STICHTING
// NON-PROFIT

HACK
YOUR
FUTURE

2022

Active in the Netherlands, Belgium and Denmark, HackYourFuture believes in a world where education and quality jobs are accessible for all.

HYF

AVA X EMAKINA

ABOUT US

We train refugees, and other disadvantaged groups to become web developers and software testers through a free intensive 7-month program. After the education track, graduates start their careers with an internship or job at one of our partner companies.

We have helped more than 200 of our graduates in the Netherlands, and over 400 worldwide, into meaningful, high-quality jobs.

DEEDEE ✕ ACE&TATE

WITH THE SUPPORT OF

ADYEN EXACT FLOW TRADERS ING NEDERLAND FONDS ORANJE FONDS VRIENDEN LOTERIJ
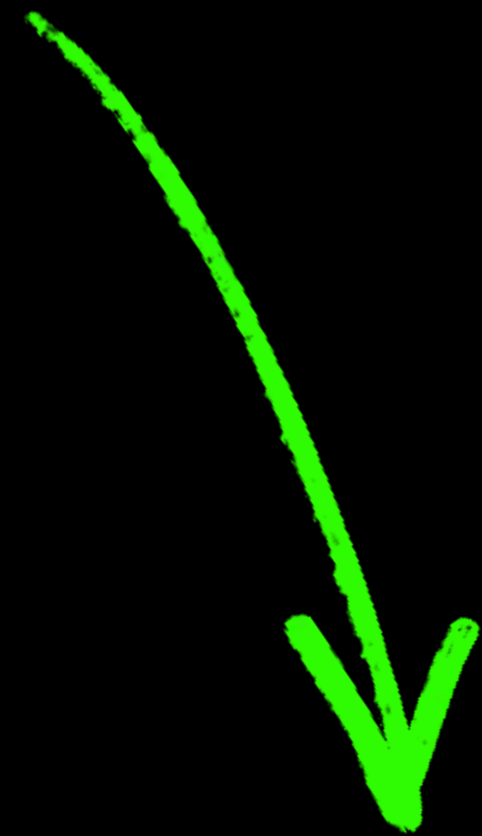
HYF

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Close to 90% of our graduates found employment as software developers and testers within three months after graduation. This is our most important measure of success.

WOUTER KLEIJN

Managing Director

WATCH OUR INTRODUCTION VIDEO

CLICK HERE

CONTENTS

THE EDUCATION TRACK

We teach the fundamentals of full-stack web-development, with a focus on modern Javascript. Our students are not just taught the mechanics of coding; they learn to work on projects in a modern tech team and how to become well-rounded and proactive professionals.

Well rounded

- Full stack: HTML/CSS, JavaScript, Node, MySQL & MongoDB, React.

- Working closely together with at least 10 different senior developers via Q&A sessions, project mentoring, homework mentoring, and code reviews.

- Unit testing, API testing and Integration testing.

- Developer team ready: Final project simulates a full agile team with senior devs as well as a product owner and scrum master. Students learn how to handle merge conflicts, how to split up user stories into tasks and how an agile team works.

- Online-ready: Students get used to working and collaborating remotely from day 1.

THE EDUCATION TRACK

Proactive
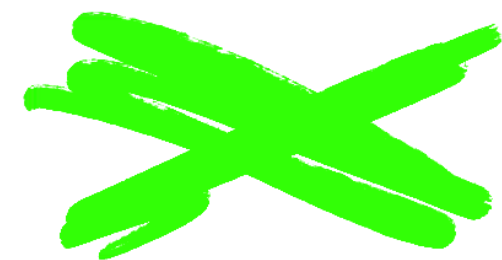
- Self study: HYF is a self-directed education program, where students spend a minimum of 30 hours per week studying independently. This prepares them for a job, where they will still have lots to learn, without the structure of an education program.

- Mentor support: students build several projects throughout the program, and present them to their mentors and the HYF team in order to graduate. The mentor's role is to provide support in project-planning. They ask the right questions when students get stuck, and assess their readiness to work in a real tech team.

