

Digital Apprenticeship Program



Host Business 1:1 Midpoint Report

No	Host Business	JTP	Feedback on JTP performance	Challenges	Suggestion for improvements.	Additional information
1	Inuka Africa	Victor Omondi	Victor achieves good insights and trends from the data set provided. Works well independently. He can easily pick up trends and variances	He is having trouble with utilizing tools and other formats of data. Needs to have a bit more curiosity and actively communicate with other departments to understand what insights they want.		Very impressed by the level of expertise of JTP and will to absorb more into the company.
2	Nyansapo	Isaac Byron	Has a 9-5 job, lied about his availability. Being replaced.			
3	The Vlge	Moses Wema Selete	Fast and intelligent Works well independently Give comprehensive solutions for assignments. Outlines what can and cannot be done based of the stage that the company	Needs to improve on email writing, putting subject, signing off e.t.c	The initial application process had too many forms to be filled. The KPI tracking form should be submitted once a	Very impressed with JTP, they have hired other developers before who needed so much hand holding. They are shocked how independent and skilled Moses is knowing that he is

			is in Currently working an algorithm that will help to efficiently match 5 student to stay in the same house		month or every 2 months instead of weekly	only in his 2nd year of University studies.
4	Kuza International	Edwin Nduyu	Has been providing basic work Has been offline for 2 weeks after being given a couple of days of compassionate leave for a burial.	He is unavailable, unresponsive and not proactive		
5	Eco Blocks and Tiles	Dorothy Akoth	She is very proactive and is taking advantage if the program to learn She is keen about setting her objectives and making sure she delivers, she communicates is good time if she is unable to She reminds me of our meetings in advance and keeps me on my toes She is respectful and works well with other Has delivered above expectation on both web development and social media marketing	She struggled at the beginning with creating content calendar but has now got a handle on it. She is struggling because her phone got spoilt and she is looking for a replacement, her laptop is also very slow.	Reduce the frequency in which we have to fill the KPI tracking form	Appreciates what the program is doing and will make sure she continues to set up Dorothy for success.

6	Urembo Hub	Risper Wanjiku	Willing to learn Open minded She is currently being taught Php Laravel by a trainer from the organization	She needs to be a bit more proactive	The onboarding process is long	The JTP is an awesome addition to their company Willing to absorb her in the organization if she shows improvement
7	Alternate circles	Daisy	Very intelligent and proactive. Good at working unsupervised. Delivered an amazing website in her first month. Has learnt how to ask for help when she is stuck.	A bit slow and shy at the beginning, probably due to lacking confidence from not being exposed to the working environment. Does not remind me to fill the KPI tracking report.	The KPI tracking report is too tedious.	Looking to absorb her after the program
8	Trulink Solutions	Stella Waithera	She was able to modify the interface of the website. Quick learner. Proactive in her work, no need to be told what to do. Results are good	Her laptop keeps crashing Modifying the layout of the website		The idea is genius as it exposes the tech professionals to gain experience
9	Paytree group	Joseph Were Tiang	Good in data analytics Finishing his assignments on time He provides support to the	No knowledge in Php laravel Needs a lot of time to catch up	Give exams in selection process Match correctly with the skill set needed	At the end of the program, they will check his performance to consider placing him as an intern

			data entry department Currently he is undergoing training with the developers		in the business	
10	Kaya Nuts	Oprah Muthoni	Able to work independently She is proactive Able to perform IT tasks assigned to her and provide solutions Currently she is working on digital management (managing digital platforms, i.e; developing content e.t.c.)	Needs more support system to understand	If possible to have monthly meetings for the host businesses where they can meet	The JTP has shown tremendous improvement since she joined. She went to the factory to see the production process
11	Xenon Kenya	Amos Bett	Very willing to learn Hands-on Finishes tasks ahead of time Currently working on system installation and networking	Catching up took long Skills not matching The JTP should show more initiative	When matching the JTPs with the business, engage the host business to get insight to what they require	Impressed with his performance especially in the cyber security as that is his expertise
12	Belva digital (axis- africa)	Chanice	Very eager to learn and proactive Keeps time and communicates challenges in advance Asks for help when stuck and works well unsupervised because especially when remote	Struggled a bit at the begin was shy and kept to herself She needs a machine. The one she has is very bad.	The program needs to pay the JTP on time, she missed a meeting because he was cash strapped The program needs to encourage the JTP to be current with coding	Ok with the frequency of the filling the KPI tracking template Chanice will be circulated to different developers during the 3 month period so that she can learn to develop different functions

