



# Hive Internship Project

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*Summary: This document contains the information concerning your Hive internship.*

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# Chapter 1

## Foreword

**Sergeant Hartman:** "I am Gunnery Sergeant Hartman, your senior drill instructor. From now on you will speak only when spoken to, and the first and last words out of your filthy sewers will be "Sir". Do you maggots understand that?"

**Recruits:** "Sir, yes Sir."

**Sergeant Hartman:** "Bullshit I can't hear you. Sound off like you got a pair!"

**Recruits:** "SIR, YES SIR !"

**Sergeant Hartman:** "If you ladies leave my island, if you survive recruit training, you will be a weapon. You will be a minister of death praying for war. But until that day you are pukes. You are the lowest form of life on Earth. You are not even human fucking beings. You are nothing but unorganized grabastic pieces of amphibian shit! Because I am hard, you will not like me. But the more you hate me, the more you will learn. I am hard but I am fair. There is no racial bigotry here. I do not look down on [...] anybody. Here you are all equally worthless. And my orders are to weed out all non-hackers who do not pack the gear to serve in my beloved Corps. Do you maggots understand that?"

- Full Metal Jacket

# Chapter 2

## Overview

Your professional integration remains one of the fundamental objectives of our school. Even if the curriculum is designed to put you in a situation similar to actual business circumstances, nothing will match the experience in actual employment itself. For this reason, the curriculum includes a period of internship or trainee employment. At this point, you have acquired a sufficient foundation of knowledge and it's time to test your skills in the real world, in order to develop your approach to programming. Don't worry if you feel like you don't "know enough" to start working - we have seen from experience that you are fully capable of meeting the needs of companies.

You also do not have to be perfect in your technical knowledge. This period will be a learning ground for you and the time to deepen your competences and explore your capabilities. It will be a very important stage in your schooling - you will discover new horizons and it will be a valuable opportunity for you to set improved goals and collect new motivations and ambitions [career direction, individual style of working, etc. beyond the completion of projects that you do at school].

# Chapter 3

## Requirements and options

Your Hive internship period must meet the following requirements:

- The duration must be from 4 to 6 months of full-time employment.
- It must reflect relevant tasks in regard to the studies and your future career.

# Chapter 4

## Employment contract and legality questions

### Contract specifications

The contract you form between you and the company at which you perform your internship period is an employment contract that the school has no part in. In the Finnish educational system exists an internship contract format that is set up between a higher educational institute, the company, and the intern. This format does not exist at Hive! The contract you sign needs to include all usual employment circumstances required by the law [insurance, medical benefits etc.] for it to be recognized as a valid contract. You are responsible to make sure that the criteria will be fulfilled.

The term “internship” is used in the broadest meaning of the word. The period we refer to as “first internship” can be an internship or trainee contract, a fixed-term contract, an open-ended contract, or any form of full-time employment recognized by the Finnish Law.

### Things to consider regarding the contract

There are two evaluations during your internship that will be sent to the company’s contact person [usually to the person who is acting as your mentor].

- The first, mid-term evaluation, will be sent halfway through your work period.
- The second, final evaluation, will be sent one week before the end of your contract.

If you have signed an open-ended contract, this evaluation will be sent one week before the date you indicated on the intranet and in your internship agreement as the end of your contract. It is therefore important that you indicate a date of end of contract allowing you to be evaluated during your course. Generally, it is recommended that you specify a duration of 6 months. This last evaluation will authorize you to subscribe to the peer-video project.

Please note that the internship project is not retroactive - we do not validate any employment done before uploading the contract to intra. We also do not validate any contract for students who do not fulfill the conditions requested [whether they have the agreement of a company or not]. Thus, you should read the pedagogical conditions below carefully and only sign a contract if you are sure or have concrete approval of your compliance with all criteria.

# Chapter 5

## **Pedagogical criteria**

The internship allows you to realize your capacities in an authentic environment - it increases your experience with different aspects of your schooling [technical, organizational, relational] but also on elements more related to the understanding of the context of the company, such as business insights and challenges. It's also an opportunity for those who have little or no professional experience to start filling in their CV, thus facilitating their integration to the workforce.

The Hive internship is an integral part of the curriculum and is counted like any other project. It is not optional, and it will allow you to unlock all "outer circle" projects as soon as you return from your internship. The conditions of access might evolve according to the observations of the Bocal.

Current conditions are:

- Successfully complete "ft\_transcendence"
- Successfully complete "Exam Rank 06"

As stated before, please note that we do not validate any type of contract for students who do not fulfill these above described conditions.



# Chapter 6

## Evaluation

The internship includes two different forms of evaluation. Firstly, the training supervisor completes your mid-term evaluation and your final evaluation, and secondly, the standard peer-evaluation applies.

In order to perform the peer-evaluation, you need to choose between two different methods to share your internship experience:

OPTION 1: A peer video

OPTION 2: A written report

Whichever option you choose, you will need to register to the project called "**Peer Video**" at the end of your Internship [yes, even if you choose the report, you register to the video].

If you choose **option one**, a video presenting the internship period, you will need to upload your presentation on a website like Dailymotion or YouTube, etc. from which the link needs to be in a file named ``video`` on your git repository. The video should be around 4-6 minutes long.

If you choose **option two**, a written analysis of your experience, you will need to upload a PDF file named ``report`` on your git repository. The report should include visual assets and the content length should be at least an equivalent of three pages.

In the video or report, you will present your internship period and focus on the learnings you gained during the time. The quality and features of your output should reflect a suitable level of professionalism. It's recommended to first briefly introduce the company and the context of its business. **Do not disclose any confidential company information.**

The main focus of the presentation should be placed on your personal involvement in the project. It's up to you to convey your learned skills in a creative yet professional manner. Your goal is to share your knowledge with other Hivers, explain your challenges, your successes and give a comprehensive understanding of technologies, working styles or whatever you deem most relevant and most useful for fellow Hivers to find out. What did you accomplish and how did you get there? Support your presentation with contextual evidence.

You can evaluate the internship project [and only the internship project] remotely as well as do internship evaluations remotely for others to get your own evaluation points. However, we recommend doing the internship project peer evaluations on-site as much as you can!

If you can't come to school, then you won't be able to submit anything inside your repository because the vogsphere is closed remotely. In that case, **contact a local member so that they can push the content of the repository for you.**

Lastly, we strongly encourage you to share your learnings not only with the lucky Hivers who perform your peer evaluations, but rather to **make it available for the whole Hive community.** You can use the Dashboard Forum by creating a topic to share your video or report, with the tag **#Internships**. The internship experiences are extremely valuable and inspiring content for all newbees and fellow peers.

**Thank you for sharing the knowledge!**

# Chapter 7

## **Additional information**

Whatever the type of contract you have signed for your internship, you must provide essential information about your employment [company details, legal status and internship topic] by completing the form on the intranet in the Companies section and uploading your signed contract and Internship Agreement. It's important to respect all these instructions to ensure the successful completion of your Hive internship.

Respect and trust between you and your company must work both ways. For example, the company must ensure correct working conditions. On your side, behavior and cultural integration must just as much meet expectations. Also, any contract signed is a legal commitment on your part. You can't stop an internship because you do not like it, but only when the terms of the contract are not respected.

The list is long, but you understand the main idea; be professional. The entirety of these elements will be taken into account for the validation of your internship.

Lastly, the Hive staff is there in case of any problems, doubts or questions.