



Terms & Conditions
Becas Santander Tech | Digital Reskilling – Ironhack
First Call 2021/2022

With the support of **Banco Santander, S.A., Ironhack Group INC Sucursal** in Spain has developed the Becas Santander Tech | Digital Reskilling - Ironhack Program, which will facilitate and promote university students and young professionals over 18 years of age who are nationals or residents of the countries of Spain, Portugal, United Kingdom, Germany and Poland, to make a qualitative leap in their professional careers by improving their employability.

I. Objectives

Under the "Becas Santander Tech | Digital Reskilling - Ironhack" program (hereinafter the "Program"), university students and young professionals over 18 years of age, as of the date of publication of the Program's call, who are nationals or residents of the countries of Spain, Portugal, United Kingdom, Germany and Poland, will be facilitated and promoted to take the online training courses in STEM skills, taught in both Spanish and English, which make up the first call of this Program to be developed during the 2021/2022 academic year.

The main objective of the program is to help students make a qualitative leap in their professional careers by improving their employability and achieving a positive impact on society.

II. Recipients

The beneficiaries of this Program may be university students and young professionals who are over 18 years of age on the date of publication of the Program's call for applications and who are residents of Spain, Portugal, the United Kingdom, Germany and Poland, and who also meet the selection criteria set forth below.

Obtaining a free place in the training courses of the Program shall be compatible with obtaining other types of assistance of a different nature to that of the object of this Program, regardless of its public or private origin, to which the participant (hereinafter, the "Participant" and in plural the "Participants") who obtains the scholarship under the Program may have access.



III. Characteristics of the Program and its available places

This first call of the Program is structured in two stages:

- **Pre-work Stage - Initial Online Programming Course:** in which 300 scholarships (hereinafter, the "Scholarships") will be awarded for the completion of an introductory course in Programming (hereinafter, the "Course"). Of these scholarships, 150 scholarships will be for the course taught in English, and the remaining scholarships will be for the course taught in Spanish.

The referred Course will be developed in the platform of **IronHack** Group INC Sucursal en España (hereinafter, "IronHack") - www.ironhack.com/es-, will have a duration of four weeks in asynchronous, remote, part-time mode (between April 26 and May 21, 2021, both dates included) and will be taught in both Spanish and English language.

The course will consist of 60 hours and will allow participants to learn the basics of programming, tools, technologies and practices used in the business environment to minimize integration time in various work environments.

The admission requirements that Participants will have to meet in order to obtain a scholarship for the Course will be the following:

- (i) Be a user of the Santander Scholarship platform (www.becas-santander.com) and have registered in the corresponding call for applications.
 - (ii) Be over 18 years of age and be a national or resident of Spain, Portugal, United Kingdom, Germany and Poland.
 - (iii) Complete the aptitude test available on the Ironhack platform (www.ironhack.com/es).
- **Bootcamp Stage Web Development Full Stack:** in which 50 Scholarships will be awarded. Of these scholarships, 25 Scholarships will be for the Web Development Full Stack Bootcamp (hereinafter, the "Bootcamp") taught in English language, which will be allocated to the top 25 qualified Participants of the Course taught in English. The remaining Scholarships will be for the Spanish-language Bootcamp, which will be awarded to the top 25 qualified Participants of the Spanish-language Bootcamp. Participants will be considered the highest-qualified according to the evaluation criteria described below.

The Bootcamp will be held on the IronHack platform (www.ironhack.com/es), will last six months (between June 9 and December 15, 2021, both dates included) and will be taught in both Spanish and English.

The Bootcamp will consist of both asynchronous and synchronous activities based on an experiential learning model (learning by doing). The synchronous



sessions will be taught remotely three days a week for the duration of the Bootcamp, specifically, two days the sessions will be held on weekday afternoons with a duration of three hours each day and the remaining day the sessions will be held on Saturday mornings with a duration of six hours in total.

