



GROUNDBREAKER TALENTS

MENTORSHIP AND GUEST SPEAKER GUIDELINES

groundbreaker.org/talements

GIVE THE GIFT OF OPPORTUNITY



Groundbreaker Talents is a full-time scholarship program in Software Engineering tailored to provide students from financially constrained communities with the opportunity to exploit their full potential and access a brighter future in the digital era.

VISION

A world where young individuals are able to participate and thrive in the digital era.

MISSION

We seek to bridge the skills gap between the sought-after skilled labor force and youth full of potential. We aim to achieve this by giving young talents access to high-quality training in the field of IT to equip them with the necessary skills and knowledge to succeed in the dynamic digital age. Thereby we provide them the opportunity to improve their life quality by enabling access to a dignifying living wage and sustainable employment.



THE PROGRAM

SELECTION OF TALENTS

Highly motivated young women who are enthusiastic about technology and come from economically disadvantaged backgrounds.



RESIDENTIAL SCHOLARSHIP ALLOCATION

The selected talents will receive a full scholarship to conduct the boot camp for one year on our residential campus in Makerere, Uganda.

12 MONTHS TRAINING PERIOD

A full-time training program in Software Engineering will be deployed with the support of our educational partner, Refactory. A compulsory internship will complement the training program to continue the talent's practical preparation and experience development.



MENTORSHIP PROGRAM

The remote mentorship program with mentors from our partner companies is spanning the full duration of the program. It gives the Talents valuable support and insights, and the mentors a great way of employee engagement.

OUT-OF-CURRICULUM SUPPORT

Out of the curriculum, support includes modules on the development of 'soft skills' necessary for their professional development, along with professional counseling and efforts to build young talents' confidence in their own potential.



JOB PLACEMENT SUPPORT

The program focuses on providing a smooth transition into employment within Ugandan companies as an initial career step. The graduates gain valuable experience and skills, laying the groundwork for potential future opportunities within internationally operating organizations.



MENTOR REQUIREMENTS



The mentorship program is structured as a long-term scheme, starting April 2024 until January 2025.

It includes mentorship sessions, training, consulting, and guidance for our young talents in Uganda. It will be fully remote.

- **Work experience in research & development**
- **Knowledge of programming languages and experience in the tech sphere**
- **Expertise in both technical and soft skills**
- **Around 4 mentoring hours per month/ 1 hour per week (time can be arranged individually with the mentee)**
- **Willingness to share your knowledge and expertise**
- **Act as a supporting partner to your mentee**
- **Meet talents at eye level and with respect**
- **Give feedback so we can continue to develop and refine the program**

Intrigued?

Let's collaborate and give the gift of opportunity by signing up [here](#).



GUEST SPEAKER REQUIREMENTS

As an extra-curricular guest speaker, you can be involved in the program by hosting a workshop or motivational talk on different topics. This is a one-time remote meeting held and structured by you. In this way, you give lasting support to the next IT generation and find meaning in providing guidance and support.

Tech Topics

- Share expertise and specific knowledge on topics like ChatGPT, AI, Cyber Security, e.g.

Career Guidance

- Support by embracing the power of technology and letting others benefit from your passion for IT

Personal Development

- Share your own journey, personal development, and experience in the IT sector to give a strong impetus to the Talents

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Some of our guest speakers enhancing
the curriculum of the last cohort in 2023



TIMELINE 2024

MENTORSHIP & GUEST SPEAKER

All sessions are online and can be scheduled according to your schedule

MARCH 2024

KEYNOTES (GUEST SPEAKER - ONCE)

- Tech topics
- Career guidance
- Personal development

APRIL 2024

KEYNOTES (GUEST SPEAKER - ONCE)

- Work readiness
- Career guidance

MENTORSHIP (1 HOUR/WEEK - 10 MONTHS)

- Technical and soft-skill support
- Share of knowledge and expertise
- Supporting partner for mentee

SEPTEMBER 2024

KEYNOTES (GUEST SPEAKER - ONCE)

- Tech topics
- Career guidance
- Personal development

MENTORSHIP (1 HOUR/WEEK - 10 MONTHS)

- Technical and soft-skill support
- Share of knowledge and expertise
- Supporting partner for mentee

NOVEMBER 2024

KEYNOTES (GUEST SPEAKER - ONCE)

- Tech topics
- Career guidance
- Personal development



Do you need some more information?
Contact tabea@groundbreaker.org