- The curriculum provides a base set of topics, but also encourages students to deep-dive into other areas of interest such as WebSockets, GraphQL or Serverless.

For more information about our curriculum visit www.github.com/ hackyourfuture/curriculum

HTML CSS JAVASCRIPT GIT GITHUB NODEJS REACTJS NODE SQL MONGODB MONGOOSE EXPRESS CYPRESS UNIT TESTING API TESTING CLI BOOTSTRAP MODERNJS REST API CLIENT-SERVER MODEL SQL INJECTION REACT-TESTING-LIBRARY STATE MANAGEMENT SPA AGILE SCRUM MODULARIZATION NPM ROUTING E2E TESTING

HYF

"Our collaboration with HYF commenced by incorporating 2 interns who are now official Emakinians. This collaboration started a new chapter by adding 6 more interns in the later stage. This alone reflects Emakina's pleasure and enthusiasm with the HYF programme. HYF interns bring different perspectives with their genuine personalities which aligns with the Emakina culture and starts producing value promptly by being well equipped with technical knowledge they got from the HYF training. We are looking forward to maintaining our relationship with HYF by mentoring and hiring more graduates in the future."

EMIN CAN SUMER

Tech Lead at Emakina.nl

WHY COMPANIES HIRE OUR GRADUATES

Our graduates come from various educational backgrounds, but all share perseverance and grit. Our program is very demanding and finishing it is a major achievement.

Growth mindset

Graduates write clean code and think like problem-solvers. They learn modern JavaScript, but more importantly, they know how to learn new technologies and frameworks.

More than just code

We train and evaluate the progress of our students, not only based on their coding skills, but also in terms of soft skills, cultural fit and job readiness.

Experience

Our students bring life experience and transferable skills from their previous education and professional life, helping them to adapt faster to their new tech careers.

Smooth process

We introduce you to candidates that fit the profile you are looking for, and support you with any documentation and advice you might need for a seamless hiring process.

Five years ago, HackYourFuture was founded to tackle the challenging un(der)employment of people with a refugee background, while addressing the ever-growing demand for tech talent.

Companies hire graduates from our program because of their drive, attitude and learning agility. That's how they end up working in a variety of roles such as Frontend, Backend and FullStack Developers, Software Testers, Business Analysts and Salesforce Developers.

APPLICANTS

150
Applicants per class of 15

80%
have a bachelor's degree

20%
have a masters degree or PhD

PROGRAM

70+
70+ Hiring partners

210+
Graduates working in NL

400+
Graduates working worldwide

HYF

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HYF takes away the complexity involved in hiring interns. Over the last 1.5 years we hired 4 grads and we are so happy with their level of knowledge, motivation and cultural fit.

SEBASTIAN SAWICKI

Chief Happiness Officer at New10

OUR GRADUATES WORK AT GREAT COMPANIES

SAREA
Software Engineer
IKEA

ZEKIYE
Backend Developer
PON

MOHAMAD
Software Engineer
EXACT

JOUDI
Frontend Developer
MARKTPLAATS

UDAY
Frontend Developer
BOOKING

DANNY
Developer
EMAKINA

OMER
Software Developer
ARUP

ELISABETTA
Software Consultant
DELOITTE

SAEED
Software Engineer
ABN AMRO

SERAFIMA
Frontend Developer
ING

EKMEL
Digital Enablement
KPMG

MERVE
Mobile QA Engineer
BACKBASE
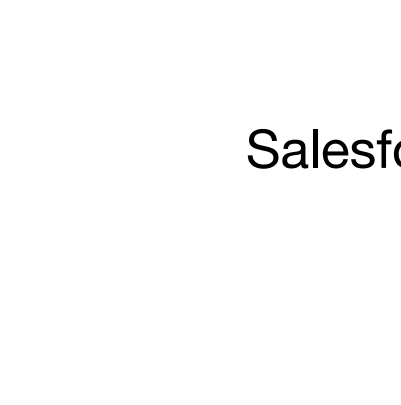
NISA
Salesforce Engineer
NEW10

