

# The HNG Internship

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The biggest remote software developer internship in Africa

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We believe that exportable digital skills are the quickest path to changing lives in Africa.

We believe that if we can create a fun and exciting environment for people to get introduced to programming (and design), they will develop passion for software and start practising enough to get better.

We believe that making people pay to learn to code prevents many from being able to participate. We rather pay them to learn, so they can afford to learn.

We believe that there are many people who, when challenged, will show us exactly how extra-ordinarily skilled they are.

We believe that the internship will connect many very smart people together, who may never have met, and this will have a multiplicative impact.

What we try to do is to get as many people introduced to the concept and idea of programming as possible.

Our system is designed to filter - so that the very best end up as finalists and can go on to have a large impact in the industry.

### Key Numbers

Page 02

**5,200**

people have been introduced to basic software development and design over the 4 internships

**3,700**

reached the middle of the internship, and are able to work on and deliver simple projects

**1,400**

people ramped up from beginner to intermediate/advanced coders and designers

**600+**

hng interns are now employed as software developers and designers in various companies

**30+**

are now senior level in the local tech eco-system, and contributing to local startup growth

The HNG internship is a 3-month remote internship designed to find the most talented software developers in Africa.

Everyone is welcome to participate (there is no entrance exam). We create fun challenges every week on our slack channel. Those who solve them stay on.

Everyone gets to learn important concepts quickly, and make connections with people they can work with in the future. The intern coders are introduced to complex programming frameworks, and get to work on real world applications that scale. The finalists are connected to the best companies in the tech ecosystem and get full time jobs and contracts immediately.

