



GROUNDBREAKER TALENTS

Mentorship Program
INTAKES 2025

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INTRODUCTION

Groundbreaker Talents is a full-time, residential scholarship program in Software Engineering in Uganda, designed to provide female students from economically constrained communities with the opportunity to unlock their full potential and build a promising future in the global tech industry.

The Groundbreaker Talents Mentorship Program is a cornerstone of the broader Groundbreaker Talents initiative.

Over a 9-month period, the fully remote program connects experienced tech professionals with promising young female tech talents in Uganda.

Through personalized mentorship, participants receive expert guidance, skill development, and invaluable industry exposure—equipping them to excel in their professional careers and thrive in technology-focused fields.

Mentors, in turn, benefit from refining their leadership skills, expanding their professional networks, and gaining fresh perspectives from the next generation of tech innovators.

For companies, the program provides access to a pool of emerging tech talent, fosters social equity and diversity, and aligns seamlessly with Environmental, Social, and Governance (ESG) goals.

By participating in our mentorship program, you play a key role in shaping the future of tech, fostering a more diverse, inclusive, and innovative industry for years to come.



PROGRAM OVERVIEW

TALENT RECRUITMENT

Highly motivated young women from economically disadvantaged backgrounds who are enthusiastic about technology are recruited from all over Uganda.



RESIDENTIAL SCHOLARSHIP ALLOCATION

The selected talents will receive a full scholarship to complete a one year training on our all-female residential campus in Makerere, Uganda.

12 MONTHS TRAINING PERIOD

A full-time training program in Software Engineering is deployed with the support of our educational partner. The program includes comprehensive academic training to equip talents with a strong foundation of theoretical knowledge in combination with a compulsory internship to ensure practical application of the skills learned.



9 MONTHS MENTORSHIP PROGRAM

The remote mentorship program with professionals from the tech industry aims to foster growth, offer guidance and provide insight into the professional tech world.

CAREER PREPARATION

Beyond the curriculum, the program includes modules on essential soft skills that are crucial for professional development. Additionally, it offers professional counseling focused on building women's confidence and inspire them in their careers.



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.



MENTORSHIP IN A NUTSHELL



TIME:	One hour/week, scheduled individually
DURATION:	9 months, either starting in April or September each year
LANGUAGE:	English
LOCATION:	Fully remote

Requirements for participation:

- Knowledge of programming languages (ideally JavaScript or Python)
- Professional experience in the tech
- Expertise in both technical and soft skills
- Willingness to commit one hour/week for the duration of nine months
- Joy in supporting young talents and witnessing their growth and success

Why mentor?

By becoming a mentor, you support our talents in excelling in software development and create opportunities for them to thrive in a field where they are often underrepresented. Mentoring offers you the chance to strengthen your leadership abilities, share your expertise, expand your network, and gain fresh perspectives from emerging talent. Ultimately, your guidance will create a ripple effect, helping to build a more diverse and innovative tech industry while leaving a lasting legacy of positive change.