SADEQ
Full-stack Web Developer
IRDETO

RANA
Web Developer
VIRTUAGYM

AMIR
Frontend Developer
MULTITUDE

SOFT SKILLS, CULTURAL FIT, AND JOB READINESS

Throughout the program, students take part in various career and cultural trainings to introduce them to the work culture of the Netherlands. During these sessions, and throughout their time in HackYourFuture, we place special focus on skills such as communication, collaboration, drive, accountability, and proactivity – in line with the core values of HackYourFuture.
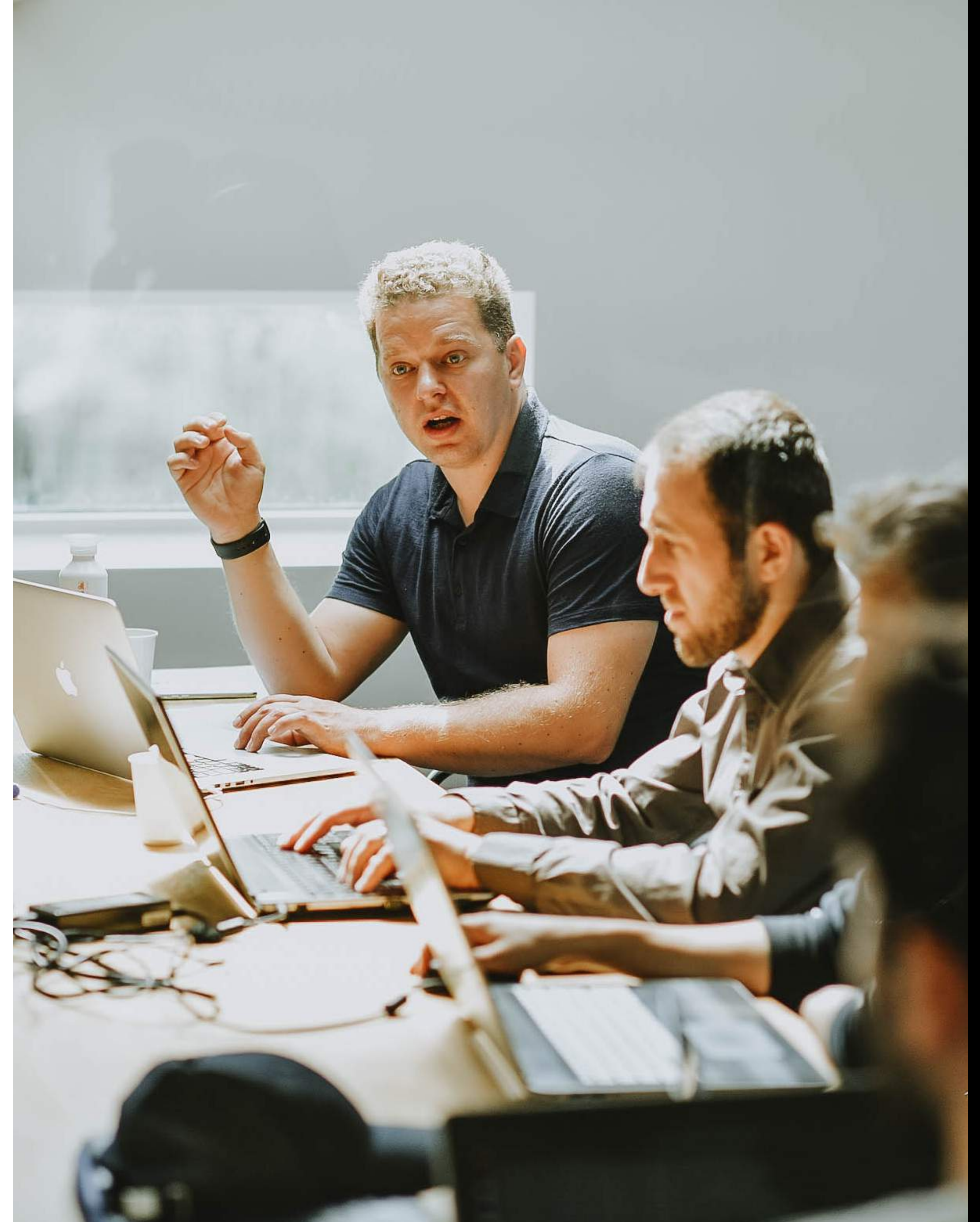
PUT YOURSELF IN OTHERS' SHOES

Respect & Empathy

DO IT TOGETHER

Communication and Collaboration

GO ABOVE AND BEYOND

Drive & Pro-activity

JOBS. JOBS. JOBS.

