Techbridle
FOUNDATION

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ANNUAL REPORT 2025

TECHBRIDLE FOUNDATION
Software Development Academy
NPO REGISTRATION NUMBER: 312-502 NPO

NPC REGISTRATION NUMBER: 2024/362545/08

FINANCIAL YEAR: 2025/2026

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Chairperson's Report

Addressing the Digital Skills Gap in South Africa

I am proud to present the first Annual Report for the Techbridle Foundation for the financial year ending 28 February 2026. This year we started an ambitious journey to bridge the digital divide in South Africa by empowering unemployed youth with the software development skills that employers need.

The demand for digital skills in South Africa is growing faster than the supply. As our economy digitizes, excluding our youth from the technology sector is not just a loss of economic potential, but a crisis of opportunity. Techbridle Foundation was created to answer this call. We want to provide a rigorous path for youth from underserved communities to enter the global technology workforce.

Our Contribution to Youth Employability

In 2025, we focused on proving our concept. We showed that with the right mentorship and support, young people with little coding experience can become job-ready developers in just eleven months. Our 2025 cohort shows our commitment to digital inclusion. The group was made up entirely of Black South African youth from Limpopo and Gauteng who have now gained the tools to build their own futures.

Milestones and Gratitude

We achieved significant milestones this year despite limited resources. We delivered 82 technical training sessions, supported our students in building real-world applications, and saw our graduates win international recognition at the AIMS Hackathon.

We could not have done this without the dedication of our Board, our volunteer mentors, and our founding directors, who funded this year's operations personally. I also want to thank our industry partners: Google for Education, Microsoft, Slack, and GitHub. Their support provided the infrastructure for our success.

As we look to 2026, our focus shifts to sustainability and scale. We are ready to expand our impact, deepen our partnerships, and continue building a bridge to a brighter digital future for South Africa.

Executive Director's Report

A Year of Foundation and Proof of Concept

The 2025 financial year tested our resilience and validated our mission. As a start-up nonprofit, our main goal was to build a high-quality training model that gets real results. I am happy to report that the Techbridle Foundation has successfully transitioned from a concept into a functioning academy that changes lives.

Programme Performance

Our pilot Full Stack Developer Course was intense. We enrolled 45 students and challenged them with a curriculum covering front-end and back-end technologies, cloud computing, and Agile methodologies. We faced retention challenges common in intensive bootcamps, ending with a 20% completion rate largely due to the financial pressures our students face. However, the quality of our graduates was exceptional.

Our students did not just learn to code. They learned to innovate. The best part of the year was undoubtedly the success of our graduates at the AIMS (AI for Modern Slavery) Hackathon. Seeing our students compete against experienced teams, win the competition, and get international attention from the Australian media and the Canadian Government proves the quality of our training.

Industry Alignment and Growth

We have aligned our curriculum strictly with industry needs. By incorporating Agile practices, daily stand-ups, and sprint planning into our training, we ensured our graduates are not just "coders" but professional software developers ready for corporate environments.

Future Priorities

We are taking the lessons learned in 2025 to improve our 2026 strategy. We are implementing stricter intake assessments to ensure candidate readiness. We are also seeking funding to provide student stipends, as this is the critical factor in improving retention. Our goal for the coming year is to scale our cohort to 25 students, improve our graduation rate to 50%, and secure formal employment for most of our alumni.

This foundation has been built on passion and volunteerism. Now, we move towards professionalization and sustainable growth.

Organisational Overview

Vision, Mission, and Values

Vision
Techbridle Foundation is dedicated to empowering unemployed youth aged 18 to 35, with at least a high school certificate, to become professional software developers and entrepreneurs. We prepare them for both the corporate and business worlds through comprehensive, industry-aligned training.

Mission
To transform lives by providing intensive online training. We equip individuals with essential software development and Agile skills to foster career growth, innovation, and economic independence.

