

EMINGADI

# BRIDGING THE GAP:

Tackling Economic Inequality  
Through Education And Technology



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# **BRIDGING THE GAP: TACKLING ECONOMIC INEQUALITY THROUGH EDUCATION AND TECHNOLOGY**

Economic inequality consistently ranks as one of the most pressing challenges facing humanity. Its effects ripple through societies, destabilizing nations and perpetuating cycles of poverty and unrest. For anyone who has considered the profound consequences of this growing divide, it becomes clear that we must act—urgently and decisively.

If you or your organization is passionate about reducing economic inequality, then this message is for you. At Evangadi, we've dedicated the last five years to developing solutions that empower those at the bottom of the economic pyramid to rise. This report will take you through our journey—how we started, the philosophy that drives us, the impact we've made, and how we plan to scale our mission. We hope it not only informs you but also inspires you to join us in creating lasting, meaningful change.

## OUR GUIDING PRINCIPLES:



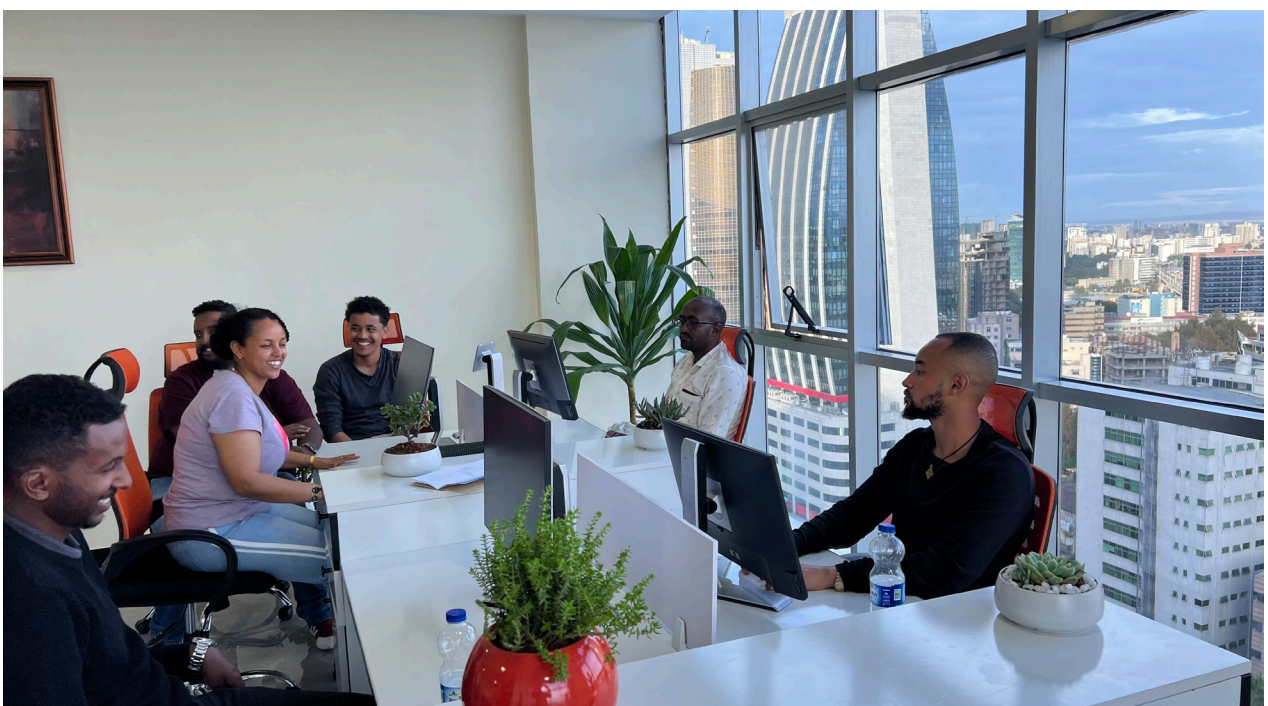
**Meritocracy Above All** – We firmly believe in meritocracy. When the playing field is truly level, those who create the most value for society should rise to the top. Our mission is to equip individuals with the skills and tools they need to compete on merit, regardless of their starting point.



**Humanity First, Beyond Borders** – For us, inequality isn't confined to a single nation. It's a global issue. We focus on reducing inequality between humans—across all countries, communities, and backgrounds.



**Empowerment Over Handouts** – We don't believe that charity or handouts can solve the deep-rooted problem of inequality. Real, sustainable change comes from empowerment—by equipping people with the skills, resources, and networks they need to build better futures for themselves.



# THE BEGINNING: A DREAM TO SOLVE A GLOBAL PROBLEM



In 2019, a group of friends—each of us first-generation immigrants from Africa—came together with a bold ambition: to tackle one of the world’s most daunting issues, economic inequality. Having grown up at the lower end of the economic spectrum, we knew firsthand how deeply this problem affects lives. For us, it wasn’t just an abstract statistic—it was a real barrier, keeping millions from living dignified and fulfilling lives.

In those early discussions, we considered many other pressing issues—technological disruption, climate change—but what resonated most was the economic

disparity we had experienced ourselves. The divide between the “haves” and the “have-nots” is stark, and the struggle to rise from the bottom is a journey we intimately understand. We knew that tackling economic inequality was where we could make the biggest impact.

Having climbed the economic ladder ourselves, we believed we were uniquely positioned to address this challenge—closer to the problem than most. But the question loomed: how could we, a small group with limited resources, begin to chip away at such a colossal issue?

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## THE VEHICLE: A BUSINESS WITH A MISSION

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There were two paths we could have taken in the beginning. The first was to establish a traditional nonprofit organization—raising funds and providing direct aid to those in need. While charitable work can offer immediate relief, we wanted to build something sustainable, something that could create long-term change.

