

Groundbreaker

Mentorship Program Guide

Supporting The Next Generation of African Women in Tech

www.groundbreaker.org
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ABOUT GROUNDBREAKER TALENTS

Talent is universal. Opportunity is not. Until now.

Groundbreaker Talents is a non-profit organisation creating pathways into tech careers for young African women with limited access to opportunity.

Through our fully funded residential program in Uganda, Talents receive Software Engineering and AI training alongside accommodation, equipment, mentorship and career support, removing the structural barriers that keep talent out of tech.

We work with global training, mentorship and hiring partners to support Talents from training into professional careers.

OUR MODEL, IN SHORT

Identify talent → train in software/AI → pair with a global mentor → launch into a tech career.

Impact Highlights

93%
Graduation Rate

98%
Employed within 3 months after graduation[1]

22×
Increase in Income after program completion

1/3
of graduates' income flows back into supporting families

[1] Talents working in local and international tech roles.



TALENT PROFILE

Who we train

18-30

Age range

Young women from Uganda and refugee communities, including women from Sudan and the DR Congo.

10$

Average monthly income

Based on household income prior to entering the program.

Limited employment opportunities

Unemployed, or working informal jobs in construction, retail or hospitality.

Secondary education completed

English-speaking, with no prior tech experience required.

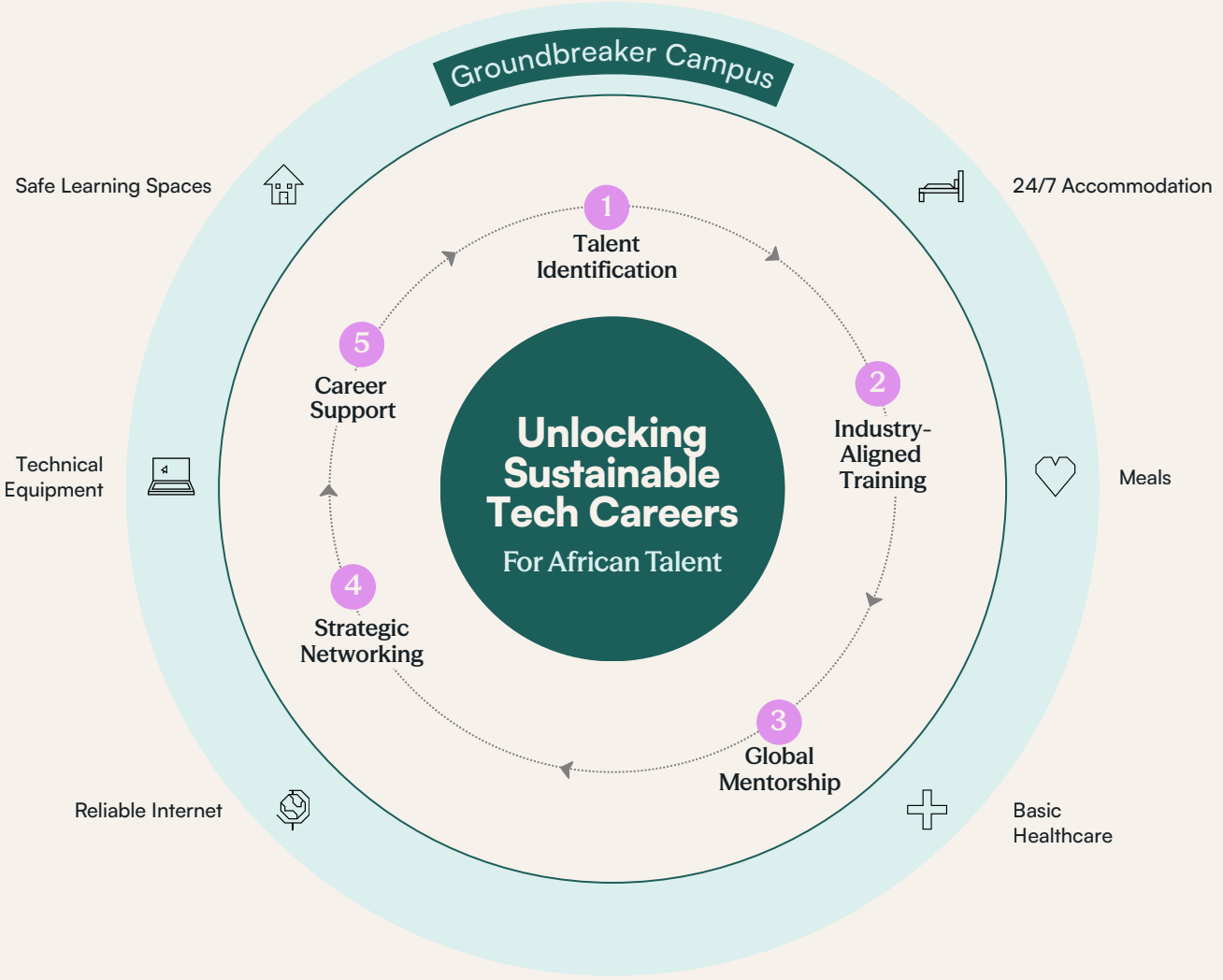
High potential.
Limited access to opportunity.