*Internship 1.0: Aug 2016*

170 started  
15 finalists

*Internship 2.0: Jan 2017*

848 started  
30 finalists

*Internship 3.0: Aug 2017*

1,100 started  
100 finalists

*Internship 4.0: Apr 2018*

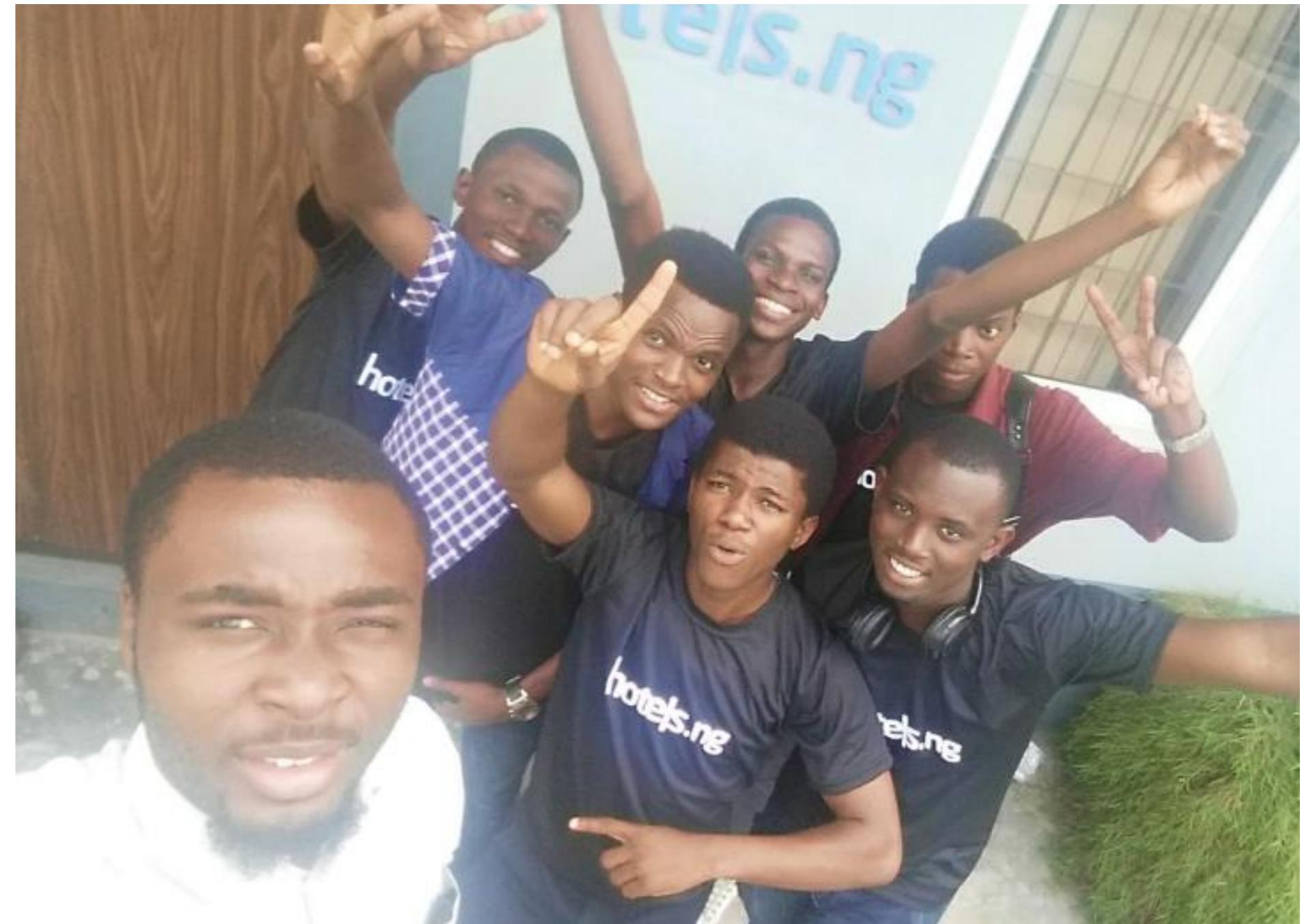
3,098 started  
25 finalists

The world needs software developers. People across Africa are passionate to learn software development - and if they are successful, it transforms theirs and their families lives.

Learning is more than just attending courses or self-study - you also need practise on real work projects.

That's what the HNG Internship is - a way to scale the practise-on-real-world-projects part of the learning process.

We are the post-learn, pre-job bridge.



The internship is open to everyone. It's a big slack group that anyone can join.

After joining, everyone is given a simple task to perform. Those who successfully complete it stay. The rest drop out.

After 2 weeks, the participants start receiving weekly pay.

The tasks get more competitive. Teams are built. Friendships created. More money is given to winners of weekly challenges.

The internship is not 'work', it's pure fun.

The screenshot shows a Slack message from **oluwabukolatina** at 11:02, which reads: "uploaded and commented on this image: s.PNG". Below the message is a screenshot of a web browser displaying a table titled "Entries" from the website [thenetworkbank.com/attendees](http://thenetworkbank.com/attendees). The table lists six attendees with their names, emails, phone numbers, and registration times:

S/N	Name	Email	Phone Number	Registered At
177	Joy Gif Amon-James	joygitanon@gmail.com	08130413116	Nov 15, 2017 09 24am
176	Suliat Idowu	suliatidowu@gmail.com	07089571957	Nov 15, 2017 09 19am
175	Karyimola Ojeshina	kojeshina@gmail.com	08094782823	Nov 15, 2017 09 16am
174	Oluayo Owojaye	Tedto45@gmail.com#	08063035492	Nov 15, 2017 09 16am
173	Ayodeji Adelokun	ayobiodun@gmail.com	08026643613	Nov 15, 2017 09 15am

Below the table, there is a list of messages in the Slack channel:

- markowitz** 11:04: "@xyluz pls can u pull again.. thanks"
- xyluz** 11:04: "done"
- markowitz** 11:11: "pls can u run this again: `sudo git fetch --all`  
`sudo git reset --hard origin/master`"  
Followed by: "@xyluz"
- xyluz** 11:11: "done"
- godfredakpan** 11:12: "is auto deploy working"
- markowitz** 11:19: "sudo git fetch --all  
sudo git reset --hard origin/master" Followed by: "@xyluz pls mbok."

The first internship in Aug 2016 kicked off with 170 people. There were 15 finalists. Most of the finalists are now professional developers in various local startups.

Stephen: Dev Relations, Africa's Talking

Faith: PM, FindWorka

Shalvah: Konga Developer

Fisayo: Hotels.ng Lead Developer



At the second internship,  
**848** started the programme.  
We ended up with **30**  
**finalists**, who are all not just  
employed, but creating  
significant impact on the  
Nigeria tech eco-system in  
design, frontend, and  
javascript.





In partnership with  
Akwa Ibom State  
Government

For the 3rd internship, we were invited by the Akwa Ibom State government to focus on interns from the state as a way to kickstart the local eco-system.

**1100 coders started, with 100 finalists.**

Since then, the Uyo tech eco-system has been buzzing with activity.





### Internship 4.0: Apr 2018 - June 2018

For the 4th internship, we partnered with Bluechip Technologies, Oracle and Figma.

