What’s the buzz about

00:30
Hey, my name is Wil Newsome. And in December 2021, I decided to break into tech. I sent my eyes out on a career that provided stability, flexibility and statistics, one of my favourite things. So I signed up for an online part time coding bootcamp called TripleTen and became a data scientist in a bit under a year 10 years ago, none of this would make any sense. Bootcamp was a in new form of education. The first one was set up in the early 2010s. Back then become a data scientist in a matter of months was unheard of. But a lot of things were unheard of in 2010, let the whole world work at home because of a global quarantine, or chatbot, supposedly coming for our jobs. I guess my point is, the world is changing radically. And a lot of people started feeling like their job is no longer relevant, and doesn't allow them to keep up with all these changes. Many found that the best way to debt is to break into tech. Because we hear that tech jobs come with a better paycheck and flexible hours. And a boot camp is the quickest way to get there, accessible for everyone from all walks of life. But regardless of how good any job may sound, it's still scary. How do these rapid changes affect our families? Do you need to move to these huge tech hubs? Will I ever get a job? This is a TechStart podcast in this show, we explore the realities of changing careers and getting into tech change is tough. And sometimes it's stressing, we make it less so we're talking to experts and ordinary people about their transition into tech. In this episode, we're talking to CJ Jordan, she the career coach and TripleTen. Wherever you are, your career starts journey, this conversation is for you. CJ will talk about whether or not it's a good time to make a leap. What kind of tech jobs are out there, and what you really want to know how to get these jobs, keep listening for advice on how to get your resume notice and how to land a job interview.

02:21
I have been in tech for a bit over 15 years to date myself a little bit there. I've been in various roles. So I have been tech support person who picked up the phone and answered when there was disgruntled customers. I've been a software engineer, I've been in various roles on the product side, including being the VP of Product Engineering, I've really kind of moved around the tech space in a lot of roles. I've done technical enablement and technical documentation writing. So I've had a lot of roles in the tech space at both startups and enterprise level organisations.

02:53
Okay, I know you said you were in tech for 15 years. And that's like, that's a lifetime in the tech industry. And obviously, like it was hype, but is there still hype around like the IT industry now?

03:05
Oh, yeah, I honestly, like I think there's a lot more hype now than there was 15 years ago, 15 years ago was a very different scene with very different types of roles than you see. Now. I think we had this vision of people sitting in maybe their mom's basement coding away in the dark. And some of that was a little bit more true. back then. But now it's really turned into this very diverse landscape with roles for people all the way from, of course, your your software engineers, but also to project managers and

business analysts. And data engineers, artificial intelligence has been a big boom, right? So I think it's actually a more exciting and more diverse field now than it used to be.

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With it being diverse, it's entry level roles. And there's there's obviously like executive roles like VP roles, what entry level roles have been, like, I guess, generally available in the tech industry, probably less, I'd like to guess the last three years.

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I think there's always a need for new talent, the field continues to grow faster than the talent can be created. And so I think there's always going to be entry level roles across the board, I think the hard thing for entry level roles is proving that you actually have the requisite skills, that's a really difficult thing to do in entry level. And it's a lot easier to do if you have six months of experience, which means when you're brand new, and you're going up against people with six months or a year of experience, it's a really competitive space. It's just difficult to show, hey, I have the technical aptitude, I have the skills that you need, I'm going to be an excellent hire once I get six months under my belt. And so there's a little bit of a tendency in the industry to bias towards those people who have six months or a year of experience, you can say, hey, look, these people actually can prove to me that they that they have these requisite skills. And for that reason, I think for entry level roles, networking becomes really, really key because then you have someone who can vouch and say, Yes, this person has a high technical aptitude. They're a quick learner. They're a great study. They're a good teammate. This is someone that you want to have on your team. So I'd say like there's a huge appetite across the breadth of the industry for entry level, folks. It's just really Really networking and finding someone who can genuinely vouch for your skills to help you get that foot in the door. That's been my experience at least.

05:05
What's one way, I guess someone who's looking to break into the tech industry, a creative way that they can, I guess network sort of can set them apart from the crowd.

