



## Hidden Talents Project

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We know that Rwanda is not just Kigali and ICT talents can also be found outside the capital. That's why we are specifically looking for these "hidden talents" to let them participate in our entire Tech Upskill program.

The Tech Upskill project is a 3-year talent detection project initiated by the Rwanda ICT Chamber in partnership with the Bundesverband IT-Mittelstand e.V. (BITMi) to create awareness, build interest in young people, and identify promising Tech talents and innovators across the country. 250STARTUPS (<https://www.250.rw/>), FabLab (<https://www.fablabs.io/>) and kLab (<https://klab.rw/>) were selected as a consortium to implement the project with 250STARTUPS as the lead partner. The first cohort of the program will target skilled students in ICT & Engineering related fields covering both software development as well as hardware innovations that could utilize 4th Industrial Technologies like computer aided design and manufacturing (CAD/CAM).

As a talent detection project it aims to support talented students and fresh graduates with either tech projects that could be built into profitable businesses or talented students who wish to acquire more skills and become professionals. The best innovators with entrepreneurial projects will have the opportunity to join different incubation programs by 250Startups and others in the ecosystem after completing the program

while the top tech talents will benefit from internship placement at local organizations and as well as partner companies in Germany, and may have have other employment opportunities through KLAB's Freelancer Program. Hardware innovations will also be supported by FABLAB Rwanda introducing both participants to the latest technologies in CAD/CAM with potential to produce products for the market through the FABMAKER Program.

The consortium led by 250STARTUPS will tap into its existing partnership with Rwanda Polytechnic (RP) which has a provision for detecting and supporting innovators among students and join their efforts to raise awareness at the academic level across TVETs in Rwanda.

At the end of the cohort we will conduct hackathons with local and international ICT experts, because often a challenge can lead us to greatest achievements. However, by being accompanied by experts, our hackathons become not only a competition, but above all a training. Winners of the hackathons can expect internship opportunities in an IT company in Germany or in Rwandan championing IT companies.

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