Andela

Connecting High-end ICT Education with Employment

October 2018

1.4M
OPEN SOFTWARE
ENGINEERING JOBS IN U.S.
BY 2020

x

$105K
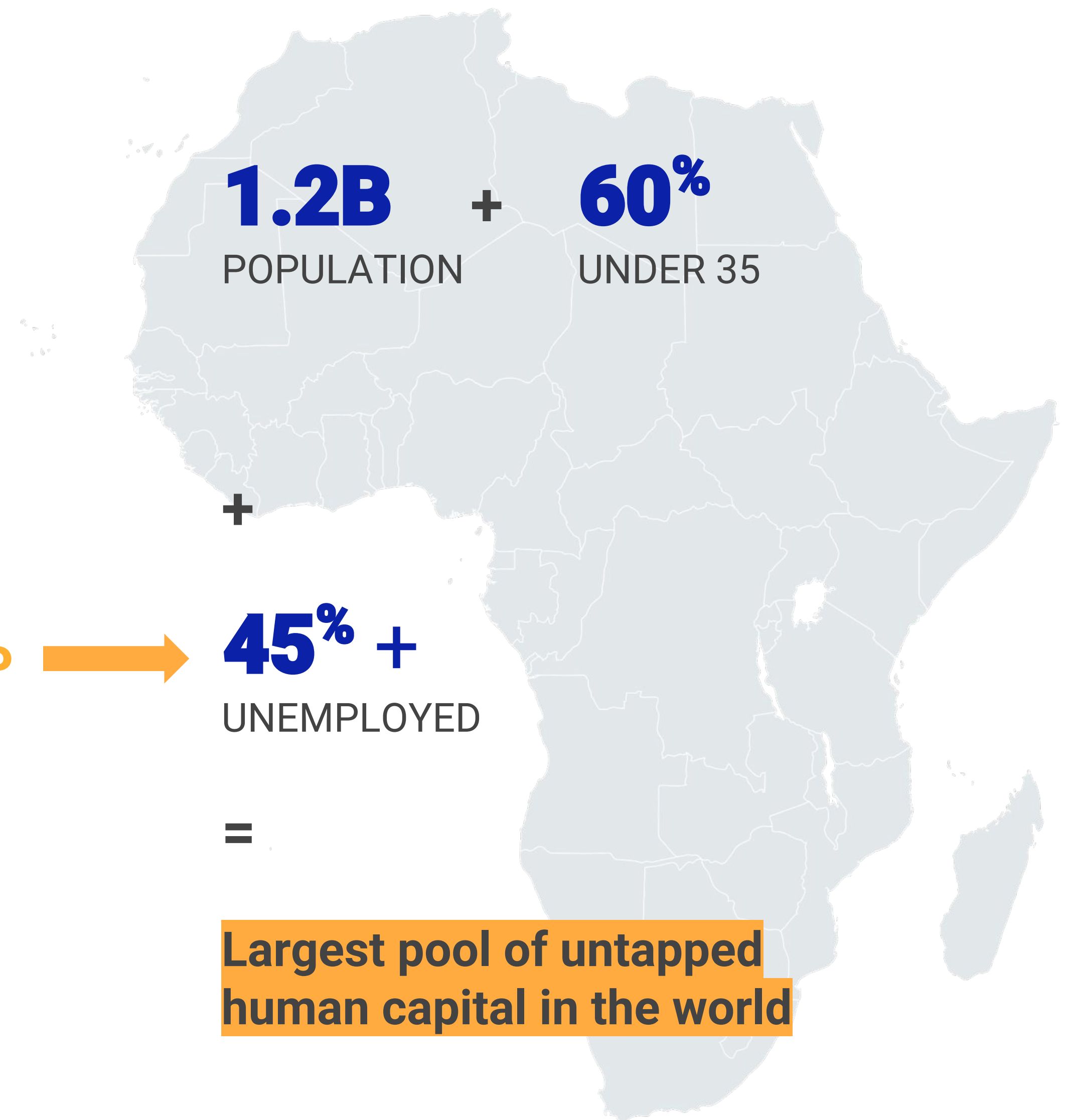AVERAGE SALARY

=

$147B
U.S. MARKET

1.2B + **60%**
POPULATION   UNDER 35

+

45% +
UNEMPLOYED

← SKILLS GAP →

=
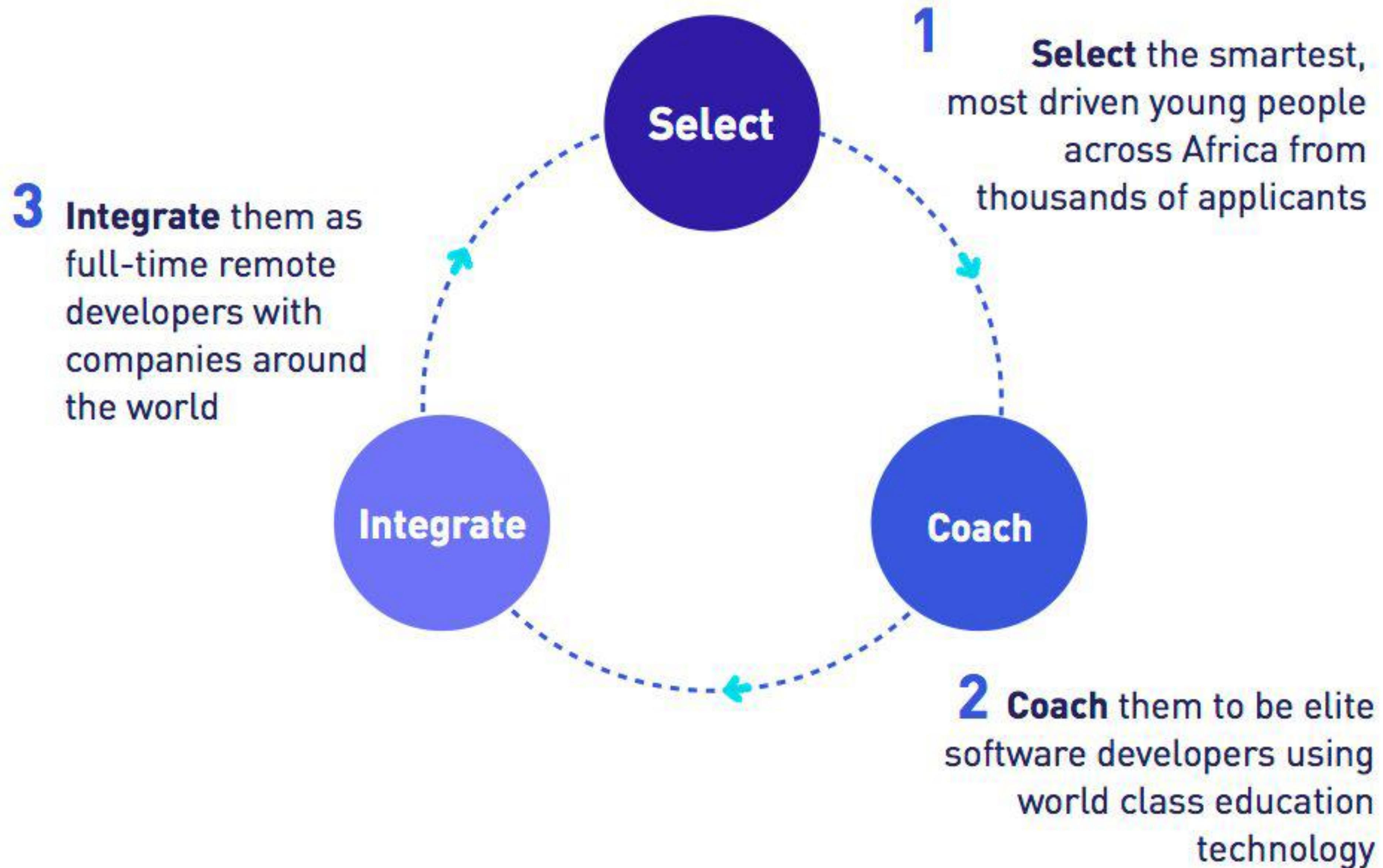
Largest pool of untapped
human capital in the world

Brilliance is evenly distributed, opportunity is not.

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Select

1 **Select** the smartest, most driven young people across Africa from thousands of applicants

3 **Integrate** them as full-time remote developers with companies around the world

Integrate

Coach

2 **Coach** them to be elite software developers using world class education technology

Innovative Learning Model: Stages

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Selection

Andela accepts the top tech talent across Africa, selecting ones who demonstrate high learning velocity (potential) in team/culture, technology, and learning skills through online learning platforms and bootcamps. Bootcamps are two-week sessions that test prospective developers' hard and soft skills in an extremely rigorous manner as a recruitment tool.