Results Oriented and Accountability

For more information, visit www.hackyourfuture.net/values

SOFT SKILLS, CULTURAL FIT, AND JOB READINESS

VLADIMIR X EMAKINA

Every HackYourFuture student participates in a minimum of 7 soft-skill and technical interviews. These are facilitated by recruiters, developers, tech leads and other Adyen employees, in addition to the interviews provided by our team. Over 100 Adyen professionals have already contributed to these sessions. Afterwards they provide feedback to students and HYF staff. This helps students to improve both soft and technical skills. It also helps us to assess if students are ready to join a company as a junior professional, or if they need more training before graduation.

HYF

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Our team has already supported more than 100 talented people from HackYourFuture. We help to improve their interview skills and assess their level of technical knowledge. I am pleasantly surprised by the people we get to meet. So much positive energy and so motivated to learn!

NIKITA VAN WEENEN

Product Specialist at Adyen

A COMMUNITY
OF PROFESSIONALS

At HackYourFuture we have an amazing community of 50+ software engineers, designers, HR experts, business managers and other talented people who:

- teach and mentor our students
- update the curriculum
- collaborate in projects
- provide feedback and support
- conduct interviews
- promote our mission
- and more!

Each student interacts with at least 10 different senior developers throughout the program, receiving professional feedback and benefitting from different viewpoints and experiences. This prepares them for their future roles within companies.
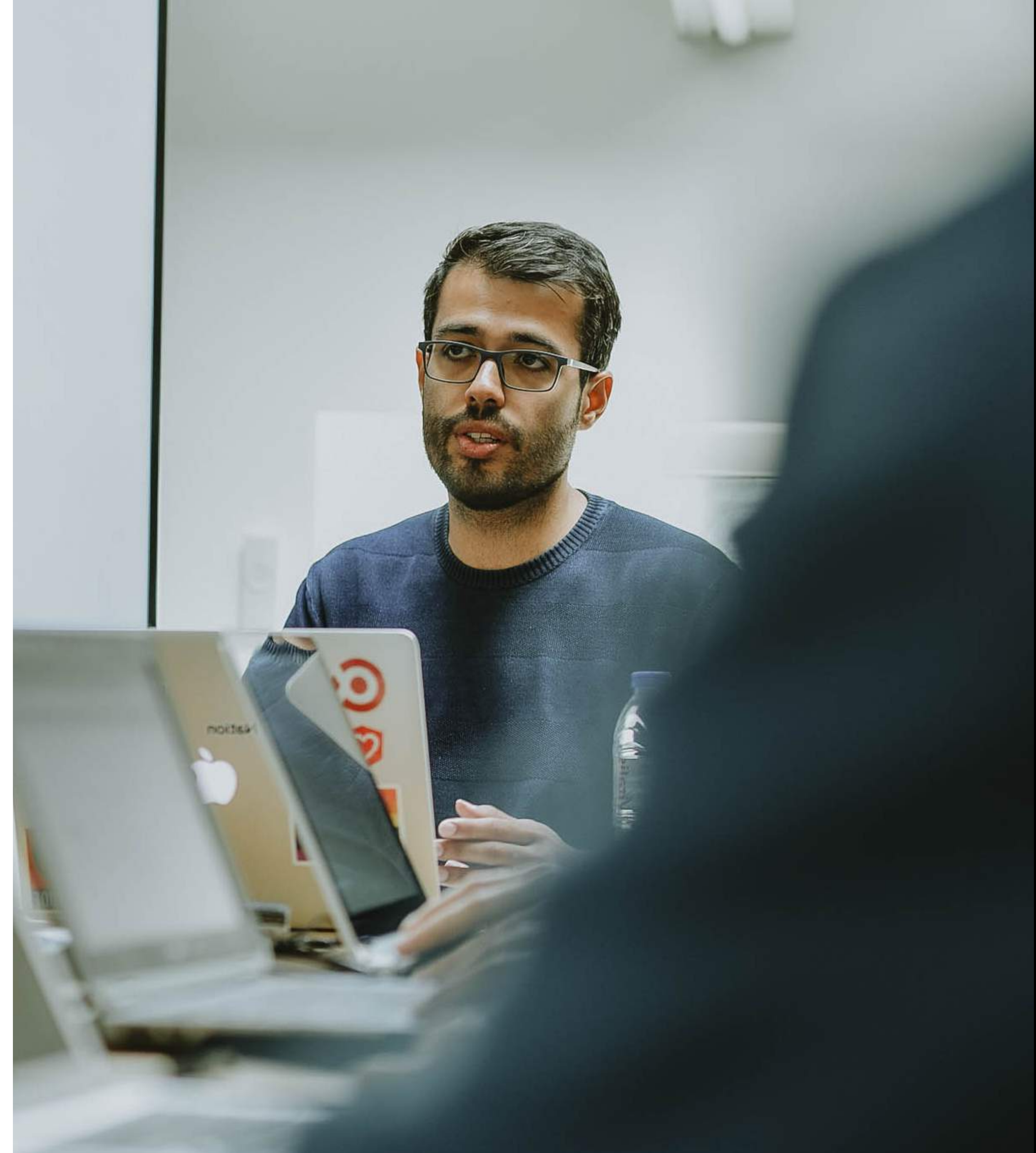
A FEW OF OUR MENTORS