**This has been the biggest internship yet, with 3090 coders starting, and 28 finalists.**



We focused a lot on product design in this internship, in addition to the coding that we normally do.



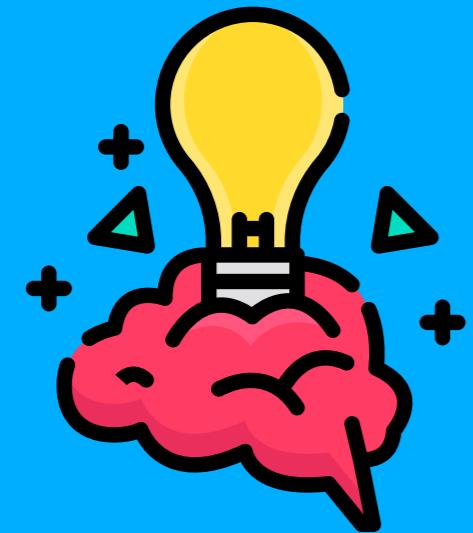
We connect like-minded people with each other.

We find raw talent and highlight them in the eco-system, which always leads to them being demanded by tech companies.

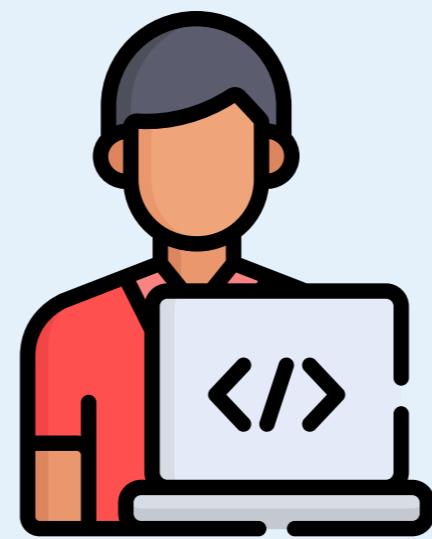
We introduce thousands of people to coding for the first time.

For those who already know coding, we show them best practises and introduce them to complex concepts that will help them get jobs at big tech companies.