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I think there's a lot of good ways to network. LinkedIn is obviously a good tool for online networking. If you don't have as much opportunity to do it in person, I always think in person is better, making those face to face connections with people is better. But LinkedIn can be a really powerful tool. And I have seen people be really successful just reaching out to someone at a company they really want to work at and building relationships, starting conversations, keeping those ongoing and seeing where they can add value. But I think if you want to get off of LinkedIn, you want to get in person meetups are a great way to do it. There's usually really exciting meetups for entrepreneurs, and then more specific ones for like data people and software engineers, in most major cities, that's a really cool way to meet people, especially if you get into that entrepreneurial space where you're finding people who are always going to new companies building new things, right, they tend to have a really large network. So those are great people to meet. Hackathons are another really good way to meet people. So if you have something that you feel like you can contribute at a hackathon, that's a cool way because then you've not only met someone, you've bonded with them in a real way, because you're working on a really tight deadline on something big to build together. And they can very much vouch for your skills, because

they watched you do it right, they've actually worked on it on a meaningful project with you. So I think hackathons are huge. But I think what people overestimate is there's this feeling that you need to network exclusively with people to have the title you want. But I've seen plenty of people who got jobs from someone that they went to high school with, or went to college with who might be a salesperson at the at the place they want to work, right, it doesn't have to be someone who's in the role you want to have, it just needs to be someone who knows a hiring manager and had some rapport with them. So it could be someone that you met from a different social club, right? Maybe you're a kayaking club, maybe you're a member of a religious organisation. All of those places are great networking places as well. And so I think don't limit yourself just to these really techie meetups. That's kind of the key.

06:55
College versus certifications, what's your experience with it? And do people who have college degrees or certificates do they have a leg up on candidates?

07:03
I think that depends on who you're interviewing with. There's interviewers who have a bias towards university degrees. And there's interviewers who have a bias towards practical knowledge and practical knowledge comes from boot camps, not from universities. I think in a lot of respects, there's a huge leg up from boot camps, because you're actually working with the technologies you're likely to use on the job and you're working in a similar style to the way you're going to work on the job. When I personally graduated from college, I had never seen any of the languages or technologies that I actually have used in my career. I had never seen collaborative tools like Git or GitHub, I didn't even really know those names. I had never worked with other students on a project, all of our projects were solo projects. So I didn't really know how to collaborate on code. There was a lot of things that were fundamentally missing in my skill set that bootcamp graduates have in spades. So I think there's a huge leg up to boot camps, but again, depends on your interviewer and the particular things that they're looking for. If it is a job at some of the larger organisations that are looking for more algorithmically complex types of, of technology to be built, I think sometimes there is a bias for university graduates because they spend more time on that if you're looking at the majority of jobs, which are not doing things that are incredibly algorithmically complex, I think bootcamp graduates have the leg up.

08:12
Do you think it's possible for a person to gain like the essential skills like needed to get a software engineering job from a bootcamp?

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Oh, absolutely. I think it's easier to get the essential skills that you need from a bootcamp than it is from a university degree.

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Some people think it's like too good to be true to like, start a bootcamp graduate, maybe in under a year, then get a new, a new job, it would seem like it's impossible under a year, like get a software engineering job, and you're maybe maybe you worked in manufacturing at a warehouse, and then you

take the bootcamp and people go to school for four years, the same exact thing, it just seems like kind of like a far shot.

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I've seen hundreds of students do it. I've worked in several different boot camps. I've seen literally hundreds of students do it. So I promise you it is very possible the level of job that you can get and the level of success that you'll have and how quickly you'll find a job depends on a lot of things like your background, your personal aptitude for technology, but if you have an appetite for it and aptitude for it, absolutely, you can do it.

09:05
Let's say fresh bootcamp grad software engineering, software development bootcamp. What's the average time to get a job after they applied?

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That's a hard question to answer I'll tell you like on average, what we're seeing now is between three and six months, but it depends a lot on the student's background. We do have some students who come through boot camps who have either for fun dabbled with coding previously and might have a fun portfolio of projects there are some of them even have worked years ago as a software engineer and are trying to break back into the field those people obviously are finding jobs much faster than then people who have no prior experience and enter from a really unrelated field. So there is a lot of variation from student to student aptitude impacts that as well. Right How well you do in interviews. Interviewing is a very specific skill different to working some people are great at interviewing some people need a little more practice at it, but three to six months is a comfortable average.