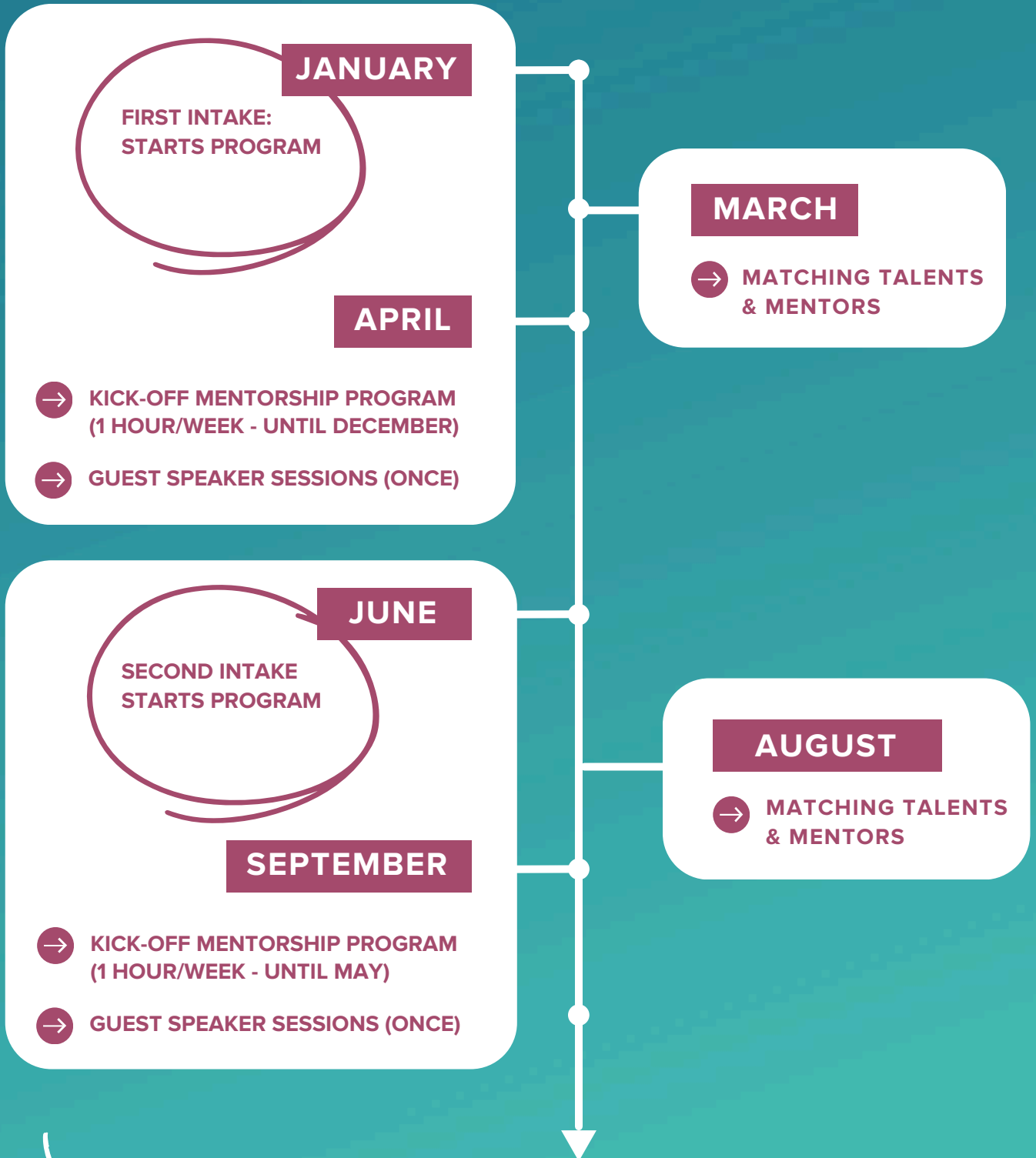
Intrigued?

Become an integral part of our program by signing up as a mentor [here](#).



MENTORSHIP CYCLE

All sessions are online and can be arranged according to your schedule.



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



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We believe in long-term partnerships when it comes to Corporate Social Responsibility (CSR) and Corporate Giving. With Groundbreaker, we have found a partner that shares this vision and helps us support local communities in need.

— Andreas Gauger, CEO OpenX-Change

I'm lucky to have a chance to know my mentee quite well on a personal level. She is smart, motivated, very curious, and a quick learner, too. I'm confident that these qualities will help her succeed in whichever path she chooses to pursue following the program. I'm grateful for the opportunity to impact someone's life and career positively and to be able to support a person who is just starting her journey in IT. The sense of fulfillment is undoubtedly there and provides the best reward.

— Živilė Lazauskienė, Hostinger mentor

As part of our commitment to positive impact, we actively seek out opportunities to promote greater tech inclusivity worldwide with our software. We are thrilled to be backing the Groundbreaker Talents program and cannot wait to witness the doors it will open for these women as they navigate their way into the tech sector.

— Simon Best, CEO Basekit

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Mentoring is

A DEVELOPMENT TOOL:

A mentoring relationship within the software engineering field acts as a transformative tool, enabling mentees to gain a profound understanding of the industry's intricacies and providing them with invaluable insights into diverse career paths and prospects within software engineering.