We realized that the most impactful way to address inequality wasn't through handouts, but through empowerment. By equipping individuals with valuable skills, we could give them the tools to compete in the global market. We envisioned creating opportunities where people from underserved communities could offer high-quality services to the wealthier half of the world, resulting in a win-win for both sides: economic empowerment for the under-

served and affordable, top-tier services for the global market.

This is why we chose to establish Evangadi as a for-profit corporation—a business with a mission. Our employees are incentivized to design products and services that empower others, helping reduce inequality while being rewarded for their own contributions. This model ensures that the impact we create is sustainable and scalable, fostering long-term growth for everyone involved.



## OUR FIRST STEP: EVANGADI NETWORKS

As we reflected on our own journeys up the economic ladder, one thing stood out: almost all of us had taken advantage of the technological revolution of the 2000s. We acquired programming skills long before smartphones, and that early preparedness opened a flood of opportunities for us. We watched as countless others also leveraged the rise of tech to transform their lives, and it became clear that this path held immense potential for those willing to learn.

Knowing the steps we took to benefit from the tech revolution, we realized that mentoring others, especially those from underserved communities, would be a powerful start. With that in mind, we launched our first initiative: Evangadi Networks, a platform where experienced tech professionals and engineers could mentor aspiring developers from underrepresented backgrounds.

Initially, we envisioned a one-on-one mentorship model. Each mentor would take on two mentees, providing personalized guidance and helping them navigate their transition into tech careers. We envisioned organizing monthly networking events, creating spaces where mentors and mentees could connect, share knowledge, and grow together.

When we launched the Evangadi Networks website, the response exceeded our expectations. Within just a few days, 80 mentors signed up, eager to contribute. But what truly took us by surprise was the overwhelming demand from mentees—over 1,000 people signed up, hungry for guidance and mentorship.

This was both an exciting and sobering realization. The enthusiasm confirmed that we were addressing a critical need, but it also made us confront the limitations of a one-on-one mentorship model. Scaling this approach to meet the demand would require us to rethink our strategy.



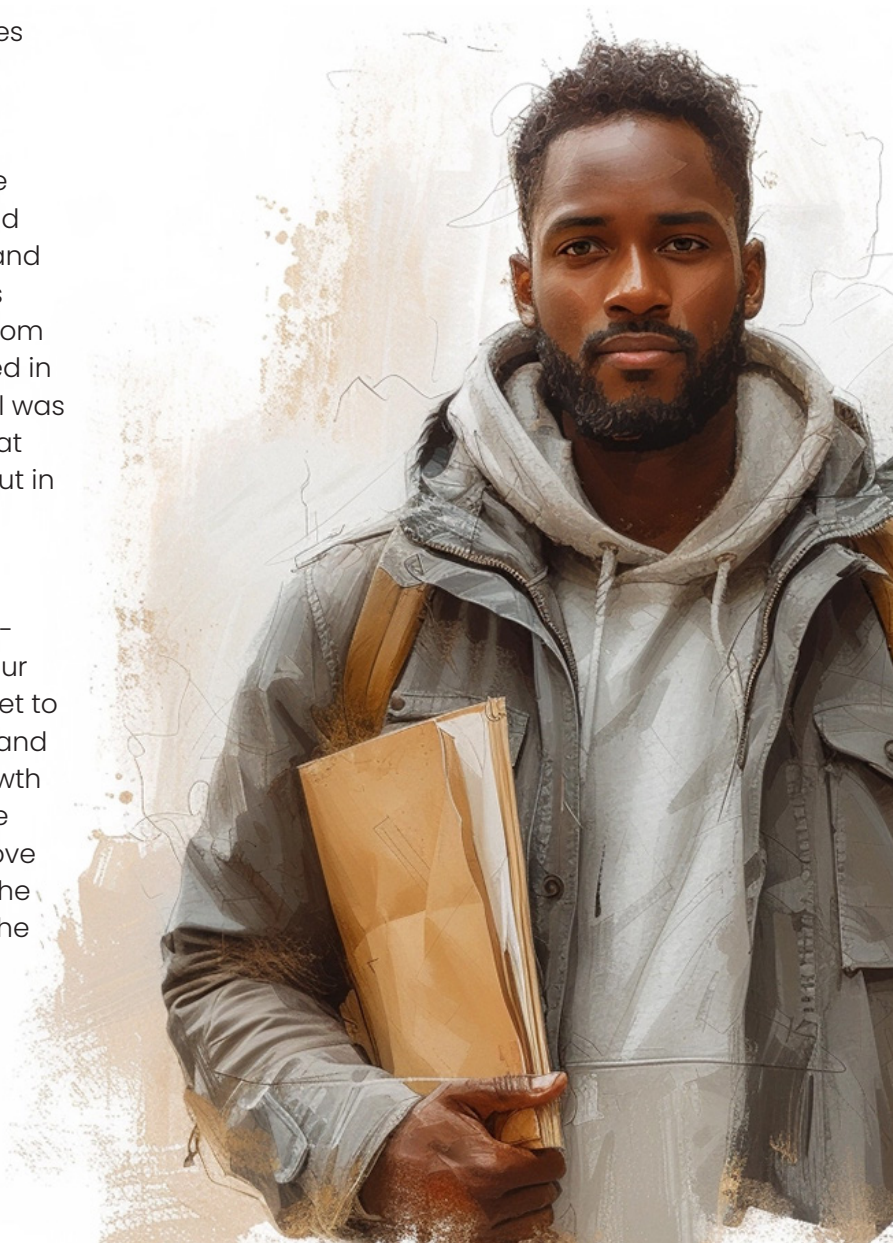
# THE EVOLUTION: FROM MENTORSHIP TO FULL-SCALE TRAINING

With over 1,000 mentees and just 80 mentors, it became clear that our initial one-on-one mentorship model wasn't sustainable. The demand for guidance far exceeded what we could provide, so we knew it was time to pivot. That's when we decided to develop a more scalable solution—one that could educate not just a few, but hundreds of people at once. And so, Evangadi Courses was born.