ARKAITZ
Head of Engineering
HOMERUN

OMNIA
Product Owner
VANMOOF

STAS
Senior iOS Developer
UBER

MICHELLE
Product Owner
PVH CORP.

DAYAN
Software Engineer
AHOLD DELHAIZE

JULIA
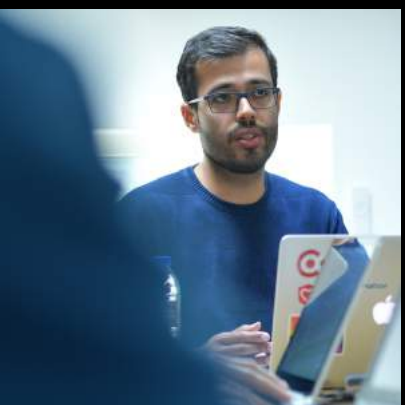Backend Engineer
HUBS

CHRISTOPHER
Frontend Developer
MEDIAMONKS

MARINA
Business Partner
EMAKINA

PATRICK
Chief Product Officer
ALBELLI

MERLE
Delivery Lead
KLARNA

YASH
Lead Frontend Developer
BACKBASE

CECILE
Senior Software Engineer
HIBER

BREUS
Software Engineer
ADYEN

UNMESH
Software Engineer
CRUNCHR

EDIE
Full Stack Developer
MY PARCEL

TOMAS
Lead Developer
INTERMAX

A FEW OF OUR MENTORS

ALEJO
Software Consultant
ALCAISA

JOSJA
Web Developer
THE STING

MARTIJN
Deployment Strategist
PALANTIR

SANDER
Digital Strategy
GREENBERRY

FRANK
Frontend Developer
NEARFORM

NICK
CoFounder
HIREPROOF

ROHAN
Software Developer
WOODWING

NATALIIA
Product Manager
AHOLD DELHAIZE

PHILIPP
CTO
DATHUIS

COLLIN
Full Stack Developer
KLIKKIE

ARCO
Frontend Developer
PROJECT CECE

JIM
Mentor
HACKYOURFUTURE

GINA
Data Scientist
SPOTR.AI

KELLEY
Frontend Developer
MY WHEELS

NOURAN
Senior Frontend Engineer
DAZN
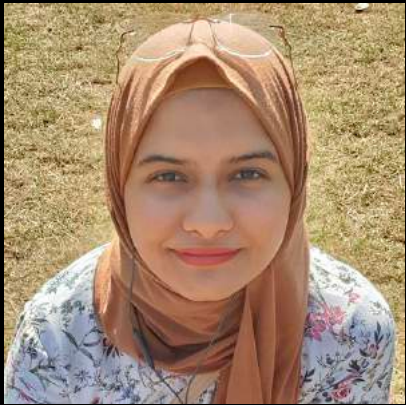
WILGERT
Senior Consultant
NAVARA

Visit hackyourfuture.net/volunteer to learn more about how you can join our mission

DIVERSITY AND CSR

More than just business sense

Companies are increasingly looking for purpose whilst improving the diversity of their workforce. But how to do this? We specialize in helping you achieve these goals through hiring talented people with a refugee background. We can help you make a difference.

KARAM ✕ NEW10

DIVERSITY
AND CSR

Diversity in the workplace

Hiring our graduates will help to increase diversity in terms of cultural and socio-economic background.

Support SDG's