A KNOWLEDGE-SHARING OPPORTUNITY:

Mentoring facilitates the exchange of valuable information, insights, and ideas between mentors and mentees, enabling mentees to broaden their knowledge and perspectives in the broad field of the IT Industry.

ADDITIONAL SUPPORT:

Mentoring provides invaluable support to mentees by assisting them in problem-solving, addressing insecurities, and increasing their confidence levels, thereby fostering personal and professional growth.

CANDID AND SPECIFIC:

A good mentoring relationship encourages open and honest communication, offering mentees constructive feedback that is both honest and specific. This feedback serves as a pathway for their continuous growth and improvement.



Mentoring is not

REPLACEMENT FOR FORMAL DEVELOPMENT:

It is important to note that mentoring cannot replace formal training programs. Instead, it complements formal development initiatives by providing additional guidance, insights, and practical knowledge.

MANAGEMENT REPLACEMENT:

Mentors should not assume the role or responsibilities of a mentee's manager. The mentor's role is to provide guidance, support, and advice outside the direct reporting relationship, allowing mentees to benefit from a different perspective.

GUARANTEED PROMOTION OR JOB:

Participating in a mentoring relationship does not guarantee a promotion or job placement. However, through the mentorship program, both mentors and mentees can develop competencies and skills that enhance overall job performance and increase the likelihood of future career opportunities.



Benefits for **MENTORS**



FIND MEANING IN PROVIDING GUIDANCE AND SUPPORT:

Mentoring provides mentors with a sense of fulfillment and purpose by positively impacting someone's life and career. By guiding and supporting a mentee who benefits from assistance, mentors find meaning in giving back to the IT community and helping others achieve their goals.

DEVELOP MANAGEMENT AND COMMUNICATION SKILLS:

Mentoring allows mentors to enhance their management, guiding, leadership, and strategic thinking abilities. By providing guidance and support to mentees, mentors refine their communication skills, constructive feedback, and effective collaboration.

SHARE AND REFLECT ON ACCOMPLISHMENTS:

Mentors can share their professional accomplishments, challenges faced, and lessons learned with mentees. This helps mentees learn from their mentor's experiences and allows mentors to reflect on their own achievements and derive a sense of fulfillment from sharing their knowledge.

INCREASE AWARENESS OF TALENTS AND BUILD NETWORKS:

Through the mentorship program, mentors have the opportunity to identify and recognize talented individuals among the mentees. Mentors can build their professional network by connecting with mentees, potentially leading to future collaborations, partnerships, or referrals within the IT industry.

SUPPORT THE NEXT IT GENERATION AND SCOUT POTENTIAL TALENTS:

By participating in the mentorship program, mentors actively contribute to supporting and nurturing the next generation of IT professionals. Mentors have the chance to scout potential talents for their own companies, identifying motivated and skilled individuals who may be suitable for future roles or projects.

GAIN NEW INSIGHTS AND PERSPECTIVES:

Mentors have the opportunity to gain new insights and perspectives by engaging with mentees from diverse backgrounds and experiences. Mentees may bring unique ideas and cultural perspectives that can broaden the mentor's own understanding of the IT industry.



Benefits for **MENTEES**



THE GENERAL OUTLOOK:

In Uganda, young women encounter multiple challenges in accessing adequate and formal employment opportunities. One of them is that they tend to carry more family responsibilities than men and face higher unemployment rates, mainly due to the skills gap and limited opportunities in the labor market.

In addition, the women who are enrolled in Groundbreaker Talents come from the most underserved communities and disadvantaged backgrounds.

During the program, we ensure that our talents are completely relieved of their responsibilities and duties so that they can fully concentrate on the curriculum and really make the most of this opportunity. Ultimately, the goal is to help them get started in the IT industry, leading to a well-paying job and financial security so they can lead independent and fulfilling lives, which will have a positive effect on their overall environment and community.

KNOWLEDGE AND SKILL SHARE:

Mentees benefit from the wealth of knowledge, expertise, and practical skills that mentors bring. Mentors can provide guidance on technical concepts, industry trends, best practices, and real-world challenges, enabling mentees to expand their knowledge and develop relevant skills.

