

REPORT
FY2025-Q3

JONGO HUB REPORT FOR THE REACTOR PROGRAM.

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The Reactor Program: Shaping Africa's Next Generation of Impact-Driven Tech Talent.

Jongo Hub's Reactor Program is a bold movement committed to shaping Africa's next generation of innovators, problem-solvers, and entrepreneurs through curated programs operating on six-month cycles, combining intensive bootcamps, code labs, hackathons, workshops, and mentorship clinics for talent development and career transition in technology, innovation and design. The Reactor Program provides young Africans with the tools, mentorship, and real-world experience they need to thrive in an increasingly digital and competitive landscape. Jongo Hub provides an Ai enabled tech and design skill-bank enabling employers to find tech talents through database search and prompting.

The mission is clear: produce tech and design talent that is job-ready, impact-driven, and prepared to lead Africa's digital and entrepreneurial revolution. By bridging the gap between academia and industry, the Reactor ensures participants are not only technically skilled but also equipped with the mindset, problem-solving, leadership capacity, and entrepreneurial grit to drive change.

The Reactor Program at Jongo Hub equips young Africans with hands-on skills, real-world

"Empowering Africa's Next Generation of Innovators"

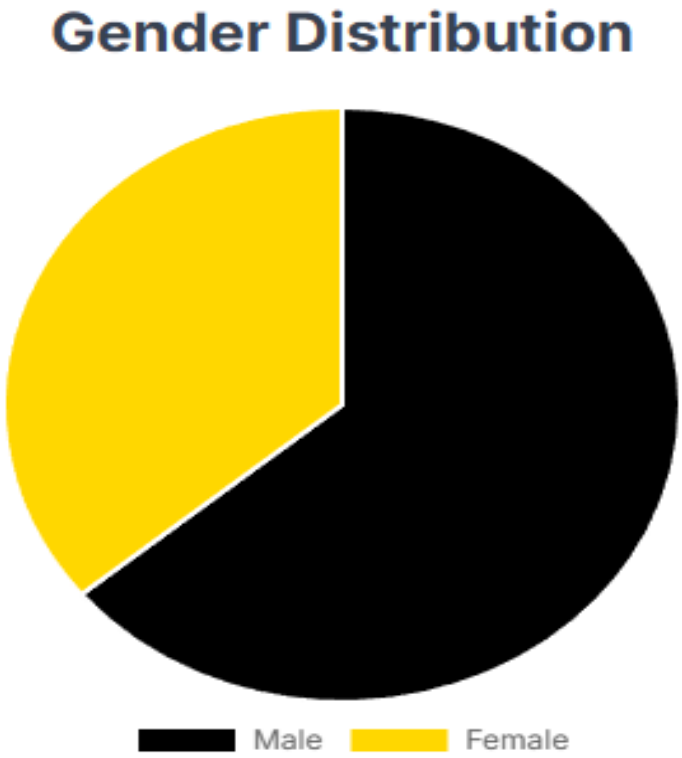
experience, and entrepreneurial mindset preparing them to lead innovation, solve problems create impact, and transform Africa's digital and business landscape.

Program Demographics and Participants

The Reactor Program currently has over 90 active trainees drawn from multiple universities, technical institutions, and individual interns across Cameroon. The participant data reflects a vibrant, diverse cohort:

