

TFN Impact Report

Name of your Organisation:	Educating The Children
Name of the project TFN funded:	Code Kampala
Date Funded by TFN:	12/11/2018
Were you able to undertake your project as planned?	Yes
If no, please outline how the project has changed.	
Can you describe and/or demonstrate the specific impact that TFN funding has had against your initial objectives?	<p>The TFN funding has been instrumental to getting this project going. It evolved a bit as we progressed and were late in getting it started due to various stakeholders dropping out (e.g. software engineering expertise from the UK) but we got there in the end! We eventually found very competent local facilitators, and have also recently partnered with a new Western coding school Le Wagon who will be providing support with future cohorts.</p> <p>We ran our first pilot in July 2019 - 16 women attended (originally 19) the bootcamp over 6 weeks (4 weeks hard coding and 2 weeks soft skills) to learn HTML, CSS, Javascript and soft skills. It ended with a hackathon where students worked in teams to solve a real challenge for a local business, which was then pitched back to their senior management. We had originally planned a 3 month bootcamp however after further discussions with the team (and availability facilitators) we shortened it to 6 weeks. This appeared to work well in retrospect because it allowed us to identify which women to invest in further.</p> <p>Over the course of a week we received 30 applications, of which 25 were accepted and invited to the opening night. 22 students showed up to this however 3 did not enroll for the course due to the strict attendance and punctuality requirements that were communicated. Below is a summary of the KPIs:</p> <p>No. of students enrolled - 19 (vs target 20) Average attendance - 90.4% (vs target 100%) Average punctuality - 86.8% (vs target 100%) % graduated - 84% (16/19) (vs target 80%) No. going on to pursue tech career (through further training, internships etc.) or use new skills within their existing jobs to further their career - 81.25% (13/16) (vs target 70%) No. of students becoming facilitators for the program after 1-2 years - N/A (vs target 20%)</p>

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	<p>Key highlights include:</p> <ul style="list-style-type: none"> - The winning hackathon team (of 4 students) has been invited to pitch their idea to the company CEO (at Prudential) for further discussions since their ideas were recognised as fresh and innovative - currently exploring employment opportunities with them - 10 of our students have been admitted onto a course conducted by our university partner (Clarke International University) which involves further training in software engineering and internships (the program is called Refactory) - Admission of our students on to Refactory has led to the doubling of female students admitted from 20% to 40%, helping industry KPIs - 3 of the graduates are using their newly acquired skills within their existing employment - We have partnered with Executive head-hunter NFT to provide further soft skills training and career opportunities to graduates who are not going onto pursue further training or do not currently have a job.
<p>What portion of the project did TFN fund?</p>	<p>100%</p>
<p>How many direct beneficiaries did the TFN funded project reach?</p>	<p>16</p>
<p>How many indirect beneficiaries did the TFN funded project reach?</p>	<p>80</p>
<p>Were you able to leverage further funding as a result of TFN support?</p>	<p>No</p>
<p>If yes, how much were you able to raise?</p>	
<p>Did you receive any pro-bono support, volunteer offers or introductions as a result of the event?</p>	<p>Yes</p>
<p>If yes, please can you provide details of the support you received?</p>	<p>The Innovation Village provided us with the space for free. Also we were able to find local facilitators on the ground who gave up their time for free (we provided food and transport)</p>