Our vision was ambitious: to create a comprehensive program that could take complete beginners—many of whom had little to no experience with computers—and transform them into skilled professionals capable of competing with graduates from top-tier universities. We weren't interested in shortcuts or superficial training. Our goal was to provide deep, practical knowledge that would empower our students to stand out in a competitive job market.

After careful consideration, we chose teaching programming and building full-stack web applications as the focus of our curriculum. While it's a challenging skill set to master, it's also one of the most in-demand globally, offering clear pathways for growth and opportunity. The tech industry, unlike many others, rewards skill and merit above background or connections—making it the ideal field for those striving to rise from the bottom.

By teaching full-stack development, we knew we could equip our students with the ability to build end-to-end solutions, preparing them for a broad range of roles in the tech world. It was a bold choice, but we believed that the hardest paths often lead to the most rewarding outcomes.





## OUR FIRST COURSE: OVERCOMING EARLY CHALLENGES

In November 2019, we launched our first full-stack web application development course. Our goal was to serve complete beginners, many of whom had never even used a computer before. Right from the first batch, we encountered two major challenges.

First, we discovered that many of our students lacked basic computer literacy. They didn't know how to navigate a file system or even create a folder. So, we quickly adapted our curriculum, starting from the ground up. We began teaching foundational digital skills—how to use a computer, manage files, and install essential software. It wasn't just about teaching web development; it was about preparing our students to operate confidently in a digital world.

Second, language posed a significant barrier. Our original course was in English, but many of our students were first-generation immigrants from Ethiopia. They weren't just learning how to code; they were also trying to grasp technical concepts in a language they were still mastering. This dual challenge slowed down their progress.

So, we made a pivotal decision: we redeveloped the entire course in Amharic, Ethiopia's national language. Almost immediately, we saw a dramatic shift—student engagement skyrocketed, and their comprehension improved significantly.

We understood that this choice would limit our initial reach—after all, most programming courses are offered in English, the global language of technology. But we believed that providing accessible, high-quality education in students' native language was the key to unlocking their potential. And it proved to be the right move.



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# CRAFTING A TRANSFORMATIVE TEACHING METHODOLOGY

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Through trial, error, and continuous iteration, we developed a teaching methodology that would become one of the cornerstones of our success. Our “5-Step Week” methodology is designed to do much more than just teach coding—it also focuses on teaching the essential soft skills such as time management, teamwork, self-learning, and accountability.

We found that project-based learning was the most effective way to engage our students. Each week, they tackled real-world projects that gradually increased in complexity. By the end of the course, our students weren't just learning theory—they were actively building applications and solving real problems.

We intentionally designed the final projects to be as challenging as the capstone projects in four-year computer science degree programs. This wasn't just about preparing our students to compete with graduates from other short courses. We aimed higher: we wanted them to stand shoulder to shoulder with university graduates from the world's top institutions. Our ultimate goal was to develop not just competent developers but exceptional ones.

A critical part of our success is that our program is always evolving. We actively seek feedback from our students and continually refine our curriculum, adding more advanced topics and introducing new tools and technologies. This iterative process keeps our students competitive in the rapidly changing tech landscape.

After a year and a half of development, we reached a significant milestone: our students began outperforming computer science graduates from universities around the world. Some of these students were complete beginners—people who, just months earlier, had never even used a computer. Yet, by the end of the course, they were building and deploying full-stack applications on their own.

The transformation was so profound that even a 10-year-old and a 12-year-old were able to follow the curriculum and build their own applications. This was the clearest testament to the power of our program. If a fourth grader could master it, we knew we were on the right track.

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# THE CURRICULUM: EMPOWERING COMPLETE BEGINNERS TO COMPETE WITH CS GRADUATES

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When we set out to build our curriculum, our goal was ambitious yet clear: to take complete beginners—people who might not even know how to create a folder on a computer—and transform them into full-stack developers capable of competing with computer science graduates from top universities. This goal drove the development of our six-month intensive program, designed to equip students with the skills and confidence they need to excel in the tech industry.

Our program is divided into four phases, spanning 25 weeks of rigorous training. Here's a detailed look at what each phase covers:



## Phase 1

### Foundational Skills and Static Websites

The first week is dedicated to teaching basic computer skills, ensuring students are comfortable navigating the digital environment. This includes fundamental tasks such as organizing files, cleaning up desktops, and installing essential software. During the first two weeks, we offer five days a week of support to help complete beginners get up to speed.

From there, we dive into building static websites. We introduce students to **HTML, CSS, media queries, and Bootstrap**, the foundational technologies of web design. To keep learning practical and exciting, students begin replicating popular websites like **apple.com**. This bold, hands-on approach builds their confidence as they see that they too can create professional, polished websites. By the end of this phase, each student has developed their own portfolio website—marking a major milestone in their journey.



## Phase 2

### Programming Fundamentals and Interactivity

In this phase, we focus on core programming concepts, starting with **JavaScript**. Students learn essential computer science principles such as data structures and algorithms, which lay the groundwork for becoming proficient developers.

Once students are comfortable with basic programming, we introduce **DOM** manipulation using vanilla JavaScript, and later explore **jQuery** to add interactivity to their websites. This phase helps students transition from static content to interactive user experiences.



## Phase 3

### Server-Side Programming and Backend Development

In this phase, we take students behind the scenes of the web, exploring what happens beyond the browser. We start by teaching the fundamentals of networking protocols like **HTTP** and **TCP/IP**, helping students understand how data is transferred across the internet.

