Seamfix NextGen Impact Report.



Table of Contents

Co-founder's Note 1

Then NextGen Leap - Our Milestones 2

The FCBD Impact 3

On Becoming NextGeners - Our Programs 4

Ingressive for Good Partnerships 5

The NextGeners - The Past, The Present and The Future 6

Seamfix NextGen Outlook 10

The NextGeners' Global Placement 11

Key Pillars of the Seamfix Foundation 12

Financial Impact and Sustainability: Revolutionizing Cost Efficiencies for Businesses 13

Empowering Businesses with a Ready Talent Pipeline 14

Celebrating our Team: The Heart of NextGen 15

Appendix 16

Conclusion 18

CO-FOUNDER'S NOTE

In university, Chimezie and I had big dreams but we had no clear path to achieve them. We were stuck on the edge of something huge, unsure how to take the first step. When we discovered an academy that provided the knowledge, confidence, and network we needed, everything changed. From a small room, Seamfix was born, growing from a simple idea into a global Series-A venture that now employs hundreds and impacts millions.

This journey fuels our mission at NextGen. We've seen firsthand how young people, when equipped with the right tools and support, can achieve extraordinary things. At NextGen, we don't just teach technical skills, we empower them to rewrite their stories, build resilience, and create the future they deserve.

Africa is overflowing with talent and potential, yet opportunities often feel out of reach. Watching our students transform, gaining not just knowledge but also self-belief reminds us why we started.

Today, our alumni thrive at global giants like Google, Amazon, and Meta, while others lead ventures shaping Africa's tech ecosystem.
None of this would be possible without the incredible support of our facilitators, mentors, and students.

Together, we're proving that technology is more than tools–it's about creating change, bridging gaps, and turning dreams into reality.
And the best part? We're just getting started.



Chibuzor Onwurah
CSIO, Seamfix Limited

THE NEXTGEN LEAP - OUR MILESTONES

In just two years, Seamfix NextGen Academy has empowered **249 students** across five cohorts, helping them envision and thrive in a future in tech. Through mentorship, access, and innovation, we're bridging the gap between potential and opportunity, with **113 graduates** ready to lead and **138 scholarships awarded.**



THE F.C.B.D IMPACT

At Seamfix NextGen Academy, our work is driven by four core pillars: **F.C.B.D.—Fostering Future-Ready Talent, Cultivating a Growth Mindset, Building a Diverse and Inclusive Community, and Driving Positive Impact.** These values guide every step of our journey, ensuring that our students aren't just learning tech skills–they're becoming agents of change with the tools to transform their futures.



Fostering Future-Ready Talent: Ever heard the saying, "We are the leaders of tomorrow?" Well, at Seamfix NextGen, we're not waiting for tomorrow. We're building tomorrow's leaders today. We equip young minds with the skills, experience, and mentorship they need to lead the tech industry of the future.



Cultivating a Growth Mindset: Growth thrives on continuous improvement, which is why we're passionate about nurturing minds that are resilient, adaptable, and committed to lifelong learning. We want our students to tackle challenges with innovative thinking, a willingness to learn, and an entrepreneurial spirit, shaping them into the problem-solvers of tomorrow.