OUR MODEL

The Groundbreaker Model

Our **integrated model** fully removes systemic barriers to tech careers, regardless of where participants start.



1 Talent Identification

High-potential African women aged 18-30 from financially constrained backgrounds.

2 Industry-Aligned Training

Software & AI Engineering training through global education partners, combined with practical projects and internships.

3 Global Mentorship

Connecting Talents with international tech professionals through weekly 1:1 mentorship.

4 Strategic Networking

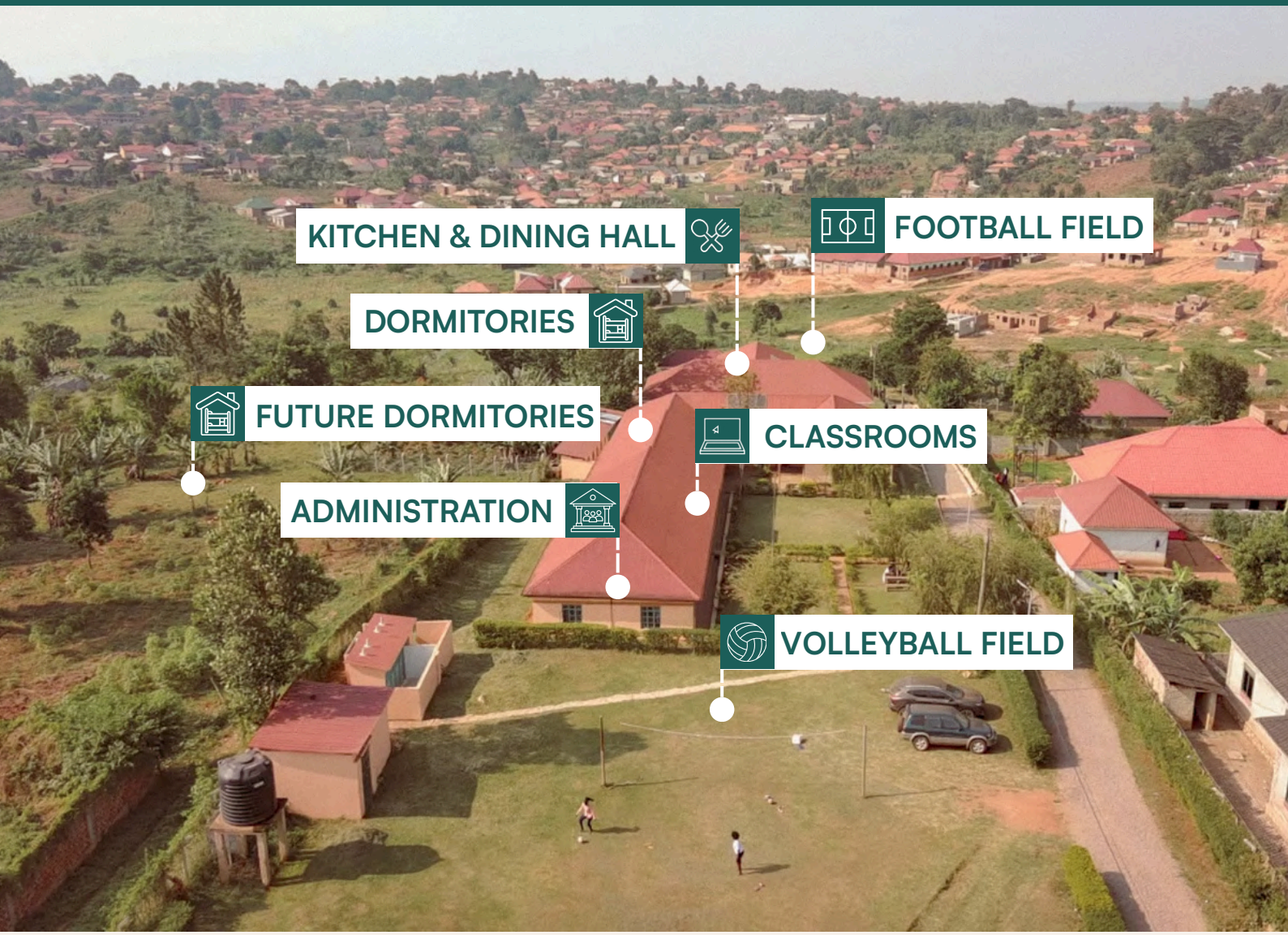
Access to industry events, guest speakers, and a growing alumni network.