Next, we introduce **Node.js** for backend development. Students learn to create their own web servers using the `http` module and **Express.js**. This phase also includes a deep dive into relational databases, focusing on **MySQL**. Students learn how to query databases using **SQL** and how to implement business logic before sending responses to the front end.

With the back-end foundation set, we shift back to the front end, where students learn **React.js**. They explore component-based architecture, state management, routing, and API integration, preparing them to build more sophisticated web applications.

We also teach students how to use **Git** and **GitHub** for version control, ensuring they can collaborate effectively in real-world development environments. Once students have mastered frontend, backend, and database management, we move on to deployment. They learn how to deploy projects using free hosting services like **Netlify** and **Firebase**, as well as how to set up servers using **AWS** on a Linux operating system.



#### Phase 4

### Capstone Projects

The final phase is centered around hands-on, real-world projects that push students to apply everything they've learned. They complete four major projects:

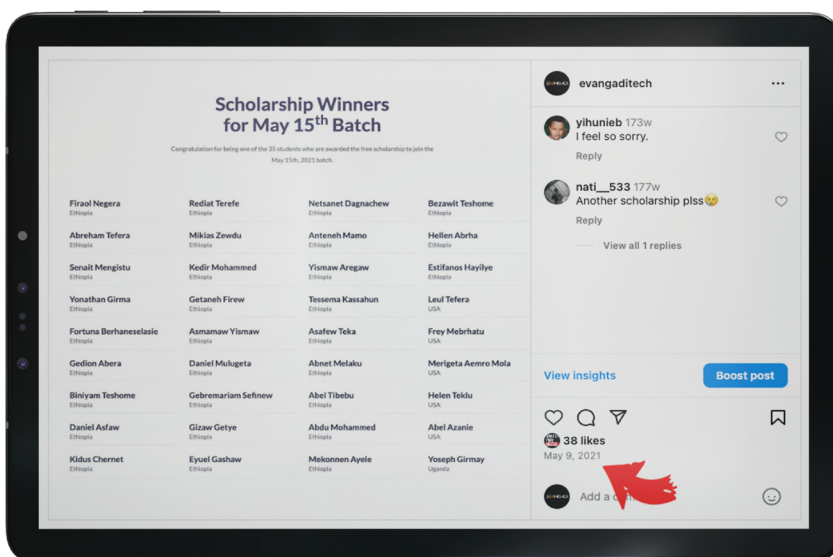
1. **Netflix Clone:** A full-scale replica of **Netflix.com**, built using React.js.
2. **Amazon Clone:** A fully functional **Amazon.com** replica, complete with user authentication, a shopping cart system, and a payment checkout feature.
3. **Full-Stack Forum App:** A collaborative platform where users can ask and answer questions, simulating a real-world, interactive forum.
4. **SaaS Product for a Car Maintenance Company:** In teams, students develop a complete SaaS product from concept to deployment, learning how to bring a real-world solution to life.

These projects provide students with practical, hands-on experience and an impressive portfolio to showcase their abilities to potential employers. By the end of the program, they are not just prepared for junior developer roles—they are fully equipped to thrive in the tech industry.

# OUR SCHOLARSHIP PROGRAM: OPENING DOORS FOR THE UNDERSERVED

Despite our success, we quickly encountered a harsh reality: many of the individuals we set out to help simply couldn't afford the course. While we worked hard to keep our tuition significantly lower than comparable programs in the U.S., it was still out of reach for many. That's why, in May 2021, we launched our scholarship program—to ensure that financial barriers would not prevent deserving students from accessing life-changing opportunities.

Our scholarship program is based on both need and merit. For every two paying students, we offer a scholarship to one deserving individual. Since its inception, we have awarded scholarships to over 700 students. Many of these recipients come from severely disadvantaged backgrounds—some from war-torn regions, others from rural areas where access to education is scarce. Despite the challenges they face, these students have gone on to achieve incredible success, breaking into the tech industry and transforming their futures.



However, the demand for scholarships far exceeds what we can currently provide. For every scholarship awarded, there are 10 more deserving applicants. To date, we've received over 10,000 applications, with more coming in each day. This overwhelming need is one of our greatest challenges—and one of the main reasons we are seeking partnerships and support. With additional resources, we could change the trajectory of thousands more lives, empowering them to break free.



## SUPPLEMENTARY COURSES: EXPANDING DOMAINS

When we began our journey in 2019, the success rate for students completing either a four-year computer science degree or a well-designed full-stack development course like ours was remarkable—over 90% of graduates secured junior positions within six months. However, the job market has evolved. Today, both college graduates and bootcamp graduates face increased competition, making it more challenging to break into the industry. Despite these changes, our core mission remains the same: to empower individuals with the skills and knowledge that make them more competitive in the global market.

As we continue to monitor hiring trends, it has become clear that companies are increasingly looking for candidates with a broader range of technical skills and real-world experience. While the competition is tougher, the key to overcoming this challenge lies in continued training and skill diversification.

To address this, we've introduced six supplementary courses that complement our full-stack application development program. These courses are offered free of charge to all our full-stack graduates and were carefully selected based on their value in today's job market. The supplementary courses include:



AWS  
(Amazon  
Web  
Services)

Mule Soft  
Development

Share Point  
Development

Quality  
Assurance  
(QA)

Power  
BI

Database  
Administration

By offering these additional courses, we provide our students with the opportunity to broaden their skill sets, making them more versatile and attractive to employers. This expanded range of skills not only increases their chances of securing a job but also equips them with the expertise to excel in various areas of tech—whether it’s cloud computing, data analytics, or software testing.

