

TechLeap Apprenticeship Program

Building Africa's Next Generation of Workplace-Ready Technology Professionals

A 16-week, workplace-embedded software development apprenticeship bridging the gap between academic knowledge and industry execution.

10,000 graduates. 3,000 jobs. That's a readiness gap.

10,000+

Tech graduates produced annually in Kenya

~3,000

Find employment in the tech industry each year

70%+

Of graduates left without structured industry exposure

The gap is not knowledge, it's execution capability.

- Working in teams under real constraints.
- Shipping functional products.
- Communicating with stakeholders.

Most graduates never get structured exposure to professional environments before their first interview.

Employers bear the cost: time, resources, and investment to onboard before graduates become productive.



A 16-week program, bridging knowledge & execution.



Embedded Learning

Work within professional teams on real delivery processes



Project-Based

Individual and team projects on practical software development



Industry Mentorship

Guidance from experienced professionals on real-world problems



Professional Development

Communication, teamwork, and workplace skills for career growth

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Apprentices Trained

86%

Completion Rate

77%

Placement Rate

45%

Female Participation

- Graduates placed in software development, UI/UX design, QA, AI/ML, app development & tech operations
- Average starting salary: KES 50,000/month



A scalable talent pipeline for Africa's digital economy.

OUR VISION

-  **Creating numerous pathways** into technology careers and technology entrepreneurship for young Africans
-  **Employer-ready talent;** Providing skilled, workplace-ready professionals reducing hiring friction
-  **Expand into AI/ML, cybersecurity,** and data engineering beyond software development
-  **Global digital economy access** through both employment and project-based opportunities

IMPACT AND SUSTAINABILITY

Locally-led impact

Kenyan company responding to a locally-identified challenge

Economic empowerment

Pathways to quality technology careers and improved prospects

Systems change

Strengthening the education-to-employment connection

Sustainable impact

Hybrid model: grant access + employer partnerships for longevity

Target beneficiaries: Fresh tech graduates (up to 5 years), unemployed young professionals, and individuals from lower-income backgrounds with foundational tech knowledge