			working Delivers tasks on time		languages and support application	
13	Ukulima Tech	Christine Wanja	<p>Maintains work schedules and when needed reports early at the office</p> <p>She was able to develop an ecommerce platform and google analytics website single handedly</p> <p>Together with the other developers, she was able to develop a social media tracking platform and set up a CRM platform</p> <p>Works independently, no need for supervision</p> <p>Finishes her tasks ahead of time and helps the other developers</p> <p>Proactive in her work</p> <p>Her next task is to develop a suppliers mobile app and assist the team in developing an automative irrigation system</p>	<p>She is shy and not outspoken</p> <p>She is limited in terms of expertise. A farm software management system is too technical for her</p>	<p>Adopt a blended kind of approach where the JTPs can have certain trainings as part of the program</p>	<p>Christine will have meetings with an expert from Tech industry who will be training her</p> <p>Very impressed with her work, she has been able to achieve 70% of her deliverables so far</p>
14	Afrikapu	Mitchelle Mtsumi	<p>She is phenomenal and very hardworking</p> <p>Asks questions when stuck and is very constructive in her feedback and recommendations</p> <p>She does not need</p>	<p>At the beginning she was a bit intimidated by the tasks, however once a project plan was shared she was able to figure it out.</p>	<p>Share very detailed profiles of the JTP and the host business.</p>	<p>Would want to absorb her after the program is over because she is doing very well with the CRM which still needs a lot of work.</p>

			supervision, attends all catch up calls on time She is working on developing a CRM platform and is doing very well.			
15	Techedge Limited	Victor Owino	He finishes assignments on time Communicates on a timely manner Able to find solutions Currently training him in the database management system at the office	He is not available at times during working hours(He is working remotely) No knowledge in different databases	Have a co-working space in Nairobi with fast and stable internet	His growth is tremendous. He is getting more exposure to different database systems
16	Deevabits Green Energy LTD	Dominic Korir	He has shown good progress in the website development Provides support in extraction of data on online CRM platform and in data analytics Willing to learn Currently working on finalising the website and creating content	Initially, no clear understanding of the website but he did research Internet not stable	Improve on the structure of the KPI template, maybe ticking instead of typing	Willing to absorb more JTPs if the program continue Need more of the program as both the JTP and the business are gaining
17	PlusFarm Kenya	Vincent Omboho	He has designed and developed the backend of the app	Adjusting to the work environment took time	Placement of two JTPs instead of one.	His work is impressive. We are training him in all aspects of the business.

			<p>Communicates well and asks questions when stuck</p> <p>Finishes tasks given on time</p> <p>He has shown great performance and he is able to work in a team</p> <p>Currently, he will be finishing working on the app development</p>			We are looking to hiring him full time
18	Trueways Enterprises LTD	Nzioka Victor	<p>He is responsible and communicates when stuck</p> <p>He has been able to develop the ERP system</p> <p>Currently he will be working on the product and backend coding</p>	At first a bit slow, but caught up in time	To place two JTPs in a business, she wanted the website to be updated	As the company grows, they are looking to hiring him
19	GreenEdge Digital Africa	Anthony Ng'ang'a	<p>He is eager to help and do the work</p> <p>He gives suggestions and opinions</p> <p>He works independently</p> <p>He asks questions when stuck</p> <p>Currently working on the ecommerce platform</p>	<p>He needs to understand the branding and the marketing audience, do research.</p> <p>Not always available to be reached through the phone</p>	<p>To contact the businesses earlier, maybe two weeks before the placement not last minute</p> <p>To have a tech person in Eldohub readily available to guide the JTPs</p>	<p>Impressed with the level of expertise.</p> <p>Main concern is not sure if the JTP will finish the project as only 1 month remains</p>

20	Nyota ride limited	Eugene Kayeli	He is easy to work with. He follows instructions and adjusts where necessary. He improves on feedback. He is currently working on a social media campaign but later in the month he will be working on the website.	Him working remotely is a bit of a challenge but he is adapting well.	He suggests we design an online tool where we can have a two way feedback. The JTP evaluates the host business and vice versa and we will be able to view the final report	They love the program and more so impressed with their JTP
21	M-Kopa	Gideon Kiprotich	His progress is good and he has adapted well. He has adapted well to the project. He is currently working on laptop security.	Lack of engagement from the team since he is working remotely. The host business was having a problem keeping up with the KPI report but it's now better because it's bi-weekly.	So far so good. Everything is running smoothly.	They would love to have two Jtps in the next phase.
22	Tumaini Innovation Center	James Aduke	His performance in the short period has been beyond impressive.		No suggestions as the moment.	He has completed the development of the digital project and it is currently under testing. Meanwhile he's working on another besides training the tutors at Tumaini Innovation Center on computers.
23	Soko Brand	Billy Chelagat	He is a team player and quick learner. Within a short time he has been able to take up other duties	Having the KPI reports signed weekly was overwhelming, biweekly is great as changed.	No suggestion at the moment but to keep doing more of the same.	The program is great for the host business and beneficial to the JTPs in regards to meeting business needs and