Immersion

The newly accepted Andela developers agree to a 4 year employment contract that begins with an immersive, 7 month program where they cultivate the technical, professional and leadership excellence required to thrive at top tech companies around the globe. This includes initiation, simulations and an apprenticeship program.

Employment

After Andela developers complete the initial 7 month immersion program, we match them with companies as full-time, distributed teammates, providing them the experience to compete within the global ICT marketplace.

Leadership

After their 4 year engagement with Andela, Developers will have built the skills they will need to launch and scale the next generation of transformative technology companies across the African continent.

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Andela's Distributed Learning Community

"

Don't start with interviewing 20 people.

Engage 10,000.

Get them to build something.

Give feedback.

Collect data.

Then select them to apply.

"

63,279

applications to date

1.
6.7%
Pass our online psychometric evaluation

2.
3.5%
Invited to in-person bootcamp

3.
<1%
Accepted into Andela

Andela Learning Community

Who

Google, Microsoft partnered with **Andela** to run a developer training leveraging specific learning content hosted on MOOC platforms such as Udacity & Edx respectively. Hence, the Andela Learning Community (ALC) external initiatives was birthed.
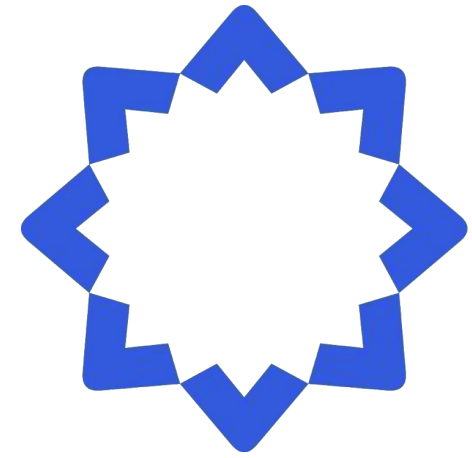
What

ALC was launched with the mission to empower African technologists to successfully become job-ready **Certified Developers**
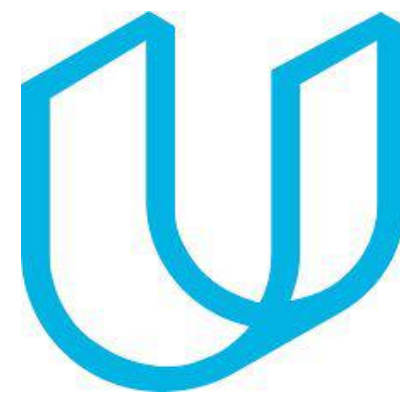
How

Fueled by Andela's learning science and transparent tracking, curriculum partners (Udacity, Edx) and a collaborative community science, the program has supported over **23K aspiring technologists**

A Brief History of ALC

Learning Science
Andela takes iterative learnings from creating a talent supply value chain. To scale, we have been able to codify our learning principles & cascade those principles through Andela's learning community

Curriculum
An online learning platform with efficient and measurable curriculum is required to deliver a high-level learning program in a distributed way

Resources & Community Science
To make the ALC actionable. Funds (amongst other resources) are needed to power an ALC from start to finish. Leveraging Google's community science through their experience with GDG's to develop our supportive communities for aspiring developers.

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ALC
ANDELA LEARNING COMMUNITY
Powered by ■■ Microsoft

Historical ALC Program Numbers

Program	Levels	Countries	Total Learners Enrolled
ALC 1.0	Beginners, Intermediate	Nigeria	2,370
ALC 2.0	Beginners, Intermediate	Nigeria, Kenya	3,000
ALCwithMSFT	Intermediate	Nigeria	2,004
ALC 3.0	Beginners, Intermediate	17 countries in Africa	16,500
ALC in Rwanda	TBD	Rwanda	500+
ALC in Tanzania	TBD	Tanzania	250+
		Total	23,874+

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Character Sheet

Chibuzor Obiora

Feedback from last   30 Days ▾   📅   From ▾   📅   To ▾

👍 **Strongest Overall Skill**
Active Listening

👎 **Area of Growth**
Algorithms

Scores by Skill

● Minimum Score

2 & 3 Tier Architecture

DOA   DOB   D1

Active Listening

DOA   DOB   D1

Agile Process

DOA   DOB   D1

<>

1) Criteria

| Code Functionality | Code Readability | OOP Usage |
| Test Coverage | UI/UX | Defence |

2) Code Review

```
this isIndexCreated = function() {
    var xhr = new XMLHttpRequest();
    xhr open('GET', "./books.json")
    xhr send();
    var index = '';
```

3) Feedback

👤 Andela-trainer   added a note 1 hour ago

Code Functionality: CRITICAL

booksArray will never return 'undefined', JSON.parse throws an exception when the argument string has an invalid JSON format.