NETWORKING OPPORTUNITIES:

Mentees gain access to the mentor's professional network through their mentorship relationship. Mentors can introduce mentees to industry contacts, potential collaborators, and other professionals who can provide further career-related opportunities, such as internships, job referrals, or project partnerships.

CAREER GUIDANCE:

Mentees receive invaluable career guidance from mentors with firsthand IT industry experience. Mentors can offer insights into different career paths, provide advice on professional development opportunities, and help mentees navigate challenges or decision-making processes related to their careers.

PERSONAL GROWTH:

The mentorship program offers mentees a platform for personal growth and self-discovery. Mentees have the opportunity to explore their strengths, weaknesses, and aspirations in a supportive environment. Mentors can guide mentees in setting personal and professional goals, fostering a sense of purpose and fulfillment.



Benefits for MENTEES

INCREASE CONFIDENCE:

Mentees often experience an increase in self-confidence through their mentorship journey. Mentors provide support, encouragement, and reassurance, helping mentees overcome self-doubt and develop a stronger belief in their abilities. This increased confidence positively impacts mentees' performance, decision-making, and overall professional growth.

BRIDGING THE OPPORTUNITY GAP:

The mentor can help to bridge the opportunity gap and be a critical factor in the mentee's future success. This is not an active skill that the mentor must teach but rather a positive side effect of empowering the mentees. This contributes to nurturing the next generation of female IT developers in Uganda and adds to a positive multiplier effect in the long run.

INSIGHTS IN REAL LIFE WORKDAYS:

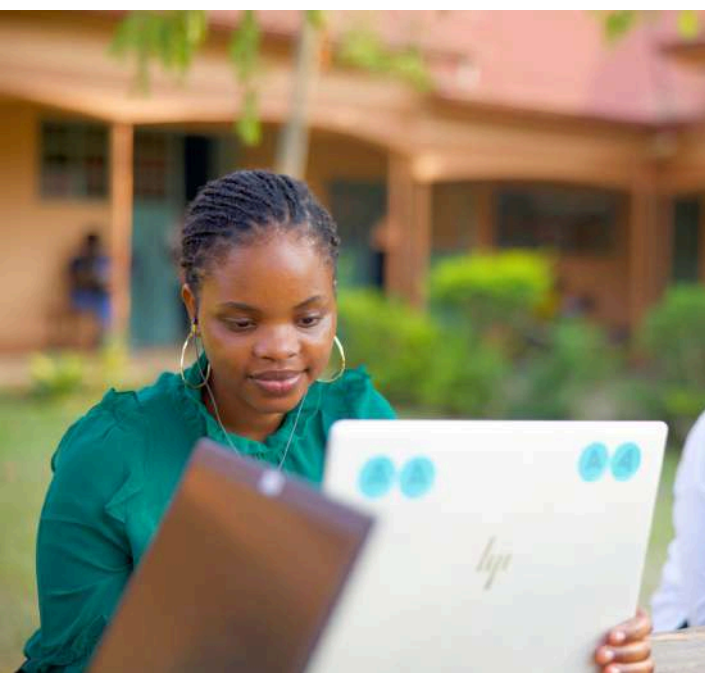
The mentees will gain valuable insights into real-life working environments within the software engineering field. Mentors will share their experiences, challenges, and successes, providing a firsthand understanding of the dynamics, processes, and demands of professional software engineering roles.

EMPOWERING ROLE MODEL:

The mentors can act as empowering role models and offer a glimpse into a world of possibilities, inspiring the mentees to dream big and strive for greatness. By having inspiring role models, the mentees can break free from societal norms, build confidence, and ultimately thrive in the tech industry. They become agents of change, driving innovation and contributing to the growth of the country's technological landscape.

DEVELOPING SOFT SKILLS:

The program helps the mentee to develop and strengthen soft skills such as problem-solving, communication, and teamwork-based skills and working with people from different countries and cultures.



Desired Outcome

CONFIDENCE IN SPEAKING TO PEOPLE FROM THE GLOBAL NORTH:

We believe that by interacting with mentors from the Global North, the Talents will increase their confidence in communicating and engaging with individuals from diverse cultural backgrounds. Through regular discussions and open dialogues, we aim to give the opportunity to improve communication skills, share ideas, and express thoughts effectively.