09:57
As you heard from CJ Bootcamp grads are actually desirable job candidates. In fact, 87% of TripleTen graduates get hired within six months, more than half of TripleTen graduates, he was a kid a job before graduation. A lot of people think that like tech is just coding software engineering or whatever. Like, what are some other jobs that are in tech that aren't really, I guess confined to coding.

10:22
Oh, there's tonnes of them. So a big one is being in the enablement and documentation space. When you look at these large complex software systems, they need a big enablement landscape to teach users how to use this massive system. That's a great place to be if you have good writing skills, if you're passionate about teaching people how to use technology, but you're not really interested in writing code being an enablement is a huge place. And then the jobs are really the salaries at times can be comparable to software engineering salaries, it's a really lucrative field to be in, so that that's a really good one. There's also for more business minded people and people who are relationship builders, there's roles like being a business analyst, which is a role where you work with clients to figure out the requirements that they need for software that's going to be built. And then you relay those requirements back to the software engineering team. And you help to manage the expectations on both sides. Make sure the engineers are building the right stuff as the clients priorities shift to make sure the client understands when things will be delivered, what the cost is going to be. It's really kind of a technical

relationship building project management type of role. There's also project managers and product managers, there's really any role in any skill set that you have. There is an open position for it out there.

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What are some things that like potential employers are like really looking for in I guess, an entry level of tech resume?

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So I'll say I can only speak for when I'm hiring folks. For me, I think it's hard to stand out on a junior resume, or on any resume. I mean, really, you just get a lot of applicants coming in. Some of them qualified, some of them not. But when you're a hiring manager, and you're looking at dozens of applications, honestly, they start to blur together a little bit. That sounds bad to say, but I think that's true. And so having some personality and standing out I think is huge. I was the other day looking through resumes with someone and there was someone who used to be a winemaker. And they used to be a winemaker. And they're transitioning into software engineering through a project that they worked on at work building some data project around one that's just like fundamentally unique and cool, right, who meets a winemaker, I've never met a winemaker, their degree was in cellular biology, they really had an interesting and neat background and and like that stood out that stands out considerably. Having some personality having something cool about you makes everyone go and kind of just want to talk to this person. So I think I'll call him back. Okay, that makes sense, I probably should add to that. The other thing is, is being able to demonstrate skills, right. And I think a lot of entry level people fail to really demonstrate that they have the skill, it's really just again, that skills list or listing off technologies without proving they have that experience or that skill set. And so I think having links to Why have deployed projects, particularly projects that you've worked on with other people in a team type setting, that's huge. So much of people who say like, you'll ask a really simple question. And they'll say, like, well, you know, I don't really actually have any work experience, but and like, please leave in with I don't have I mean, it's fine. I saw your resume, I know that your entry level, but like, let's not highlight your lack of experience, let's highlight the amazing knowledge that you have the skill set that you have all of the things that you have learned all the practical experience you learned, even if it isn't in a professional setting, right, just don't kick off your answer with I don't really have work experience.

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Oh, that's good to know. I do that all the time. Is it true that HR managers only look do like resumes like five seconds maximum?

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I don't even think that's just HR managers, I'll say when I'm hiring, I do the same thing. I mean, it's just it's a time thing, right? There's a large quantity, and there's not a lot of time in the day. So I'll say, you know, I probably don't look at a resume for more than maybe max 20 seconds before I've made some decision as to whether or not I at least want to dig in further right not to say once again, further before I make the call. But within 10 or 20 seconds, I know if I want to dig in further. And then as a hiring manager will actually look through the actual technical projects and see if there's the technical expertise there to warrant the interview. But I think first impressions matter tremendously.

14:01
I mean, I know you said you had the interesting why making candidate, what is the thing that maybe you would put on your resume, if you were trying to apply for a job, let's say like when you're first getting started and take 15 years ago.

