FINHUB DEVELOPER ACADEMY

Supported by

CRDB BANK
The bank that listens

1 ONBOARDING

WEEK 4 APRIL

The students will be taken through the entire program plan during a 1-day onbaording workshop. They will also participate in technical and personality assessment that will be used to group them into different proficiency level and talent planning for CRDB Bank

2 TRAINING

WEEK 1 MAY – WEEK 1 JULY

Based on their technicla proficiency level and preferred specialization, the students will be assigned relevent software programming training. The challenged-based technical training will strenegthen the ompetency level of of the students through hands-on learning approach.

3 MENTORSHIP

WEEK 3 MAY – WEEK 2 JULY

The students will be assigned to expert mentors per group. The mentors will provide technical guidance to teh students to ensure that the students critically work on their project tasks with the highest quality standards. The mentors will offer weekly touch points with the students for 2 months.

4 PROGRAM LAUNCH

WEEK 3 JULY

Upon completion of challenge-based software development training and mentorship, the program will organize a launch event, where the students will showcase their tech skills acquired during the program. The launch event will host tech talent fair for exhibition and DevHack pitch session, where students will pitch their tech solutions developed during the program.
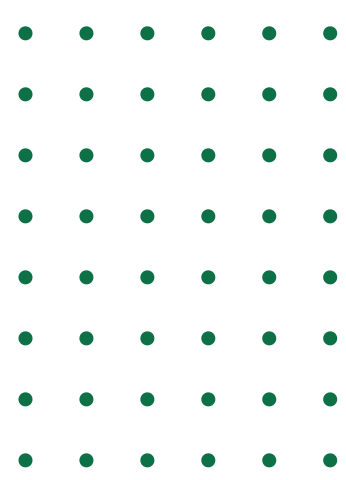
5 EXCHANGE

WEEK 3 JULY

Selected students will participate in a 2 months exchange programme at CRDB Bank. The programme is designed to offer professional capacity building to the students and strengthen their confidence to work in a more corporate settings. During their exchange programme, each group will work on 2 projects and will be assessed per project completed

Programme Components

The partnership between CRDB Bank and University of Dar Es Salaam to train 70 students with high-demand software engineering skills is a pioneer initiative that will provide platform for students to learn software engineering skills and get connected to tech job opportunities with priorities in CRDB job pool. Below, we have highlighted the key program components and how they contribute to achieving the ovaerall objectives of the partnership.
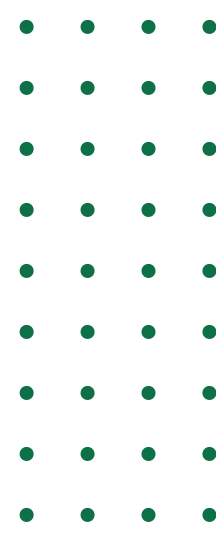
Software Development Training

The training uses Challenge-Based Learning (CBL) model to help amateur developers improve their coding skills through a creative and collaborative approach. The raining program commences with competency and personality assessment, which is used in the designing and implementation of the training content. The persoanlity test offers CRDB the opportunity to start learning about the students as they join CRDB talent pipeline.

The programming languages covered in this program are selected based on CRDB tech stakc needs and global in-demand tech skills. Key tech skills UI/UX, JAVA, Springboot, Kotlin, Objective-C, SWIFT and Javascript frameworks.

Expert Mentorship

Expert mentors will be assigned to each group to support them in translating their knowledge gained into real life projects. The mentors will help the students in learning multiple coding streaks, efficient programming structuring and tweaks to strengthen the competence of the students using coding knowledge to develop quality and industry standard projects. Mentorship sessions will be weekly through agreed touch points between the students and the mentors. The mentors will ensure each group work together to submit required project tasks, which is part of the grading criteria for the students to be successful in the porgram. A Total of 8 groups, each having 8 team members with diverse skillset that is relevant for each team to succeed.

Program Launch

Upon the completion of technical training and mentorship activities, the next phase is the official launch of FINHUB Developers Academy Program, where CRDB and UDSM will present the program to other ecosystem stakeholders, to position both institution as a pioneer in investing in youth development and closing digital skills gaps in Tanzania. The launch event will host both tech talent fair and DevHack pitch session, where the beneficiary students from the program will present their tech solutions in front of participating audience. This will be an avenue for them to showcase the tech skills acquired from the program, and stand a chance to receive further support in commercializing ther innovation or get recrutited into tech workforce.

Outcome

Below, we have underlined key expeted ouctomes from the programme

70 Students Upskilled

- Total of 70 students acquire at least 1 new prgramming skills through the programme
- 25 students join CRDB tech talent pipeline and participate in the exchange programme at CRDB Bank

2 Tech Solutions Developed

- Through DevHack, 2 tech platforms will be developed to support CRDB Bank's current internal programmes
- 8 teh solutions fully operational from 8 groups in the program. This are solutions conceived and developed by the students

Developers Community Launched

- Launch CRDB developers communitym where the beneficiary students will be onboarded and connected to job opportunities