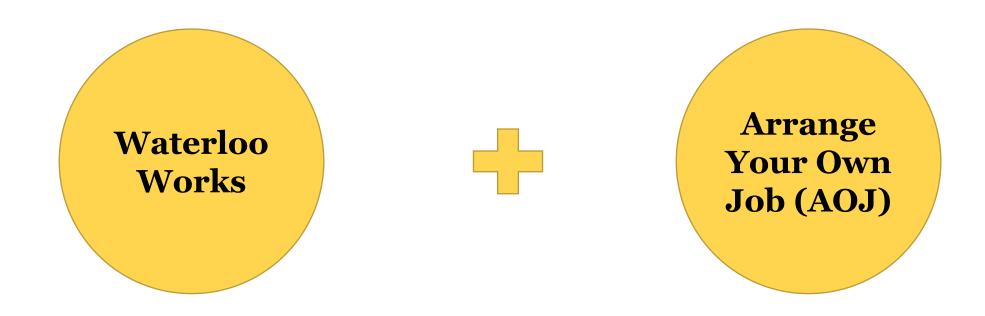
If you need help navigating Waterloo Works, click on the buttons below or contact  $\underline{\text{CEE Hub}}$  in the event of any technical issues.

# Information for: WATERLOOWORKS HELP Getting started Verify your information on WaterlooWorks Accept the terms and conditions and submit your intentions Connect with your co-op advisor Understand WaterlooWorks key terms Understand your student status in WaterlooWorks Complete your skills profile Submit/edit forms on WaterlooWorks WATERLOOWORKS HELP Access various WaterlooWorks job boards Search for jobs using WaterlooWorks Search for jobs using NOC codes