The Bootcamp content is structured into the following units:

- **Unit-01: Programming Fundamentals**
Participants will learn basic concepts about programming fundamentals (variables, conditionals, loop, etc.), Java programming fundamentals (OOP) as well as basic tools (IntelliJ IDEA, Maven and git).
- **Unit-02: Java Foundation and Testing**
Participants will apply Java knowledge and extend their foundational knowledge through test-driven development using JUnit. The unit includes several lessons on test-driven development using JUnit. TDD will be rigorously applied throughout the remainder of the Bootcamp. In addition they will learn to understand and model simple systems using use case diagrams and class diagrams.
- **Unit-03: SQL and JPA**
Participants will begin this unit with a basic introduction to database theory and SQL. Then the unit will focus on Spring Data JPA as a way to manage database relationships within a Java application. Special emphasis will be placed on Mockito and the use of mocks in unit testing.
- **Unit-04: API Management**
This Unit introduces the principles of REST, HTTP, and API creation. It also discusses the role of Spring Boot in the creation of RESTful services. Lessons will emphasize error handling, HTTP status code, and API management, with a focus on building robust services. Students will use MockMVC to create test drivers.
- **Unit-05: Project 1: Building a Robust Application**
During this section of the mid-term project, students will be given specific guidelines and requirements for using everything taught so far to create a robust application.
- **Unit-06: Microservices Architecture and Distributed Systems**
This Unit introduces Microservice Architecture using Netflix OSS and Spring Cloud Netflix. Participants will learn about service registers, load balancing, circuit breakers, caching, latency and fault tolerance, edge services and proxies.
- **Unit-07: TypeScript and Angular Fundamentals**
In this unit, students are exposed to TypeScript, Angular, HTML and CSS. While the course focuses primarily on the supporting technologies, this Unit is key to developing an understanding of the full lifecycle of a web application.



- **Unit-08:** Angular and frontend development
In this unit, participants will be introduced to a deeper understanding of Angular, reactive forms, lazy loading in order to develop more robust applications, test components and integrate correctly with external APIs.
- **Unit-09:** Final Project
In this Unit, participants will be presented with an individual project to assess each participant's ability to synthesize the skills learned to date. They will have to solve a real-world problem, using best practices while producing highly scalable and maintainable code. They will also be evaluated on their ability to research and integrate new technologies that can be implemented in the project.

The admission requirement that Participants will have to meet in order to obtain a scholarship for the Bootcamp will be to belong to the group of the top 25 Participants of the Course taught in English and to the group of the top 25 Participants of the Course taught in Spanish, according to the evaluation criteria that will be described below.

Of the total number of Scholarships awarded for the Pre-work stage, a quota of up to a maximum of 50% will be reserved for employees of Banco Santander, S.A. and/or its subsidiaries (hereinafter, the "Santander Group"). These Scholarships will be allocated among the Participants who meet the objective requirements that make them eligible for the scholarships of this call and are also employees of the Santander Group.

Likewise, the best performing students may have access to a selection process of Human Resources of Banco Santander, S.A. to apply for a scholarship or a full employment contract with the organization, if they so consent at www.becas-santander.com.

IV. Criteria for Admission and Evaluation of Participants' Applications

The following process will be followed for the allocation of Scholarships to Participants in each of the stages of the Program:

i. Registration

First, Participants must register at www.becas-santander.com, where, in addition to completing the form provided, they must access an IronHack link to an aptitude test that will measure the key skills essential for success in a digital environment such as critical thinking, stepwise thinking, pattern recognition, attention to detail and logical problem solving of the Participant. This test will be completed at IronHack headquarters.



ii. Pre-work Stage

Participants who obtain a score higher than 60% in the aforementioned aptitude test will pass it, although only the 300 Participants with the best scores will be selected and will be awarded scholarships for the Course. Thus, 150 participants will be admitted to the course taught in Spanish and the remaining selected participants will be admitted to the course taught in English.

iii. Bootcamp Web Development Full Stack Stage

Of the 50 Scholarships for the Bootcamp, 25 will be assigned to the best qualified participants of the English language course, and the remaining 25 will be assigned to the best qualified participants of the Spanish language course. The qualification will be made taking into account the passing of the Course exam, which will be considered passed when the score is greater than or equal to 70%, and the evaluation provided by Banco Santander, S.A. and IronHack on each of the Course Participants.

