HackYourFuture Development Program – Program Overview

1. General Information

Program name: HackYourFuture Development Program
Provider: HackYourFuture (HYF), non-profit organisation
Language of instruction: English
Target group: refugees and displaced persons with work eligibility.

Educational level: Bachelor level program
Educational format: Blended learning (online learning combined with on-site sessions)
Total duration: Approximately 9 months of training (Core Program + Specialisation Track + Job preparation), followed by up to 12 months of career support
Estimated study load: Maximum 30 hours per week, including self-study, assignments, projects, interviews, and sessions.

Cost: The program is provided free of charge to eligible participants.

The HackYourFuture Software Development Program is designed to prepare participants for junior roles in software development or software testing. The program combines technical education with strong professional and personal development components and is aligned with current labour market needs in the Dutch IT sector.

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2. Program Objectives and Outcomes

By completing the program, participants will:

- Acquire the technical skills required to build and test software applications
- Gain experience working in collaborative, team-based development environments
- Develop professional skills such as communication, feedback, and self-reflection
- Build a professional CV, LinkedIn profile, and GitHub portfolio
- Gain insight into the Dutch IT labour market
- Be prepared for internships and junior-level positions in tech
- Become part of the HackYourFuture alumni network

The program aims to increase participants' employability and support their transition into sustainable employment in the IT sector.

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3. Admission Requirements and Participant Responsibilities

To follow the HackYourFuture program successfully, participants are expected to meet the following requirements:

- Live in the Netherlands and be legally allowed to work here
- Commit sufficient time each week, including at least one in-person session in Amsterdam and regular weekday study time
- Be motivated to start a tech career upon successful completion of the program
- Have a B2-equivalent level of English and be able to read, write, and discuss technical topics.
  - English level is assessed during the selection process; a bachelor-level background is typically expected)
- Value teamwork, diversity, and continuous personal and professional growth

Participants are expected to:

- Attend scheduled online and on-site sessions
- Complete assignments and projects within set deadlines
- Actively participate in group work, feedback sessions, and professional development activities
- Communicate proactively in case of absence or difficulties
- Adhere to the HackYourFuture Code of Conduct

Serious or repeated violations of program rules may lead to termination of participation. HackYourFuture encourages early communication if technical, personal, or academic challenges arise, so that appropriate support can be provided.

Application and Selection Process

Admission to the HackYourFuture Development Program follows a structured and transparent selection process designed to assess motivation, learning ability, and basic readiness for intensive training.

Candidates first complete an online application via the HackYourFuture website. Eligible applicants are then invited to submit a technical assignment.

Candidates who successfully complete the Technical assignment are invited to an **online interview** with HackYourFuture staff. The interview focuses on motivation,

learning attitude, availability, and English communication skills. Final admission decisions are based on performance in technical assignment and the interview outcome.

Participation in the program is free of charge; no tuition or registration fees are required from accepted participants.

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4. Curriculum Structure

The curriculum is reviewed regularly and feedback is systematically collected from participants via online evaluations to support continuous improvement.

4.1 Core Program (4 months)

The core program builds a strong technical and professional foundation for all participants. Core technical subjects include:

- JavaScript programming
- Git and GitHub
- Web fundamentals (HTTP, APIs)
- Algorithms and problem-solving
- Introductory group project work

Alongside technical training, participants follow professional and personal development modules, including:

- Communication and collaboration
- Giving and receiving feedback
- Coaching and self-reflection
- Workplace readiness

4.2 Specialisation Tracks (4 months)

After the core program, participants continue in a specialisation track aligned with labour market demand and individual strengths. Available tracks include:

- Front-End Development
- Back-End Development
- Cloud Fundamentals
- Data Analysis / Data Engineering
- Software Testing & Automation

At the end of the specialisation phase, participants work in groups of 3–4 on a large-scale project under mentor guidance. The project simulates real-world development work and focuses on technical quality, teamwork, and professional behaviour.

Professional development and responsible use of AI tools remain integrated throughout all tracks.

4.3 Job Preparation (1 month)

Following the technical training, participants complete a one-month Job Preparation phase focused on transitioning into the labour market. This phase includes:

- CV and LinkedIn profile development
- Interview preparation and technical interview practice
- Job search strategies and networking
- Employer expectations and workplace culture
- Introduction to internships, traineeships, and junior roles

Participants receive coaching and feedback to support their job readiness and confidence when entering the tech job market.