# WHERE TO SEARCH FOR WORK

### **JOB SEARCHING: KNOW YOUR OPTIONS**



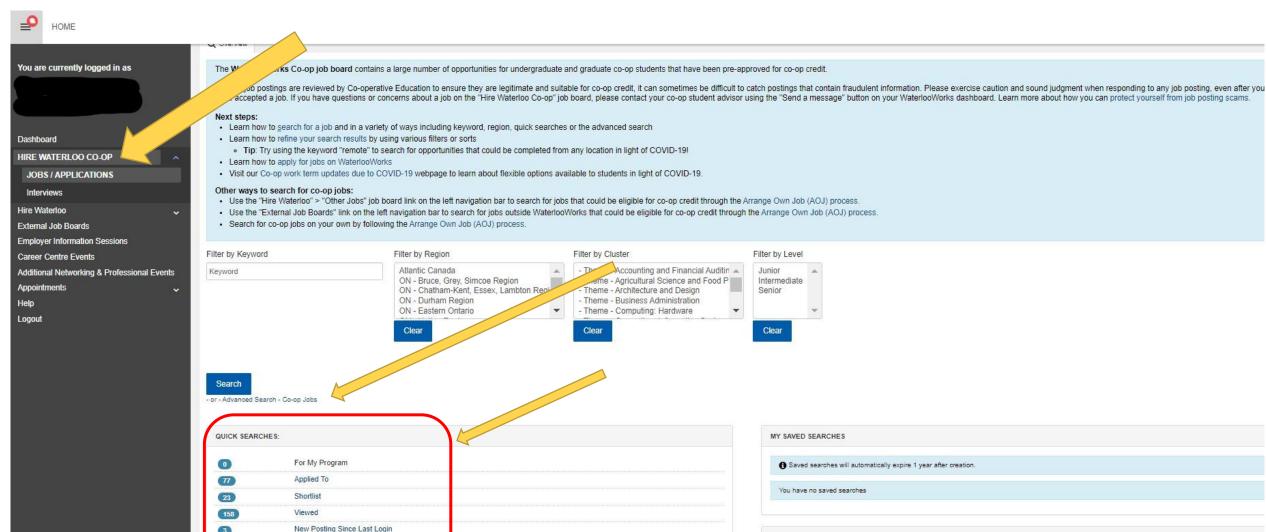


### HIRE WATERLOO CO-OP JOB BOARD

Postings added in the last 7 days

Application Deadlines in the next 10 Days

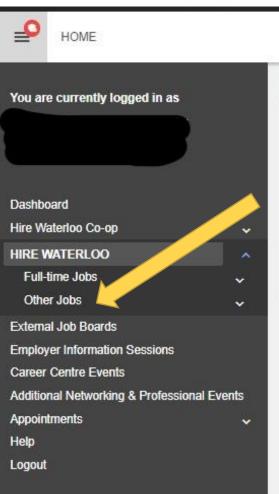
Application Deadline Today



SEARCH POSTING

Enter the job ID you are searching for

### HIRE WATERLOO 'OTHER JOBS' BOARD



#### Hire Waterloo

Select which job board you would like to access

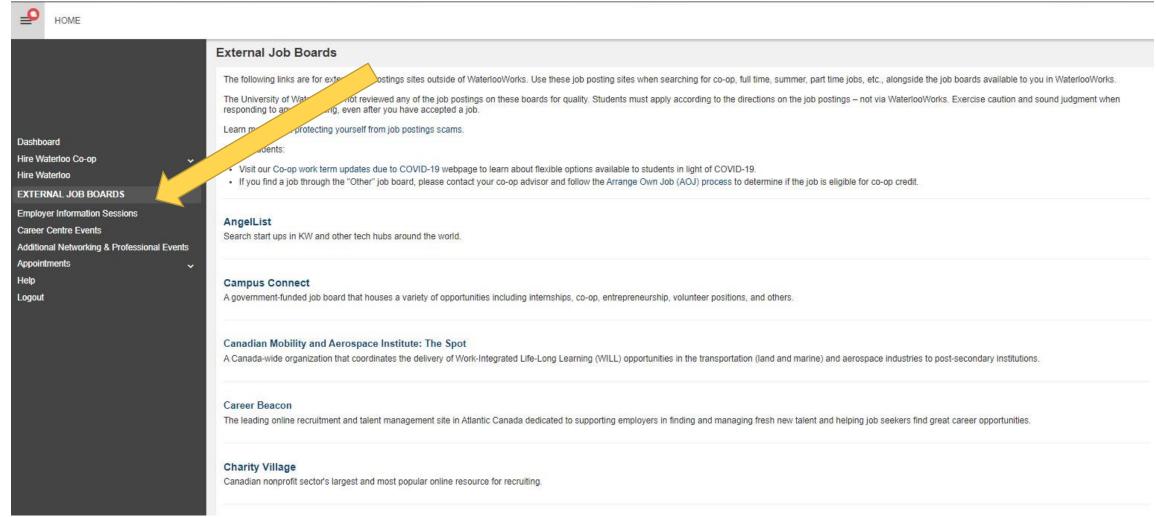
Full-time Jobs - ALL students can access this job board to view full-time opportunities.

Other Jobs - ALL students can access this job board to view a variety of opportunities (Contract/Temp, Part-time/Casual, Seasonal, Summer, Potential Co-op, etc.)

#### Co-op students:

- Visit our Co-op work term updates due to COVID-19 webpage to learn about flexible options available to students in light of COVID-19.
- If you find a job through the "Other Jobs" board, please contact your co-op advisor and follow the Arrange Own Job (AOJ) process to determine if the job is eligible for co-op credit.