Partnering with us helps your organization increase its performance on relevant SDG goals such as 'Decent Work and Economic Growth' and 'Reduced Inequalities'.

SUSTAINABLE DEVELOPMENT GOALS

KARAM ✕ NEXMO

RESHAD ✕ EMAKINA

HYF
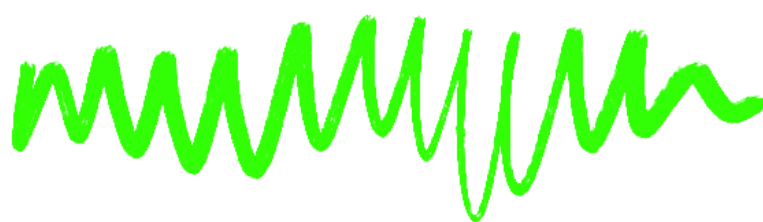
I believe that working with graduates from the HackYourFuture program is a big plus for every single tech company out there that cares about talent, diversity and inclusion.

RADBOUD FLUTTERT

Global Recruitment eBay Classifieds Group

BECOMING A PARTNER (AND HIRING OUR GRADS)

Our graduates are usually hired at companies starting with a 3 to 6 month internship. When the internship goals are achieved, the graduate joins your team as a full-time employee. Hiring directly without an internship is also a possibility.
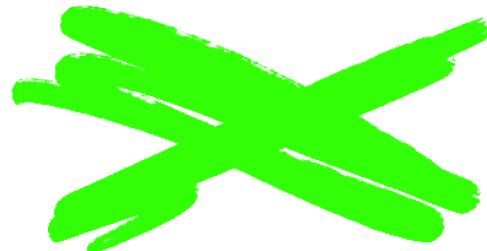

SIMA X BACKBASE

BECOMING A PARTNER (AND HIRING OUR GRADS)

Process

Based on your needs, we will select one or more students and share their CVs with you. You will decide which candidates you want to interview, testing both soft and technical skills. We adapt to your hiring process! If you are interested in hiring one or more of our students, you make an offer for an internship or job. It is that easy!

Legal matters

Our graduates have residence permits, which enable them to work in the Netherlands like any other European citizen.

Costs

When you hire a graduate for an internship, we charge a fee of €500/month excl. VAT. If you hire the graduate afterwards, we charge a single fee of €4000 excl. VAT (minus internship costs).

In short, you pay a maximum of €4000 excl. VAT per person you hire and want to keep in your company.

HackYourFuture is a not-for-profit organization. This means that fees are never for profit. Our education fees are used to train the next generation of talented developers, and they cover around 40% of our annual expenses.