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Each Developer Completes

931
Learning Outcomes

500
Github Commits

+

120
Code Reviews

350
Hours of peer programming

Total Developer and Applicant Data Points

>1.6M

Andela uses data to **maximize learning velocity** and work output

		STAFF RATINGS				PEER			
	ype	Total	Highest	Lowest	Average	Total	Highest	Lowes	Avera
	eam	247	3	0	1.95	344	3	0	2.00	16
xpectatio	Team	820	3	0	1.68	614	3	0	1.54	19
Prob...ng	Team	442	3	0	1.70	197	2	0	1.57	12
Relationship Building	Team	0	0	0	-	0	0	0	-	
Seeks Feedback	Team	361	3	0	1.94	448	3	1	2.06	18
Stakeholder Management	Team	190	3	1	2.10	327	4	0	1.92	19
Agile Process	Tech	1179	4	0	1.75	629	4	0	1.65	18
Algorithms	Tech	1342	3	0	1.72	714	3	0	1.48	20
Android	Tech	0	0	0	-	0	0	0	-	
API	Tech	105	3	0	2.12	272	3	0	1.95	14
Command Line (Unix)	Tech	56	3	1	2.54	101	3	0	1.83	7
Data Structures	Tech	968	4	0	1.70	674	4	0	1.56	18
Debugging	Tech	948	4	0	1.73	577	4	0	1.53	20
DevOps	Tech	0	0	0	-	0	0	0	-	
Discrete Math / Algebra	Tech	0	0	0	-	0	0	0	-	
HTML / CSS	Tech	81	3	1	2.19	265	2	0	1.36	9
Java	Tech	53	3	2	2.62	114	3	0	1.57	4
Javascript	Tech	47	3	2	2.62	149	4	1	2.01	11
Laravel	Tech	308	3	0	1.90	319	2	0	1.80	18
MEAN	Tech	909	3	0	1.79	597	4	0	1.59	19
Mobile Development	Tech	271	3	0	1.67	184	2	0	1.72	101

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Name: Anyanwu Kosisochukwu ('Kosy')
University: Madonna University
Previous Occupation: Business Development
Date Joined: Feb. 2015 (Lagos)
Technical Focus: DevOps, Python, Django
Current Customer: Fathom

48%
Andela Developers do not have a CS degree

Name: Eugene Matai
University: None
Previous Occupation: Taxi Driver
Date Joined: Nov. 2015 (Nairobi)
Technical Focus: MongoDB, NodeJS, AngularJS
Current Customer: Burger King

BURGER KING™

Name: Toni Solarin-Sodara
University: Federal University of Agriculture, Abeokuta
Previous Occupation: Student Partners (Microsoft)
Date Joined: May 2015 (Lagos)
Technical Focus: MongoDB, NodeJS, AngularJS
Current Customer: Ithaka

Microsoft MVP,
Visual Studio and
Development Technologies,
(1st West African recipient)

Developer

- Immediate full time employment
- Robust Technical training
- Exciting company culture
- Full benefits
- Reduce 3 hr commute
- Global resume

Client

- English speaking full stack developer with 95th+ percentile IQ
- Overlapping working hours
- Ongoing senior support and mentorship
- A chance to impact the world with a single hire
- All for half the cost of a branded top tier outsourcing firm

Yettie Sanni

Ruby
LAGOS, NIGERIA
andela-ysanni

> Graduated from University of Ilorin with a CS degree

> Working with OpenFan, a consumer analytics startup based in Los Angeles.

> Founder of Tech in Pink

ON THE FUTURE *I'd love to set up the first Artificial Intelligence Research Institute in Nigeria and spread it to the rest of the continent."*

- **Expansion Variables**

  - **Population size (2M+)**

    - **Southern Africa hub?**

  - **Infrastructure**

    - **Innovation hubs and technology park**

    - **Fiber optic cable**

  - **Socioeconomic variables**

    - **Youth unemployment**

    - **Median age**

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