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KEY SKILLS FOR TTP CANDIDATE SKILL ASSESSMENT

Thank you for your interest in the NYC Tech Talent Pipeline's (TTP) Candidate Skill Assessment. The goal of this assessment is to identify individuals who are great candidates for early-career, in-demand developer jobs in New York City.

TTP's advisory team of representatives from NYC's tech employers, including engineers and HR professionals, identified the following as the most important skills for entry-level tech talent. TTP's three-part assessment was built to test for these skills:

Ability to use code & critical thinking to solve problems, especially the ability to:

- Define problems, including by asking clarifying questions that help to define parameters of the problem, identify any considerations that should be taken into account when devising an approach, and, as needed, narrow the scope of the problem
- Identify what tools, approaches may be most helpful to solve a problem, including a new and/or complicated problem
- Identify tradeoffs as they apply to a particular problem
- Make choices given these options and tradeoffs, and articulate why they accept the tradeoffs they do
- Solve a problem efficiently, with the fewest resources needed (types of resources needed vary dependent on the type of problem).
- Clearly articulate and explain their approach, including explaining how they consider various possible approaches and evaluate tradeoffs, and why they make certain choices
- Catch & resolve mistakes with little or minimal prompting
- Respond well to feedback from an interviewer (and people in general); use this feedback to improve solution or take a different approach to a problem
- Consider challenging aspects of a problem introduced by an interviewer and/or embedded in the problem, such as how edge cases might impact a solution's viability, and adjust approach to solution as needed to account for these cases
- Deal effectively with dead ends and frustration

Communication skills, including:

- General communications skills (strong written, verbal, and non-verbal communication)
- Writing readable, easy-to-follow code
- Comfort with receiving, using, and giving feedback (good listener as well as an active participant)

Additional professional skills, qualities, including:

- Passion for and curiosity about tech
- Quick learner/adaptability (can quickly learn and apply new languages, etc.)
- Ability to problem-solve independently (by troubleshooting, as well as locating and using reliable resources) – paired with the willingness to ask for help when needed
- Good attitude (team player; takes constructive feedback; doesn't get defensive)