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I probably look a lot like your typical tech candidate. And so I do think it's a little bit hard to figure out how to stand out especially if you don't have this wild and varied background, I do think that there are still ways to appeal to the interviewer and appeal to them quickly. And I tried to get all of that at the very top of the resume. And I think one thing that's big for me and someone who loves to be in the startup space, I think something that's really important to me is finding people who are really excited by the company's mission. And that's something that people often leave off their resume and they're really talking about, here's my skills, not here's why I'm super excited about what your company does. Here's why I can't wait to contribute to your mission. Here's why I'm gonna be an excellent fit. Here's where my passion comes from. I think that's a huge way to grab people's attention. Because if I know that I'm obviously excited about the company, I work there. If you're excited about the mission, too. I know that we have this this shared value in the shared bond that we're going to hit it off pretty quickly on it. We're gonna stay aligned on things not to say when we work together, we're not going to have disagreements, we certainly will. But we're driving towards the same Northstar. And that's, that's big. So I think that if you can really convey passion in those first couple of sentences, that's huge.

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Okay. If a person is looking to like maybe switch to corretta tech, should they aim straight for like a full time job or should it is like freelancing a better option for them.

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I think full time jobs are the better option. If you're a freelancer, who maybe could build up the business, it's a little bit tough if you don't have the portfolio to build it, but you maybe could build some freelancing business. The problem is you're not working under anyone's mentorship. And when you're a junior in a role, you're typically don't know how to do it at an expert level. That's what makes you Junior. So probably, you're making some missteps along the way. And you're probably in graining those into your process in a way that's actually going to be detrimental further down the line. And so I always think there's a preference for working on a team with someone who's more senior who can really give you that mentorship and say, Hey, here's the best way to do it. And here's why. And really enhance your learning in those ways. Not to say people haven't become incredible in all sorts of roles from freelancing, I just think it's a more difficult route.

16:06
Is there ever going to be a point in time where like, we're oversaturated, with like software engineer, or bid engineers?

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I think we've seen that in some foreign markets, there's certainly a possibility for too many engineers, I don't think there's a possibility for too many qualified engineers. And I think those are radically different things.

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I know you said you work in the startup community, obviously, the startup community is very volatile, how volatile are the tech jobs.

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Like you said, it can be a volatile space, but it's a very exciting space. And for me, it's a space that I love to be in because it is really working with a lot of people who are mission driven, and aren't just there kind of nine to five to get the work done, but instead are there to make a difference, and to really drive the company forward and to drive the mission forward. And that, for me is exciting. And also, it's an opportunity to be a lot more impactful, there's fewer employees. And so you can really impact the direction of the strategy of the company in a huge way. And I love that I do think there's a risk inherently with startups, it depends on the stage at which you join, if you join as one of the first 10 employees at a startup, the risk is going to be much bigger, the potential reward is much bigger, but the risk is much bigger as well. If you join a startup that's experiencing rapid growth, and you're getting caught up in that rapid growth hiring cycle, typically, the risk is a little bit lower. You've seen their growth for two or three years, you know that they're growing tremendously year over year, investors are very interested in them, there's probably some exit strategy for them to either go public or to go through some acquisition. And those tend to be a bit more stable. Not to say none of them have imploded, but public, huge public companies have also imploded. So there's always a risk in the job market.

17:36
Are there any fields in tech that are like notorious for high turnover? I know when I was studying in school, they said nurses had a high turnover, a high burnout rate. And I think plumbers had a high burnout rate. Obviously, those aren't tech careers. But are there any tech careers that have high turnover rates?

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I think at the junior level, in my experience, a lot of tech careers have high turnover. And that's not because the jobs aren't awesome. It's because there's such a demand for qualified people in technical roles that oftentimes, unfortunately, your opportunity to maximise your earnings comes with moving companies. So a lot of times, you'll see juniors who come into a company and then six to 18 months have competing offers from other companies that are much more attractive in terms of salary than their current role, and they tend to jump so early in careers, I think every role across Tech has a tendency to have a high turnover just because people have more exciting offers coming in. And then as you get more mature in your profession, and in your career, it stabilises out a lot.