We continue to apply the same hands-on, project-based learning methodology used in our full-stack program, ensuring that our supplementary courses maintain the same high standards. By enhancing our students’ skill sets in these critical areas, we are helping them rise above the competition and advancing our larger goal of empowering underserved communities to break into the global tech market.





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# THE IMMERSIVE TRAINING PROGRAM: BRIDGING THE EXPERIENCE GAP

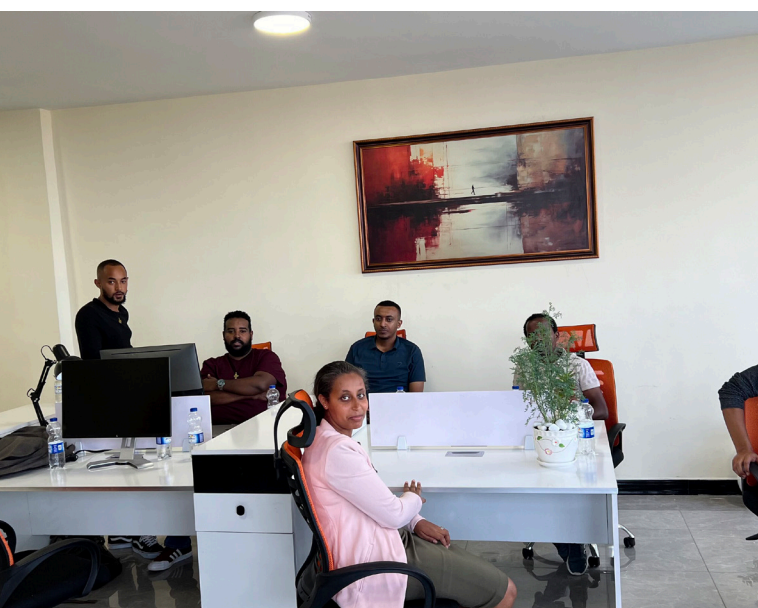
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One of the biggest challenges our graduates face is the “experience gap.” Employers today are increasingly seeking candidates with real-world experience, but for fresh graduates, this creates a frustrating catch-22: they need experience to get a job, but they need a job to gain experience.

To address this, we developed the Immersive Training Program. Through this program, the top graduates of our course are selected to intern at our partner company, Evangadi Tech DevShop, where they work on real-world projects, attend team meetings, and contribute code that gets deployed in live

applications. This hands-on experience not only builds their technical skills but also boosts their confidence and strengthens their resumes, making them much more attractive to potential employers.

By the end of the program, our graduates have not only a solid portfolio to showcase their abilities but also, most importantly, real-world experience. This program effectively bridges the gap between education and employment, giving our graduates the practical exposure they need to launch their tech careers.



## The Placement: Connecting Skilled Talent with Global Employers

From the very beginning, our mission has been clear: to address global economic inequality by creating opportunities for the flow of wealth from those at the top half of the economic spectrum to those at the bottom half. We firmly believe that the best way to achieve this isn't through donations or handouts, but by tapping into the power of the free market. We are strong believers in a system that rewards people based on the merit and value they provide.

Our approach is simple yet impactful: train individuals from underserved communities in high-demand skills and connect them with companies that need their talent. By doing so, we create a win-win scenario—employers gain access to highly skilled, driven workers at competitive rates, while our students get the opportunity to build sustainable careers and improve their lives.

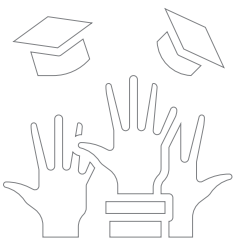
Over the past few years, we have equipped our students with some of the most in-demand skill sets in the global job market, particularly in full-stack development and React.js. The final step in this journey is to connect these highly motivated individuals with employers in Europe and the USA who are looking for top-tier talent.

These are driven students, determined to deliver high-quality work at a more affordable price. They are ready to contribute to your teams, bringing not just their technical skills but also a unique determination and passion for their work. However, the biggest challenge they face is visibility. Despite their abilities, many

of our graduates struggle to market themselves effectively and be discovered by potential employers like you.

That's where we come in. We've taken on the challenge of bridging this gap by actively promoting their talents to the global market. If you're reading this, or if you've come across one of our outreach efforts, it's because we believe that once employers discover the immense potential of these graduates, the opportunities will grow exponentially. When companies like yours hire these talented individuals, the word spreads—and with it, the opportunity for many more deserving individuals.

Right now, we have over **300 fully trained, highly capable graduates** ready to step into junior full-stack or React.js developer positions. These individuals are not just job-ready—they are eager to provide value, innovate, and contribute to your company's success. By hiring our graduates, you're not just filling a position; you're investing in a long-term partnership that supports global talent development and promotes economic equality.



# 300

fully trained, highly  
capable graduates

## The Incubator: Fostering Tech Entrepreneurs

While many of our students are focused on securing jobs in the tech industry, some have bigger dreams—they want to build businesses of their own. These students aren't just looking for employment; they're aiming to become creators, innovators, and leaders in their fields. They want to use the skills they've learned to develop tech products that solve real-world problems and, in doing so, generate economic opportunities not only for themselves but for others in their communities.

We recognize and deeply value this entrepreneurial spirit, which is why we created the Evangadi Incubator Program—a support system for aspiring tech founders who want to transform their skills into thriving businesses.

The incubator focuses on turning full-stack development skills into Software as a Service (SaaS) businesses—a proven business model that has gained global traction due to its scalability and ability to serve customers worldwide. SaaS products are particularly impactful because they can be developed with relatively low startup costs, yet have the potential to generate significant revenue and job creation. This makes SaaS a perfect fit for our students, who may not have access to traditional venture capital but have the talent and determination to succeed.

Through this incubator, we offer much more than just technical guidance. We provide comprehensive training in the critical areas necessary for entrepreneurial success, including:



**Business Strategy:** Understanding market dynamics, identifying customer needs, and positioning their products to compete effectively.



