

jóvenes  
con futuro

# Jóvenes con Futuro

Internship, Silicon Valley and San Francisco



StepOne

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# Program Overview

StepOne is looking for the best technical talent in Spain. The goal of the program is to match promising Spanish programmers with emerging trends, new ideas, innovation processes, and talented entrepreneurs. This program will help find and motivate Spanish technical talent through an exchange with Silicon Valley.

## What is it?

An internship program designed for Spanish computer science majors and web programmers who are less than 25 years old, finishing school, and fluent in English. The program will find internship positions for six months with Silicon Valley startups.

- StepOne will handle the entire process from selection and matching, to immigration and legal issues, to logistics and living expenses.
- Students will be selected via a rigorous technical testing and interview process
- Internships are funded through a loan that participating candidates will take out, for up to \$18,000. Loans will be paid back within 5 years with minimal interest\*
- At the end of the internship program, participating interns will be free to negotiate their own working conditions

\* loan conditions will be flexible but are yet to be defined  
For more information: [www.stepone.com/jovenes/](http://www.stepone.com/jovenes/)

# Candidate Requirements

- Last year, over 400 candidates applied from over 65 Spanish universities.

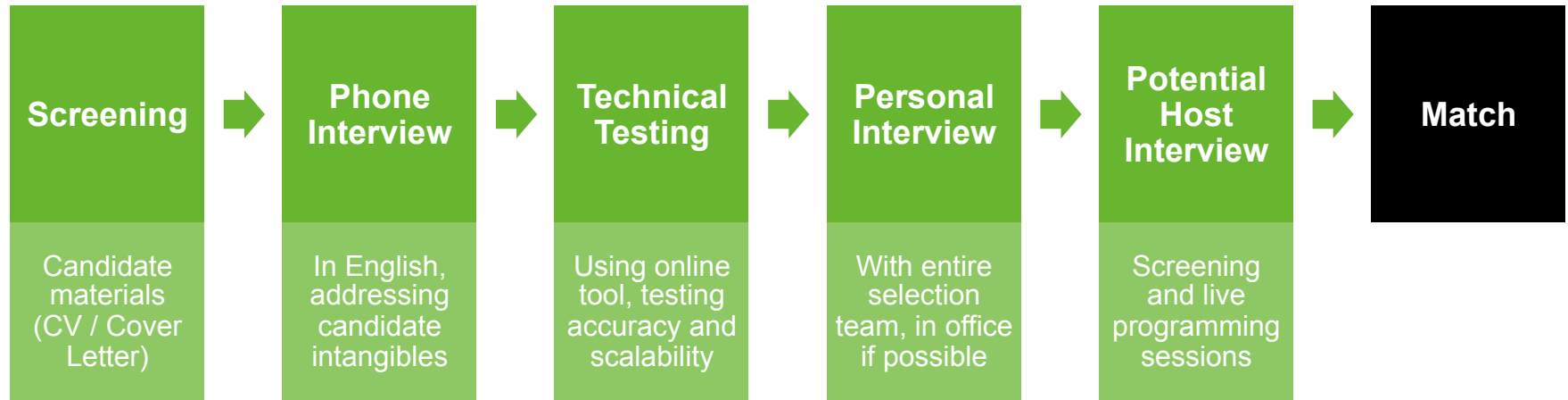
- **Requirements:**

- ✓ Student in last year or recently graduated in Computer Engineering, Computer Science or Mathematics
- ✓ Fluency in written and spoken English
- ✓ Experience with web programming
- ✓ Interest in emerging technology and entrepreneurship
- ✓ Tangible interest in being exposed to the Silicon Valley ecosystem

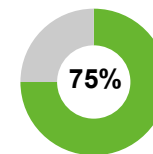
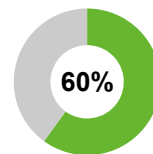
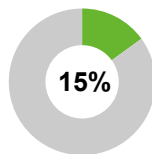
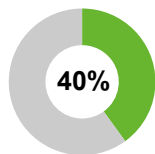
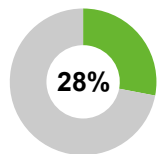
## Extra Points

- High proficiency in the following: JAVA, C/C++, PHP or Perl
- Ability to work or learn quickly: Django, Python, Ruby, Javascript
- Experience with mobile platform development
- Entrepreneurial activity or “side projects” outside of classroom

# Selection Process



Filter Estimate (percentage of passing candidates in process segment)



- A certain number of candidates will be invited to join the Jóvenes con Futuro LinkedIn Group, where we are letting technical profiles know of opportunities in startup companies.
- Last year StepOne brought 4 candidates to Silicon Valley, expectations for this next year are increase this number