WAYS TO SUPPORT HYF

Every year we want to graduate at least 50 students and ensure that at least 40 find employment in tech. For that, we need your help! There are many ways in which your company, team or yourself can support our mission. Here are just a few options:

Hire interns and juniors

Every career starts with an opportunity. Let us help you find the ideal match for your company. Visit hackyourfuture.net/hire to submit a request or email our partnership manager at federico@hackyourfuture.net to plan a call.

Volunteer

We are always looking for great mentors who can help make our education stronger. Visit hackyourfuture.net/volunteer for more information and to sign up!

Financial Support

In order to support the next generation of motivated talent we rely on donations and corporate partnerships. If you or your company want to support diversity and inclusion in the tech industry visit hackyourfuture.net/donate or reach out to us at info@hackyourfuture.net for more information.
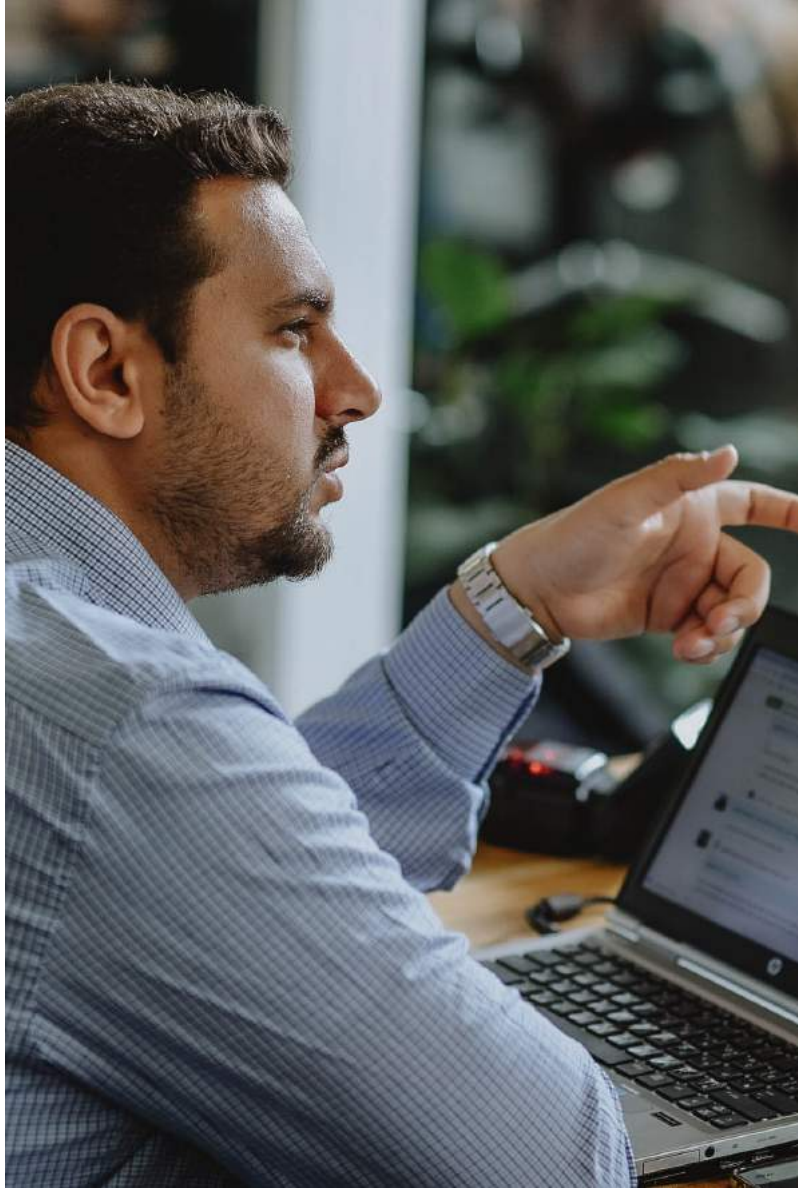
FREQUENTLY ASKED QUESTIONS

Are students only hired as web developers?

Definitely not. Our curriculum focuses on fullstack JavaScript but our graduates end up learning lots of other technologies such as PHP, Vue, Java, Serverless, and more. We also offer a specialised module for those interested in software testing (QA engineering). The main qualities our students have are grit and drive. This is why many end up working as full stack developers, backend developers, software testers, SalesForce developers, business analysts and more.