### **EXTERNAL JOB BOARDS ON WATERLOOWORKS**



### **ARRANGING YOUR OWN JOB (AOJ)**

- Follow the AOJ process if job searching on external sites (ex. Indeed), through personal connections, or the 'Other' WaterlooWorks job board
- Process:
  - Consider sharing the 'Letter of Introduction' (available on the co-op website) with potential employers
  - Brush up the <u>funding options available to employers</u>
  - Review the <u>standard vs flexible</u> work term options
  - Apply to jobs as you see fit
  - Once you have a firm offer, <u>submit an Arranged Own Job form</u> in WaterlooWorks

Learn more about each step of the AOJ process on this website

 Attend a co-op consult to chat with a Career/Co-op advisor to learn about this process, potential jobs, tax credit options and more

#### Tips:

- Bookmark these websites for future reference if you plan to arrange your own job
- Attend a virtual drop-in co-op consult Monday Friday 9:30 3:30pm talk about it with a Career Advisor



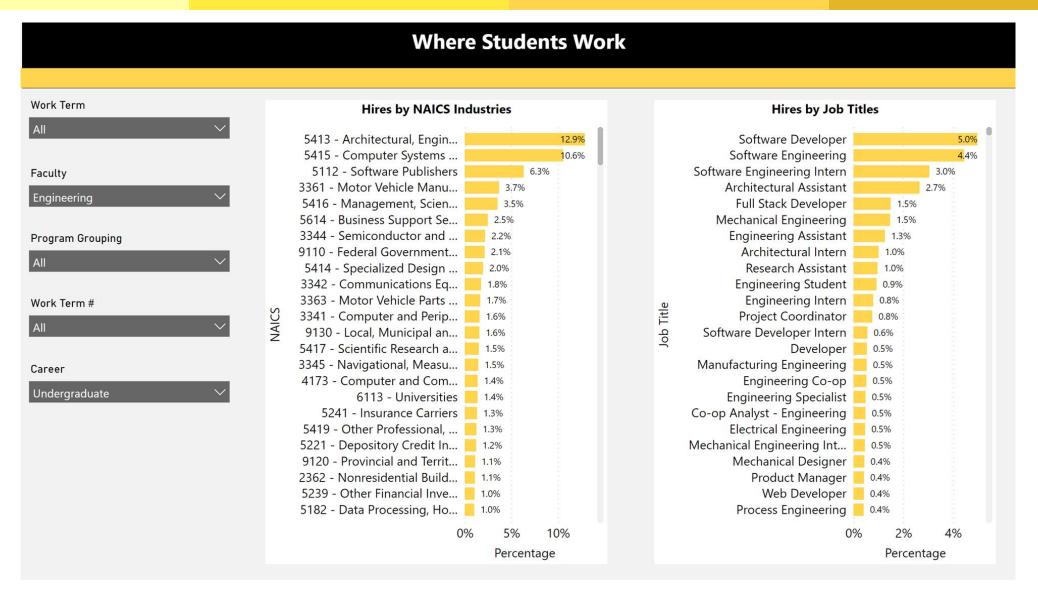
### **REMEMBER**

Every time you apply for a job on WaterlooWorks, you are agreeing to:

- Attend any interviews
- Honour any match results
- Commit to all job requirements specified in the job description extra important to pay attention to the required work term length
- Only apply to jobs you realistically would take!