			besides the original assignment.			gaining practical work experience for each respectively.
24	Accently	Diana Chepkerui	We initially signed her up for a certification program, and her progress has been great. There is tremendous difference after learning as her current contribution to the digital project is going on well.	There was a skill-gap but this has been resolved through learning to catch up with the particular tech stack.	Most of the areas to suggest improvement have been covered by you already, so no suggestion at this point in time.	The program is brilliant, especially the feedback loop from the host business to the JTP and back to Eldohub, ensuring a support system.
25	SasaKazi	Jones Mbindyo	He has been a great addition to the team. He takes initiative, suggests improvements to the product and gives constructive feedback.		Early introduction of the required professional soft skills would go a long way to avoid mishaps when it comes to communication.	Pairing with senior team members would see the JTPs learn from those experienced during collaboration.
26	SME Founder Association	Emmanuel Simiyu	He is a quick learner and asks questions when stuck He follows instructions He is creative and adoptive Currently he is working on a digital platform		Provide data for the JTPs especially the ones working remotely Have a co working space for the JTPs	The program is beneficial for the JTPs as they gain work skill experience and know what to expect when they are looking for work. It gives them exposure
27	Little LTD	Diana Iminza	She has good		Find a way to verify	Really impressed with the

			<p>communication skills and knows what she is doing Always asks questions when stuck and gives suggestions She has been working on mini apps with the main focus being on setting her up ready for the data analysis website Currently working on an app called tiny png for the optimisation of uploaded images. When the backend data is complete Diana will be having more ideas and how to implement it.</p>		<p>the JTP is working on the digital projects The next phase should also include JTPs in other fields</p>	<p>expertise of Diana, who is able to do one mini app weekly still being a 3rd year student Impressed with the EldoHub team on how they keep following on the JTP and the business performance</p>
28	WorkPay	Ambrose Mbayi	<p>He is the best intern we have had so far He understands the structure of the company well He maintains expectations on work standards and goes beyond He is an inquisitive person, uses the communication channels provided. He has worked on 2 projects(a Php based project which is purely backend and a javascript project which is purely front</p>	<p>Learning new stack/coding as initially he thought he would be working on front end only</p>		<p>He also mentioned that it is good we are taking feedback as we are the only company doing so. WorkPay is ready to collaborate with EldoHub again if the opportunity arises</p>

			end) Currently he is working on advancing his two projects			
29	Proptech	Kennedy Sitati Musima	He is doing well and his communication is great. They do weekly check ups and all is running smoothly. He is currently working on the property lifting site for their company	Time might not be enough for their JTP to complete the project that he has started since the program is almost coming to an end.	On the recruiting end, the technical skills they had requested weren't really met probably because the jtp is still fresh from college but otherwise he is fulfilling all the work he has been assigned to.	The presentation of the cvs for the JTPs was really good.
30	Stawi foods	Emmanuel Petit	His work is good He is really skilled in web development. His communication is good and sometimes goes by the office. He is currently working on the companys' website	-		Expectations were clearly laid out so they knew what to expect and what not to expect.
31	Fie Consult	Thomas Mwaka	He has good working relationship He understands the	There was a lag on his end at the beginning but now he has caught up	All is good	They love their JTP and might consider retaining him after the program

			<p>mandate of the project He is good in communication and attends physical meetings when needed.</p> <p>Has worked on one minor project before and now 50% done with the second project currently working on the framework .</p>	<p>Their project is only 50% done yet the program is almost ending.</p>		
32	Qhala	Josephine Adeti	<p>The program is going on well and their JTP is doing great.</p> <p>Josephine is proactive and has good ideas.</p> <p>She has two projects; marketing and her main project is onboarding people into the Jukua platform.</p>	<p>She had communication challenges earlier due to her hearing loss but she has improved.</p> <p>Sometimes Joy Wahome, her host business is busy but she does weekly check-ins to discuss new ideas.</p> <p>One time her computer wasn't working so she couldn't do much and she did not communicate.</p>	<p>Have a mini training for the JTPs on how to communicate (email writing) before onboarding them into the companies.</p>	
33	Hope galleries and fashion House	Wamuyu Wanjohi	<p>She is good at her work.</p> <p>Has helped to open a twitter page for the company.</p> <p>She is currently working on a website and she is almost done.</p>	<p>There was a delay on the side of the host business as they were still setting up their office space.</p>	<p>To have JTPs within their location.</p>	<p>The program has been a great boost to their company. They hope the program could be longer and not only for 3 months.</p>