**Marketing and Sales:** Equipping students with the skills to promote and sell their products, even in highly competitive markets.



**Management and Leadership:** Teaching students how to manage a team, allocate resources, and lead their companies to growth.



**Scaling and Sustainability:** Guiding them through the challenges of scaling a business from a small startup to a company that can serve a global audience.

We are not only focused on the technical aspects of building a SaaS product but on creating well-rounded entrepreneurs who understand the nuances of running and growing a sustainable business. As part of this effort, we are currently developing a SaaS product ourselves, which serves as both a practical example and a template for future entrepreneurs in our incubator to follow. By demonstrating the full life cycle of a SaaS product—from ideation to deployment—we offer a valuable learning experience for our participants.



## The Things That Help Us Sleep Better at Night

The challenge we've taken on—tackling global inequality—is monumental. It's likely to take a lifetime of effort before we see significant, widespread change. Yet, despite the scale of the task, there are key factors that give us hope and help us sleep better at night. These are the pillars of progress that remind us we're on the right track.

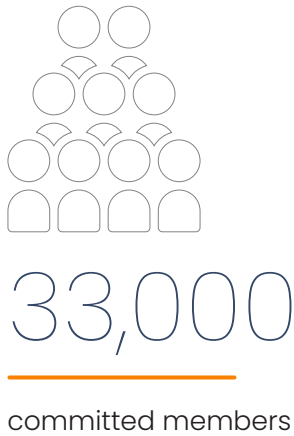
### Our Team: Driven by Purpose

By far, the most valuable asset we've built is our team. Every one of us started at the bottom and fought our way up, so we intimately understand the challenges our students face. For us, working to solve this problem is more than just a job—it's a cause. We've been fortunate to build a team of people who are not only highly skilled but also deeply driven by the mission to create lasting change.

Our team operates on a principle of merit-based promotions and personal accountability. There's no time wasted on micromanagement—each member is so committed to the cause that they are already driven to give their best. This shared sense of purpose and dedication makes us confident that we are building something truly impactful.

### The Network We've Built: Strength in Numbers

We are firm believers in the power of teamwork. Tackling inequality is not something one person—or even one organization—can do alone. It requires collaboration and long-term commitment from those at the lower half of the economic spectrum to upskill and compete at higher levels.



Through our awareness campaigns and social media outreach, we've built a thriving network of over **33,000 committed members**. These individuals are actively training themselves using the materials and resources we provide on our platform. The engagement and collaboration we witness within this community are testaments to the dedication of our members. They are working hard, just as we are, to rise to the upper half of the economic ladder. This sense of collective effort and mutual support helps us sleep well at night.

### **The Curriculum and Methodology: A Proven Path to Success**

When we designed our curriculum, we knew it had to do more than just teach coding—it needed to empower complete beginners to achieve professional-level competence in a short time. Our curriculum and “5-Step Week” methodology have been meticulously crafted to take students from knowing nothing about computers to building full-stack applications.

Seeing our methods work, especially when a **10-year-**

**old** student reaches the level of a **four-year college graduate** in just six months, gives us hope that we can scale this solution to reach millions. We've even seen students excel by following the curriculum independently, which reassures us that our approach is truly making a difference. Knowing that we're providing a scalable solution that can help people globally helps us rest easy.

### **The Platform: A Scalable Solution**

To deliver our courses effectively, we built our own custom platform, designed to support the “5-Step Week” process. We knew that relying on off-the-shelf platforms wouldn't allow us to implement the unique teaching methodologies we had developed.

Today, our platform is a well-developed, scalable solution that can support thousands of students simultaneously. Without it, we would need far more instructors, which would drive up costs for our students. The fact that this platform can operate with minimal oversight, teaching students even while we sleep, gives us the confidence that we're on the path to creating a global impact.

## The Scholarships: Transforming Lives

One of the most rewarding aspects of our work has been witnessing the transformative power of our scholarship program. When we look back at the students we awarded scholarships to—some from war-torn zones, others from the most rural areas of the world—we are filled with pride. Many of these individuals have gone on to become full-time full-stack developers, some even joining our core team.

A number of our scholarship recipients have successfully entered the global job market, climbing from the lower economic half to the upper half in just a few years. We've interviewed some of these students and shared their success stories on our YouTube channel. Seeing these success stories in action proves that our dream of lifting thousands of people to a higher economic level is within reach, and that's what keeps us going.

## The Women Leaders: Breaking the Mold

The tech industry has long been male-dominated, but we are witnessing something remarkable within our programs. Many of the classes, discussion groups, and collaborative projects are being led and organized by women.

Although our primary focus is on solving income inequality, we are also proud to see that our programs are contributing to greater gender equality in tech. The active leadership roles women are taking

in both our classrooms and our teams are a powerful reminder that we are creating inclusive solutions. The fact that women are not just participating but excelling and leading adds another layer of satisfaction to our work.

## The Students Who Transitioned and Secured Jobs: A Testament to Hope

In today's competitive job market, even computer science graduates from four-year colleges struggle to secure jobs. Despite this, many of our students have managed to enter the workforce in a fraction of the time and cost it takes traditional college graduates.

Each time one of our students transitions into the job market and improves their income bracket, they not only change their own lives—they change their families' futures. Most importantly, they gain the opportunity to fight for their future from a better position. Every success story we witness fills us with hope and reminds us of the vast potential waiting to be unlocked in others.



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# WHAT KEEPS US UP AT NIGHT

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## The 10,000 Applicants Still Waiting for Their Chance

Without a doubt, the thing that keeps us up at night the most is the 10,000 students who are determined, eager, and ready to transform their lives through our courses—but we simply don't have the resources to teach them all. Their desire to learn, grow, and break free from the constraints of their circumstances is palpable, but the reality is harsh: we don't yet have the budget to accommodate everyone.

