HACK YOUR FUTURE

Coding School
For Refugees

Helping New Talent
Enter The Tech World

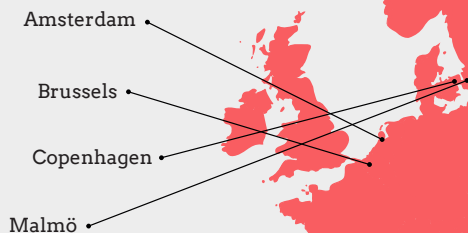# Content

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Introduction

Amsterdam

Brussels

Copenhagen

Malmö

HackYourFuture Belgium
HackYourFuture Belgium empowers refugees by teaching them the necessary skills for a career in software development.

Refugees often experience challenges in finding a suitable job to apply and further develop their skills. Yet, the number of unfilled vacancies in the IT sector is increasing at fast pace.

HackYourFuture was founded in 2015 in Amsterdam, with the aim to enable refugees to build digital skills for a career in web development, facilitate the integration of newcomers, and address the shortage of qualified workforce in the IT sector. Since 2015, HackYourFuture coding schools have also opened in Copenhagen and Malmö.

On 20 May 2018, HackYourFuture Belgium launched its first class in Belgium at BeCentral, a Digital Campus on top of Brussels Central Station. Every 3 months, there is a new class starting with 15 students.

This brochure provides an overview of the content of our program, vision, results, and how we can add value to your business.

About our program

HackYourFuture Belgium is an educational program of 6 months in which refugees learn front-end and back-end web development. We teach motivated refugees who want to start their career in web development. The course is open to anyone staying in Belgium. We also organize code initiations especially for women.

What we offer our students

→ 6 months training and support by passionate and experienced volunteer developers

→ Travel expenses to Brussels

→ Laptops

→ A strong network in the tech sector to facilitate employment opportunities

What we expect from our students

→ Strong motivation and determination

→ Study at least 25 hours per week (often next to their obligatory Dutch or French classes)

→ Proficiency in English

→ A professional and positive attitude

The HackYourFuture training program provides talented refugees living all over Belgium with an opportunity to build their web development skills. By taking this nation-wide approach, HackYourFuture is able to recruit some of the most talented people within the refugee community. In 2018 for instance, we received over 110 applications alone.

Our measure of success is simple - do our graduates find a job? Our selection process is rigorous. Students have to be competent in English, have a strong determination, and a passion for coding.

Our program is taught by a team of 20+ experienced and passionate developers. They share not only their skills, but their networks, insights into working life and up-to-date knowledge of the tech sector as

well. Beside programming, our training program also teaches soft skills. These are all skills crucial to work well within a team-based setting and the Belgian job market.

We support students in their travel expenses, to make sure they can join us from all over the country. In addition to our in-person teaching sessions, we coach and support our students online throughout the week. Over the course of 6 months, our students benefit from industry visits, masterclasses from tech experts, and individual career coaching.

What we teach

We teach our students 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 how to work on projects in a modern tech team, how to be problem solvers. They learn to think like developers.

Front -end
HTML, CSS, JavaScript, React.js

Back-end
Node.js, Express.js

Database
SQL, MongoDB

Tools, Concepts
Git, Github, Bash / Command Line Interface, Trello, Slack, Agile / SCRUM

Job Preparation
Prep-interviews (technical and non-technical), Resume training

For more information about our curriculum check out our Github repositories: https://github.com/HackYourFutureBelgium

Our six months program is divided into eight modules which cover programming languages such as HTML, CSS, JavaScript, Node, Databases in MySQL/MongoDB and React. However, what we value most is that our students learn how to think as a programmer, how to solve problems, and how to manage a project. This fundamental knowledge prepares our students for their first job as a web developer.

Hiring our students

Our students come from various educational backgrounds, but all share perseverance and grit. Our training program is demanding. Finishing it under the circumstances our students have been exposed to, really is an achievement. They will add significant value to your business.

Why hire our graduates?

Our students are trained to perform well as junior web developers in a modern tech team, write clean code, and think like problem solvers. Our students are talented, as they are selected out of a pool of more than 100 applicants. The students have a wide range of cross-disciplinary expertise and knowledge, as most hold university degrees in various disciplines, such as data science, mathematics, law, environmental science, journalism,...

Most of our students are fresh graduates, looking to start their career as a developer. Others have finished our training program some time ago and can be qualified as mid-level developers. They have professional experience in the Belgian labor market and are looking to take the next step in their career.

Process of hiring our students

1. Contact us via contact@hackyourfuture.be with your hiring needs.

2. We will send you relevant CVs based on your requirements.

3. Start your own selection process.

4. Hire our student. We offer support if there are any questions regarding legal issues or subsidies.

→ We charge a recruiting fee when you hire our students on an internship basis or full-time basis.

→ HackYourFuture is a not-for-profit organization. Both our recruiting and internship fee are used to train the next generation of talented developers.

Results

Do our students find work?
The answer is yes. Depending on their level of experience, some of our students start with an internship, others with a full-time job. We provide on-the-job technical support and coaching in order to ensure continuous growth of our graduates.

The first class of HackYourFuture Belgium with 10 students will graduate in December. Meanwhile, in Amsterdam

69

69 students have completed the program.

90%

Over 90% of the students found a job in the IT sector within three months after graduation.

Selection of the companies that have expressed their interest in hiring one of our students:

Over the next 3 years, HackYourFuture Belgium commits to train 175 refugees to become software developer and help them find a job in the Belgian ICT sector.

Do you want to be part of it?

Our Graduates

We are proud of what our students have accomplished. Coming from different backgrounds, most our students manage to secure a career as a developer. This section features two stories we find particularly inspiring.

"Being a programmer was my dream. However, in a country like mine, all you think about is how to feed your family and yourself. Being a member of a programmer community means a lot to me."

— Mohammed, Palestine

As a US senator once said :
"Computer programming is quickly becoming an essential career skill. Learning to code is a fantastic opportunity equalizer—if you're good at it, it can help you achieve your dreams."

It was not only about learning how to code, but it also helped me build other skills and confidence. I couldn't have got this far without the support of the whole community involved with HackYourFuture.

Our Sponsors

HackYourFuture is made possible by a large range of partners that share our vision. All our partners believe in a future in which tech talent is provided with opportunities independent of their background.

Interested in becoming a sponsor?
Get in touch contact@hackyourfuture.be

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