

Digital Apprenticeship Program



JTP Midpoint Presentations

No .	JTP	Host Business	Feedback	Challenges	Suggestions for improvement	Additional information
1	Ambrose Mbayi	Workpay	He is impressed with the whole program, from the application stage till now. A formal orientation for the JTPs onboarded later after the program commences would have been great. He is happy and really appreciates his mentor, the insights and guidance has been great.	Didn't blend fully with the training. Expected a technical training instead of soft skills & particularly leadership. Preoccupation with the tasks assigned on the digital project that juggling training alongside wasn't easy.	Frequent reminders on the training modules.	-
2	Emmanuel Petit	Stawi Foods	The program has been great and he has been able to learn a lot since. He is almost done with the project.	Hosting the project has been a challenge. But the service has been renewed. Communication was a little confusing and what to submit where when, wasn't so clear. Primary contacts were not known initially but later in the	Better communication.	Inquired if the apprenticeship can be extended since there are certain achievements that will only be made passed March. - Response: the program ends by March, if the host business would

				program, and this made communication a little difficult.		like to extend the apprentice's stay or renew agreement, they will have to support the JTP moving forward.
3	James Aduke	Tumaini Innovation Center	The mentorship has really been great so far. Assigning JTPs to projects by themselves was done right as this boosts their confidence and enhances their skills.	Working alone has been a challenge only in regards to getting meaningful feedback. Colleagues shy from giving feedback as the project seems too technical for them. Juggling working from home and physically going to the office hasn't been easy. Working from the office is much better for him, since this way he can directly have meetings and collaborate easily with other staff members.	Frequent reminder on training modules. Pairing JTPs also with mentors who have their particular skill set would be beneficial.	Done with the first digital project and launching the other one within the week. He is grateful for the program.
4.	Nzioka Victor	Trueways Enterprise Ltd	He is grateful for the opportunity and has been learning a lot.	Mobile data has been an issue. He sometimes works near a library with a fast connection.	-	Say he's never seen such a program & is excited to be part of it.
5	Diana Chepkirui	Accently	The experience has been great so far. She has learnt a lot, especially on leadership qualities and career planning. Her mentor has really been resourceful, eager & willing to share her experience, given she is a woman in Tech, her encouragement has been quite instrumental. Her supervisor has been very helpful guiding her on problem	Slow connection has been a major challenge, and this has affected how communication has been with her mentor. But they adopted a different communication channel, and this has been going great so far. Working remotely is not easy, it requires discipline and one to be result-oriented. This has also meant that getting help	-	She has suggested involving all the JTPs with their diverse skills, on a project or projects to solve societal problems as a CSR.

			solving and mastering particular technologies.	has not been easy and communication with the team has been minimal.		
6	Oprah Muthoni	Kaya Nuts	A chance to work in a company and bring value to it, and enhance one's skills in itself has been great. The constant communication/feedback loop between the supervisors, mentors & JTPs has been helpful in tracking progress. Being featured on EldoHub's linkedin page as a JTP of the day was a boost.	Communication with the supervisor has not been easy and her response has been slow, given she travels a lot, and she works remotely, only visiting the office twice in a week. This has also made receiving deliverable slow, therefore affecting her productivity & result. It is hard to quantify training progress. The button to mark complete, doesn't show on all modules.	Communicate early enough. Structure and share a calendar containing all the JTP's activities during the apprenticeship.	-
7	Victor Owino	Techedge	He has learnt new tools, time management & prompt delivery on assigned tasks. The program has really been amazing, the training has been good, and the mentor is really cooperative.	The collaboration initially with senior data scientists was a challenge but now this has been resolved and the feedback is great so far.	-	Has completed 3 projects so far and is working on the third. Is friends the mentor now.
8	Esther Mwaniki	Ajua Inc	She has been working on an application, MTN Engauge with Ajua and MTN in Nigeria. She has been assigned tasks on customer support and analytics tracking both tasks which have immensely increased her knowledge of how business and technology work together. Her mentor has always been	At the beginning of the program, she did have a lot of trouble being able to manage everything. But with help from her mentor, the course from Thunderbird school of global management and the support from Eldohub, not forgetting her bosses' advice, she was able to get back on track and be able to achieve the goals	-	She has been able to learn alot from the lead engineer. She is completely grateful for everything and hopes that more people will be able to benefit from this program in the future.

