

# Mentor Programme for Hungarian Computer Science Teachers

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## AIMS

The purpose of the programme is to connect computer science (CS) teachers of secondary education with technology companies, and by doing so, enabling them to receive first hand information about cutting edge technologies, needed skills and the way market players operate from real for-profit companies.

## Background

It is plain clear for many teachers how difficult it is to follow trends and changes in the industry. Many of them feel their competences outdated. Moreover, the study material in the compulsory new curriculum is very difficult for them, as there are simply too many novelties. Alas, there is usually no one to turn to for professional advice and their income levels prevent them from attending technology trainings on their own expense. (Government provides zero support in this currently.)

Nevertheless everyone knows that nowadays it is indispensable to provide up-to-date IT skills for every child, no matter what kind of career they will eventually choose. And for technology companies it is of paramount importance to propagate the industry by making sure IT classes are enjoyable and relevant and by doing so, increase the chances of a more serious interest towards information technology. Despite this, the sad truth is that only a marginal minority chooses this profession, even among those who originally applied to an IT vocational school. We mustn't leave it like this.

## What shall the teachers do?

After applying to the programme, the teacher must convey the professional skills and market knowledge to their students, build this knowledge into their everyday curriculum, teaching activity and share these experiences with other teacher colleagues. He/she must also give regular feedback to the programme organizers about these experiences.

## What shall the participating companies do?

Participating companies must enable the mentored teacher to visit them in their offices, introduce their operations, business models, software development methods or services, products and work culture. At least once in every year the teacher must be allowed to spend a day with the company, to get a grasp of the life of a competing business. The company can offer other professional help according to their abilities and resources and must continue this connection for several years.

## Why is this good for the companies?

They can get directly connected to the education system through a nationwide network and can actually influence what is taught and how to the future generations of technologists. By mentoring the teachers they can instantly make them a lot more motivated, who then in turn can transform this into the motivation and good vibes of the students. By doing this, they help more children to choose IT as a career and help the rest to feel good about technology. They can also directly affect the skillsets of graduating students who enter the employment market with the right knowledge, and can multiply the numbers from which companies can choose their employees.

## Compulsory programme elements

- Teacher visits the company at least once a year and takes part in its activities as an observer.
  - ✓ Understands what the company does, what kind of products/services are developed/provided/sold to the market. Observes how the organization holds its meetings, how a product feature is planned, how a business specification and/or technical specification is written. Takes part in a daily stand-up i.e. the company works by Scrum. If the company is an infrastructure service or project company then the teacher observes how implementation and resources are planned for a client.
  - ✓ Gets to know basic market concepts (who are the competitors of the company, what kind of clients they have, what is their advantage on the market, what prices they have, what influences their prices, what competitions/tenders they used to take part with what results etc.)
  - ✓ Gets to know how the company conducts their hiring activities (what kind of workforce they need, what is in shortage or hardly available, how they recruit, what is it that they usually need to teach themselves to new hires, what kind of initiation process they have etc.)

## Other possible programme elements:

- The company pays for a 1-2 day professional training
  - ✓ Scrum/Agile, Python, SQL, JavaScript, HTML5/CSS3, Azure/AWS, mobile development, C#, Java etc. or any other technology that is currently used on the market.
- The company pays an entry ticket to a professional conference
  - ✓ E.g. Craft, HTTP Foundation, HWSW, IVSZ, ITBusiness, BrainBarBudapest etc. conferences. They are attending the conference together, and the company provides a contact person who helps the teacher with networking, introduces to others etc.
- Takes the teacher to tech Meetups where the company's employees usually go
  - ✓ Discusses the topics and presentations with the teacher and answers tech questions.
- Enables a company visit for the students of the teacher
  - ✓ Providing an opportunity for the teacher to bring the students to the office of the company, so they can see a high-tech company from the inside and be inspired.
- Visits the school and holds presentation about their business, and why it is good, evangelizing their technologies to the students.
  - ✓ Kids can see the live usage of information technology, listening to good presenters, who are all very motivated and enthusiastic about their professions. E.g. they can learn how the app works on their mobile phones or how it was developed.

Participating companies are allowed to put the programme logo on their websites and are allowed to communicate it as part of their CSR activities.

## Further information

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