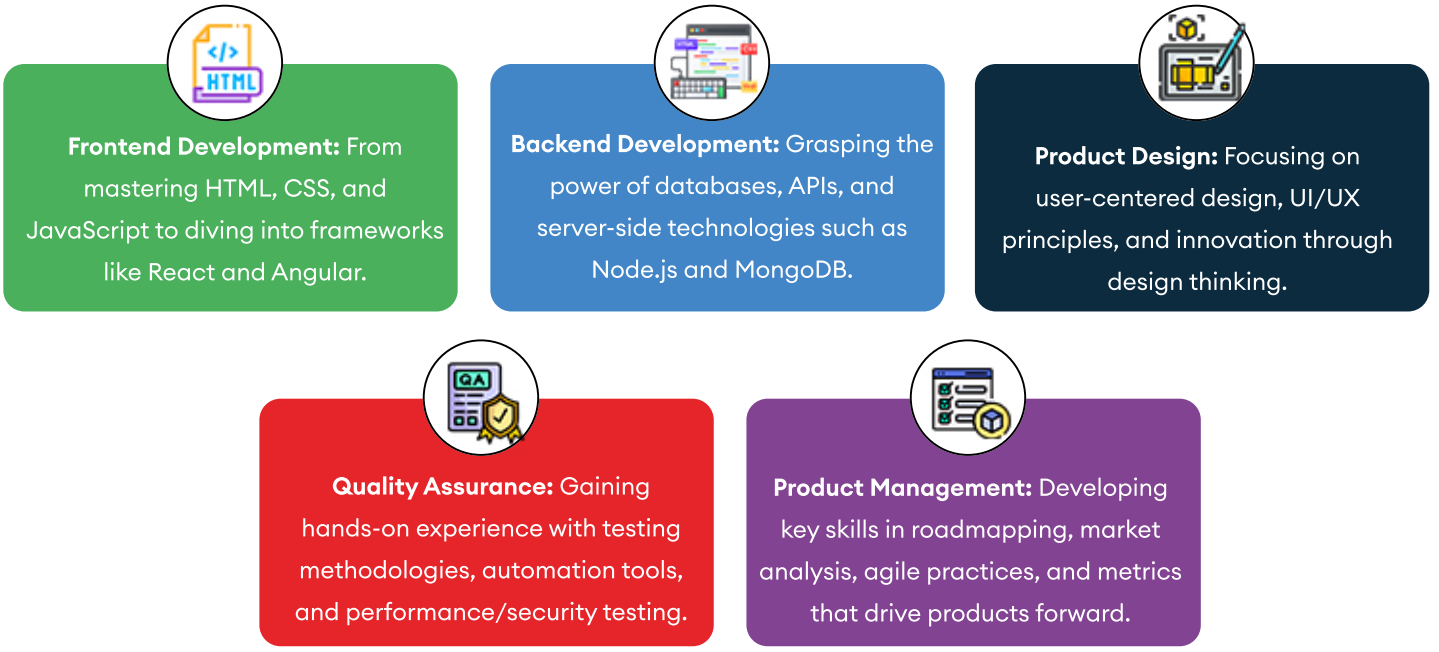
Building a Diverse and Inclusive Community: Learning is a powerful tool for change, and everyone should have the chance to gain knowledge that can transform their lives. We believe in equal access to education and actively work to bridge gaps in the tech industry. In partnership with Ingressive for Good (I4G), we awarded full scholarships to 100 African youths, including 50 women in the Product Design track, 25 in Frontend Development, and 25 in Backend Development. This initiative underscores our commitment to gender equality and empowering underrepresented groups in tech.



Driving Positive Impact: We believe in paying it forward. Our students don't just learn to succeed–they're taught to use their skills to solve real-world problems and create positive change. By instilling values of integrity and leadership, we empower them to give back to their communities.

ON BECOMING NEXTGENERS - OUR PROGRAMS

Our curriculum is designed with the future in mind, equipping our students—the NextGener's—with the essential skills today's tech industry demands. We blend foundational knowledge with real-world applications, ensuring that our graduates don't just learn–they gain hands-on experience and are well on their way to becoming experts in their fields.