Discover Talent

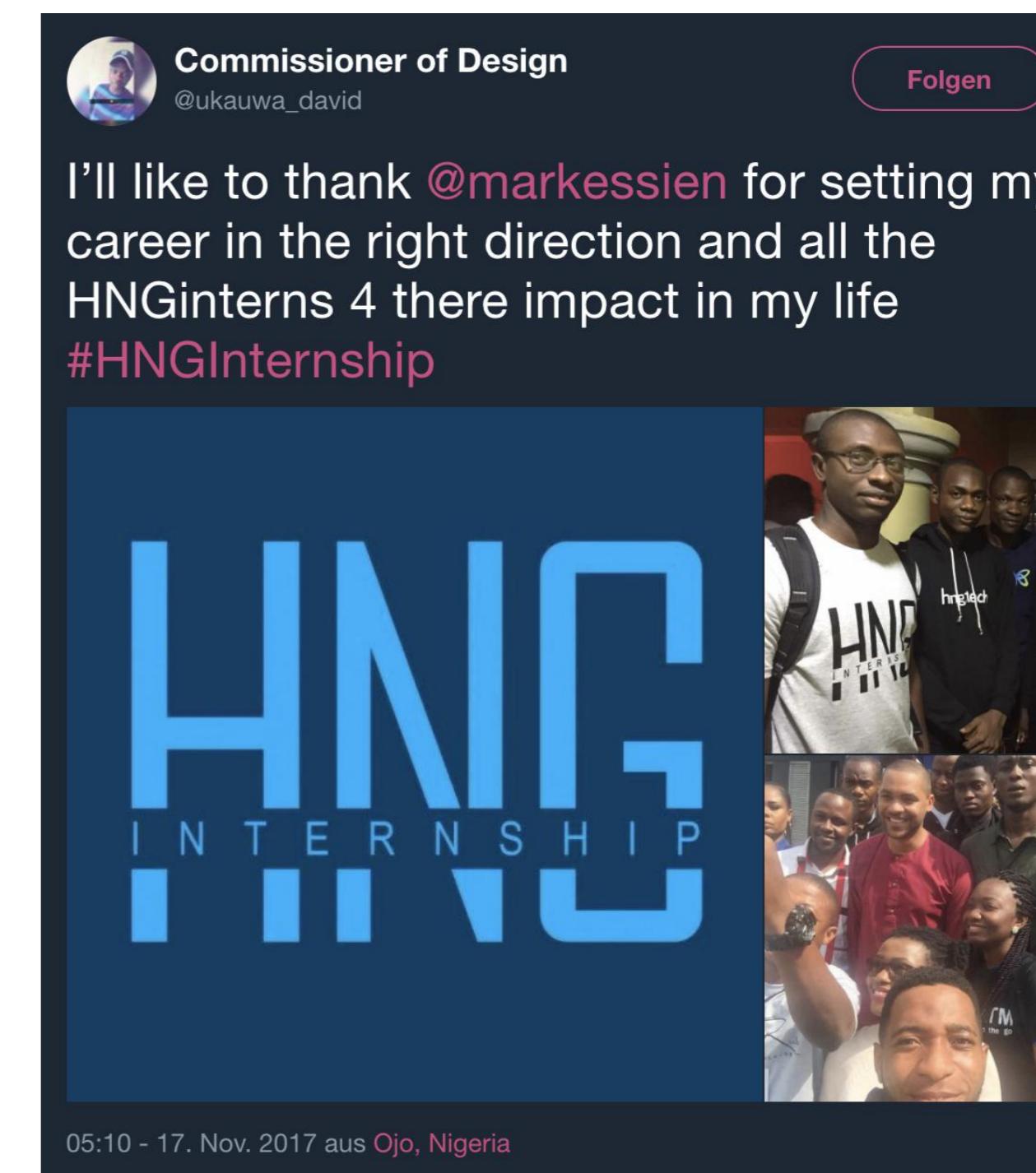
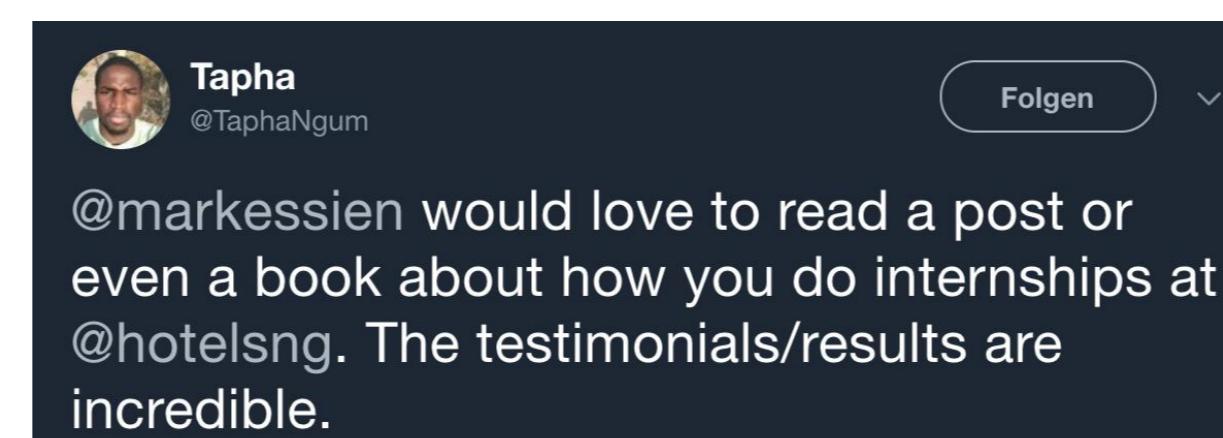


Make the internship  
process fun



Connect brilliant  
people with each other

And make all this scale to hundreds of thousands of people



From feedback on twitter:

<https://twitter.com/hashtag/HNGInternship>

<https://twitter.com/hashtag/HNGInternship4>

## The primary constraints with the interns:

Interns in Nigeria may be passionate about coding, but they often lack the basic infrastructure to even start - access to steady power, to internet and some do not even have laptops (a few interns have completed the entire programme on their mobile phones).

## We solve these in three ways:

- We generally pay the interns, because without pay, they simply would not be able to afford to continue.
- The interns use the pay to get their own infrastructure (power, internet).
- We have a 'laptop fund' where people without devices can borrow money to buy a laptop, so long their peers vouch for them.

We need 3 types of partners to help us continue to run more internships:



### Co-Financers

Companies or individuals who wish to contribute financially to the interns.

The money is paid to the interns in exchange for completing challenges.