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I know like there's been like a kind of a boom over the last few years like no code websites, how has like the demand of technical skills like change, or maybe evolved since you started in tech entry to today.

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I think that low code and no code is certainly becoming popular at this stage, all of the low code and no code platforms that I've worked with still require a level of technical expertise that typically has a developer specific to that low code or no code platform. So I don't think that it's reduced the number of jobs but it has certainly created specialised jobs, which can be really cool for people who do want to break into the industry and want to have this special niche where they are this low code, no code engineer that builds out systems for people that then the lay people and the non technical people can tweak a little bit with these low code, no code platforms, that may change in the future, I do think obviously, there's going to be some impact from the boom in in AI, I think there's going to be some changes in the field. From that, I think mostly, it's going to create new nice jobs that are going to be really interesting and cool. My hope is that it'll get rid of some of the work that none of us as engineers enjoy doing that it'll do some of the simpler tasks, some of the test writing, which is not necessarily simple, but is tedious and boring. I would love to not have to write tests anymore. I would love to not have to write documentation anymore. That would be really exciting. I would love to not have to write boilerplate code. I think a lot of this big move towards low code, no code and AI is going to take some of the really obnoxious parts of being an engineer or being in the tech field out of the role some of these redundant repetitive boring tasks and really allow engineers to work on cooler projects. And that to me is super exciting.

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I love that transition into AI. With advancements in automation and like artificial intelligence, how do you obviously said that it's going to take hopefully take away like the tedious parts of your job? In software engineers job? What else? Do you see, like artificial intelligence? And I mentioned, like, I know a lot of people, they're like, it's a lot of fear mongering, like, oh, like they're gonna be, they're gonna be no jobs in 20 years, we're all gonna be like, I don't know what we're really doing. But like, what's your what's your opinion on that?

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I'll tell you my opinion. And my opinions probably not worth nearly as much as a lot of other people's opinions that are more informed and much smarter than I am. But my opinion is, there are going to be some jobs that that no longer exist because of AI, I don't think those are largely going to be in the tech space, I think that's going to be I think there's gonna be a reduction in some customer service roles, I think there's going to be some reduction in documentation writing potentially, I think there's gonna be reduction in some marketing roles. We've seen already that AI is really good at creating marketing content, it kind of those junior level, social media curator roles that you see in marketing a lot think AI is really well suited for that at this point. And I think there's likely to be some reduction in staff and and headcount in those areas, I think there's gonna be a boom in headcount over on the tech side, right, everyone's going to need engineers who can integrate AI into their systems in really unique ways. And so I think you're gonna see a lot of cool, neat new tech jobs coming out of that, that require a lot of technical expertise.

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Obviously, we know there's been books and a lot of YouTube videos made on like Cracking the Coding Interview, how should one prepare themselves for like, interview process that has like, gained so much attention?

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Practising interviewing is really key because it is its own unique skill set, one of the hardest things that you have to do during an interview is perform a task that you probably didn't have access to prior to the interview, while people watch him do it. And that's just a hard thing to do, like doing anything, it's there's performance anxiety that that comes into that that makes it really difficult to perform in those scenarios. And then we have this tendency as people to go really internal when we're thinking through a problem and trying to solution. But during an interview, interviewers want to know what you're thinking. So they're looking for you to talk through the problem and talk through your thought process. And that can be really almost embarrassing and very vulnerable feeling to talk through all of what you know, are wrong answers, right? You're going through a litany of wrong solutions in your head before you land on the right one. And that's an intimidating thing to do. So I think practising that skill, getting with friends, having them watch you walk through wrong solutions over and over until you arrive at the right one helps normalise that a little bit more. I do think another thing is practising, like you said before, a lot of junior folks are self defeating a lot of them get into this self talk. That's well, I don't really know that or I'm not, you know, I don't really have experience there. And I think that that can hurt you a lot in the interview, I always tell people that in an interview, I don't know, period is the worst answer, I don't know is not bad. But I don't know, period, that's my full answer is the worst answer that you can give. But that the purpose of an interview is for the interviewer to get to know you and learn about you and hopefully learn some things that tell them hey, this person has the requisite skills. And if you just say I don't know, period, full stop, that's my answer. You've told them literally nothing about you, except that maybe you lacked confidence, and maybe that you lacked technical expertise. And so if you really don't know, pivot your answer to something you do know if someone's asking you something you've never heard about, say, I don't know that. But here's the things that I did. Yeah, if, for example, you're a bootcamp graduate, you could say, I don't know about that specific technology. But in the last six months, I really spent a lot of time building full stack web applications using the myrn stack. And I really got passionate about building meaningful UIs that are really intuitive for people, but also really beautiful to look at, and really highly functional. I'd love to talk more about that. But I'm not familiar with this technology. Could you tell me a little bit more about it? Right? So then I'm saying, Hey, here's the things I do know. And also I'm also want to learn from you. I'm excited about this thing. I'm curious about it. I'm thirsty for knowledge in this area. Can you tell me about it? I'd love to know how to integrate that with the knowledge I already have. And then let the interviewer give you a little rundown with this technology and show your enthusiasm and show your passion. That's such a more interesting answer than I don't I think practising that is big.