For the allocation of the scholarships and validation of the above requirements in each of the stages, a Selection Forum will be formed by two representatives of Banco Santander, S.A., and two representatives of Ironhack.

The Selection Forum, in order to facilitate that the Program may benefit the greatest number of Participants, if at any time it considers that the planned scholarships will not be allocated, or if there is an excessive demand for them, may decide to apply other admission requirements for the allocation of scholarships, even extending the deadline for applicants to apply for them.

Likewise, in the event that there are scholarships assigned that have not been accepted by the Participants, the Selection Forum may assign the scholarships to other Participants who meet the admission requirements set forth above or such additional requirements as the Selection Forum may deem appropriate in order to ensure that the scholarships are not left vacant.

V. Management

In order to obtain a scholarship, applicants must register for the Program's call for applications through the Santander Scholarships platform set up for this purpose www.becas-santander.com. Notification of the award of the scholarship will be communicated through the management system enabled in the aforementioned platform.

Participants must register between January 24 and March 25, 2021 at 23:00 GMT+1 (Madrid time zone), and the deadline for taking the aptitude test made available on the Iron Hack platform (www.ironhack.com/es) will be between January 24 and March 28, 2021. Notwithstanding that the Selection Forum may modify the deadlines.



VI. Allocation of places among the Participants

The allocation of the 300 Scholarships to Participants for the Pre-work Stage Course will take place between **March 29 and April 12, 2021**.

Such allocation will be communicated to the Participants on **April 12, 2021**, who will have a period of **7 calendar days** from the date and time of the communication to submit their acceptance, all through the web page www.becas-santander.com. After the deadline, in the event that there are Scholarships assigned that have not been accepted by the Participants, the Selection Forum will assign the Scholarships to other Participants who meet the above-mentioned admission requirements or any other additional requirements that the Selection Forum may consider in order to ensure that the scholarships are not left vacant.

At the end of the Pre-work stage, between May 24 and 31, 2021, Ironhack will communicate the allocation of the 50 Bootcamp Scholarships to the 50 Participants with the best evaluation taking into account the result of their performance in the Course as shown in the evaluation test of the same made available on the Ironhack platform (<http://learn.ironhack.com/>). After the deadline, in the event that there are Scholarships assigned that have not been accepted by the Participants, the Selection Forum will assign the Scholarships to other Participants who meet the above admission requirements or any other additional requirements that the Selection Forum may deem appropriate in order to ensure that the Scholarships are not left vacant.

VII. Program Taxation

The corresponding tax regulations in force at any given time shall apply to the Scholarships and, specifically, the provisions of the Personal Income Tax, which may sometimes give rise to the practice of withholdings on account of said Tax by Ironhack and to the creation of the obligation for the beneficiary of the scholarship to include the corresponding amounts in his/her annual income tax return (compliance with the fiscal obligations of the beneficiary of the scholarship shall be his/her sole responsibility).

VIII. Privacy Policy

The privacy policy applicable to this call for applications may be consulted at <https://becas-santander.com/legal/privacy> and on the Ironhack platform (www.ironhack.com/es) for all tests carried out therein.

IX. Modification of Program Terms and Conditions

The fact of participating in the present Call 2021-2022 of the Program implies the acceptance by the Participant of its Terms and Conditions and its resolution, which shall be final, as well as the waiver of any type of claim on any aspect foreseen therein, without being exhaustive, aspects such as the assignment, selection and admission criteria.



Ironhack and Banco Santander, S.A. reserve the right to modify the Terms and Conditions of the 2021-2022 Call of the Program, partially or totally at any time in order to preserve the social impact that Ironhack and Banco Santander, S.A. pursue with this Call, informing the Participants about the modifications introduced through the website www.becas-santander.com.