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<p>Has the training you received from TFN better prepared you in pitching your organisation to potential funders?</p>	<p>Yes</p>
<p>Has TFN increased your capacity to raise further funds?</p>	<p>Yes</p>
<p>How important was TFN funding in helping you achieve your objectives?</p>	<p>We wouldn't have been able to achieve our objectives without TFN funding</p>
<p>Since presenting at TFN, has your organisation undergone any other significant changes?</p>	<p>This project has opened up our eyes in terms of the importance of technology in education. This is now incorporated into our strategy along with extending scope of "education" to cover vocational training that leads to meaningful employment. We have also partnered with a Western coding school called Le Wagon - and may extend our geographical scope to include 'at risk' women in the UK.</p>
<p>Do you have any other comments or feedback on the experience of the TFN process?</p>	<p>THANKYOU!!! We are just preparing reports/plans so that we can start pitching for further funding next year but we are quietly confident because the pilot went so well and we have had very positive reactions thus far.</p>
<p>Can you tell us any personal stories to highlight the value of the project?</p>	<p>Please see below some of our testimonials from students, facilitators and local business/ hackathon partners:</p> <p>STUDENTS</p> <p>"I have been a stay home mother of (3) girls for more than 5yrs which has been the hardest time in my life I really wanted to study but I did not have any source of income. Am so grateful for ETC for the wonderful opportunity because it has really opened my Career and the beginning of my life." Atim Joyce Sandra, bootcamp graduate</p> <p>"I realised that studying software engineering at university doesn't make you a software engineer. I learnt marketable skills, developed professionally, and was deeply supported by the facilitators and fellow classmates" Nyayic Fanny, bootcamp graduate</p> <p>"After the boot camp I was able to gain interest in programming and now ready to lecture students in web development and introduction to programming at the university." Sarah Hanghujja, bootcamp graduate</p> <p>"Although I found a class suitable for beginners like me, the self-taught path turned out to be so challenging that I failed to grasp most</p>

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	<p>of the concepts and I lost confidence in myself. Although am still currently working as an accountant, I am currently revamping the website of the organisation I work for. My intention is to switch career to software development and ETC has given me the confidence to pursue my dream." Norah Ariokot</p> <p>Comprehensive student testimonials can be found in the appendix. Overall we noted that students cited the following benefits from the bootcamp:</p> <ul style="list-style-type: none"> - Kick-starting their tech career (having no background in tech, after taking a career break, or being unemployed after graduating) - Providing practical skills to those who have a degree related to IT - The amount they were able to learn in a short period of time - Increasing their confidence to pursue a tech career (and also speaking in public!) - Inspired in helping/ sponsoring other young women who want to embark on the same journey - Using their newly acquired skills to further their existing careers <p>FACILITATORS - "I have facilitated in multiple programs since I started software development, from facilitating in schools, to giving advanced classes at work but the ETC program was like no other. I felt like I was part of something big and great, something that will change Africa and how the whole world sees Africa. The program goes the extra mile to take care of you post bootcamp by offering sponsorship to grow the programming skills plus try to get you employed through the solutions you create yourself." Atuhaire Jude Innocent, Software Engineer, Andela</p> <p>"ETC is bridging that gap by helping the ladies get skills and learn more about current technologies today. After a few weeks, they were able to come up with good designs and prototypes. What I like about the program is that any lady can join regardless of her background and also they get to meet and interact with other women in the tech space who started like them, hear their stories, learn about the challenges they encountered and how they solved them." Kenneth Ddumba, Software Engineer, Andela</p> <p>"When I joined the ETC team, looking at the potential candidates and material we had to cover within 4 weeks, my first thought was how impossible it was going to be. I am proud to say my expectations were shattered. The ladies persisted through 4 weeks of intense learning.</p>
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	<p>They showed more and more enthusiasm towards coding and solving problems with the more they learnt. They went on to form teams and together built working solutions at the end of the programme. The Bootcamp made me realise that more representation of women in the software industry is necessary not only because they are currently under-represented but also because of the passion they will naturally bring to whatever they do." Ernest Okot, Founder of FreelyFormd</p> <p>LOCAL BUSINESSES/ HACKATHON PARTNERS - "I must admit we were astounded by what the students presented to us. What's more impressive is the short time period within which they had to learn code, understand it and produce outcomes that can solve real business day to day challenges. Team Awesome took the day with their 'Pru Chatbot' concept that allows customers interact with a chatbot that can provide 24 hours customer service.</p> <p>It was an amazing experience interacting with the students and learning about their different backgrounds and what motivated them to join the program. Seeing them maintain the discipline to attend classes consistently in order to impact their families and communities is something that I found inspiring." Nelson Omech - Head of Bancassurance, Prudential Uganda</p> <p>"The team were a pleasure to work with. Their enthusiasm for what they do and the energy they brought to the project was infectious! Uganda has a real gap between the skills that graduates have when they leave university and the hard skills (like coding!) that so many companies are desperately trying to find. It's great to see this initiative aim to bridge this gap, and from the output that we saw from the groups in such a short time, they really delivered on their promise. Can't wait to see where this pioneering cohort of girls end up!!" Donal Connolly - Global Credit Project Manager, Fenix International</p>
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