23:59
Are there any particular challenges that you see like individuals who are transitioning to like software engineering from like maybe other big industries like healthcare or finance that I guess any challenges that you see coming from like those, I guess, other like legacy, I guess industry is coming to tech, because obviously tech is more modern, I guess they probably use more different tools. Yes. Or any

challenges that are even or even any, any benefits of people that they come from different bigger industries, as you say.

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Yeah, I'll say it's shocking how high tech healthcare and financial industries have become. So it's shocking how technically literate most of those people actually are. But there's a huge advantage to having domain expertise if you're going into a tech company in that same domain. For example, if I was working at a financial technology company, and someone came in with some software engineering skills that they acquired either from a degree or from boot camp or from self study, and they also brought in domain expertise about our specific industry. Suddenly, they can teach our entire software engineering teams so much about what our users are looking for, how they're going to use our product, what they're going to do why this workflow makes more sense than this other word. flow. And that's massive, right? That's bringing your software engineers closer to your user, which improves your product astronomically. So those people are actually super valuable hires,

25:07
Once someone has finally broken into the software engineering job, they've maybe worked it for a year, what are some ways that they can advance the career and continue their growth?

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So I'll say it really depends on the path you want your career to take. And I think that's a good thing to think about. Once you have a year or two of experience, start thinking about do I want to dig in and be a specialist in this area, or am I looking to be in more of a strategy higher level role, where I need a general understanding of all the different fields, and those are two different career routes, you can certainly pivot from one to the other later in your career. But I'll say I do think it's a good idea that early on in your career, start thinking about those things. So you can path so you can map out the path that's going to be best for you to take. Mentorship is key. If you're looking to be a specialist work under people that are smarter than you and better than you, you should always feel like in my opinion, you should always feel like you are the worst engineer at your company, or the worst BA or the worst, whatever job you want to be in the worst data engineer. So you're always in the room working with incredibly intelligent people. And if you feel like you're the smartest person on the team, and you're not that mature in your career, it's probably time to find a new organisation where you do have that level of mentorship that you need. There's also always outside resources that you can turn to to really expand your knowledge and finding an organisation that's going to provide you with those resources, those learning tools. And also the time to learn, I think is another key to really getting that depth of knowledge. If instead you one day want to be in a leadership role, and you want to kind of have the 30,000 foot view of how the entire products technology team is working together, it can be really good to move from role to role. And I'll say moving from a very technical role to a slightly less technical role in the tech organisation is usually a pretty easy shift, because they're usually looking for people with high technical expertise in those roles. So if you were, for example, a software engineer and wanted to become a business analyst who's talking with the customers, or you wanted to become someone who's working on enablement, or someone who's working in technical sales, and you wanted to move over the revenue side of the business, as long as you have the people skills, those are usually pretty easy jumps, because they're hungry for people who have your level of technical expertise. So that can be a

really neat way to get a greater view of how companies run as a whole how all the pieces fit together, and can set you up really well and later in life to move into those high level leadership positions where you are organising things across the entire team and across the entire company.