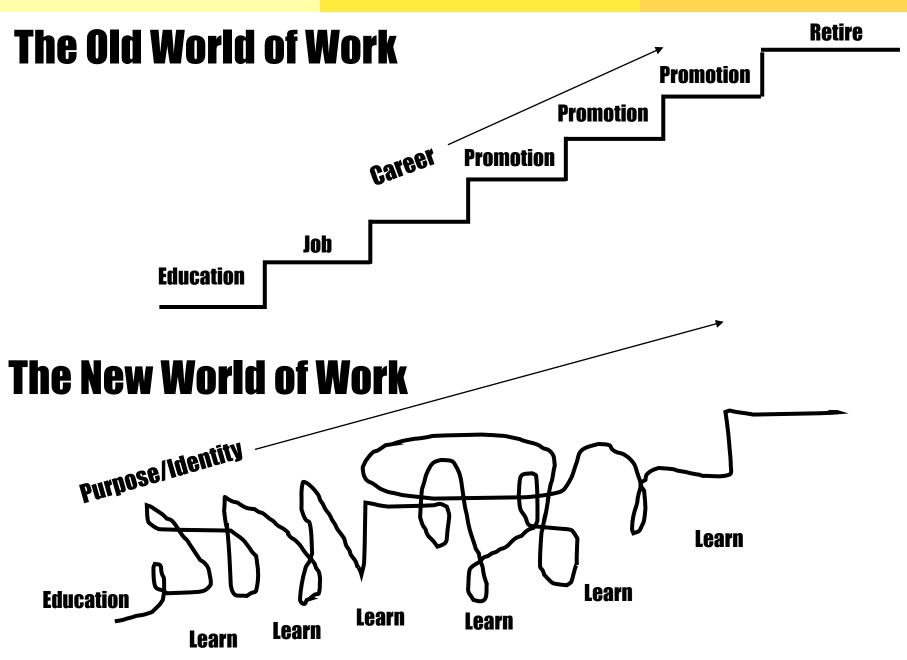


# WHICH JOBS TO APPLY TO



https://uwaterloo.ca/co-operative-education/about-co-op/where-co-op-students-work





At least 50% of jobs will change

85 million jobs will disappear...but 97 million new roles created (globally)

27% of graduates work in a field related to their major

17 jobs across 5 industries



# **INTERVIEWS**

### PREPARING FOR INTERVIEWS

- Check WW interview notices and schedules daily confirm interview method (phone or webcam)
- Review the job description and research the employer ahead of time
- Have a copy of your application package along with the job description handy
- Practice common interview questions (see CareerHub for ideas). Time your answers and practice out loud
- Prepare questions to ask the employer (see CareerHub for ideas)

### **SALARY NEGOTIATIONS**

- Salary or salary range are now included in job postings on WaterlooWorks
- What does this mean for salary negotiations?
- Who can I reach out to if I decide to negotiate for a higher salary?
- Employers may use the Co-op Earnings (<a href="https://uwaterloo.ca/co-operative-education/about-co-op/co-op-earnings">https://uwaterloo.ca/co-operative-education/about-co-op/co-op-earnings</a>) data as a guideline for basing salary however they are not expected to align with it
- Drop in for a co-op consult if you have questions around salary negotiation
- Book an appointment through WaterlooWorks, live chat or the CEE Hub desk!

### RESOLVING SCHEDULED INTERVIEW CONFLICTS

- Expectation is that you attend all individual interviews
- Conflict?
  - Complete the Interview Request Form in WaterlooWorks Submit a form > Recruiting Term Support > Interview Conflict
  - Do not contact employers to rearrange interview times or dates
  - *The Co-op education team is here to help with interview conflicts*
- Day of conflict or concern?
  - Call 519-888-4026 for assistance



### **INTERVIEW CONCERN FORMS/OPTIONS**

- Submit the appropriate form in WaterlooWorks (WW):
  - Request to Withdraw Application (after interview)
    - What: In truly exceptional circumstances, this form is granted when something concerning takes place that was not outlined in the job description
    - **Process**: Complete the form in WW within 48 hours after the interview > discuss the request with an advisor > if approved, your application will be withdrawn, and you will not be considered for the position. Learn more <a href="here">here</a>
  - Interview Relief Form
    - What: Submit this form if you are feeling overwhelmed with your interview schedule.
    - **Process**: Complete the form in WW > if approved, your application(s) will be removed and you will not be considered for the position(s). Learn more <u>here</u>



# RANK/MATCH

### **RANKING**

- How does the ranking process work?
  - After interviews, employers submit rankings through WaterlooWorks by a certain date/time. After that, you'll be able to rank employers by a certain deadline
- In the background:
  - Employers rank you 1-10
  - You rank employers 1-10
  - Computer adds together scores and picks lowest number for each job making matches
- What you'll see: "offer" (1), "ranked" (2-10), Not Ranked, or nothing



### **RANKING: WHAT YOU'LL SEE**

### **Student Name (20209999)**

Job	Employer ranking	Student ranking	Ranking result
Job 1	"Ranked"		
Job 2	"Offer"		
Job 3	"Not Ranked"		
Job 4	"Ranked"		
Job 5	"Blank - No Information"		



### **IMPORTANT TO NOTE**

You can submit up to 5 "Not Interested" rankings per term

- Guarantees that you will not be matched with this particular job
- Gives you the opportunity to prioritize other jobs of interest

If you rank a job a 10, you can still be matched with that job

Remember: your <u>co-op advisor</u> is available to help you with your ranking strategy!