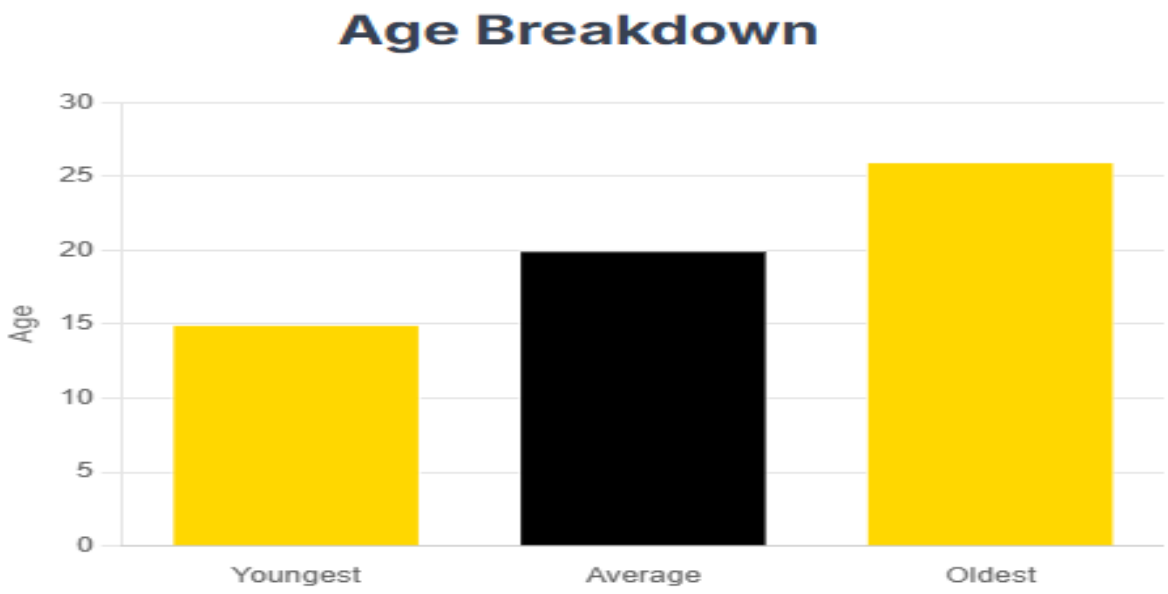
Gender Distribution:

- Male: 54 participants
- Female: 36 participants

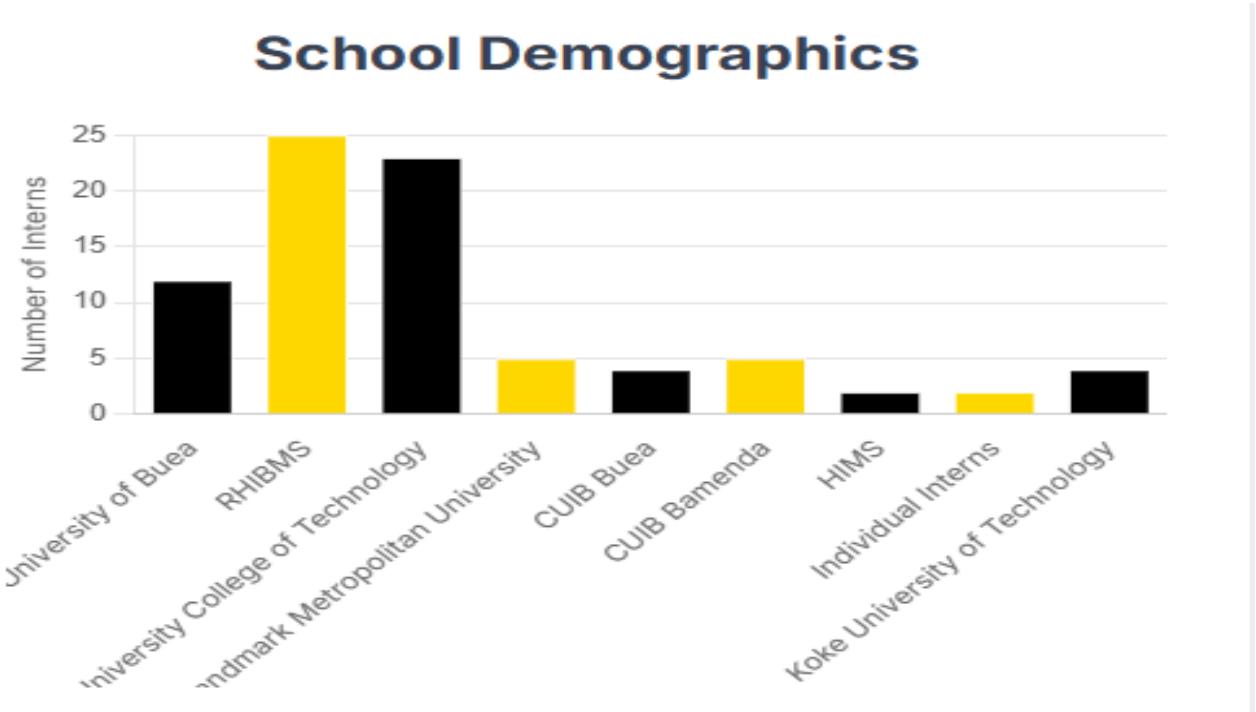


Age Range:

- Youngest: 15 years
- Oldest: 26 years
- Average Age: 20 years



Educational Institutions Represented:



Program Duration:

The Reactor program operates on six-month cycles, combining intensive bootcamps, code labs, workshops, and mentorship clinics. The Reactor Program has its curated program called the Reactor Program for Interns which goes for one to two months according to school recommendations.