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Soft skills are obviously necessary for every industry, especially tech, what soft skills like had been missing during your tenure in the tech industry, and what soft skills are most needed. Now, in the tech industry,

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I think most needed now is really a lifelong learner mentality and a real thirst for knowledge. The industry is bigger than it was when I got into it. It's there's so much to learn. There's so many different technologies out there emerging technologies, it seems like every year, there's some new way that everyone's doing things, and you need to stay up to date. And I think having that hunger for learning is huge. And being able to convey that in an interview is massive, knowing that you have someone on your team who can learn things and learn things quickly as your company evolves to tackle innovative problems is massive. And so I think that's the biggest one for me. The other thing though, is is all of the typical historical soft skills that mattered all the way back to the beginning of time, still matter tremendously. At the end of the day, if I have someone that goes through an interview, and they're there, they're pretty good. And I just really like him and want to work with them. And I have someone who goes through and they're great, but I'm not totally sure that spending 40 hours a week with them. Sounds fun. I'm gonna hire the person that I enjoyed every time and so is every other engineer that I know you're always hiring people you want to work with, especially for teachable,

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Very true. I like that lifelong learner mentality. Obviously, you said like tech gets new updates new technologies every month day, how does one not get overwhelmed with the level of change in the industry,

28:52
I think you just have to go into it excited, I think it has to be something that that you just love not knowing and learning. And that does take a while to get comfortable with because it's hard to be an expert, when there's a new way of doing it every year or two. The cool thing about it is you can quickly become the expert, because if you spend more than let's say 80 hours studying something that's only been out for a few months, you almost definitely know more about it than anyone else in the room. And so you can be the resident expert, even if there are no true experts out there. And that's kind of cool. That's an empowering place to be and it allows you to be really impactful in the direction your team takes. I think that's a neat thing to do. But it is different than a lot of other fields. And so it does take a little while to get comfortable with that.

29:29
Obviously you as a you as a career coach, I know you've probably come across a lot of candidates that like lack experience and confidence. How do you encourage or empower them to like really pursue their goals of becoming a software engineer.

29:44
I say impostor syndrome is a hard thing to overcome. And it's so hard to overcome that 15 years into my career. I still constantly struggle with impostor syndrome. I work with incredibly intelligent, incredibly capable people. And I often feel like do I really deserve to be here and I have to spend a lot of time redirecting to What I uniquely add to the team, and that can be hard to do on days. And so I really try to normalise that for the students that I work with, I try to let them know that imposter syndrome is real, that it's not going away, it's probably going to last your entire career as you get better, you're going to get better job offers, and you're going to work on more impressive teams with smarter people. And that's a huge opportunity to learn. And it's really cool, but it can be challenging at times. And I think it's about surrounding yourself with a hype squad. It's about having people like like your career coach, but also your peers and your friends and your family and your co workers who will tell you what a great job you're doing, who will remind you that you're awesome that you're adding so much value that you're contributing in such meaningful ways that you're super smart that the projects you're building are really cool. Having the hype squad around you is key to kind of counterbalance that constant feeling of not quite being good enough.

30:41
I love it. It makes perfect sense to well, CJ, it has been an honour talking to you. We've gained so much knowledge and expertise during this interview. Do you have do you have gets one line of advice for those seeking the career change or even considering a bootcamp to make the jump into tech?

30:58
I'd say for people considering joining a boot camp. I mean, we think through a one liner, I'm not good at one liner 1550 liners. But I do think every role in every industry is moving towards technology. And there's never been a better time to move into tech than there is right now. And so if you're considering it, I'd say go for it.

31:15
Go for it from CJ career coach. 15 years in tech. Thank you so much. Y'all have a great day.

31:22
Well, it was a pleasure.

31:29
If you're thinking about switching into tech, I'm here to join you in that journey and hopefully make it a little bit easier. For the next 10 weeks, we'll explore what a tech career really looks like. So tune in next week and learn why fashion experts decide to transition into tech after 25 years of an extremely successful career. This podcast was brought to you by libo/libo studio in partnership with TripleTen. Listen to our show on Apple podcasts, Spotify, or wherever you get your podcasts. For more career tips, go to tripleten.com/blog or follow the link in the episode description. See you next week.