5 Career Support

Portfolio development, interview preparation, and job placement support.

Our Training Partners: Nexford University · refactorYA · Turing College

Groundbreaker Campus
Bukerere, Uganda













TRAINING PATHWAYS

A 15-month pathway into tech careers

In partnership with Refactory Academy and Turing College, we provide 12 months of hands-on tech training followed by 3 months of career support.

MONTH

1-4 Shared foundation

Refactory Academy • All Talents

MONTH 1

Foundational Training

Digital literacy, programming basics, problem-solving, critical thinking.

MONTHS 2—4

Catalyst Phase

Core software engineering principles, industry tools and teamwork, applied through practical projects.

5-12 Specialised track

8 months specialisation based on skills + preference

MENTORSHIP STARTS

REFACTORY ACADEMY

Software Engineering

FOCUS

Web applications, Agile and human-centred design

JavaScript · Node.js · Vue.js · HTML & CSS · GitHub & GitLab · Lean & Agile · Lean Startup

APPLIED PROJECT

Hybrid software project with local partners in banking, education and healthcare.

TURING COLLEGE

Software & AI Engineering

FOCUS

Professional Python and AI-powered applications

Python · LLM apps · RAG · Deep Learning · AI agents · LangChain · Vector databases · MCP

APPLIED PROJECT

AI capstone in fields such as healthtech, agritech or fintech.

TURING COLLEGE

Cybersecurity & AI

FOCUS

Threat detection, security testing and hardening

Wireshark · Wazuh · MITRE ATT&CK · Burp Suite · Python · Elastic Stack · Nessus

APPLIED PROJECT

11 hands-on sprints tackling real-world cybersecurity scenarios.

13-15 Job application phase

Groundbreaker Talents • All Talents

Career support

- CV and portfolio reviews
- Employer introductions
- Mock interviews
- Support after the first job starts

Questions? program@groundbreaker.org

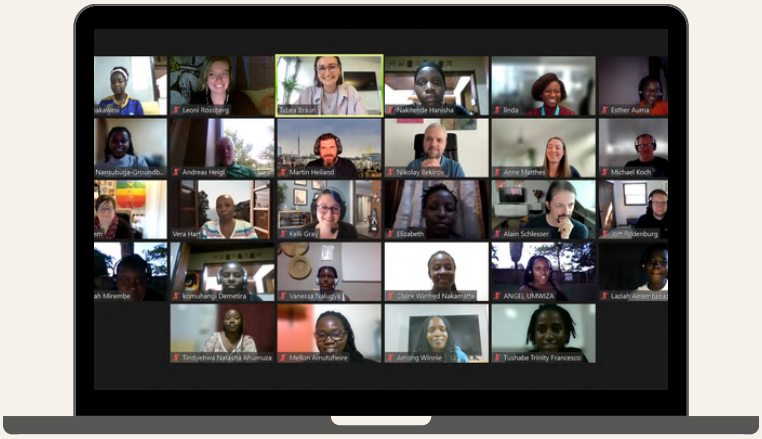


THE GROUNDBREAKER TALENTS MENTORSHIP PROGRAM

A Global Community of Mentors

Since launching, our mentorship program has connected Groundbreaker Talents with experienced tech professionals from around the world.

Through 1:1 mentorship they support Talents as they build confidence and prepare for careers in tech.