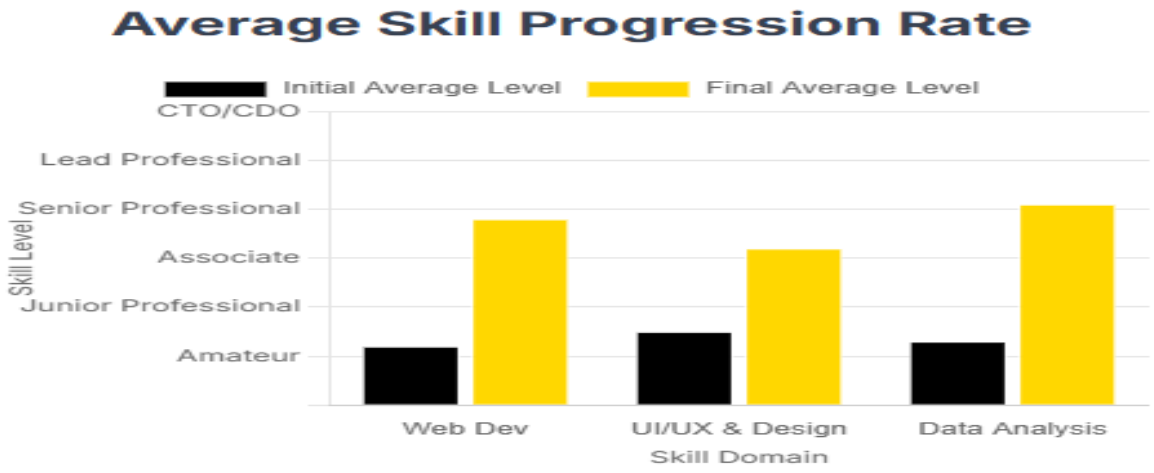
Participant Level:

The program was designed for interns at various levels, from early-stage university students to advanced technical learners, enabling cross-level collaboration and peer mentorship.

Social Impact and Workforce Readiness

The Reactor Program is designed to have a transformative social impact in multiple dimensions:

Career Transition and Employability: Participants gain hands-on experience in technologies that are highly demanded in Africa's digital economy. By the end of the program, trainees are equipped to step confidently into the workforce or launch their own ventures. The journey from entry-level to employable skill sets is carefully mapped and tracked, showing how interns grew from little or no technical background to producing professional-grade solutions. A skills progression chart (see graph) illustrates this transformation, with steady growth across coding, teamwork, problem-solving, and entrepreneurial confidence.



Entrepreneurship and Innovation: Trainees engage in weekly design challenges, hackathons, bootcamps, and code battles, building real-world solutions that address local and regional problems. These frequent competitive and collaborative activities foster innovation, resilience, and business acumen, pushing interns to prototype rapidly and think strategically under pressure.

Gender Inclusion: With over one-third of participants being female, the Reactor Program strongly promotes gender equity in STEM and digital innovation. Beyond just participation, we ensured that women played leadership roles acting as team leads during hackathons, code battles, and presentations, as well as taking full part in every bootcamp session. This active involvement built confidence and positioned female interns not just as contributors but as leaders in the program.

Community and Collaborative Learning: Through hybrid co-working spaces, tech labs, and design workshops, participants collaborated, shared knowledge, and co-created solutions with real-world applicability. The weekly rhythm of hackathons, code battles, and bootcamps reinforced peer-to-peer learning, creating an environment where both technical and soft skills developed consistently over time.

