June 2021

eHA Academy Empowering Women With Software Development Skills

PROJECT
External

PREPARED FOR
Global Giving

PREPARED BY
eHealth Africa

Introduction

The objective of the eHA Academy is to build capacity in Software development first in Kano, Nigeria, with a special focus and emphasis on women. The academy will then scale up nationwide in a phased-wise approach, in collaboration with the universities, state governments, the private sector, and other development partners. The 6 months program, running twice a year, will be divided into 2 phases with each phase having a duration of 3 months :

- **Phase 1:** Online and offline Academy.
- **Phase 2**: Internship

Upon completion of the program, all participants will have acquired the theoretical and practical skills and experience necessary to build a career in Software Development with eHealth Africa, any other company, or to create their own tech startups.

Our Target Audience

The academy is aimed at young technology enthusiasts especially women with a basic computing background.

Problem Statement

Gender disparity in the tech industry is real and women are severely underrepresented in this field. According to the reports of big tech companies only 26% of all computing related jobs are held by women. The eHA Academy is aiming to bridge the gap in this ecosystem across Africa and the globe. This project will empower youth especially women, providing them with an opportunity to have successful careers within the software engineering field.

How Will This Project Solve The Problem

eHealth Africa will do this through a 6 months program, running twice a year, that will be divided into 2 phases; with each phase having a duration of 3 months :

Phase 1: Online and offline Academy.
Phase 2: Internship

Upon completion of the program, all the women will have acquired the theoretical and practical skills and experience necessary to build a career in Software Development with eHealth Africa, any other company, or to create their own tech startups.

Long Term Impact

The project will educate and empower 30 women, providing them an opportunity to enter into the software development space and reduce the gender imbalance within the software development world.

Selection Criteria

To apply for the eHA Academy, the following criteria must be met:

- Aged between 15 to 35
- Special consideration and focus given to women
- Basic computer skills (for example, HTML and CSS, Basic programming concepts, etc.)
- Access to computer
- Access to the Internet

In order to obtain the most suitable candidates, applicants will take a pre-selection test (via google form) to assess their computer literacy. Candidates will then be selected to join the academy based on their assessment scores by order of merit.

Online Academy:

The online academy is a 12-week program where 30 students will learn about the various aspects of software development using the eHA in-house eLearning application. The program is divided into 4 modules (based on the current tech stack used at eHealth Africa) followed by a capstone project.

The modules are the following:

#	Modules	Format	Duration
1	**Introduction to Web Design & Development / Development Tools**	Live/In-Person session	3 hours
		Online course	2 weeks
2	**Intro to HTML & CSS**	Live/In-Person session	3 hours
		Online course	2 weeks
3	**Introduction to JavaScript**	Live/In-Person session	3 hours
		Online course	2 weeks
4	**HTML/JS: Making webpages interactive**	Live/In-Person session	3 hours
		Online course	3 weeks
5	**Capstone Project**	Project	3 weeks
	Capstone Projects presentation	Live/In-Person session	3 hours

During the program, each student will be assigned a mentor/tutor (6 students per mentor) who will help answer questions and give guidance. The mentorship or tutoring will be done 100% online through the **e-learning platform** and **slack channel**.

To successfully complete the 12 weeks training, students should have:

1. Attended all 4 live sessions
2. Completed all assignments within the deadline.
3. Completed assigned project. The project will aim to test student understanding of the course through a practical application of the concepts studied.

At the end of the academy, participants organized in teams will present their projects in front of an audience of developers, other participants as well as potential stakeholders (sponsors, donors, partners, etc.)

Successful participants will receive a certificate and a voluntary internship opportunity with eHealth Africa and other partner organizations.

Internship

The objective of the internship is to allow students who have successfully completed the 3-month online courses and sessions to put into practice what they have learned. Successful applicants will have a choice to intern in one of the following areas:

- Software Development
- Quality Assurance
- UI/UX Design

The internship will last **3 months** and will start after the completion of the online training.

To successfully complete the program, interns must have:

- Contributed to the assigned aßqproject(s)
- Completed all assigned Udemy courses
- Completed an end of the internship project

Upon successful completion of the internship, candidates will officially graduate from the program and will be handed an eHA Internship certificate and a reference for future employment prospects.

In some cases, Graduates of the academy could have a 3-month extension on the internship which can then lead to full-time employment with eHealth Africa.

Internship Plans:

During the internship, participants are assigned:

- To one or two projects where they can contribute. These projects are either ongoing eHA projects or new project ideas relevant to our focus area(s), *e.g. Cornbot*.
- Selected courses

eHA Academy - Empowering Youth and Women with Software Development Skills Budget									
								Dollar rate	380.48
Item	**Cost**	**Qty**	**Duration**	**Unit**	**LoE**	**Total (Cost + Fees)**			
Live sessions									
Space rental including PA system & Internet - 4 live sessions	$394.24	1	4	Days		$1,576.96			
Catering (Food and drinks)	$170.84	1	4	Days		$683.35		Mentors and trainers cost	
Facilitators - Junior Developers	$139.89	5	4	Days	50.00%	$1,398.90		$1,398.90	
Presenter	$319.99	1	4	Days	50.00%	$639.98		$639.98	
						$4,299.18		$22,694.10	
Online academy								$22,694.10	
Hosting (include DevOps support)	$779.00	1	3	Months		$2,337.00		**$47,427.08**	**Funds already committed by eHealth Africa and strategic partners**
Helpdesk Support - Associate, Help Desk (L4)	$3,918.00	1	3	Months	30.00%	$3,526.20			
Project Manager	$7,220.20	1	3	Months	20.00%	$4,332.12		Live sessions other costs	$59,882.70
Mentoring - Junior Developers	$3,025.88	5	3	Months	50.00%	$22,694.10		$1,576.96	$47,427.08
						$32,889.42		$683.35	
Internship								**$2,260.30**	**79.20%**
Mentoring - Junior Developers	$3,025.88	5	3	Months	50.00%	$22,694.10			
						$22,694.10		Admin cost & other costs	
								$4,332.12	
					Total	**$59,882.70**		$2,337.00	
								$3,526.20	
					Cost per student	**$1,996.09**		**$10,195.32**	**Funds targeted to be raised via Global Giving platform**