How do we make sure our candidates are high quality?

Because of our reputation and network, we receive over 150 applications for every class. We select around 15 candidates. After 7 months of intense study, tests and interviews, between 8 and 10 individuals manage to graduate.

You will be assessing the candidates yourself through interviews and technical assignments; we are confident you will be impressed.

Is it legally possible to offer an internship to HackYourFuture graduates, even though you are not an accredited education institute?

It is definitely possible! There is sometimes confusion about whether or not someone not in university can do an internship. However, this is usually internal policy rather than law.

As long as the internship has education goals, both small and large companies can offer our students internships. Please contact us for more information.

Does my company need to take any considerations in terms of Visas or work permits?

Our graduates have residence permits, which enable them to work in the Netherlands like any other citizen. No special visas are needed!

FREQUENTLY ASKED QUESTIONS

Are there any other important considerations to take into account?

Since our students are mostly junior developers, it helps to have some form of mentorship and guidance in place. Regular check-ins and evaluations also help. We can advise you on how to do this effectively, based on our experience working with 70+ companies.

In general, hiring our graduates is not much different than hiring a university intern, though our students typically bring more life and work experience than the average graduate.

How often do you have new talent available?

We usually have talent available and ready to start an internship or a job at any time. Every 2-3 months a class graduates.

What is the interview process like?

Based on your needs, we select one or more CVs. You decide which candidates you want to interview and how. If you are interested in hiring one or more of our students, you can make an offer for an internship or entry-level job.

Can I visit the school before hiring?

Definitely! This will give you a better understanding of the technical level and soft skills of our students. Please contact us to schedule a visit.

FREQUENTLY ASKED QUESTIONS

I am interested! What should I do?

Reach out to us here - we can answer all your questions and get the process started! We look forward to meeting you.

What if a student applies to our company without the intervention of HYF?

In most cases, we introduce our students to an employer through our network of partners. However, we also encourage them to independently apply for work opportunities. In the latter case, we still appreciate employers paying the education fee, as this compensates for (part of) our expenses providing 7+ months of education.

What is the business model of HYF?

Around 40% of our revenues are derived from education fees (the fees we charge when you hire a student).

The remaining 60% comes from donations from foundations and companies. If your company is interested in donating to our cause, please get in touch.

HYF

HackYourFuture trains truly amazing people. Our mentors at Booking and DAZN say they have never seen more motivated juniors, and their level of knowledge is unbelievable.
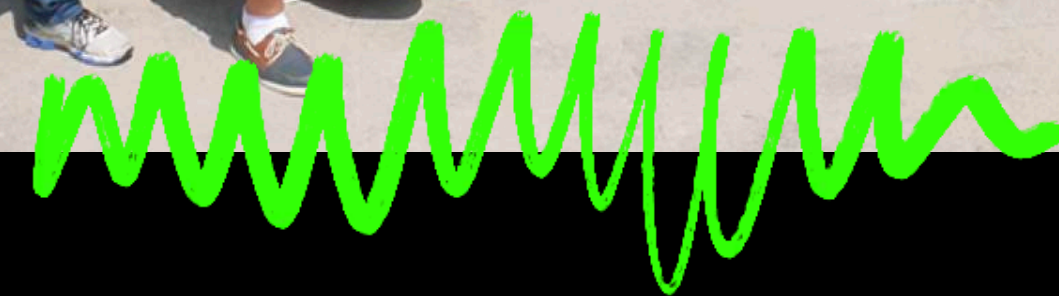
EVY VAN GALEN

(Ex) Recruitment Manager at Booking and DAZN

THANK YOU

STICHTING HACK YOUR FUTURE

Website
hackyourfuture.net

Intro video
/watch

Hiring and partnerships
federico@hackyourfuture.net

Donations
/donate

The curriculum in detail
/curriculum.pdf

General Enquiries
info@hackyourfuture.net