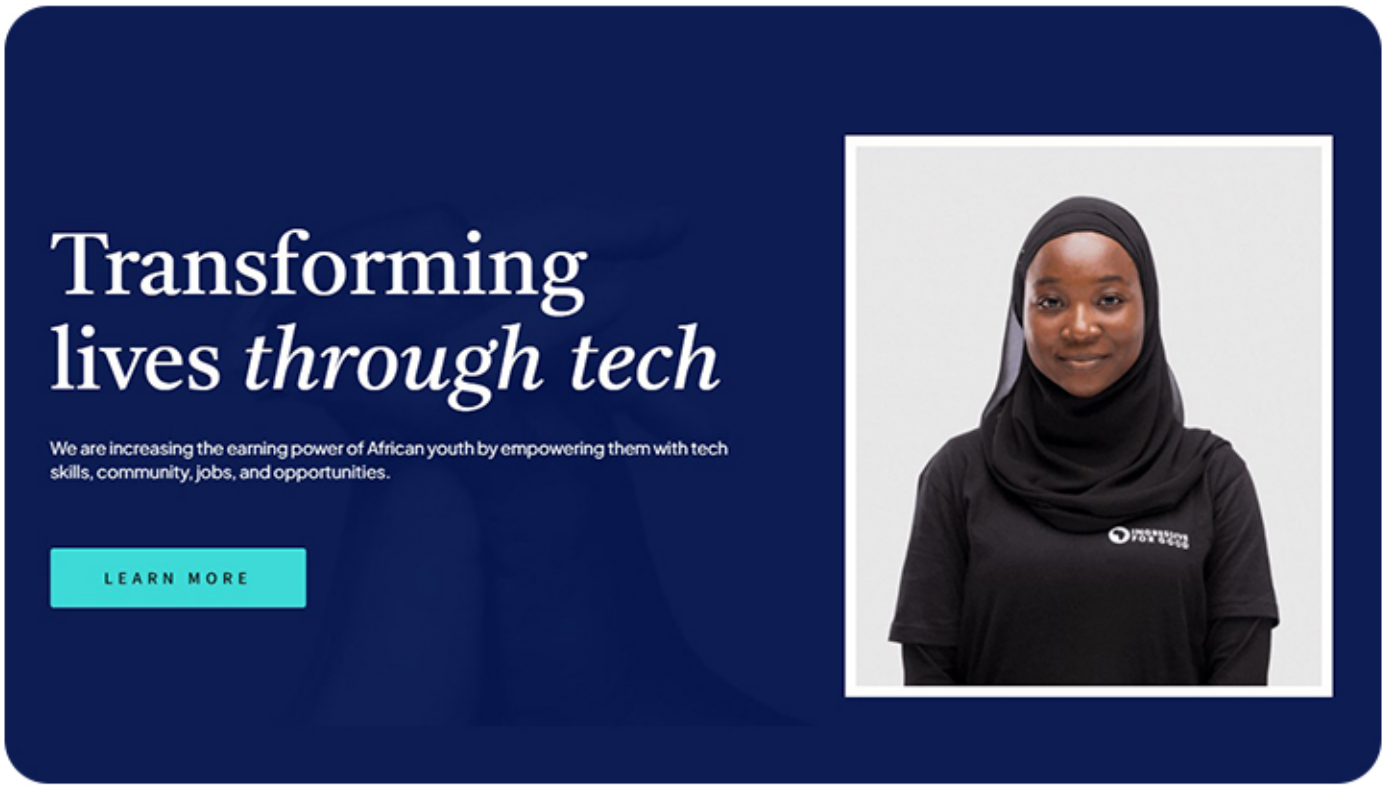
The NextGener Scholarship: Focus on You, We've Got the Rest

We've seen firsthand how financial constraints can limit potential, and that's why we're deeply committed to supporting students in their journey. Through our micro-scholarships, backed by incredible partnerships like Ingressive for Good (I4G), we ensure that financial barriers don't stand in the way of opportunities.

So far

- 138 full scholarships awarded in two years
- Scholarships granted based on merit, need, and impact potential
- Graduates from underprivileged backgrounds now driving tech change globally, transforming their futures.

INGRESSIVE FOR GOOD PARTNERSHIP



We live by the belief that "no man is an island," and our partnership with Ingressive for Good (I4G) is a testament to the power of collaboration. Through this collaboration we have transformed lives and provided support to individuals.

Women in Design Program: Prioritizing women in tech and empowering them with specialized scholarships.

Inclusive Scholarships: A rigorous selection process ensures we support candidates with the greatest need and potential.

Impact: In just two years, over 10,000 applications were received, with 150 students awarded scholarships through I4G's dedicated programs.

THE NEXTGENERS - THE PAST, THE PRESENT AND THE FUTURE

"A NextGener once is always a NextGener"

The Past NextGener

The Seamfix NextGen Academy began with a simple but powerful vision: to bridge the gap between potential and opportunity. Over the years, we have transformed lives through intentional mentoring, cutting-edge programs, and a community driven by purpose.

One story that embodies this vision is **Aisha Mustapha's.** As a young woman from a low-income household, Aisha dared to dream of breaking into the tech industry–a space often dominated by men. Through the Seamfix NextGen Academy scholarship, she found more than just a learning platform; she discovered a community that believed in her potential.

Look what she had to say:

> Beyond the skills, I gained confidence and a sense of belonging that changed my life. The mentorship was invaluable–it wasn't just about technical knowledge; it was about showing me that I could excel in a field I once thought was out of reach
>
> For women like me, who dream of making their mark in tech but don't always know where to start, programs like this are essential. The Seamfix NextGen Academy didn't just give me skills; it gave me a future.



With access to mentorship, skill-building opportunities, and hands-on projects, Aisha gained not just technical expertise but the confidence to navigate and thrive in a challenging field. Today, as an Engineering Intern at Seamfix, Aisha supports her family financially, challenges gender norms, and inspires others in her community to pursue tech careers.