CONFIDENCE TO CHALLENGE THE MENTOR'S IDEAS:

We encourage the talents to embrace critical thinking and challenge the ideas put forth by their mentors. This program is designed to promote a healthy exchange of thoughts and perspectives. Expressing opinions and engaging in constructive debates will enhance the ability to think critically and independently.

REAL INSIGHTS INTO JOBS FOR IT COMPANIES:

The mentors possess vast experience working in IT companies which leads to the fact that they have valuable insights into the industry. Therefore, mentors can offer guidance on career paths, share knowledge of the international IT market and various job opportunities. This exposure will enable the talents to make informed decisions about their future and develop a strategic approach to their career aspirations.

MOTIVATION TO TARGET THE INTERNATIONAL IT MARKET:

Interacting with mentors who have successfully navigated the international IT market will inspire and motivate the talents. Through guidance and firsthand experiences, the talents can gain a deeper understanding of the global IT landscape and the skills required to succeed in an international context. This program shall empower them to set ambitious goals and pursue opportunities beyond geographical boundaries.

GREAT EXPERIENCE FOR BOTH PARTIES:

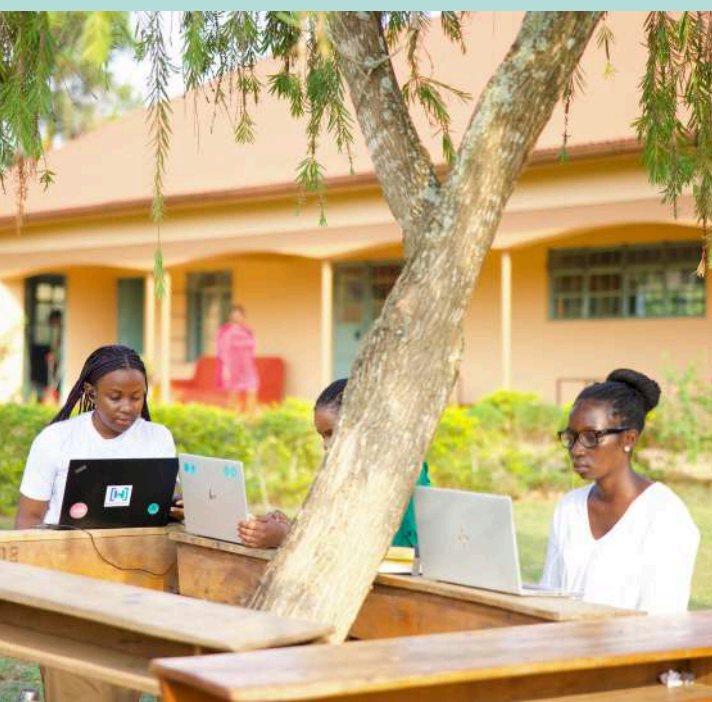
The mentorship program aims to create a mutually beneficial experience for both mentors and mentees. The mentors will have the opportunity to make a significant impact on the talent's life, contribute to their professional growth, and develop their own mentoring and leadership skills. For the talents, the program offers a unique chance to learn from experienced professionals, receive personalized guidance, and broaden their horizons.

LONG-TIME RELATIONSHIP:

We believe in cultivating long-term relationships that extend beyond the duration of the program. The connections formed during this mentorship journey can lay the foundation for an even longer professional network and collaboration. We encourage mentors and mentees to maintain contact and foster ongoing support and guidance.

THE FEELING OF IMPACT CREATION FROM MENTOR:

As a mentor, you will play a vital role in talent's personal and professional development. By sharing knowledge, expertise, and insights, mentors will witness the positive impact they have on the lives of these aspiring IT professionals. This experience will be rewarding and fulfilling, knowing that you have contributed to someone's growth and success.





BECOME A MENTOR FOR ONE OF OUR
TALENTS!

CONTACT US

✉ EMAIL: esther@groundbreaker.org

🌐 WEBSITE: groundbreaker.org/talements