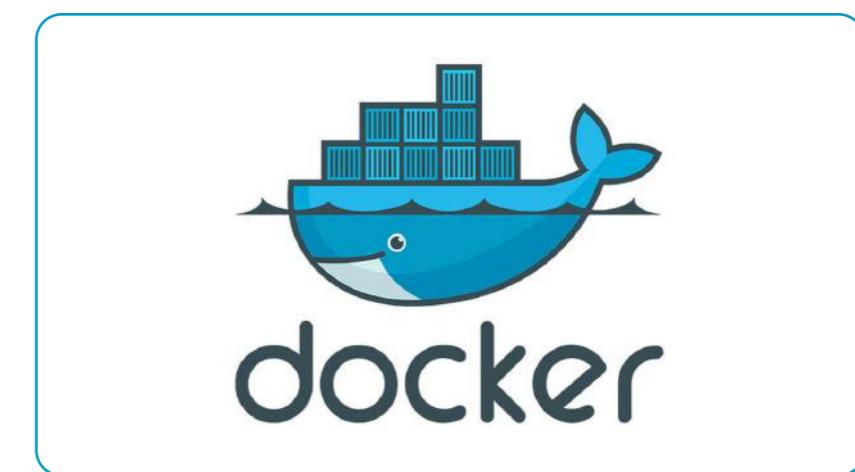
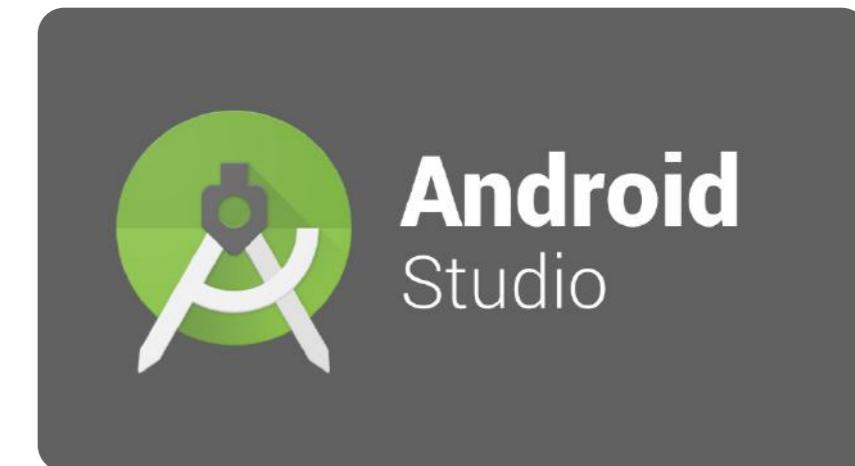
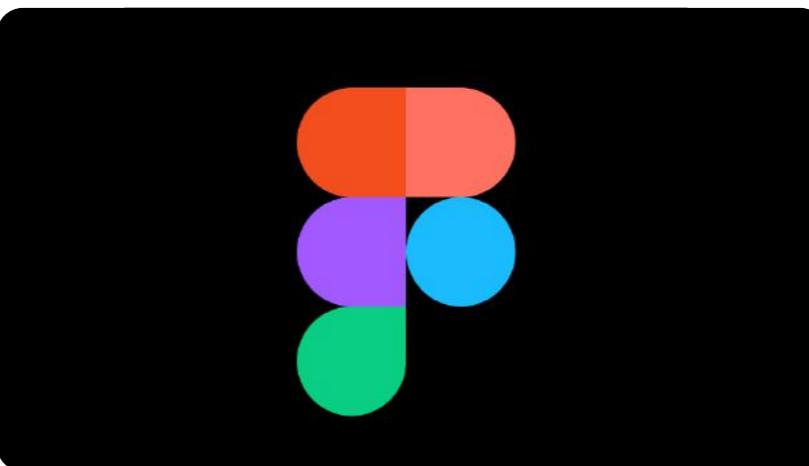
### Software Tool Partners

Tool partners commit to paying the interns for a number of weeks, in return their tool is the focus of the work the interns are doing.



### Infrastructure Partners

People who can provide space that the interns can work out of (with power and internet).



### What the interns learn:

Principles of  
Product Design (UI/UX)

Front-End Development  
(HTML/CSS/SASS/Vue)

Back-End Development  
(PHP, Laravel)

Dev-Ops (Ubuntu, Nginx,  
Docker)

Databases (MySQL)

Version Control (Git)

# Thank you

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Contact: [mark@hotels.ng](mailto:mark@hotels.ng)