THE PRESENT NEXTGENER

At Seamfix NextGen Academy, our mission continues with even greater urgency. Today, we're not just preparing students for the workplace–we're equipping them to lead, innovate, and excel in a rapidly evolving, tech-driven world.

Every cohort tells a story of resilience, creativity, and transformation. Here's how some of our trailblazers are reshaping their futures through the academy's unique programs:



Chukwuemeka Odoala, The Impossible Dreamer

"Transitioning into Tech was like an unattainable goal until I joined the Seamfix NextGen Academy. The problem-solving superpowers I gained cannot be overemphasized,"



Ayotunde, Bridging the Gap

Joining the Seamfix Nextgen Academy gave me a deeper understanding of the technical depth of designs. The support I received made all the difference. It's not just about learning–it's about transformation.



Murtala Shekoni, From Learner to Leader

Seamfix NextGen provided exceptional support through mentors, resources, and projects that positioned me to land a job at Seamfix and inspired me to become a mentor within the NextGen community.

THE PRESENT NEXTGENER



Tuoyo Daniel Amewieye, Finding His Voice

NextGen Academy gave me confidence and improved my communicationwiththe fireside chats at Seamfix These intimate sessions gave me the tools to articulate his ideas with clarity and assurance. The experience has been a springboard for my professional development.

Chukwuamaka Okonkwo, Thriving Through Transformation

I gained both technical skills and soft skills like time management and adaptability.



As Kingsley Okoli shares:

The facilitators were point-to-point in their sessions, ensuring every class was impactful.

This dedication to excellence resonates with all participants. For Olutola Oloruntobi, the connections and resources provided by facilitators made learning enjoyable and stress-free.

“Learning became fun because of the people around me,” he notes.

THE FUTURE: NEXTGENER

What does the future hold for Seamfix NextGen Academy?
It's a future where our graduates are not only redefining industries but also leading groundbreaking innovations and creating lasting global impact.

We envision a world where NextGen alumni are catalysts for change–building cutting-edge solutions, championing diversity in tech, and inspiring the next wave of talent. Every graduate carries the potential to spark transformation, and we are committed to nurturing that potential.

Looking Ahead with Determination

For many, the journey with NextGen Academy is just beginning. Ihuoma Adango-Hart, a recent graduate, is already preparing to take the frontend course in the next cohort. Reflecting on her experience, she shares:

> "This program broadened my reach in the tech space, and I'm excited to continue growing with NextGen."

Ihuoma's story is just one example of how the academy's intentional learning approach and supportive community ignite lifelong growth

SEAMFIX NEXTGEN OUTLOOK

Through **global impact, transformative education, and a commitment to excellence,** we're empowering the next generation of tech leaders to drive change, foster sustainability, and redefine what's possible in Africa and beyond.

From Local Roots to Global Heights - Global FootPrints

Inclusion is one of our values –we want every student, regardless of where they' are from, to have a chance to make their mark in the tech world. Our student cuts across:



Nigeria: "How far na?
In Nigeria, where it all began, we're crafting a generation of tech leaders who understand that greatness starts at home. Here, local talent transforms into global changemakers, armed with skills to solve real-world problems.



Uganda: "Kati wano
This vibrant Luganda expression–"Now, here!"–captures the spirit of our Ugandan students. They're not waiting for change; they're creating it, reshaping East Africa's tech landscape with bold ideas.



United Kingdom: "Smashing it!"
In the UK's dynamic innovation hub, our students stand tall, mastering advanced technologies and becoming trailblazers in the global tech scene. They're a testament to the limitless possibilities of a Seamfix education.



Kenya: "Hakuna matata!
Kenya's tech pioneers don't just embrace innovation–they redefine it. With resilience and creativity, our Kenyan students are breaking new ground and making an indelible mark on the digital frontier.



Ghana: "Chale, e be so!
In Ghana, optimism meets ambition. Our students embody the "can-do" spirit, tackling challenges with innovation and contributing to the nation's thriving digital economy.



THE NEXTGENER'S GLOBAL PLACEMENT

At NextGen Academy, we take immense pride in the success of our graduates.

- **Global Impact, Global Talent**
  Graduates from NextGen Academy have secured impactful roles at renowned companies like **Zalando, Revolut, Facebook, Google, and Amazon.** These tech giants recognize our students' skills, creativity, and problem-solving abilities, enabling them to make a difference on a global scale.

