NETHOPE ACADEMY

Intern Program

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NetHope
NetHope empowers committed organizations to change the world through the power of technology.

NetHope enables cross-sector collaboration between the world’s largest nonprofits and technology innovators.
Members

http://nethope.org/our-members/all-members/
Supporters & Partners

http://nethope.org/our-supporters-tech-partners/all-partners/
Operating in 180 countries

Coordinating ICT needs in 30 disaster-prone countries

Over $100M in value delivered to NetHope members (software, hardware, expertise)

Serving 49 member INGOs representing $40 billion in international aid

ICT training for 1,200+ promising youth

$40M in direct and in-kind support to members
Employers tell us, “Universities are not graduating students with skills that will help me grow my business. These young people need more relevant technical and soft skills.”

Graduates tell us, “I have a degree. I apply for many jobs. They all say that I need work experience to be hired. How can I get my first job if every job requires experience?”
How does it work?

From unemployed tech-savvy youth

- Recruiting, Interviewing, Selection, Onboarding
- Internships and Real Work Experience, Mentoring and Polishing

- Training in Technical and Professional Skills
- CV Preparation, Interview Skills, and Career Counseling

to employed IT professionals!

Step-by-Step: *The NetHope Academy Playbook*
The Academy supports educated youth to build relevant ICT skills, gain certification and effectively enter and succeed in the workplace.

The Academy produces a local workforce capable of addressing ICT needs through a mix of training, both in a classroom, in the field and online.

The Academy leverages relationships with local employers to secure ICT-based internships.

The Academy ensures program stability by passing on methodology to local implementers addressing local needs.
Best Practices

- Employ a scalable toolkit that serves recruiting, online training, intern management, program management, outplacement and impact assessment.
- Collaborate with educational institutions, the private sector and the international development community.
- Preference given to underrepresented populations, such as young women and natives of rural areas.
- Internships last from six months to one year.
- NetHope supported by Accenture Foundation, Microsoft, Cisco, Voila Foundation, and 60+ host organizations.
- Experience from Haiti, Rwanda, Liberia, India, Egypt & more.
- The Academy was featured at Clinton Global Initiative in September 2011.
NetHope Academy has an 80%+ track record of converting unemployed ICT educated youth into full-time IT pros.
Our Framework +

The NetHope Academy Internship Program framework, methodology and lessons learned combined with:

- **Local business community engagement** –
  - Secure internships and jobs; Partner with staffing agency, hire/train staff with the right local connections to work with businesses.
  - Identify and engage guest speakers, mentors, etc.

- **Your Content:**
  - Classroom technical training
  - Online Learning Resources
  - Soft Skills, Business conduct, Customer Service skills, etc.
  - Additional specific training content tailored for each audience;

- **Technology Provider Content** e.g.: Cisco & Microsoft Certification Training

- **3rd Party Livelihood Programs** e.g. Microsoft YouthWorks
Who can benefit?

- Universities and Educational Institutions
  - Intern Programs
  - Student Outplacement Program
- Staffing agencies
- Non-Government Organizations (livelihood)
- Technology Hubs / Incubators
NetHope Academy
CASE STUDY
What made it work?

- **Intern Selection** – Broad outreach across Universities and rigorous screening.
- **Relevant Curriculum** – A mix of technical and soft skills training delivered in the classroom by certified instructors and complemented online through an enterprise class learning management system (LMS).
- **Work experience** – On the job experience in technical and pre-sales job roles.
- **Mentoring** – Professional development through the interns host organization, the Academy program directors and peer-to-peer support.
- **Ongoing evaluations** – (self evaluations and IT mentor evaluations) with corrective action where needed.
- **Community** – NetHope Academy provides interns with a network and community to motivate, learn and collaborate.
TESTIMONIALS
Hear it from our graduates!
“Applying for the NetHope Internship Program was one of the best decisions in my life. The job experience and the classroom training have made me a better person in a 360° perspective.”

Landing a job or internship in this era was a daunting task so NetHope was a blessing to me. NetHope provided me with the opportunity to intern at Techno Brain whereby upon completion, I was offered a job as a software engineer in testing.
“The technical and ethical training we were taught at NetHope was great for it gave a clear direction on what is expected of us beside the technical requirements of getting the job done.”

“NetHope Academy has built the bridge between the classwork and the job market, thus making it possible for the graduates from the Academy to have an upper hand in the competitive ICT Job market.”
WHAT CAN YOU DO?
Next Steps:

- **Access NetHope Academy Playbook** – dedicated NetHope Solutions Center landing page.
- **Identify Relevant Curriculum** – Your content, 3rd party content.
- **Work experience** – On the job experience in technical and pre-sales job roles. Follow PLAYBOOK processes.
- **Mentoring** – Professional development through the interns host organization and peer-to-peer support.
- **Ongoing evaluations** – apply corrective action where needed.
- **Community** – Academic and Intern Host networking, Peer support, Alumni support
For more Information:

NetHope Academy Playbook available on the NetHope Solutions Center:
http://solutionscenter.nethope.org/toolkit/view/nethope-academy-the-playbook

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