# Potential Host Companies



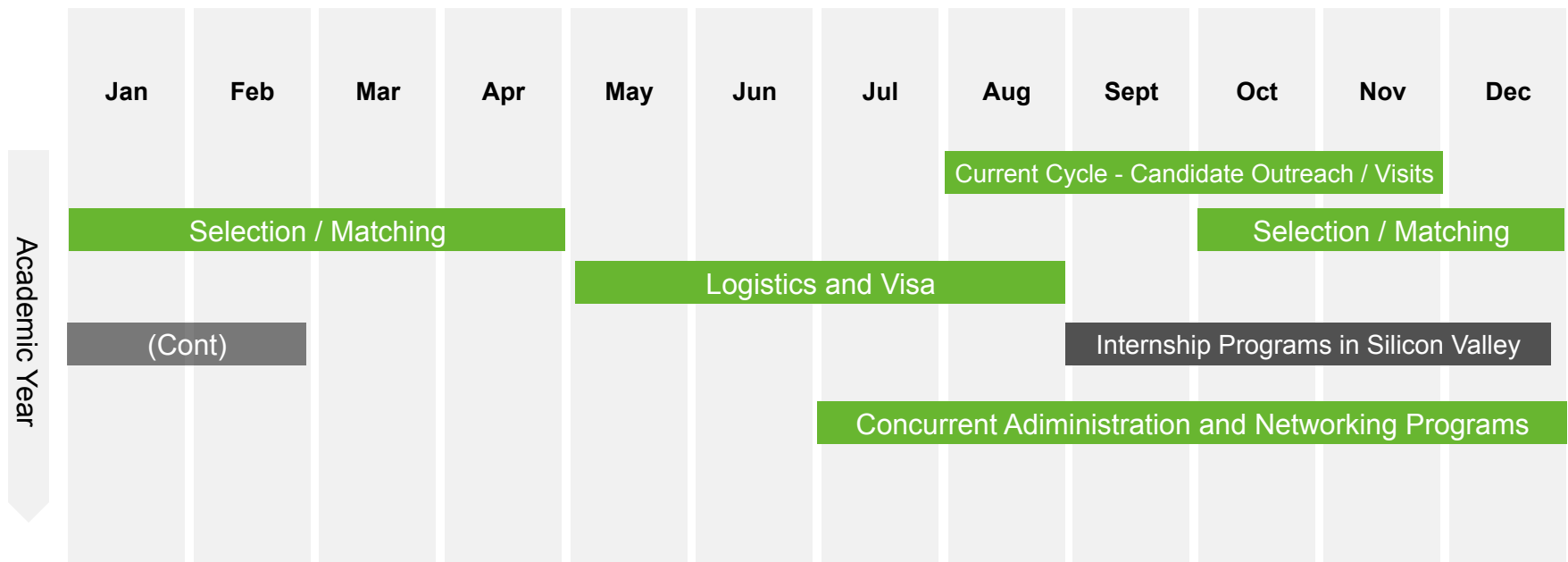
- **Requirements:**

- ✓ Tech startups incorporated companies with less than 15 employees in Silicon Valley
- ✓ Program roadmap and objectives for internship position
- ✓ Resources to account for intern learning curve
- ✓ Good level of traction providing positive entrepreneurial and technical experience

- Found through **Partner Networks:**

- ✓ Help to screen candidates technically and while providing hosting locations
  - ✓ Also part of a well known accelerator and incubator program
- Also through **direct contact** with our Silicon Valley presence

# Administration Timeline



- StepOne will begin accepting CVs starting in October and ending the last day of January for a given cycle.
- Participating interns will also engage in external communications campaigns that aim to:
  - ✓ Promote the program within the Silicon Valley ecosystem
  - ✓ Generate more interest among new potential candidates in Spain

# Future Development

- Creation of an Alumni Program that will become a reference for Spanish entrepreneurship and cultivate the technical talent pool
- Partner with organizations in Spain that can compliment the value proposition of this platform upon the completion of a candidate's program, providing:
  - ✓ Continued support of candidates entrepreneurial projects
- Foster stronger relationships with Spanish computer science departments
  - ✓ Make visits on site to increase program visibility with students
  - ✓ Work with professors / administrators to help identify promising candidates
  - ✓ Feedback on program development, trends and tendencies from internship experiences
- Limited sponsorship opportunities for Spanish institutions to help fund future program cycles





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on the web - [www.stepone.com/jovenes](http://www.stepone.com/jovenes)  
via email - [jovenes@stepone.com](mailto:jovenes@stepone.com)  
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