Values

- **Innovation:** We embrace creativity and continuous improvement, encouraging learners to solve real-world problems.
- **Inclusion:** We create accessible pathways into the tech sector for underserved communities.
- **Transparency:** We operate with honesty and openness in all communication and reporting.
- **Excellence:** We hold ourselves to high standards to deliver world-class learning experiences.
- **Collaboration:** We believe in the power of partnerships with industry, communities, and donors.
- **Integrity:** We act ethically and responsibly in every aspect of our work.

Legal and Governance Information

Registration Details

- **NPO Registration Number:** 312-502 NPO
- **NPC Registration Number:** 2024/362545/08
- **Tax Status:** PBO application pending with SARS

Board of Directors

- Oluwafemi Olasubomi Otusanya (Chairperson)
- Sinethemba Hope Pearl Otusanya
- Jabilisiwe Davy Cele
- Lindy Heyns

Organisational Structure

- **Leadership Team:** Oluwafemi Olasubomi Otusanya, Lindy Heyns
- **Technical Instructors:** Oluwafemi Olasubomi Otusanya
- **Support Staff:** Sinethemba Hope Pearl Otusanya
- **Mentors & Volunteers:**
  - Kelly Cassaro
  - Oyewole Oyedayo
  - Siyabonga Ngoma
  - John Njezi

Programmes and Impact

Programme: Full Stack Developer Course

Objective: To provide quality education and professional skills so students are job-ready by the end of the course.

Target Beneficiaries: Unemployed youth aged 18–35.

Key Achievements 2025

- **Hackathon Success:** Our students consistently demonstrated their skills in competitive environments. Four students participated in the MTN MoMo Hackathon, while a student-led team, 'Hack4Hope', achieved a top-5 finalist position in the **KFC Add Hope Hunger Hackathon**. Most notably, one graduate team won the **AIMS (AI for Modern Slavery) Hackathon**, earning features on an Australian podcast and a technology project opportunity with the Canadian Government.

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- **Training Delivery:** Conducted **82 technical sessions** and **4 soft skills workshops** between January and December 2025.
- **Project Work:** Students completed three major real-world projects in teams, using full Agile methodology (Sprints, Stand-ups, Retrospectives).
  - *Two Pot Retirement Calculator*
  - *Budget Calculator*
  - *Tile Calculator*
  - *Vehicle Finance Calculator*
- **Assessment:** Conducted 9 final technical reviews and 9 mock interviews to ensure job readiness.

Monitoring and Evaluation

Methodology
We employ a robust multi-point assessment framework:

- **Quarterly Technical Reviews:** Structured interviews to assess conceptual understanding.
- **Weekly Assignments:** Tracked via GitHub commits and code quality reviews.
- **Project Deliverables:** Evaluated on functionality, code cleanliness, and deployment readiness.
- **Mock Interviews:** Simulation of professional job interviews.

Key Insights & Learning

- **Technical Transformation:** We observed a dramatic shift in capability. 100% of completing students could write code and learn new technologies independently by graduation.
- **Retention Challenges:** The 20% completion rate (9 of 45 students) highlighted the financial instability of our target demographic.
- **Strategic Adjustments for 2026:**
  1. **Enhanced Intake:** More rigorous screening for aptitude and commitment.
  2. **Mentorship:** Formalizing top graduates as paid mentors for the next cohort.
  3. **Recruitment Partners:** Establishing direct pipelines to employment to encourage completion.

Partnerships and Stakeholder Engagement

We are very grateful for the support of our technology partners who provided critical tools:

- **Google for Education:** Educational platform access.
- **Microsoft Nonprofits:** Software and cloud services.
- **Slack:** Workspace license for community communication.
- **GitHub:** Team account for version control.
- **TechSoup:** Access to nonprofit technology resources.
- **Make:** Automation platform access.

Financial Overview

Treasurer's Report

Financial Health Summary
The Foundation is currently in a start-up phase. For the 2025 financial year, operations were lean and funded entirely by the Directors. We end the year with zero debt, having successfully validated our low-cost operational model.