			super supportive and encouraging, not forgetting very smart, professional and caring. She has gotten to learn more than she could ever ask for from Ms. Natasha Kalinga and the skills she gains with her, she is able to apply at her host business	set out for her.		
9	Shirley Kitela	Startup Suite	She provides customer support (recruiting new clients on the app) and in data analytics (preparation of surveys and feedback). She gets good support from her supervisor who exposes her to tech meetings and accelerators.	Submission of the KPI has been late since her supervisor is very busy. Her laptop keeps crashing	The structuring of the reports should be different and no need to ask the same questions.	The program has been a learning experience and she has gotten exposure. She has been joining forums run by her mentor Ruth Kaveke for coding as she has an interest. The host business has shown interest in hiring her if the app works out. She is planning to start an organisation in West Pokot to help young women in tech.
10	Gideon Kiprotich	M-Kopa Solar	Appreciates the program and he has really learnt a lot. The team at M-kopa is really supportive despite him working remotely. He had minor projects before but currently working on an Endpoint Management which is enrolling computer devices to azure platform. His mentor has been attending	Initially felt disconnected from the team but he has blended in well.	Constant reminder in form of a calendar regarding all the deliverables	His internship might be extended by the host company

			all sessions and he has learnt a lot from her. His supervisor is supportive and understanding.			
11	Joseph Were	Paytree group	He is working on a customer management system The program is good as a learning experience and getting him ready for the job market	The main challenge is with his mentor since there is no good communication as he is always busy	Having a talk with the mentors and making sure they can commit fully to mentor Match mentors and JTPs with similar fields	
12	Joy Machuka	Vikas Hardware	She is currently working on the final stages of the project. She has gained a new perspective in leadership with Thunderbird modules. The mentorship has added value especially in time management	Managing on her own is a challenge as she was placed in a traditional business and no IT person is available Working from home is hard especially scheduling of time	To place 2 JTPs in a business	She has learnt a lot through the program and is grateful for the opportunity
13	Thomas Mwaka	Fie- Consult	The host business has been welcoming and positive towards him. He is well guided and the communication is great as he works from the office He has a diverse mentorship session that is open-minded and career-building His mentor is resourceful as he also helps in guiding him with his projects	-	-	He has finished one project and is currently working on the second one. He has been able to build his career and experience. He learnt to be disciplined when working on projects. Overall, he has a positive outcome from the program
14	Faith Wakoli	Adrenaline Rush media	Thunderbird program modules are very educational. Mentorship sessions have really boosted her confidence	Communication problems with the CEO since she is working from home. She is not getting any	Before placement in a business, make sure they are capable of teaching her and in need of digital	She enjoys the learning process