Beyond internal projects, teams were divided into groups and deployed into local communities to identify real challenges faced by businesses and organizations. After conducting needs assessments, they returned to the Reactor Tech Lab to design and build tailored solutions for small and medium-sized enterprises. These community-driven initiatives not only gave interns practical exposure but also demonstrated the program's direct impact on local businesses, strengthening ties between innovation and community development.

Core Skill Sets and Training Focus

The Reactor Program equips participants with a comprehensive suite of skills tailored for today's competitive tech landscape:

- **Web Development**: Frontend and Backend technologies including JavaScript, React, Node.js, Django
- **Mobile App Development**: Flutter, Kotlin, React Native
- **UI/UX and Product Design**: Figma, Adobe XD
- **Data Analysis & Visualization**: Python, Excel, Power BI
- **DevOps & Cloud Computing**: Docker, CI/CD pipelines, AWS/GCP

Digital Marketing & Growth Hacking

Product Management & Agile Methodologies

- **Creative Multimedia Production**: Video editing, motion graphics, podcasting

Each participant works on **live projects**, often contributing to:

- ERP password managers for internal client use
- Booking systems for partner institutions
- Online consultation platforms for healthcare
- Online collaboration tools for startups
- Figma designs for web and mobile applications

Through hackathons, code battles, and field exposure, trainees are challenged to think critically, innovate, and deliver scalable solutions that are ready for deployment in professional environments.

ROJECTS AND REAL-WORLD EXPOSURE

Every Reactor intern engages in projects that mirror industry requirements:

1. **ERP Systems and Booking Websites:** Participants designed systems that streamline operations for companies, including talent matching platforms connecting interns with local businesses.
2. **Online Hospital Consultation Platforms:** Interns built and tested online platforms that facilitate remote medical consultations, combining design, functionality, and user experience for healthcare accessibility.
3. **Github and Version Control:** All projects are maintained on Github, teaching participants professional standards for collaboration, code management, and version tracking.
4. **Hackathons and Codelabs:** The program's competitive events push interns to deliver solutions under pressure, fostering innovation, rapid prototyping, and strategic thinking.
5. **Field Exposure and Sales Outreaches:** Interns gain hands-on experience in real-world business development, understanding market dynamics and building entrepreneurial confidence.
6. **Public Speaking and Presentation Skills:** Interns are trained to present ideas clearly and persuasively, pitching solutions to peers, mentors, and potential investors, strengthening leadership and communication skills crucial for professional success.

Storytelling From the Cohort

Let's take a glimpse into the daily lives of Reactor participants:

- Leveraging her Figma and UI/UX skills, **Tyra** designed a mobile app prototype for community health outreach that won top honors at the latest code battle.
- **Joel** spearheaded a team to develop an ERP password manager for local startups, ensuring secure access and streamlined operations.
- **Rutilda** applied data analysis and visualization techniques using Power BI to help a local NGO track project impact metrics effectively.

- **Franka** led a digital marketing campaign during her project, showing measurable impact in online engagement for a partner small business.

These stories exemplify the Reactor's commitment to producing not just skilled talent, but socially conscious innovators who are impact-driven.