Funding Sources (2025)

- **Total Revenue:** R24,501 (100% Directors Personal Contributions)
- **External Debt:** R0

Key Cost Drivers

- **Student Equipment (Laptops):** R12,501
- **Student Support (Data/Transport):** R10,000
- **Software & Licensing:** R2,000

Sustainability Outlook
While the director-funded model worked for the pilot, it is not scalable. Our 2026 strategy targets a budget of R500,000. We plan to raise this through corporate sponsorships, grants, and individual donors. This will allow us to provide student stipends, which is a critical component for improving retention.

Summary of Financial Statements (Year Ended 28 Feb 2026)

Statement of Financial Performance	Amount (ZAR)
REVENUE	
Directors Contributions	R24,501
Total Revenue	**R24,501**
OPERATING EXPENSES	
Equipment (Laptops)	R12,501
Student Support Services	R10,000

Software and Licenses	R2,000
Total Expenses	**R24,501**
SURPLUS / (DEFICIT)	**R0**

Note: The foundation operated without a formal bank account in 2025. All transactions were direct director contributions. In-kind donations from corporate partners are not counted in these figures.

Auditor's Report

Independent Review Summary
No independent audit was conducted for the 2025 financial year. As a start-up operating solely on director contributions with a turnover under R50,000, a formal audit was not required nor cost-effective.
Assurance: All financial records have been maintained and reviewed by the Board of Directors.
2026 Plan: We are establishing formal banking infrastructure and engaging professional accounting services to ensure full compliance with the NPO Act and readiness for future audits.

Governance and Compliance

Board Governance
The Board met monthly to review programme progress and strategic planning. Attendance was 100% for the Executive leadership.
Risk Management

- **Financial Sustainability:** Addressed by the 2026 diversified fundraising strategy.
- **Retention:** Addressed by the planned introduction of student stipends and stricter intake screening.
- **Compliance:** We are fully registered as an NPO and NPC. PBO status is currently pending with SARS.

Policy Development
In 2025, we implemented a Student Code of Conduct.
For 2026, the following policies are in development:
- Financial Management Policy
- Conflict of Interest Policy
- Child Protection Policy (Youth Safeguarding)
- POPIA / Data Protection Policy

Human Resources and Organisational Development

Staffing Model
In 2025, the organization operated on a volunteer model. The founding directors served as the primary leadership and instructional team.
- **Leadership:** Oluwafemi Olasubomi Otusanya (Lead Instructor) & Lindy Heyns (Ops/Governance).
- **Volunteers:** 4 Industry Mentors contributed approximately **384 hours** of high-level technical guidance, valued at approximately R192,000.

Diversity & Inclusion

- **Demographics:** 100% Black South African youth.
- **Gender Split:** 69% Male / 31% Female.
- **2026 Goal:** We are targeting 40% female enrollment in the next cohort to address the gender gap in technology.

Fundraising and Communications

2025 Review
Focus was on organic brand building and programme delivery. We established a strong social media presence on LinkedIn (589 followers) and achieved visibility through our students' hackathon successes.
2026 Strategy: "Invest in South Africa's Digital Future"

- **Target:** R500,000
- **Campaign Focus:** Funding student stipends and mentor compensation.
- **Channels:** Corporate sponsorship (CSI), Foundation grants, and a monthly individual giving programme.

Looking Ahead: Strategic Priorities

Goals for 2026

1. **Scale Impact:** Train 25 students with a target graduation rate of 50%+.
2. **Employability:** Achieve a 60-70% job placement rate for graduates.
3. **Financial Infrastructure:** Establish a formal bank account and implement cloud-based accounting systems.
4. **Sustainability:** Secure PBO status and raise R500,000 to reduce reliance on director funding.
5. **Curriculum Optimization:** Condense the intensive assignment period to the first 2 months based on learning curve data.

Acknowledgements

Thank you to the organisations that have empowered our work through technology grants and support:

Google for Education | Microsoft Nonprofits | Slack | GitHub | TechSoup | Make

To our **Volunteers**: Your time, expertise, and mentorship are the backbone of this academy. Thank you for believing in our students.

To our **Graduates of the 2025 Cohort**: Well done. Your grit, determination, and code have proven that talent is evenly distributed, even if opportunity is not. You are the pioneers of Techbridle, and we are incredibly proud of your future.

Contact Information

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