			since her mentor is encouraging and assists her where stuck	guidance and she is working alone.	talent.	
15	Michelle Nthumo	Afrikapu	She has been able to settle in well with her host business. She has learnt a lot as her supervisor is always helpful and guides her when stuck Learning new skills from the course with Thunderbird has been eye opening	Main challenge is that her mentor has been busy Another challenge is her laptop keeps breaking down	Having more virtual meetings with the other JTPs to share and learn Host business or EldoHub to provide laptops to the JTPs	She is polishing up on her digital project and will be done by next week
16	Kiprotich Dominic Korir	Deevabits Green Energy LTD	The employees are supportive and guide him His mentorship is going on well as his mentor is able to give him feedback on the digital project He finished developing their site using WIX and he is now making a custom site to add more functionality	Communication with supervisor is hard since he is always busy There is no actual feedback from the supervisor He is the only IT person in the business	Place a JTP in a business where there are more developers and can from Assign 2 supervisors to a JTP, if one is busy the other one will be available	He has learnt alot from the modules. Since he joined the host business on the third week of January, he decided he will work for 2 more weeks to complete the 3 months
17	Christine Kithure	Ukulima Tech LTD	The mentorship is her highlight of the program, as she has been able to learn a lot and explore herself The Thunderbird courses are eye opening. She is able to utilise new tools and handle problems effectively	Laptop challenges	Reducing the forms to fill when starting the program Starting the program on time	She is 75% done with her digital project and looking to finish before the end of the program
18	Maureen Jebet	Farm Share Kenya LTD	She is currently done setting up the website and the social presence of the company. On the digital project, she is in the system development phase	Accessibility of information from the host business- it took her a long time to get the system requirements from her supervisor as the assigned	For the supervisor to gauge the availability and reliability of a person before assigning them work that directly affects	-

			that will be followed by testing and implementation phase. The program is building her skills and she is having a good and professional relationship with her mentor. He is pushing her towards focusing on being a full stack developer and not just a front end developer. She has learned some new trends through their sessions	team members were not cooperative and reliable to deliver	the progressive development of the project	
19	Jones Kilonzo	SasaKazi	He is learning a lot since the project is hands on. The Thunderbird training modules are a gamechanger to him as he is learning how to deliver solutions, communicate effectively and leadership.	His mentor was not communicating effectively and attending the meetings at the beginning of the program	Communicate early about the placement at the host business since he joined in mid January. Soft skills training to the JTPs at the beginning of the program	Really appreciative about the program, the business environment is helping him to be more confident.
20	Risper Gitau	Urembo Hub	She has been able to learn a lot including a new coding language. She was able to create an e-commerce platform. Her mentor is amazing and has helped her narrow down her career path. Thunderbird's course on leadership has really built her skills in being a better leader. They are at the testing stage for their platform.	-	We should communicate early whenever we need things like a photo or video so they can have enough time to come up with something good. If we can have two JTPs in each region to be the leader and kind of organize meet ups so they can get to know each other.	She has enjoyed the program and has helped her to grow her network
21	Chanice Irungu	Belva Digital	She loves the program and has really learnt a lot from it. The team has been helpful and supportive.	At first she felt timid being the only girl in the team and also being a junior tech but over the time she has boosted her	In terms of mentorship, we should match them with a mentor with the same skill set.	She got a job offer from a company in Germany which she will be going after the program and the

			<p>She was given a chance to build a dashboard with the technology of her choosing and have been able to create whatsapp boards.</p> <p>Almost finishing up with her project.</p> <p>Her mentor advises her on how to network, how to scale her career depending on the skills she has.</p>	confidence.		<p>project at Belva has helped her polish up the areas where she wasn't so good at before.</p> <p>She has started mentoring on girls on Java</p>
22	Leonard Kiprono	Tegemeo Cereals	<p>The program is really good and he has gained a lot.</p> <p>The thunderbird leadership course has helped him alot.</p> <p>His mentor advises him on how to utilize his skills and use it to make money.</p> <p>His mentor attends all the sessions.</p> <p>He doesn't have a specific project that he is currently working on</p>	<p>His host company is mainly dealing on agricultural produce and software issues haven't really been put in place so he can't really exploit his skills.</p>	Everything is in order.	-
23	Amos Bett	Xenon Kenya	<p>He loves his workplace. He says "It's the best place to be, it's what he has been looking for "</p> <p>He has learnt a lot on network installation, security system installation and also repairing computers.</p> <p>The program has enabled him to network more.</p>	<p>Working remotely isn't that great.</p> <p>His mentor is busy and rarely attends mentorship sessions but meets for 1 hour during the weekends only.</p>	<p>He suggested we have all the JTPs working physically since working remotely isn't that productive.</p>	<p>His mentor Leonard Kore has been able to introduce him to different companies in reference to his career development.</p> <p>He was invited to an interview by a certain insurance company which was a success and they promised to take him after the program.</p> <p>He encourages people to apply and take up the</p>