- **Local Industry Leaders Count on Us**
  Seamfix, Flutterwave, and Paystack rely on NextGen alumni to build Africa's digital future. From software development to data analysis, our graduates are vital contributors to the tech ecosystem.

The Future of NextGen: Seamfix Foundation

As the Seamfix NextGen Academy continues to inspire and equip Africa's future leaders, we're stepping into a new chapter. We are taking **"Impact"** to another level with the **Seamfix Foundation:** an evolution that reflects our deeper commitment to **transforming Africa's tech ecosystem.**

The academy laid the groundwork by empowering students with tech skills, but now we're broadening our scope to tackle the continent's most pressing challenges in education, employability, and digital inclusion.

KEY PILLARS OF THE SEAMFIX FOUNDATION



Inclusive Education and Digital Literacy: Education should be a universal right, not a privilege. At the foundation, we're determined to make high-quality tech education accessible to all–especially those in underserved communities. This isn't just about teaching; it's about **empowering entire generations** to thrive in an increasingly digital world.



Strategic Partnerships: Collaborating with NGOs, Governments, and the Private Sector:
To make real change happen, we need collaboration. The Seamfix Foundation will unite forces with NGOs, governments, and private sectors to build a future where tech opportunities are accessible across Africa. Through strategic partnerships, we'll unlock resources, scale our impact, and create a ripple effect that empowers entire communities.



Empowering Women in Tech: Bridging the Gender Gap in STEM:
The tech world is incomplete without the voices and perspectives of women. At the Seamfix Foundation, we're bridging the gender gap in STEM by giving women the mentorship, resources, and opportunities they deserve. By empowering women to become leaders in tech, we're ensuring a diverse, innovative future for Africa's tech landscape.

Why this is important

With this added service, we're amplifying our ability to address the continent's most pressing issues–education, gender equality, and employability. This new foundation enhances our capability to attract critical partnerships and resources, allowing us to **expand our reach** and **deepen our impact.**

FINANCIAL IMPACT & SUSTAINABILITY: REVOLUTIONIZING COST EFFICIENCY FOR BUSINESSES

The NextGen Academy isn't just an internal solution for Seamfix – it's a game-changer for businesses aiming to reduce recruitment costs while securing top-tier talent. By cultivating skilled professionals in-house, we've redefined how organizations can sustainably grow without sacrificing quality or innovation.

Slashing Recruitment Costs

For businesses, the cost of hiring external talent can be overwhelming. Vendor fees, onboarding delays, and external dependencies often inflate budgets. The NextGen Academy provides a smarter solution by offering well-trained interns and graduates who seamlessly integrate into your workforce. This reduces the need for costly external hires while still providing access to highly skilled professionals.

Minimizing Training Expenses and Maximizing Productivity

One of the biggest challenges businesses face is the cost and time spent on upskilling new hires. Academy graduates arrive ready to work, slashing onboarding times and eliminating the need for expensive training programs. By reducing the training period, businesses can achieve faster returns on investment and boost overall productivity. With industry-ready talent, businesses can tap into higher levels of efficiency much sooner. **Empowering Businesses with a Ready Talent Pipeline**

The NextGen Academy doesn't just create talent–it ensures a steady pipeline of highly skilled professionals ready to tackle industry challenges. For businesses, this translates into:

- **Reduced Time-to-Hire:** With a ready pool of trained candidates, businesses can fill critical roles faster, avoiding operational delays.
- **Guaranteed Quality:** Academy-trained graduates are equipped with the skills needed to deliver high-quality work and minimize the risks of underperformance.
- **Sustainable Growth:** The funds saved on recruitment can be reinvested into innovation and scaling, helping businesses grow sustainably.

A BLUEPRINT FOR BUSINESS SUCCESS



The NextGen Academy's model is a replicable framework for any organization seeking to balance cost efficiency with quality hiring. Whether you're a startup or an established company, investing in talent development can unlock exponential savings and long-term growth.

With proven results, including **millions saved annually**, faster onboarding, and a pipeline of exceptional talent, the NextGen Academy isn't just a cost-saving initiative–it's a business strategy designed for success.