Virtual Mentorship Kickoff Session



3.616
hours of 1:1 mentorship

100+
Industry Mentors

25
Countries

Mentor Backgrounds

Engineering & Development
Software, Frontend, JS, Python

QA & Security
Cloud, Cybersecurity, QA

Infrastructure
Systems & Delivery

Data & Analytics
BI, AI, Data Engineering

Where Our Mentors Came From

Africa
Egypt
Nigeria
Uganda

Asia
India
Iran
Singapore
Thailand

Americas
United States
Brazil

Europe
Albania
Belgium
Bulgaria
Czech Republic
Germany
Italy
Lithuania
Netherlands
Poland
Romania
Russia
Serbia
Slovenia
Ukraine
United Kingdom

Oceania
Australia

PARTNER COMPANIES INCLUDE

HOSTINGER Acronis OX

PROGRAM DETAILS

Your Mentorship Journey

Format	Fully Remote
Duration	8 months
Time Committment	Approx. 1 hour per week
Language	English
Scheduling	Flexible, arranged individually
Start	May



Program Flow

Step 1

Onboarding & Matching
Mentors and Talents are onboarded and matched based on interests, goals, and professional background.

Step 2

Kickoff Session
The mentorship journey begins with introductions, expectation setting, and defining goals for the months ahead.

Step 3

Regular Mentorship Sessions
Mentors and Talents meet independently throughout the program in flexible online sessions.

Step 4

Midpoint Check-In
Groundbreaker conducts check-ins to gather feedback and data and to support both mentors and mentees throughout the process.

Step 5

Closing & Continued Connection
At the end of the program, participants reflect on their experience and are encouraged to stay connected beyond the formal mentorship cycle. Many mentors go on to mentor another Talent in the following intake.

WHY MENTORSHIP MATTERS

More than technical skills

Career guidance, professional networks, confidence and industry insight can make a critical difference. Our mentors commit to regular 1:1 sessions, helping Talents develop essential soft skills, build confidence, navigate career decisions and gain practical insights into the tech industry.

Mentor Profile

We are looking for mentors who:

- ☑ Have experience in tech or related industries
- ☑ Enjoy supporting emerging female talent
- ☑ Are open to cross-cultural exchange
- ☑ Can commit one hour per week for 8 months

What Mentors Support With

Mentorship conversations can include:

- ☑ Career guidance, goal-setting, professional growth
- ☑ Technical discussions and problem-solving
- ☑ Communication, confidence, interview prep
- ☑ Insight into international tech workplaces

Mentors are not expected to teach. Their role is to guide, encourage, and share experience.



MENTOR & TALENT INSIGHTS

In their own words

From Groundbreaker Mentors



Tsvetelina Bekirova
Head of Payments, Anakatech

"This mentorship reminded me that impactful support comes not just from technical knowledge, but also from real-world experience and showing up with intention. Watching my mentee grow in confidence and have those lightbulb moments was a powerful reminder: mentorship creates growth for both sides."



Andreas Heigl
Software-Developer & Architect

"It's the small moments that stay with you most. Seeing someone start asking the right questions, becoming more confident, understanding that software development is not just about tech, but about people."

From Groundbreaker Mentees



Asingura Rose Desire
Cohort 5

"My mentor didn't just give me answers, they helped me stay curious and trust my own path. Every challenge reminded me that we don't grow alone. I'm really grateful for a mentor who showed up with care and honesty."



Rebecca Kirabo
Cohort 5

"The mentorship program helped me grow both technically and personally. It also changed the way I approach problems — not with fear, but with more confidence and a problem-solving mindset."



BENEFITS & SHARED GOALS

What everyone gains

For Mentors

- [x] Strengthen leadership & coaching skills
- [x] Share professional experience meaningfully
- [x] Build international connections
- [x] Gain insight into emerging African tech talent

For Talents

- [x] Gain practical career guidance
- [x] Build confidence & communication
- [x] Expand professional networks
- [x] Prepare for tech careers, locally & abroad

For Companies

- [x] Offer employees structured mentorship
- [x] Strengthen leadership across teams
- [x] Connect employees with emerging talent
- [x] Contribute to measurable social impact



SHARED GOAL

Support the next generation of African women in building sustainable tech careers and financial independence, through mentorship that connects people, experience and opportunities across borders.

Questions?

We'd love to hear from you.

CONTACT



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Become a mentor
groundbreaker.org/be-a-mentor/