						program.
24	Sarah Towett	SC Ventures	<p>She has been able to complete two projects. She has learnt alot from working with different people and on time management. Thunderbird courses on leadership have helped her alot , how to strategize her time and email management. Her mentor is really great.</p>	<p>She wasn't given the project that she was looking forward to working on since it's in her area of expertise. She gets pressured in terms of time, she doesn't get enough time to complete her tasks. Working from home has been a challenge to her, too much disruption.</p>	-	She loves and appreciates the program.
25	Eli Mangeni	Nyansapo	<p>He has learnt alot from the program. He has been able to design screens. His main project was to redesign the old Nyansapo app by adding new features.</p>	<p>Working remotely has been a great challenge as he had trouble with his internet connection and also lack of a peaceful environment. He doesn't have a mentor yet because he got onboarded late into the program. Poor communication from the team at Nyansapo</p>	<p>Improve the working space for the JTPs especially those working remotely.</p>	<p>He appreciates the program because he was more into coding but now he has been exposed into designing an app</p>
26	Eugene Kayeli	Nyota Ride	<p>His project on social media at nyota ride is quite good. Everything is going on well.</p> <p>The Thunderbird course on leadership has helped him alot. He is almost done with his thunderbird courses. His mentorship is going well.</p>	<p>Poor communication/late response from his supervisor. He has to come up with the content for the weekly KPI all by himself which is quite challenging since his host business has no knowledge on that. Delays on signing of his KPI template.</p>	<p>To be placed in a host business that will really help them better their skills/ a host business that matches their skill set.</p>	-
27	Billy Kipruto Chelagat	Sokobrand	<p>He really enjoyed meeting new people, knowing how to relate with clients, how to price</p>	<p>His mentor took long to respond because she had not provided her working Email</p>	<p>He wishes that they would be given a chance to have a JTPs meet up.</p>	-

			products and being part of a business. Each and everyday brought about new experiences. Thunderbird classes were wonderful. The class was organized, exciteful and resourceful and insightful. He enjoyed the classes because he saw it as an eye opening for him. He is urrently working on rebranding the website.	hence the delay to have a one on one session with him. He states that information should be delivered a bit much earlier to avoid inconveniences	He suggested that maybe next time we would use Slack for communication instead of Whatsapp for more efficiency.	
28	Victor Omondi	Inuka Africa	He loves working at the host business, he is passionate about his job. He loves his role and works perfectly fine.	Could not meet with the mentor early enough	-	-
29	Vincent Omboho	Plusfarm	-	-	-	-
30	Kirui Kiprotich	Kuza International	He enjoys his work, especially his project.Loves working with his host business and has gained more experience unlike before he joined the program.	Has not yet meet with the mentor, Network failure, laptop failure, Has a problem with how the fee system works	Meeting up with the seniors those in charge of the project to give them a way forward	-
31	Emmanuel Simiyu	SME Founders Association	The program has been interesting, has gained experience and loves how the host business operates	Had an issue with the 1st mentor. The mentor given did not match his field. The placement was not part of the skill set he had		
32	Diana Iminza	Little Limited	Everything is okay, loves her host business especially the much work she's given. Has met with her mentor and	-	-	Place two Jtps in 1 host business for effective assistance and communication