# WHAT IF I DON'T FIND A JOB?

### WHAT IF I DON'T FIND A JOB?

- Stay active in the job search until the last possible date for co-op credit
  - Many students find employment after work term has begun
  - Last day for co-op credit (Standard): June 10, 2024
  - Last day for co-op credit (Flex): July 8, 2024
- Sequence buffer
- How can you enhance your transferable skills?
  - Part-time job, volunteer, take a course, enroll in Digital Skills Fundamentals, etc.
- Explore WEAccelerate offers lots of resources to gain industry experience
- Work with us before you panic!



# SUPPORTS & RESOURCES

### **CO-OP ADVISORS**



Navigating Co-op and WaterlooWorks

Arranging your own Job

Finding Opportunities (jobs, volunteer, etc.)

Questions or concerns during your work term

### **CAREER ADVISORS**



Networking
Résumé
Cover Letter
Interview Prep
Career Exploration

For some of you: we are your co-op advisors this term too!

### **ACADEMIC ADVISORS**



Co-op Sequence
Course Selection
Co-op Degree
Requirements

### GET SUPPORT AT THE CENTRE FOR CAREER DEVELOPMENT AND BEYOND

- Send message in WaterlooWorks to Career/Co-op Advisors
- Attend a virtual 15-minute co-op consult via <u>Live Chat</u>. Available on a drop-in basis (no appointment necessary) 8:30 a.m. 2:30 p.m., EST Monday to Friday.
- Attend an <u>appointment</u> in WaterlooWorks for support with your resume, cover letter, interview skills, career exploration and more
- Attend a <u>workshop</u> on a variety of co-op and career related topics
- Review virtual content on PD1 (or CFE for Engineering students) and <u>CareerHub</u>
- Day-of interview concerns? Call 519-888-4026
- Mental health support available through <u>counselling services</u>, <u>Here 24/7</u> or <u>EmpowerMe</u> for multilingual support

### FINAL REMINDERS!



Accept Terms and Conditions in WW



Develop Cover Letter & Resume



Resume critiques, mock interviews



Create Application Packages



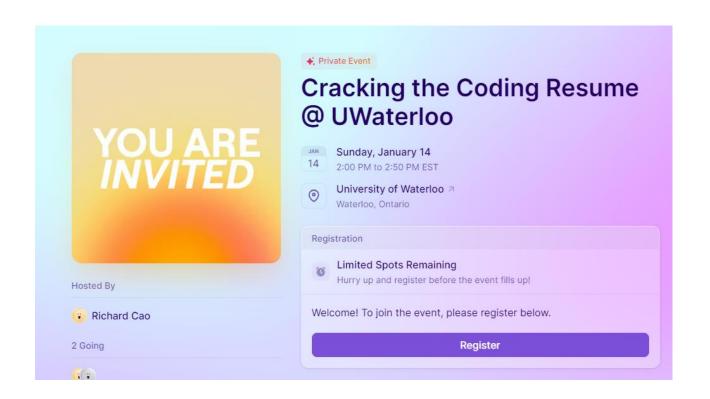
Identify any WW Support you Need



Bookmark Important Dates

### Cracking the Coding Resume @UWaterloo

- Sunday January 14th @ 2pm on campus
- Led by UWaterloo engineer
- Tips and tricks for roles focused on coding
- Sign up link: <a href="https://lu.ma/a7tpbgss">https://lu.ma/a7tpbgss</a>



# **Q&A**

What questions do you have?

PRESENTATION TITLE PAGE 44

# WATERLOO



Centre for Career Development

**YOU+WATERLOO** 

Our greatest impact happens together.