CELEBRATING OUR TEAM: THE HEART OF NEXTGEN



Oluwatobi Akinwande
Head, PPC



Kolade Orilowo
Head of Product



Adetola Awosanya
Brand Communication Expert



Franklyne Ikediasor
Senior Marketing Manager



Ibrahim Ogundairo
Digital Marketing Manager



Damilola Oluwatunmise
Program Manager



Flourish Osoiwanlan
Programme Management Associate



Mumin Abubakar
Quality Assurance Instructor



Ayomide Ofulue
Content Writer



Simisola Aladenaye
Content Marketing Executive



Chibuzor Nnamene
Senior Art Director



Obiora Emmanuel
Software Tester

CELEBRATING OUR TEAM: THE HEART OF NEXTGEN



Oloruntobi Olutola
Backend Development Instructor



Bobai Ephraim Yakubu
Frontend Instructor



Murtala Shekoni
Product Design Instructor



Chinedu Anyika
Quality Assurance Instructor



Donald Odoemene
Content Writer



Babajide Obisanya
Art Director

At the heart of our impact lies a dynamic team of dedicated Seamfixers who embody the spirit of giving back. Despite their demanding day jobs, they selflessly invest time and energy to mentor and nurture the next generation. This unique structure explains why we have such a vibrant and expansive team.

APPENDIX

A. Acronyms and Definitions

- **PM (Product Management):** A track focused on equipping students with the skills to oversee product development, market analysis, and strategic planning in tech projects.

- **QA (Quality Assurance):** A track designed to train students in ensuring product quality through testing, debugging, and maintaining standards in software and digital solutions.

- **Seamfix NextGen Academy:** Seamfix's flagship program aimed at nurturing young talent in Africa by providing cutting-edge tech training, mentorship, and career opportunities.

B. Key Metrics Summary

- **Total Students Trained:** 249 students from diverse backgrounds across Africa.
- **Graduates:** 113 students have successfully completed their tracks and are career-ready.
- **Scholarships Awarded:** 138 scholarships provided, enabling talented individuals from underprivileged backgrounds to access world-class education.
- **Women Empowered:** 93 women supported through specialized programs, breaking barriers in the tech industry.
- **Talent Placements:** 15 students have been hired into leading tech companies locally and globally.

C. Notable Partnerships

- **Ingressive for Good (I4G):** Seamfix partnered with I4G to provide scholarships, prioritize women in tech, and ensure opportunities for underserved communities. Together, we've impacted over 2,500 individuals through scholarships, training, and mentorship.

APPENDIX

D. Highlights of Impact

- **Fostering Future Talent:** Curriculum tailored to meet industry demands, including advanced tools and technologies like React, Angular, Node.js, and more.
- **Transformative Student Journeys:**
  - **Aisha Mustapha:** A scholarship recipient who transitioned from a beginner in Product Design to an Engineering Intern at Seamfix.
  - **Chukwuemeka Odoala:** A backend developer who gained "problem-solving superpowers" and career-defining technical skills.
- **Women in Tech:** Launch of initiatives like Women in Design, empowering women with mentorship, technical skills, and career support.
- **Global Reach:** Graduates have secured roles at leading companies such as Amazon, Google, and Meta, and are contributing to the tech ecosystem in Africa and beyond.

E. Testimonial Highlights

- "The program was life-changing... It wasn't just about technical skills; it was about building confidence, resilience, and a sense of belonging." – **Aisha Mustapha**
- "I didn't just gain technical knowledge; I improved my soft skills, like time management and adaptability. The experience was holistic and transformative." – **Chukwuamaka Okonkwo**
- "I was able to transition into tech with incredible support, comprehensive resources, and hands-on projects that prepared me for the real world." – **Murtala Shekoni**

CONCLUSION

At the Seamfix NextGen Academy, every student's story is a chapter in a larger journey–a journey that transforms not just individuals but communities, industries, and even nations. From the struggles of students overcoming personal challenges to the triumphs of those leading tech teams and designing the future, each success is a testament to the power of opportunity.

As part of our ongoing commitment to creating meaningful societal impact, we are also launching the Seamfix Foundation which marks a new chapter that showcases a deepened focus on empowering individuals and communities through education, mentorship, and technology-driven initiatives. The foundation will serve as a hub for impactful projects, enabling us to scale our outreach and continue shaping brighter futures.

With this launch, we are extending our reach, amplifying our impact, and continuing to nurture the next generation of tech leaders. The Seamfix NextGen Academy isn't just about training–it's about creating a legacy of inclusion, resilience, and innovation.

As we move forward, we celebrate what we've achieved while looking ahead to a future where every student, no matter their background, has access to the tools they need to excel.

Thank you for being part of this incredible journey.

Together, we'll continue to inspire, innovate, and empower the next wave of African tech pioneers.