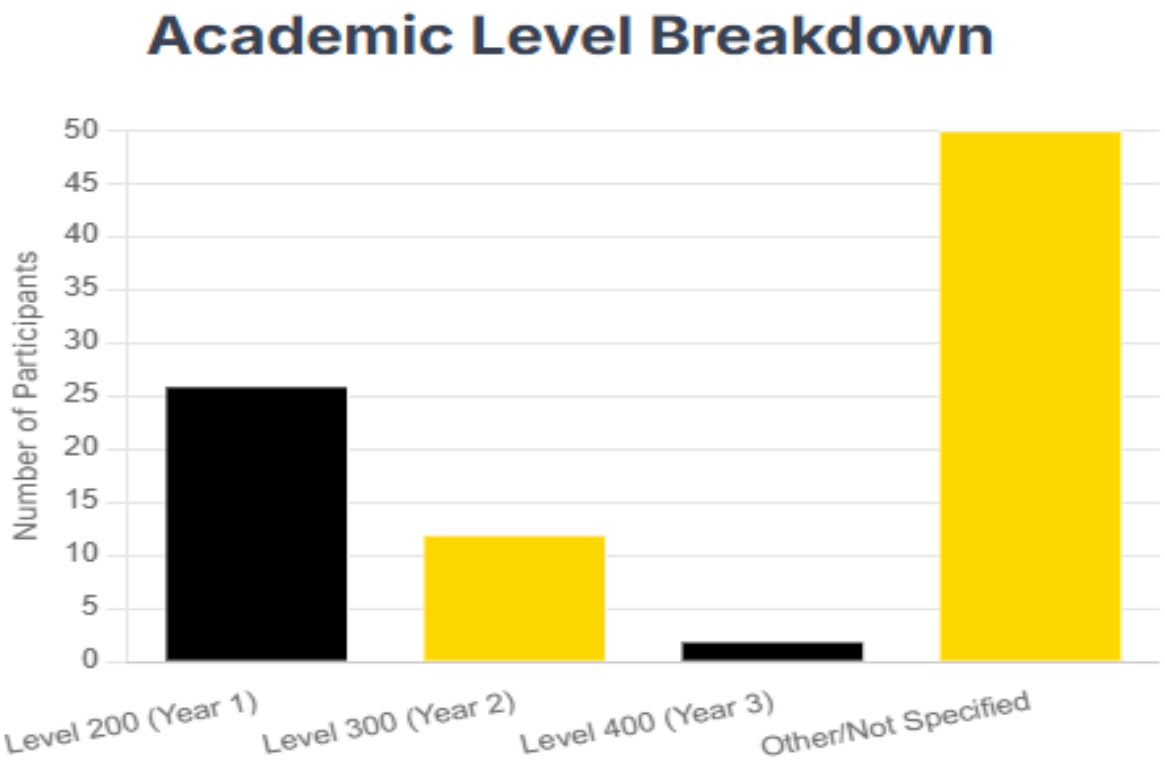
Program Duration and Structure

The Reactor Program runs **six-month cycles**, broken into several components to maximize experiential learning:

1. **Bootcamps & Codelabs:** Intensive short-term sessions on web/mobile development, design, and cloud computing.
2. **Workshops on Live Projects:** Hands-on training with real projects for partner organizations.
3. **Design Challenges:** Ideation and prototyping to solve practical challenges in tech and business.
4. **Hackathons & Code Battles:** Competitive events to build solutions under real-world constraints.
5. **Leadership & Entrepreneurship Clinics:** Mentorship and exercises to build visionary leaders and founders.
6. **Sales Outreaches & Field Exposure:** Real-world business development and networking opportunities.

Statistical Overview

- **Total Trainees:** 90+



- **Male/Female Ratio:** 60% Male | 40% Female
- **Age Distribution:** 15-26 years (Average: 20)
- **Educational Levels:** University students, college students, individual interns
- **Programs Completed:** Web development, UI/UX, mobile apps, data analysis, digital marketing, cloud computing
- **Projects Executed:** ERP systems, online consultation platforms, booking systems, hackathon solutions, Figma prototypes

These numbers highlight the Reactor Program's **robust scale, gender inclusivity, and multi-level impact** in preparing a new generation of African talent.

Call to Partners and Sponsors

The Reactor Program thrives with support from industry partners, NGOs, and sponsors who share Jongo Hub's vision. Your investment in Reactor interns is an investment in Africa's digital future.

- **Partners** gain access to highly skilled talent ready to contribute to live projects.
- **Sponsors** help scale impactful solutions that address societal challenges.
- **Community Members** benefit from innovative products, services, and solutions created by Reactor interns.

The Reactor Program by Jongo Hub is more than a training initiative—it is a movement transforming young Africans into skilled, innovative, and socially responsible leaders. Through immersive hands-on experience, exposure to real-world challenges, and mentorship by industry experts, interns are groomed to excel in digital and entrepreneurial landscapes.

With over 90 trainees from diverse backgrounds, a gender-inclusive structure, and projects that span ERP systems, online consultations, mobile apps, and hackathon solutions, the Reactor Program exemplifies impact-driven talent development.

The upcoming hackathon/code battle is the perfect opportunity for partners, sponsors, and the wider community to witness the practical skills, creativity, and social impact of our interns.

Join us, support the future, and connect with Africa's next generation of innovators. Contact Jongo Hub today to get involved.