In the past three years, we've been able to teach only 700 students. While we're proud of this accomplishment, it's a drop in the ocean compared to the overwhelming demand. If we continue at this pace, it would take us decades to reach all those who have already applied, let alone the many more who will come after them. This reality weighs heavily on us, especially when we read the heartfelt essays from applicants pleading for a scholarship. Their words reveal their drive, their hunger for growth, and their deep desire for change. They see this opportunity as their way out of poverty, their chance to rewrite their future.

The fact that we are not yet in a position to provide that opportunity to everyone is what keeps us up at night. We see their potential—we know they have the motivation and determination to succeed, but without the

means to offer them a place in our program, we are forced to leave many waiting. This unmet need is a constant reminder of the scale of the challenge we face and pushes us to work harder every day to expand our reach, build new partnerships, and secure the resources we need to teach not just hundreds, but thousands more.

## The Students Who Have Yet to Penetrate the Job Market

While we're incredibly proud of the students who have successfully transitioned into the job market, we are acutely aware that many of our graduates are still fighting to secure positions in an increasingly competitive industry. These students have put in the hard work, acquired valuable skills, and demonstrated perseverance, but they are still struggling to get their foot in the door.

The reality of the tech job market is that, despite having the right skills, standing out in a sea of candidates—especially without prior experience—can be incredibly difficult. These students are not lacking in ability or determination; they are simply up against a system that often favors those with traditional educational backgrounds or previous work experience.

What keeps us up at night is knowing that, despite their efforts, many of these talented individuals are still waiting for their break. We see their potential and recognize the time and energy they've invested in their future, but we haven't yet figured out how to bridge this final gap for all of them.

We are constantly exploring new ways to help these students, whether it's through more intensive job placement services, networking opportunities, or partnerships with companies willing to give them a chance. We know that finding the right solution will take time and resources, but their struggle is a persistent reminder that we cannot rest until we've helped them all succeed. Their determination deserves to be rewarded, and that is a challenge we are committed to solving, no matter how long it takes.

### **The Upcoming Generation: A Race Against Time**

One of our greatest concerns—and one that constantly weighs on us—is the rapidly growing number of young people entering adulthood every year, particularly in countries that sit at the bottom half of the global income bracket. While regions like the U.S. and Europe are dealing with aging populations, many African nations face the opposite challenge: a burgeoning youth population that their economies are ill-equipped to support.

This demographic shift presents a double-edged sword. On one hand, the young generation holds incredible potential—the drive, energy, and talent to reshape

their futures and contribute to the global economy. On the other hand, without the right infrastructure, opportunities, and resources, many of these young people risk being left behind, trapped in cycles of poverty with limited paths to economic mobility.

This is a reality that keeps us up at night. We know that if we don't act now, we could lose the chance to empower millions of young people to break into the global market. The window is narrow—within the next few years, this generation will be entering the workforce en masse. The challenge is immense: how do we equip these young people with the skills and knowledge they need to compete on an international stage?

Our hope is that through our programs, we can prepare these youth to join the global economy, allowing them to transcend local limitations and tap into opportunities worldwide. We see the potential to shift the narrative, helping young Africans become contributors to a global workforce where they can thrive and compete internationally. However, this is no small feat. The clock is ticking, and we must figure out how to scale our efforts to meet the enormous demand.

The enormity of this task keeps us awake, grappling with how to expand our reach and provide meaningful, scalable education that can empower this generation in time. We are determined to find a way to ensure that the next generation is not left behind but rather equipped to take their place in the global workforce, driving progress not just for themselves, but for their communities and the world at large.



# THE NEXT CHAPTER: OUR NEW PRODUCT LINES

As Evangadi continues to grow, we've always kept our eyes on the ultimate goal: creating opportunities that bridge the economic inequality gap and empower individuals from underserved communities to compete on a global scale. We've achieved significant milestones so far, but we know the journey is far from over.

In our ongoing mission to innovate and make an even greater impact, we're excited to introduce three new product lines that will not only help us expand our reach but also bring added value to the companies we partner with. These new offerings combine workforce development with corporate social responsibility, creating a win-win scenario for both our students and the businesses that hire them.

01

**DUAL DEVELOPER  
ADVANTAGE:  
TWO DEVELOPERS  
FOR THE PRICE OF ONE**

# PRODUCT I: TWO DEVELOPERS FOR THE PRICE OF ONE

Hiring the right talent is a challenge for any company, especially in today's competitive tech landscape. Our **"Two Developers for the Price of One"** product line is designed to help companies overcome this challenge by offering double the value within the same budget.

Here's how it works: when you're looking to hire a junior full-stack developer, you don't just get one—you get **two** highly skilled, highly motivated developers for the same cost. These aren't just any junior developers; they're graduates of our intensive full-stack development program, trained in the most in-demand technologies and equipped with the practical skills needed to contribute from day one.

## Additional benefits for your company:



**30-Day Free Trial:** We will cover the first month's cost of both developers. If you're not satisfied with any of them, we will replace them at no additional cost to you.



**No Recruitment Fees:** Since we trained these students ourselves, we know their strengths and weaknesses better than anyone else. Simply provide us with your requirements, and we will ensure the best match for your team—without charging any recruitment fees.

This product line not only gives you double the productivity but also offers peace of mind with our risk-free trial and recruitment flexibility.

02



**CSR OUTSOURCING:  
OUTSOURCE YOUR CSR  
DEPARTMENT TO US**

## PRODUCT II: OUTSOURCE YOUR CSR DEPARTMENT TO US

Corporate Social Responsibility (CSR) is more than just a buzzword—it's a core part of doing business in today's socially conscious world. But building and managing a dedicated CSR team can be complex and resource-intensive. That's where Evangadi comes in.