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5. Program Completion and Assessment Criteria

To successfully complete the program, participants must:

- Pass the final group project
- Demonstrate consistent engagement throughout the program
- Pass required technical interviews
- Complete at least 80% of weekly assignments (target)
- Maintain at least 70% attendance (target)
- Actively participate in professional development sessions and program activities
- must demonstrate consistent professional and respectful behaviour

Exceptions may be granted on a case-by-case basis (e.g. illness), based on overall performance and commitment.

Technical interviews

- Three technical interviews are conducted during the program
- Interviews follow a fixed and consistent assessment framework
- Conducted by external mentors
- Include technical questions, code review, and discussion
- Result in a pass or fail outcome

Participants who do not pass an interview receive support and may retake it once. Failing twice may result in termination of participation.

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6. Learning Materials and Platforms

HackYourFuture provides all learning materials, which are intended for personal educational use only.

Key platforms used:

- Slack: Primary communication tool for trainees, mentors, and staff
- Notion: Learning platform containing curriculum content and program information
- GitHub: Assignment submission, project collaboration, and portfolio building

HackYourFuture supports participants who lack access to required equipment (e.g. laptops) wherever possible.

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7. Weekly program Structure

Participants are expected to plan their study week proactively. A typical week includes:

- Monday: On-site session (11:00–14:00)
- Monday–Wednesday: Work on weekly assignment (deadline Wednesday 23:59)
- Wednesday: Online Tech Hour via Slack (10:00–11:00)
- Thursday–Monday: Study materials for upcoming sessions

Most education takes place online, with regular in-person sessions primarily on Mondays. Additional workshops may be scheduled with advance notice.

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8. On-site Sessions and Locations

Primary teaching location:

- Codam, Kattenburgerstraat 7, Gebouw 039, 1018 JA Amsterdam

Additional sessions may take place at:

- A-lab, Overhoeksplein 2, 1031 KS Amsterdam

Locations are accessible by public transport. Food and refreshments are provided during on-site sessions.

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9. Assignments, Monitoring, and Feedback

Participant progress is monitored through:

- Weekly assignments and projects
- Participation and collaboration
- Feedback sessions and evaluations
- Technical reviews and final project assessment

Assignments must be submitted weekly via GitHub. Mentors provide feedback within one week of submission. Submission of assignments is mandatory.

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10. Teaching Staff, Mentors, and Support

The program is delivered by:

- HackYourFuture core staff and fixed (freelance) instructors
- A large group of experienced volunteer mentors

Mentors support learning through on-site assistance, feedback, Q&A, and sharing industry experience. Additional support for English, personal development, and career skills may be provided upon request.

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11. Communication, Complaints, and Governance

- Primary communication tool: Slack
- Administrative questions: Website contact form
- Study-related questions: Relevant Slack channels

Response time: within 2 working days

HackYourFuture maintains a transparent complaints procedure:

- Complaints: complaints@hackyourfuture.net
- Acknowledgement within 7 days
- Resolution within 4 weeks
- Confidential handling

Key contacts:

- Education Director: Stas Seldin
- Program Coordinator: Rohini Patil
- General email: info@hackyourfuture.net

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12. Job preparation and labour-market entry support

HackYourFuture provides structured career support, including:

- CV, LinkedIn, and GitHub profile guidance
- Company visits and mock social and technical interviews
- Feedback from industry professionals
- Access to internship and job opportunities via partner companies
- Continued encouragement to contribute to open-source projects

Career placement is a shared responsibility between HackYourFuture and trainees, with up to one year of support after successful program completion.

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13. Study Strategies

Participants are encouraged to:

- Plan study time weekly
- Actively practice coding, not only reading materials
- Ask questions and seek help early

Support is available from peers, mentors, instructors, and staff.

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14. Core Values

HackYourFuture operates according to four core values:

Respect & Empathy – treating everyone with dignity and understanding diverse backgrounds
Drive & Proactivity – taking ownership of personal growth and learning
Collaboration – learning and working together in a supportive community
Results-Oriented & Accountability – focusing on employability outcomes and professional responsibility

These values guide behaviour, learning, and decision-making throughout the program.

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15. Conclusion

The HackYourFuture Development Program is a free, structured, and outcome-oriented training program aimed at supporting refugees and displaced persons with valid work permits in the Netherlands to develop sustainable careers in the technology sector. The program combines structured education, professional skills development, continuous assessment, and labour-market entry support. Through this integrated approach, HackYourFuture seeks to achieve measurable labour-market outcomes while ensuring transparency, educational quality, and organisational accountability.