

HackYourFuture 2025 - 2027 Plan

Empowering refugees and newcomers to build sustainable tech careers

1. Who We Are

HackYourFuture (HYF) is a non-profit coding school that enables refugees and people with limited access to education or the labour market to start a career in tech. Founded in Amsterdam in 2016, HYF offers a free, intensive training program combining technical education, personal development, and direct job-placement support.

Impact to date

- 500+ graduates trained
- 80% employed within 6 months
- 100+ partner companies and 50+ active mentors
- Growing alumni community supporting new students

HYF not only creates jobs - it drives **economic independence, social inclusion**, and a **more diverse digital sector**.

2. Our Achievements (2025)

Education & Innovation

- Upgraded **Full-Stack Web Development** curriculum; added **Python, Cloud**.
- Launched a **new learning platform** and standardized selection and guidance processes.
- Introduced research on AI's impact on education and jobs.
- Started **regional pilots in Eindhoven and Arnhem** to reach students beyond the Randstad.

Diversity & Inclusion

- 30% women among students (target 35% by 2027).
- First LGBTQ+ inclusion review completed; new guidelines under development.

Organizational Growth

- New director and expanded team (4 → 5 FTE, expecting 8 by 2027).
- Obtained **ANBI status (2025)**; preparing for **CRKBO certification**.

- Introduced quarterly financial reporting and a professional impact-monitoring system.
- Achieved 50% operational income and maintained a 50% financial reserve.

Partnerships

- Long-term relations with **ING, Adyen, Oranje Fonds, Stichting Doen, Uber** and new public-sector program ESF+ (and agreement on SROI pilot KPMG in 2026).
 - Growing collaboration with universities and regional hubs for outreach and research.
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3. Lessons & Insights

- **Scalability requires structure:** larger cohorts (25–30 trainees) improve quality and predictability.
 - **Regional presence boosts access and placement** beyond Amsterdam.
 - **Personal development is decisive** for job success - coaching, teamwork and communication remain core.
 - **Diversified revenue** ensures long-term stability and independence from grants.
 - **Inclusion is ongoing work:** active outreach and mentoring remain essential.
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4. 2026–2027 Priorities

New Program Model: Core + Specializations

A scalable structure that aligns with current labor-market demand:

- **Core Program (4 months):** foundational coding in Python, Git, APIs, plus communication and time-management training.
- **Specialization Tracks (4 months):**
 - Front-End (React, TypeScript)
 - Back-End (Django, databases, security)
 - Cloud Fundamentals (AWS/Azure/GCP)
 - Data Analysis / Engineering (Python, SQL)
 - QA & Testing (Automation)
- **AI & ethics** integrated throughout.

- Embedded **company visits, mentoring, and job-readiness** sessions with leading tech partners.

Strategic Goals

Focus Area	2025	2026	2027
Students trained	55	75	100
Employment within 6 months	80%	82%	85%
Operational income share	50%	60%	70%
Long-term partnerships	4	6	8

Impact KPIs

- 80% of alumni financially independent after 1 year
- 25% progress to mid/senior roles within 3 years
- 70% report improved social integration and networks

5. Vision for 2027

By 2027, HackYourFuture will be a **national benchmark for inclusive, AI-ready tech education** - training over 100 newcomers per year through a financially self-sustaining model.

Our focus:

- Continuous **program innovation** and market alignment
- Strong **public-private partnerships** and ESG collaboration
- A **diverse, regionally present team**
- Visible national brand driving inclusive growth in tech