With our "**Outsource Your CSR to Us**" product line, we offer companies a **turnkey solution** for their CSR needs. Instead of building your own CSR department from scratch, you can partner with Evangadi to fund tech education for students in underserved communities, all in the name of your company.

### Why this works for your company:



**Hassle-Free CSR:** Fulfill your corporate social responsibility goals without the overhead of managing a full CSR team. We handle everything, from course design and teaching to reporting progress and impact.



**Direct Social Impact:** Your company will play a visible, measurable role in empowering individuals through education. The students will know that your company has given them a chance to change their future.



**Elevate Your Brand:** We will teach these tech courses in the name of your company, giving you recognition as a brand committed to creating real-world change.

03



**HIRE & EMPOWER  
BUNDLE: COMBINE  
THE TWO OFFERINGS**

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## PRODUCT III: BUNDLE THE TWO TOGETHER: HIRE AND EMPOWER

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Why stop at just hiring top talent or contributing to a cause when you can do both? Our **"Bundle Offer"** combines the best of both worlds: hire a junior developer from Evangadi, and in return, we'll teach a class of 50 students in the name of your company.

This unique product line is designed for companies that want to make a **lasting social impact** while fulfilling their hiring needs. By hiring one of our graduates, you not only bring a **highly trained full-stack developer** onto your team, but you also help educate the next generation of tech professionals in underserved communities.

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### Key benefits of the Bundle Offer:

01

**Skilled Talent at Your Fingertips:** Our graduates undergo extensive training in full-stack development, preparing them to make an immediate contribution to your team.

02

**Impact Beyond Hiring:** For every developer you hire, Evangadi will teach a class of 50 students in your company's name, directly aligning your hiring efforts with a powerful social cause.

03

**Boost Your Brand's Reputation:** Your company will be recognized as a socially responsible leader, contributing to both workforce development and education in underserved communities.

In a world where inequality continues to grow, businesses have a unique opportunity to be part of the solution. By partnering with Evangadi, you can **strengthen your workforce** while simultaneously contributing to **global social good**. Whether it's through hiring skilled developers, outsourcing your CSR efforts, or bundling the two together, these product lines are designed to create **sustainable impact**—for your company, for our students, and for the future of humanity.

We invite you to be part of this next chapter. Together, we can bridge the gap and create a world where opportunities are available to everyone, no matter where they start.

# OUR TEAM: THE PEOPLE BEHIND THE PROGRESS



**ADUGNA BEKELE**  
CEO



**TEWEDAJ SHOLA**  
Director of Operations



**BIRUK KEBEDE**  
Lead Software Developer



**EDOM MESHESHA**  
Program Coordinator



**SARON TADELE**  
Software Developer



**IBRAHIM WONDIMU**  
Software Developer





**SAMSON MESERET**  
Software Developer



**ASCHALEW GASHAW**  
Software Developer



**DANIEL KEBEDE**  
Software Developer



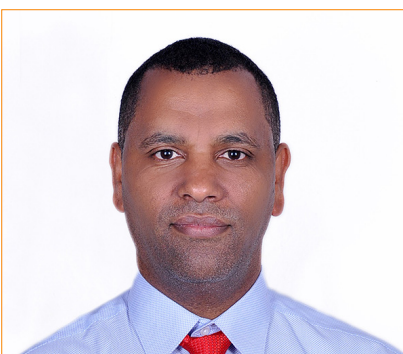
**TSEGAZEAB MENGSTU**  
Software Developer



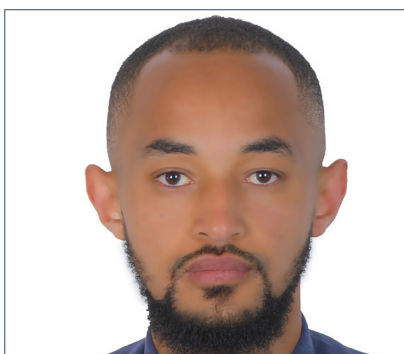
**BIRUK DUBALE**  
Sr. Consultant



**BHARATH MODI**  
UX/UI Designer



**SEIFE SHIFERAW**  
Fullstack Developer  
and Instructor



**BEKALU FIKADU**  
Fullstack Developer  
and Instructor



**REDIET TEREFE**  
Fullstack Developer  
and Instructor



**MAREW MASRESHA**

Fullstack Developer  
and Instructor



**BIKILA ZELELEM**

General Manager



**EYASU NIGUSSIE**

Fullstack Developer  
and Instructor



**SADAM ENDRIS**

Fullstack Developer  
and Instructor



**BEKURETSION TSEGAYE**

Fullstack Developer  
and Instructor



**BETELHEM KEBEDE**

Fullstack Developer  
and Instructor



**TARIKU MOLA**

Fullstack Developer  
and Instructor



**FITSUM SEID**

Data Engineer



**ERKU KIFLE**

QA Engineer



**MENGAYE YECHALE**  
QA Engineer



**AZMERAW TEFERA**  
DBA Systems Engineer



**BEREKET TSEGU**  
SharePoint Developer



**MAHLET YIMENU**  
SharePoint Developer



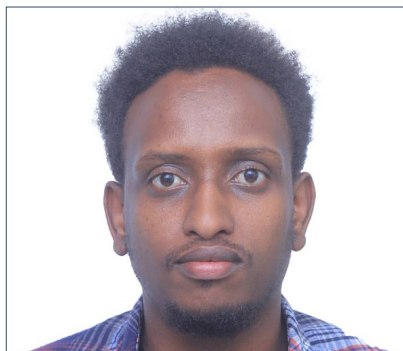
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