			loves how things are done			
33	Kennedy Sitati	Proptech limited	<p>The host business is good and he has no challenges working on the project given. It was a good experience.</p> <p>He is currently working on the lead system on the Email and sms line of the company through the Integrated Email and Sms Automation.</p> <p>Thunderbird courses for him were a bit tough because of the schedule.</p>	<p>He is working remotely hence its a challenge to connect with the other developer and when he gets stuck he does not have anyone to consult with faster, he has to call the other developer and this may take time before he receives feedback.</p> <p>His meeting with the mentor has been a challenge and inconsistent because of the schedule.</p>	<p>Thunderbird curriculum should include soft skills</p> <p>Mentor sessions could be scheduled to be after 2 weeks because every week session might not really work due to the mentor being busy.</p> <p>The weekly KPIs are a challenge where the supervisors forget to sign.</p> <p>So he urged a follow up and that the organisation should tell the supervisors to sign them.</p>	<p>The program was good, it was a good experience, he learnt a lot and he has seen parts that he should improve on.</p>
34	Daisy Cheruto	Alternative circles	<p>She is happy about the mentorship sessions; she says her mentor is good and enjoyed being with her. She appreciates the leadership courses which acts as an open mind for her.</p>	<p>She is the only developer hence its tough working alone because she has no partner to work with at the host business. Her supervisor has no proper way of communication hence has been tough to work on deliverables.</p> <p>The host business keeps changing projects hence has not really worked on any projects so far.</p>	<p>She recommends that the organisation should check on the digital projects at the host business. To see that they are delivered.</p>	<p>She is happy because she gained more experience and mentorship</p>
35	Moses Selete	The Vlage	<p>Working remotely for him was okay. He is glad and happy because through the program he was able to learn new things. The Thunderbird classes were good. He is currently working on the</p>	<p>His challenge was mentorship. His mentor did not respond to the work he had done and had given him for feedback.</p>	<p>Improvement on the Mentorship part</p>	-

			second part of the project which includes working on the company's website, improvising the google search of the Host company, matchmaking algorithm, design questions of a user and database.			
36	Stella Waitthera	Tru link	Appreciates thunderbird courses on leadership. She connected well with her mentor. Nice experience at the host business.	Inconvenience/ pressure from the host company on the project thus hindering her from meeting the deliverables. Host businesses don't break down tasks required of the JTPs.	Host businesses to clearly outline what they want to be done every week especially for those working remotely. Thunderbird courses to align with the duration of the program or even begin earlier to help JTP catch up with it.	
37	Antony Nganga	Green Edge	He has learnt a lot from the program and especially the thunderbird courses on leadership. He has worked on two projects: 1st was creating a platform to manage CRM-customer relationship management. Has learnt a lot from it as his main task was to research on a platform for them. His second project which is advertising shiriki products is almost done.	Working remotely has been a challenge. His mentor is mainly busy and wasn't quite aware of her role in the beginning.	Communicate earlier on the mode of payment. Improve communication with mentors.	
38	Dorothy Akoth	Eco Blocks and tiles	She has learnt a lot from Hope and she would love to work again with her in future. Designing a website for malaika online shop.	Has never been in contact with her mentor. She had a challenge since her phone was broken and her computer is really slow.	-	She got selected to join the Akirachix program which she is doing alongside the Digital Apprenticeship Program.

			Program has expanded her knowledge in IT.			
39	Josephine Adeti	Qhala	The program is amazing and has helped them in getting publicity. Her main project is onboarding people on the Jukua app. She has been able to increase social media engagement for Qhala from 1 follower to 500 followers on facebook. She has completed her thunderbird course.	She has only met once with her mentor as she is so busy. Working from home is quite a challenge and one keeps lagging behind. She has a challenge communicating with clients since she has a hearing loss.	Have a JTP meet up from the different counties.	She is requesting that we allow them to form a JTP independent group where they can help each other on how to go about some things.
40	Wamuyu Wanjohi	Hope Galleries and Fashion House	Mentorship is perfect and well structured. Leadership courses on the Thunderbird curriculum have been a great boost. Working on two projects : social media(setting up twitter page and adding a shop for facebook page). The 2nd project was a Website which she is almost done.	She initially had a challenge adjusting to the means of communication with the host business	She suggests that we also consider people with disabilities in the program where they can also exploit their skills	-