FOSTERING TOMORROW’S TALENT PIPELINE: BRIDGING THE IT SKILLS GAP

groundbreaker.org/talents
WHAT IS THE PROGRAM ABOUT?

Groundbreaker Talents aspires to provide full-time residential scholarships in Software Engineering tailored to enable young women from financially constrained communities to exploit their full potential and access a brighter future in the digital era.
WHY DO WE DO IT?

We seek to bridge the skills gap between the sought-after skilled labor force and youth full of potential. In doing so, we provide women with the opportunity to improve their quality of life by enabling access to a dignified living wage and sustainable employment. After all, only 3% of tech jobs are held by black women!
THE STATUS QUO OF DIVERSITY IN TECH

PAYMENT GAP

36% of less pay for black women in the U.S. in comparison to white men. Source: LeanIn.Org, National Partnership for Women and Families, personal communication, 2022.

RETENTION GAPS

50% of women in tech leave their job in tech before the age of 35. Source: Accenture, Resetting Tech Culture Report, 2020.

EMPLOYMENT GAPS

33% of the tech-related workforce are women. Source: Deloitte Insights, Diversity Report from 20 large technology companies, 2021.

3% of women in tech identify as black. Source: National Centre for Women & Information Technology (NCWIT), By The Numbers, 2022.

VENTURE CAPITAL GAPS

1.4% of VC funding in Europe goes to female founders. Source: PitchBook, European VC female founders dashboard, 2023.
OUR FORMULA FOR SUCCESS

We believe that by providing our scholars with hands-on bootcamp training on campus for one year and allowing them to fully focus on their studies, they can reach critical entry points into the industry and thrive.

RESIDENTIAL CAMPUS + HANDS-ON TRAINING + MENTORSHIP PROGRAM = GREAT OPPORTUNITIES
THE PROGRAM

1. SELECTION OF TALENTS
2. RESIDENTIAL SCHOLARSHIP ALLOCATION
3. 12 MONTHS TRAINING PERIOD
4. MENTORSHIP PROGRAM
5. OUT-OF-CURRICULUM SUPPORT
6. JOB PLACEMENT SUPPORT
Providing all factors that you need in order to succeed in tech:

- Access to education
- Access to networking opportunities
- Access to mentorship
- Socio-economic support
- Personal development
IMPRESSIONS OF THE TRAINING ON OUR CAMPUS
OUR EDUCATIONAL PARTNER

Refactory is training the next generation of tech talents and experts in Uganda. The program is made by and for tech companies and teaches the skills needed to secure a career in tech. It covers the fields of software development, data science, UX/UI, AI, and more.
OUR VISION FOR GROWTH

We are currently constructing our own campus near Kampala. Our vision until 2030 is to give 500 young women per year from all over Africa a chance to get trained in Software Engineering.

2023 PILOT PHASE: 14 STUDENTS

2030 UP TO 500 STUDENTS ANNUALLY
OUR SELECTION CRITERIA

- AGE 18-25 YEARS
- PASSIONATE ABOUT TECH
- HIGHLY FINANCIALLY CONSTRANT
- NO PRIOR IT EXPERIENCE NEEDED
- COMPLETED AND GRADUATED FROM HIGH SCHOOL (WITH EXCEPTIONS)
OUR TALENTS

COHORT 1
JUNE 23 – JUNE 24

COHORT 2
JAN 24 – JAN 25
BEING PART OF GROUNDBREAKER TALENTS HAS SHOWN ME THE VALUE OF ADAPTING TO NEW SITUATIONS. IT'S NOT JUST ABOUT ACADEMIC GROWTH BUT ALSO ABOUT THE FANTASTIC LIVING SITUATION AND THE DAILY LIFE WE SHARE IN OUR RESIDENCE. HERE, I GET TO EXPERIENCE A WELCOMING COMMUNITY AND THE CHANCE TO ACADEMICALLY AND SOCIALLY THRIVE.

Vanessa Nalugya
21 Years
Mityana, Uganda
THE 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.
SOME OF OUR MENTORS & KEYNOTE SPEAKERS

**Martin Heiland**, CISO at Open-Xchange

**Josepha Haden Chomphosy**, Executive Director of the WordPress project

**Stefan Kremer & Jacinta Ndichu**, Managing Partners at KeDe Digital LLP

**Tess Diaz**, Expert in Enterprise Domain Name Management

**Gabrielle Stenzel**, Cloud Support Team Supervisor at Acronis

**Qudsia Mehmood**, Software Engineer at Open-Xchange

**Maryam Alhuthayfi**, Senior Android Development Specialist
MENTOR FEEDBACK

We asked our current mentors what they like best about the program so far:

- Being able to help someone. #Sharing is caring.
- To witness how the young talents thrive and find their passion or what they are most interested in.
- The scope of the program, combined with the great matching and the genuine interest and talent of my mentee, have exceeded my quality expectations!
- Being able to help someone up the ladder who deserves a chance.
- Authenticity of the mentees, very transparent communication, and honest feedback.
- Helping someone at the start of their career is really good to get new views of my own.
- Sharing in my mentees' excitement when she accomplishes things.
- It challenges me to reflect on my own experiences in order to pass on my knowledge.
- Teaching from experience.
OUR DOUBLE IMPACT

THE SCHOLARS

A sustainable way out of poverty and into a well-paid job in the national or international technology market

THE SUPPORTERS

Fostering a diverse talent pipeline, openness within the company culture, and a higher satisfaction among the employees
YOUR BENEFITS

- POWERFUL IMPACT
- ESG / CSR
- CAUSE MARKETING
- EMPLOYEE ENGAGEMENT WITH MENTORING OPPORTUNITIES
- PROMOTING DIVERSITY IN THE IT SECTOR
CORPORATE ENGAGEMENT

Implement a progressive form of corporate engagement and involve your employees in our mentorship program. Together, we create multiple win-win situations for everyone involved!

It's not just a simple donation – it's an investment in a career in tech, a more diverse talent pipeline, and positive change.

Company Social Invest 6,800€ per Scholarship
BE A MENTOR
BE A SPONSOR
BE A GROUNDBREAKER
Intrigued?
Let's collaborate and give the gift of opportunity!

Get more information here:
groundbreaker.org/talents

Or drop us a mail:
team@groundbreaker.org